



PORTLAND NewsDesk

OFFICIAL NEWSLETTER OF THE EAST AFRICAN PORTLAND CEMENT PLC

EAPC Donates 300 Sports Kits to Eng'aboli Primary School in Bissil

With CSR continuing to serve as a cornerstone of our company's values, we remain dedicated to empowering communities and nurturing future generations. In line with this commitment, our CSR team led by CSR & Sustainability Officer Brian Tenkia, Community Liaison Officer for Bissil Simon Pasua, and Marketing Assistant Leon Waiganjo recently donated 300 sports kits to Eng'aboli Primary School in Oloililai Sub-County, Kajiado County."

The event, held in support of both the Sub-County and County School Games in Kajiado, brought together school



On the right Brian Tenkia-CSR Officer handing over jerseys to Mr Keton-Principal Eng'aboli Comprehensive School

officials, local leaders, and enthusiastic students all united by the spirit of teamwork, talent, and opportunity.

During the tournament, the Games Management team, led by Mr. Keton, expressed

deep appreciation to EAPC, emphasizing the important role such gestures play in elevating not just the morale of young athletes, but also their aspirations. They pledged continued collaboration with our company in building a

stronger, more inclusive future for local youth. "This support goes beyond sports," Mr. Keton noted. "It inspires hope, fuels ambition, and strengthens our sense of community."

As we look ahead, we remain committed to walking hand in hand with the communities we serve empowering the next generation, one opportunity at a time. Together, let's build stronger foundations not just in cement, but in character, collaboration, and community.

**By: Simon Pasua
Community Liaison Officer
Bissil**

EAPC PLC donates cement to Oraa Autism and Youth Empowerment Centre

In the quiet outskirts of Nairobi, tucked away in Ongata Rongai, lies a special place Oraa Autism and Youth Empowerment Centre. It's more than just a care facility. It's a space built on love, inclusion, and the belief that every child, no matter their abilities, deserves a chance to thrive.

Recently, EAPC donated 440 bags of cement to support the construction of Oraa's second centre in Oloosirikon, Rongai. The new facility will allow Oraa to reach more children and young people with diverse needs a small step with the potential to make a huge difference.



From left Esther K. Obiero-CEO, Pastor Samuel G. Mwangi- Founder ORAA Autism and Youth Empowerment Centre receiving cement bags, Grace Muna- Ag. Public Relations Officer, Leone Waiganjo- Marketing Assistant.

EAPC PLC donates cement to Oraa Autism and Youth Empowerment Centre

The day began with an open and honest conversation. Parents, caregivers, autism experts, the EAPC Marketing and Communication team, Oraa staff, and community members came together to share knowledge and lived experiences. There was a special focus on the emotional side of caregiving how consistency, connection, and self-care matter just as much as the practical stuff.

And then, there was joy. The children from Oraa filled the space with laughter and energy, reminding us all why this matters.

This wasn't just another CSR event it was a moment of real human connection.

To mark the day, we planted trees together a simple act that felt deeply symbolic. Leading the way were Oraa's founders, our Ag.PR Officer Grace Muna, and Marketing Assistant Leon Waiganjo. Each tree planted stood for hope, for growth, and for a shared future.

This partnership between Oraa and EAPC is what happens when people come together for something bigger than themselves. For us at

EAPC, it's another chapter in our commitment to community. For Oraa, it's a boost in their mission and a sign that they're not walking this journey alone.

As the new centre begins to take shape in Oloosirikon, we're reminded that it's not just about the bricks and cement. It's about the lives inside the stories, the dreams, the quiet triumphs. This is what building a better future really looks like.

Ready-Mix Concrete : Driving Efficiency, Growth, and Sustainability in Construction.

Kenya's construction industry is experiencing significant growth, driven by public infrastructure projects, urban development, affordable housing development by the government and private real estate investments. The installation and use of ready-mix concrete (RMC) in Kenya provide substantial benefits such as improved quality, efficiency, increased profitability, safety and environmental sustainability, making it a prudent choice for modern construction endeavors.

EAPC has conducted Research Feasibility Study that has informed the necessity for procurement of Ready-Mix Concrete Plant. The Company seeks to procure a state-of-the-art Ready-Mix Cement Plant with a production capacity of 120 cubic meters per hour to meet the needs of commercial, residential and infrastructure projects. The Ready-Mix Concrete plant shall be fully automated batching plant with computerized systems for precise mix design and quality control.



From left Lucy Kangai- Research chemist, Mathew Lerionka- Research Marketing, Silas Kibet - Research Admin., alongside ZoomLion Africa employees during the Ready Concrete Mix Research meeting.

This initiative will position EAPC as a key player in Kenya's construction industry thereby enhancing revenue streams and its operational capabilities. The proposed acquisition is driven by the need to enhance operational efficiency and ensure quality control in concrete production for ongoing and future infrastructure projects in the Country.

EAPC Ready-Mix Concrete Strategic Focus

- Revenue Diversification: Establishing an RMC plant will create a new revenue stream thereby complementing EAPC's existing cement production operations.

- Market Expansion & Customer Focus: Target Infrastructure Projects: EAPC will Partner with government agencies, real estate developers, and contractors working on roads, bridges, and large housing projects. EAPC will also diversify customer base by serving individual home builders, contractors and corporate clients to maintain a steady demand.
- Sustainability and Compliance: RMC production minimizes environmental impact, reduced dust emission, reduce noise pollution and aligns with Kenyan standards (KS EAS 131 and EN 206) for quality concrete.



Eapc Colleagues alongside ZoomLion Africa employees during the meeting.

*By Kennedy Kilee
- Digital Communication Assistant*

EAPC Strengthens Collaboration with the National Construction Authority



EAPC Colleagues alongside National Construction Authority Officials at the NCA headquarters.

In a strategic move to enhance industry standards, quality assurance, and sustainable construction practices, East African Portland Cement PLC (EAPC) paid a courtesy visit to the National Construction Authority (NCA) to explore areas of mutual collaboration and partnership.

The meeting, chaired by Dr. Eng. Meshack O. Otieno, PhD, Manager for Construction Research and Business Development at NCA, brought together NCA's leadership and members alongside representatives from EAPC's Research & Development and Marketing teams led by Engineer Japhet Ombogo, Manager for Research and Development. Discussions focused on aligning efforts to strengthen the construction sector through quality, compliance, and sustainability initiatives.

The engagement provided a robust platform to address key industry challenges, including the prevalence of substandard building materials, the urgent need for predictable and enforceable standards, and the importance of building contractor capacity across the country.

Both organisations expressed a shared commitment to:

- Promoting standardisation of

construction materials and technologies.

- Improving quality control in cement application.
- Reinforcing environmental sustainability in manufacturing processes.

EAPC also showcased its innovative "Green Triangle" cement product, developed as part of the company's sustainability drive to provide eco-friendly solutions for Kenya's growing construction needs.

The discussions identified several promising areas for partnership, including:

- Capacity Building – Contractor seminars, youth empowerment programs, and technical training sessions.
- Research Partnerships – Joint studies on construction material quality and environmental impact.
- Inspection and Enforcement

– Coordinated efforts to curb illegal and non-compliant construction practices.

- CSR Initiatives – Community-based programs to promote safe and sustainable building practices.

NCA emphasised the importance of working closely with reputable industry players like EAPC to address the leading causes of building failures and to ensure contractors fully understand cement grades and their proper applications.

The meeting concluded on an optimistic note, with both parties agreeing to develop a joint framework outlining short-term "quick wins" and longer-term strategic objectives. EAPC reiterated its readiness to embark on projects that will not only strengthen the construction sector but also enhance public confidence in the Blue Triangle brand.

As one participant aptly stated, "Through this collaboration, we are going to do big things and set the pace for the industry."

This courtesy visit marks the beginning of a promising partnership between EAPC and NCA, one grounded in shared values, mutual respect, and a joint vision for a safer, stronger, and more innovative construction sector in Kenya.



EAPC Colleagues during the meeting with National Construction Authority.

*By Grace Muna Mwakiaro
- Ag. Public Relations Officer*

Empowering Excellence: EAPC Colleagues Complete ISO 9001:2015 QMS Training with KEBS



EAPC Colleagues during the Quality Management System training alongside KEBS officials

Colleagues recently took part in a training on Quality Management System (QMS) Implementation offered by Kenya Bureau of Standards (KEBS), in a significant move toward achieving operational success and ongoing improvement. The training focused on the international standard ISO 9001:2015, providing participants with essential skills to improve quality, effectiveness, and customer service.

The training covered major aspects of QMS, including processes, process optimization, risk management, and measuring outcomes. With the growing importance of quality control across various sectors, the training arrived at a crucial time, further highlighting the role of quality management systems in business performance and stakeholder trust.

“Knowledge from this training will enable us to improve operational efficiencies, cut out processes that do not add value, and ensure we deliver optimal value to our customers,” they said. “That is the quality EAPC shows toward its employees by offering professional development and demonstrating strong leadership.”

The standard ISO 9001:2015 is recognized for its key principles, which focus on being process-driven, improving, and prioritizing customers. These

principles align well with EAPC’s strategic objectives. By developing its employees, the company fosters a culture of excellence and innovation in the cement manufacturing sector.

Gratitude was expressed to EAPC’s leadership for supporting employee growth through focused learning initiatives. The organization’s commitment to building capacity reflects its broader mission to maintain high standards in product quality, workplace safety, and corporate responsibility.



EAPC colleagues at the training

By Kennedy Kilee - Digital Communication Assistant

COLLEAGUE SPOTLIGHT

Mercy Gathethe, Performance & Change Manager

Culture Transformation at EAPC PLC: Building a Legacy of Excellence

Q: What is culture change?

Culture change refers to the deliberate process of transforming the shared values, beliefs, attitudes, norms, and behaviors within an organization. It aims to better align these elements with desired goals, improve performance, and respond effectively to internal or external challenges.

Q: What does culture change mean in the context of EAPC PLC?

At EAPC PLC, culture change is a strategic and intentional shift in the way we think, behave, and work, across all levels of the Company. It is about aligning our shared values, beliefs, and behaviors with our current vision and performance expectations. This transformation fosters a workplace culture grounded in accountability, innovation, integrity, customer focus, and operational excellence.

Q: What's prompting the current shift in organizational culture at EAPC PLC?

The shift is driven by a clear recognition that our internal mindsets, behaviors, and ways of working must align with our strategic direction. For EAPC PLC to achieve its goals and remain competitive, we must embed a culture that supports performance, adaptability, and long-term value creation.

Q: What is the desired culture we are working towards, and how does it align with our mission, values, and strategic goals?

The culture we are building at EAPC PLC acts as both the foundation and catalyst for our transformation. It empowers our people to live out our values and deliver on our mission; to provide cement, innovative products, and solutions that satisfy our stakeholders. This desired culture emphasizes a stakeholder-focused mindset, encourages innovation, and embeds integrity as the basis for trust, transparency, and long-term relationships.

Q: How are employees being engaged in the culture transformation journey?

Employees are at the heart of this transformation. We are engaging them through an inclusive, structured approach that ensures ownership and alignment across the organization. From leadership to frontline teams, we are creating platforms for dialogue, feedback, participation, and recognition; all aimed at embedding new ways of thinking, working, and collaborating that reflect our strategic direction and values.

Q: Do you foresee culture change enhancing productivity and driving strategic objectives?

Absolutely. Culture change is a key enabler of performance. By aligning mindsets and behaviours with our values; Integrity, Innovation, and Stakeholder Focus, we are fostering a high-performance culture that drives sustainable results. When people feel connected to purpose, guided by shared values, and empowered to innovate, productivity naturally improves.

Q: Are there any measures in place to ensure the culture change is sustainable?

Yes. We're taking deliberate steps to institutionalize the change. EAPC PLC is onboarding professional culture consultancy services to provide structure and support. Internally, we are integrating change efforts into our leadership practices, people processes, and strategic Key Result Areas (KRAs). Sustainability will come from both external expertise and internal commitment.

Q: What does this culture transformation mean to you personally as an HR professional?

For me, this journey is both personal and professional. As a steward of people and systems, it's a unique opportunity to create an environment where employees feel valued, empowered, and inspired



*Mercy Gathethe -
Performance & Change Manager*

to contribute. It's about restoring clarity and purpose in how we serve, upholding integrity, embracing innovation, and placing people at the center of everything we do. It's also a moment of growth; a chance to lead by example, listen deeply, and guide with intention. Ultimately, it's about building a lasting legacy of ethics, excellence, and impact for both the Company and everyone within it.

Q: What message would you like to share with colleagues about embracing the new culture?

To my fellow colleagues: this culture transformation is not just a company initiative; it's our collective opportunity to grow, connect, and build something better together.

Change may be uncomfortable, but it brings the chance to challenge the status quo, improve how we work, and unlock our full potential. When we each commit to this shift, we strengthen not just our performance, but the unity and purpose that define who we are at EAPC PLC.

Let's embrace this journey with openness, courage, and shared responsibility. The culture we build today will shape the Company we become tomorrow.

Together, let's create a workplace where excellence thrives, people are proud to belong, and the future is defined by all of us.

*By Grace Muna Mwakiaro
- Ag. Public Relations Officer*