

REFLECTING ON KPC JOURNEY

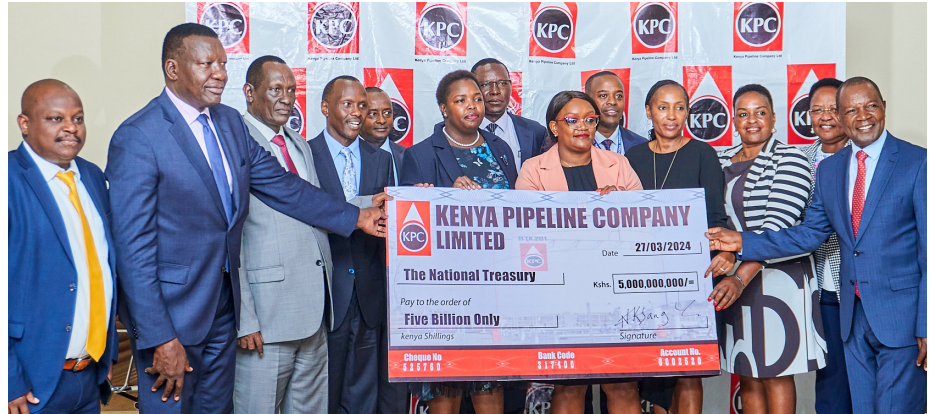
Dear Colleagues,

As we enter the final stretch of the 3rd quarter of the 2023/2024 FY, it is with immense pleasure and profound gratitude that I share with you the remarkable accomplishments and reflections of the past quarter.

I wish to extend my heartfelt appreciation to each and every member of our organization for your unwavering dedication, tireless efforts, and resilient spirit throughout the preceding quarter. Together, we have reached remarkable milestones, be it the successful completion of projects, the exceeding of targets, or the cultivation of a culture filled with collaboration and innovation. Your commitment and hard work have been indispensable in propelling our organization forward.

Colleagues, among the notable achievements of the past quarter is the active engagement and insightful input from our staff in the ongoing Refocused Strategy Cascade sessions across our depots and stations. These sessions, designed to enlighten and engage our team, have been instrumental in gathering invaluable feedback aimed at realigning our Vision 2025 strategic plan. The feedback received from various stations continues to be instrumental as we chart our course forward.

Further, on behalf of the KPC Board of Directors and the Executive Team, I extend heartfelt congratulations to our Quality Control department for their outstanding work. The accreditation of KPC Laboratories by the Kenya Accreditation Service (KENAS) is a testament to our adherence to international standards and best practices in laboratory testing. This significant endorsement elevates our labs to the global stage and reaffirms our



Energy and Petroleum CS Davis Chirchir, with KPC Board members, presents a KShs 5 billion interim dividend cheque to National Treasury CS Prof. Njuguna Ndung'u at Kenpipe Plaza, Nairobi.

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KPC MD Joe Sang, EBS

unwavering commitment to excellence and customer satisfaction.

Diversity and inclusion remain integral facets of our organizational fabric. In the recently concluded 6th edition of the DIAR awards, KPC received accolades in various categories, including Best State Corporation for PWD Inclusion, and the KPC Foundation was honoured with an award for The Most Inclusive CSR Initiative. Such recognition underscores our steadfast commitment to fostering a diverse and inclusive workplace.

As we look to the future, I am filled with optimism and enthusiasm for the opportunities that lie ahead. We have a host of exciting plans and initiatives on the horizon, propelled by our shared vision and determination. Each day, we are fortifying a stronger, more vibrant KPC that continues to leave a positive imprint in our community and beyond. I extend my deepest gratitude to each member of our team for your unwavering dedication and passion. It is your collective energy and commitment that render KPC the exceptional community that it is.

As we embark on this journey, together, let us continue to support and uplift one another, seizing every opportunity for growth and progress. Together, there are no limits to what we can achieve.

Thank you for your continuous dedication and contributions.

I wish you all a blessed and fulfilling month ahead.

JOE SANG
MANAGING DIRECTOR
KENYA PIPELINE COMPANY
DATE: 03RD APRIL 2024.



Mombasa County Governor Abdullswamad Nassir (right) and KPC MD Joe Sang, EBS (on the left) unveil a plaque at Port Reitz Subcounty Hospital during the commissioning ceremony of the new-born unit.

KPC FOUNDATION AND MOMBASA COUNTY GOVERNMENT UNVEIL STATE-OF-THE-ART KES 5 MILLION NEW-BORN UNIT

BY BERNARD KIMANI

In a historic partnership aimed at transforming infant healthcare at the Coastal County of Mombasa, the Kenya Pipeline Company (KPC) Foundation and the Mombasa County Government recently inaugurated a new-born unit at Port Reitz Sub County Hospital. With an investment of KES 5 million, this transformative facility is set to elevate maternal and child health services, marking a significant stride towards reducing neonatal mortality rate in the region.

The grand unveiling of the new-born unit was embellished with a two-day free medical camp by the KPC Foundation. This initiative served a dual purpose, not only raising awareness about the new facility, but also actively supporting the government's relentless



Mombasa County Governor Abdullswamad Nassir (2nd from the right) along with Directors Irene Wachira and Mutungwa Wambua during their tour of the newly commissioned newborn unit at Port Reitz Subcounty Hospital.

16%

of new-borns in Kenya do not receive vital postnatal check-ups within the first 48 hours of birth.



Mombasa County Governor Abdullswamad Nassir (holding a baby) and KPC MD Joe Sang, EBS (on the right) during the commissioning ceremony of the new-born unit at Port Reitz Subcounty Hospital

efforts to deliver improved healthcare to the underprivileged, The Ksh 500,000 worth of medical camp, offered an array of essential services and educational sessions, promoting the health and well-being of both mothers and infants.

Speaking at the ceremony, Joe Sang, KPC Managing Director, emphasized the importance of the unit in providing specialized care for pre-term babies and those requiring additional medical support. He underscored the significance of this initiative in tackling the prevalent healthcare challenges facing Kenya's infants. "The KPC Foundation is dedicated to confronting this issue head-on through its community health programs," stated Mr. Sang, citing data from the KNBS Demographic and Health Survey Report that reveals 16% of new-borns in Kenya do not receive vital postnatal check-ups within the first 48 hours of birth.

Mombasa Governor Abdullswamad Nassir expressed deep gratitude to the KPC Foundation for their steadfast support, highlighting the facility's monumental impact on the health of Mombasa mothers and infants. "The

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KPC MD Joe Sang, EBS



launch of this facility signifies a monumental step towards, granting immediate access to critical medical services. Our continued collaboration with KPC reflects our joint commitment to raising healthcare standards and realizing the goal of affordable universal healthcare for all Kenyans," Governor Nassir remarked.

Fully financed by the KPC Foundation, the facility is a testament to the commitment towards achieving Universal Health Coverage (UHC) on a national level. It underscores the paramount importance of fostering the health of Kenyan children from birth, laying a foundation for sustainable development throughout the country.

In conclusion, the KPC Foundation and Mombasa County Government's joint initiative stands as a beacon of hope for the future, symbolizing a collective commitment to the well-being of the community. The new-born unit is not merely a facility; it is a testament to the power of collaboration and a tangible step towards a healthier, thriving Mombasa.



The productivity mainstreaming champions after the workshop at Morendat Training and Conference Center.

KPC'S PRODUCTIVITY MAINSTREAMING JOURNEY HAS BEGUN

BY BELINDA MULINDI

In a move aimed at enhancing efficiency and effectiveness in its operations, Kenya Pipeline Company carried out a Productivity Mainstreaming workshop on collection and analysis of data related to 13 identified metrics and calculation of the Company's baseline productivity index. This is in line with the Performance Contracting Guidelines for the financial year 2023/2024, where productivity is a new indicator.

The journey to mainstream productivity at KPC commenced in November 2023 when the Ministry of Labour - National Productivity and Competitiveness Centre (NPCC), trained a cross functional team on the principles of productivity. Arising from this training, 12 productivity metrics anchored on KPC's strategic Plan were developed.



GM HR&A Mrs Dinah Kirwa giving opening remarks during the productivity mainstreaming workshop in Morendat, Naivasha.



A cross section of the productivity mainstreaming champions during the workshop.

The NPCC Secretary, Dr. Nahashon Moitaleel, graced the workshop and underscored the importance of culture change as a key driver of productivity. He emphasised that the initiative encourages a zero-tolerance approach to waste, without compromising quality while fostering a culture of continuous improvement.

Acknowledging the significance of the initiative, the General Manager HR and Administration, Mrs. Dinah Kirwa, expressed gratitude to NPCC for the technical support and re emphasised the Company's commitment to the productivity mainstreaming process. Mrs. Kirwa noted that the sustainability of any organization largely depends on the productivity of its employees.

"As a Company, we are keen on improving our performance and therefore, the workshop is very crucial to helping us attain this goal." She said.

"Mrs Kirwa further said, she was confident by the end of the exercise, the champions would all be conversant with KPC's baseline productivity index as well as its management and improvement.

The team of champions successfully delivered on this data and shall be required to continue collecting and analysing more data to track KPC's productivity level on a quarterly basis.

Productivity mainstreaming refers to the integration of productivity enhancement strategies, tools, and practices into various aspects of an organization's operations, culture, and decision-making processes. The goal of productivity mainstreaming is to make productivity improvement a central focus and inherent part of an organization's overall functioning, rather than treating it as a separate or occasional initiative.

PRODUCTIVITY MAINSTREAMING TYPICALLY INVOLVES:

1. Leadership Commitment:

Top management plays a crucial role in promoting productivity as a strategic priority and providing the necessary resources and support.



2. Employee Engagement:

Involving employees in identifying productivity challenges and implementing solutions fosters a sense of ownership and commitment to improvement efforts.



3. Process Optimization:

Analysing workflows and procedures to eliminate bottlenecks, reduce waste, and enhance efficiency.



4. Technology Adoption:

Leveraging appropriate technologies and automation tools to streamline tasks and workflows.



5. Training and Development:

Providing employees with the necessary skills and knowledge to perform their roles effectively and contribute to productivity enhancement initiatives.



6. Performance Measurement:

Establishing key performance indicators (KPIs) and metrics to monitor productivity levels and track progress over time.



By mainstreaming productivity, organizations can enhance their competitiveness, profitability, and sustainability in an increasingly challenging business environment.

In his closing remarks Human Resources Manager, Thomas Ngira, commended the team on successfully

delivering the July 2021- December 2023 data as requested by NPCC. This enabled for computation of an interim baseline productivity index.

He further added that the data will be required on a quarterly basis to track KPC's productivity level.



Staff at a brainstorming session.

KPC STAFF ENGAGE IN REFOCUSED KPC VISION 2025: A ROADMAP FOR THE FUTURE

BY KENPIPE NEWS TEAM

In March 2024, the Kenya Pipeline Company (KPC) embarked on a significant journey of introspection and planning as it held sensitization sessions across various regions on the Refocused Vision 2025 Strategic Plan. The sessions aim at engaging staff in understanding and aligning with the vision for the organization's future trajectory. As KPC approaches the culmination of this plan in June 2025, these sessions mark a pivotal moment for reflection and collaboration towards shaping the next phase of the company's strategic direction.

The venues for these sessions were carefully selected to ensure widespread participation and inclusivity. From Mombasa to the busy cities of Nairobi and Nakuru, and beyond to Naivasha and Voi, each location hosted KPC staff eager to delve into the intricacies of the Refocused Vision 2025. At each venue, employees from different



Staff from Mombasa region during vision 2025 sensitization session.



PS 7 and PS 8 staff pose for a photo session after the sensitization.

stations and departments came together to share insights, ideas, and perspectives.

The sessions served not only as platforms for disseminating information, but also as fora for active participation and dialogue. Staff members had the opportunity to familiarize themselves with the objectives, targets, and strategies as outlined in the Refocused Vision 2025. They were equally encouraged to offer their inputs and suggestions, recognizing the invaluable contributions of every individual towards shaping the organization's future.

The significance of these sessions extends beyond mere information dissemination. They underpins KPC's commitment to fostering a culture of inclusivity, collaboration, and continuous improvement. By engaging staff at all levels, KPC aims to harness the collective wisdom and creativity of its workforce in charting a course towards organizational excellence.

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As the sensitization sessions continue, there remains a call to action for all staff members who have not yet participated to join in the dialogue. Every individual within the KPC fraternity has a vital role to play in realizing the organization's vision of becoming a premier entity in the energy sector. Their diverse perspectives and experiences enrich the strategic planning process, ensuring that the resulting roadmap is comprehensive, realistic, and reflective of the collective aspirations of the entire workforce.

Looking ahead, the journey towards the realization of the Refocused Vision 2025 continues, with upcoming sessions planned for PS 27 (Eldoret) and PS 28 (Kisumu) staff. Scheduled for April 15th to 19th, these sessions will provide another opportunity for staff members in these regions to engage with the strategic plan and share their insights towards shaping the future of KPC.



Naivasha Region staff at a brainstorming session.



Ag. CPM, Elizabeth Akinyi, presents the KPC Strategy House portrait to PS 5 Station Controller, George Mutugi.

"By engaging staff at all levels, KPC aims to harness the collective wisdom and creativity of its workforce in charting a course towards organizational excellence."



In conclusion, the staff sensitization sessions on the Refocused Vision 2025 Strategic Plan exemplify KPC's proactive approach to organizational development and stakeholder engagement. By fostering a culture of transparency, collaboration, and inclusivity, KPC is not only laying the groundwork for its future success, but also reaffirming its commitment to serving the nation's energy needs with excellence and integrity.