



COMMUNICATION OF PROGRESS

2019-2020

KRYSTALLINE SALT LIMITED

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United Nations
Global Compact



Krystalline Salt Limited

Salt is: Surreal, Adaptive, Legendary and Tasty

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STATEMENT OF CONTINUED SUPPORT

KRYSTALLINE SALT LTD.

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Our Ref: **NBI/KSL/07SEPT2020/5243**

7th September, 2020

H.E Antonio Guterres
Secretary General,
United Nations
New York, NY10017
USA

RE: STATEMENT OF CONTINUED SUPPORT

We are pleased to reassert our support, as Krystalline Salt Limited, to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-corruption.

This will be our seventh year and we continue to enforce our commitment to adhere to responsible business practices and acknowledge the importance of balancing the interests of all our stakeholders- our consumers, clients, employees and communities in which we work.

Since September 2013, we have continued to engrave the ten principles in our approach towards corporate social responsibility and business practices, by mapping them onto our policies and thereby enhancing them. We are committed in making the Global Compact principles part of our daily operations, strategy and culture.

We are reaffirming our continued adherence to the Global Compact and our voluntary commitment to implement the Global Compact, it's ten principles and the SDGs within our company and to address them as a key issue in our dealings with partners.

We hereby make our submission of the 2019-2020 Communication of Progress highlighting the various actions we have taken as a company, in support of the Global Compact Principles.

Yours sincerely,
for **Krystalline Salt Limited**


Deepak Patel
Chief Executive Officer

Directors: Mr. K. K. Patel, Mrs. D. K. Patel and Mr. D. K. Patel



HIGHLIGHT OF 2019/2020 ACTIVITIES

Evolution of KAYSALT

TREE PLANTING

1000 more species of mangroves planted
A total of 2,128,148 trees planted as of 2013



Energy

WATER BIRD SIGHTING

2224 of Waterbird species recorded. A 20% increase compared to last year.
2580 species of Madagascar pratincoles spotted



Labour

2,128,148 trees planted



ENERGY CONSUMPTION

Achived a significant save on energy of 25.47% compared to previous years

2,580 species



LABOUR \$ HUMAN RIGHTS

64 new employees and 2 interns absorbed this year
45,467 mask distributed to safeguard against COVID-19
11 Students sponsored through secondary education

MESSAGE FROM STAKEHOLDERS

AROCHA KENYA

A Rocha Kenya enjoys a long-standing partnership with Kay Salt Ltd. Since 2018, we have carried out annual water bird counts on the salt pans as part of the International Water bird Census taking place in January every year. Kay Salt Pans provide an essential habitat for a number of water bird species, including Greater Flamingos and migratory waders. This monitoring exercise thus provides valuable data on water bird populations on the coast of Kenya.

All our counts at Kay Salt Ltd have been successful and took place smoothly. We have always enjoyed a warm welcome to this site. Kay Salt has also been open to receiving us for counts on other occasions throughout the year, and, following the discovery of a large colony of Madagascar Pratincoles (VU), has kindly allowed us to visit the site on a monthly basis, allowing us to carry out close monitoring of this threatened species.

The wide diversity and high numbers of water birds testifies to the little disruption birds incur on this site and the favorable habitat provided by the salt pans. We look forward to continued collaboration on future water bird counts.

-Lennox Kirao, Scientist-Arocha Kenya

KENYA ASSOCIATION OF MANUFACTURES

Krystalline Company is one of Kenya Association of Manufactures members within the Salt belt. It's the largest salt company within Magarini Sub county. Krystalline company has 2 operational sites. These sites are Marereni and Gongoni catchment areas. In all these sites, the company work with 9 CSR members. This CSR members helps the company on community activities / engagements.

As the Liaison officer working within the salt belt, this company is doing its best in terms of community engagements. For the last 5 years, the company had engaged the CSR and liaison office in several community activities such as tree planting, rating for community projects, involving CSR in dispute solving as well as motivating the CSR members in terms of in-kind help. working with Krystalline Company is the best experience I have ever experienced.

-Patrick Gambo, Liaison Officer-KAM

OUR BUSINESS

Krystalline Salt Limited is a salt manufacturing company based in the heart of Magarini Sub-County, Kilifi County, Kenya. The company was initiated in the year 1984 with the ambitious goal of becoming the leading producer of quality edible iodated salt in East and Central Africa.

In realization of this, the company acquired Mombasa Salt Works (formerly Fundisha Salt Works) in 2007. A significant milestone for the company as it elevated our market presence in East and Central Africa.

The company commits itself in adoption of best practices that would ensure delivery of quality products. Our practices and procedures are guided by the Kaizen principle of continual improvement. We strive to improve our production process to guarantee the availability of our commodity at an economical price with no compromise to quality.

LOCATION

Our Head Office is based in Nairobi, Kenya. Our Salt works, refinery and packing operations are in located 20 KMs from Malindi town in sub town namely Gongoni and Marereni, all on Malindi-Lamu road. Our Sales and Distribution operations are carried out from Changamwe, Mombasa. We have Distribution Depots in Nairobi and Malaba. Currently our products are available in Kenya, Tanzania, Uganda, Rwanda, Burundi, DR Congo, North Malawi and South Sudan.

PRODUCTS

- Kaysalt Premium (For Kenyan Local Market)
- Kaysalt Coarse Salt
- Habari(for Uganda, South Sudan, Congo , Rwanda & Burundi Markets)
- Kaysalt(for Tanzania, Zambia and Comoros Markets)
- Refined Salt packed in 25 &50Kgs.
- Bakery Salt packed in 50kgs

AFFILIATIONS

- Kenya Association of Manufacturers
- Federation of Kenyan Employers
- United Nations Global Compact Kenya

| OUR VISION | OUR MISSION | CORE VALUES |
|--|---|--|
| To be recognized as a East Africa's leading producer of Quality Edible Salt. | To be the market leader and consumers first choice of Quality edible premium salt by striving to provide superior customer service, achieving management efficiency by employee empowerment and lowering cost of production by leveraging technology and use of best practices. | <ul style="list-style-type: none"> • Integrity, passion & Ownership • Evolution through continuous innovation • Service excellence through efficiency and consistency • Commitment to quality and safety |





HUMAN RIGHTS

With the rapid growth and development of industrialization, the need for business to recognize, respect and incorporate human rights in the core model of their operations cannot be stressed further.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

As a company, we consider human rights as the foundation pillars under which our business derives its moral and ethics.

Key highlights of the activities that focused on human rights for the year 2019/2020:

a. KNCHR REPORT VALIDATION

The Kenya National Commission for Human Rights conducted an audit in the year 2017 on the operations of salt manufacturing companies based in Malindi. The audit was mainly geared to address the allegations of Human Rights violation as a result of operations by Salt Manufacturing companies.

In 2018, the audit report was launched and shared among all the stakeholders. Subsequently, KNCHR embarked on a dissemination program in the year 2019 with the aim of highlighting and promoting the level of compliance to human rights of the salt companies and the milestones achieved by the companies in respect to human rights and business.

The dissemination and validation exercise took place on the 5th of March 2020 to the 7th of March 2020.

A total of 4 forums were held in different towns along the salt belt. Adequate representation by the community was witnessed as they actively took part in the meeting to understand the contents of the report and an avenue was created for any objections.

The report has since been adopted and a copy can be obtained [here](#).



Dissemination of the audit report in Gongoni



Dissemination of the audit report in Mareni

b. CORPORATE SOCIAL RESPONSIBILITY COMMITTEES (CSR)

Our CSR committee groups continually hold meetings within their areas to identify and address any complains or needs that may arise from the community. The CSR committee is a group of community members drawn from areas within the vicinity of our operations. The committee’s mandate is to act as a bridge between the company and the community in the promotion of peaceful coexistence.

The committee holds quarterly meetings to discuss on issues affecting labour, environmental protection, CSR activities and human rights within the community.



Ongoing CSR meeting in Mareni



Ongoing CSR meeting in Gongoni

c. DIALOGUE AS A FORM OF ALTERNATIVE DISPUTE RESOLUTION

In further realization of our community’s human rights, we have initiated dialogue with the local Community Based Organizations to further understand and address the afflictions faced by the community.

This engagement will help the company mitigate any concern that may arise as a result of our operations and it will also aid in cementing the relations with the community.

This action is complementary to the quarterly-multi stakeholder forum meetings that are held to address any concerns by the community as a result of operations by the Salt companies.

We have since formally invited various CBOs for the engagement meeting.

SUSTAINABILITY

- We continue to practice due diligence process by informing local community prior to establishing or commissioning of any project and integrating views or concerns raised prior to implementation. This is achieved through the Environmental Impact Assessment and Environmental Audit reports which engages stakeholders.
- We continue to grow trees in the promotion of a green environment. This shall be explained further under the UNGC theme of environment.
- Our recruitment process involves a free, fair and inclusive program where no form of discrimination, segregation or victimization is allowed.



Ongoing consultations with the CSR community in 2017



Ongoing consultations with the CSR community in 2017



LABOUR

At the epicenter of a thriving economy, human workforce is a critical component in ensuring the continuity and longevity of any business. Our employees are our greatest assets. It's through their contribution and hard-work that we are able to remain competitive and like any asset, employees need to be invested in.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

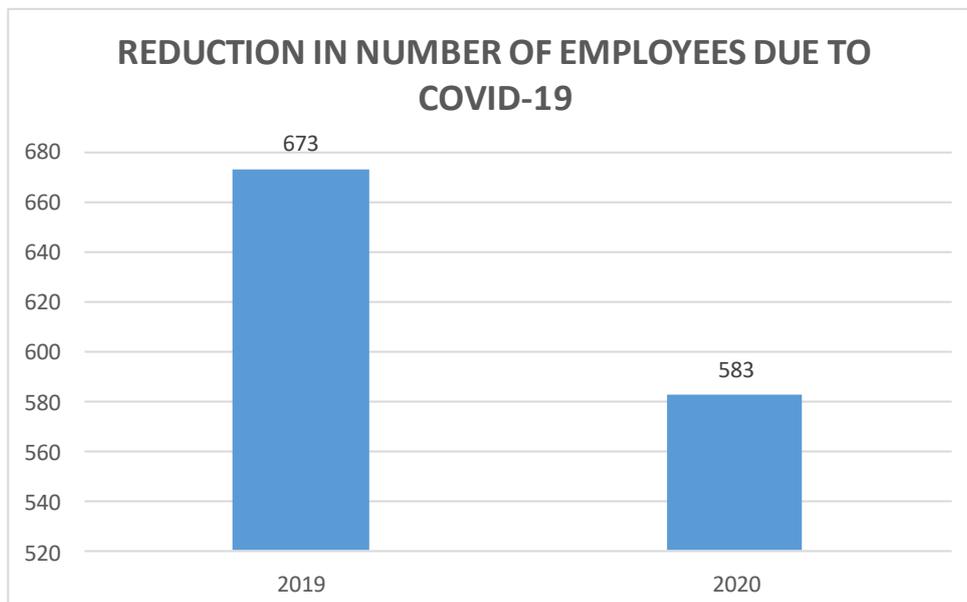
Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

During the first quarter of the year 2020, our Nation was struck by a global pandemic known as Coronavirus (Covid-19). The onset of the virus forced workplaces to reduce on labour force as a way of mitigating the risks.

The table below depicts the significant reduction in labour force within the company due to COVID-19 .



Below are key highlights of the activities that focused on labour for the year 2019/2020:

a. COVID-19 ON LABOUR

Our business has witnessed an adverse impact following the Corona virus Pandemic. In an attempt to reduce crowding and effectively maintain social distance within the workplace, we had to scale down our operations to accommodate the new guidelines.

Despite this, we have undertaken the following measures to cushion all our employees who have been directly affected:

i. Food Distribution

Our non-essential and high risk employees monthly receive food packages for monthly sustenance during the period they are out of work. The donations included flour, rice and also detergent to encourage hand washing practices at home.

Approximately 10% of our employees experienced the adverse impact of the pandemic, however we continue to accord them both mental and financial support.



b. Protective Face Masks Distribution

In order to further safeguard our employees and our community at large, we took to the making of fabric masks and their distribution at no cost to our employees, their families and the communities around our areas of operation.

The fabric masks were made in-house with the help of our skilled employees. The making of the Fabric masks was also outsourced to create employment for the community.

A total of 4,256 masks were provided to each employee and their respective family members. An additional 22,634 masks were given out to the community through the offices of the Ministry of Interior and with the help of our CSR team.



c. Mental Health Support

With the onset of Covid-19, one of the precautionary measures undertaken to safeguard the health of the employees was the identification of high risk employees. Through our HR department, employees identified to be at high risk of contracting the virus were requested to work from home.

Additionally, mental health support was offered to these employees to help them cope with the shift from their normal way of life. We continue to maintain an open channel of communication through our Human Resource department for any employee mentally afflicted by the challenges posed by COVID-19.

d. Workers' Council

In the year 2019 we constituted a worker's council with the sole intention of providing employees with a channel of communication on their perspective on a range of organizational issues such as organization policies, products and customers.

The Workers' Council is also aimed at amplifying matters affecting employees for the purpose of providing timely and amicable solutions.

Since inception, the Council has had three meetings. An in-house survey on the perception of the employees on the founded council was undertaken and shared with management.

It is worth noting that 90% of the employees who raised concerns through the workers council have had their issues timely addressed.

The feedback obtained from the survey will help both the management and the employees in making the Workers Council more effective.

| KAYSALT | | KRYSTALLINE SALT LIMITED | |
|------------------------------------|--|-------------------------------------|-----------------------------|
| FEEDBACK SURVEY ON WORKERS COUNCIL | | | |
| Name | Mbetsillo Jimke | Date | 5/5/20 |
| Department | Maintenance Plant | Designation | Electrician |
| 1 | Are you a member of Krystalline Salt Limited workers council? | | |
| | Yes | <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| 2 | Have you raised any issues affecting you in the workplace through the workers council? | | |
| | Yes | <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| 3 | Have any of your issues been so far addressed? | | |
| | Yes | <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| 4 | What improvement would you like to be undertaken to make the Workers Council more effective? | | |
| | Improve on attendance by the various HO's | | |

Sample feedback survey from the worker's council

e. Pension Scheme

We have introduced a pension scheme for all our employees. This is for the benefit of helping secure our employees' future upon retirement.

The scheme allows the employees to contribute a certain percentage of their remuneration as savings towards their retirement. The company also contributes a similar amount which is then credited to the employees pension account.

The introduction of the pension scheme is supplementary to the continuous financial management training we offer our employees.

f. Management Training

Our employees are our biggest asset and it is for this reason that we continually invest in them through regular training to improve their skill set and know how.

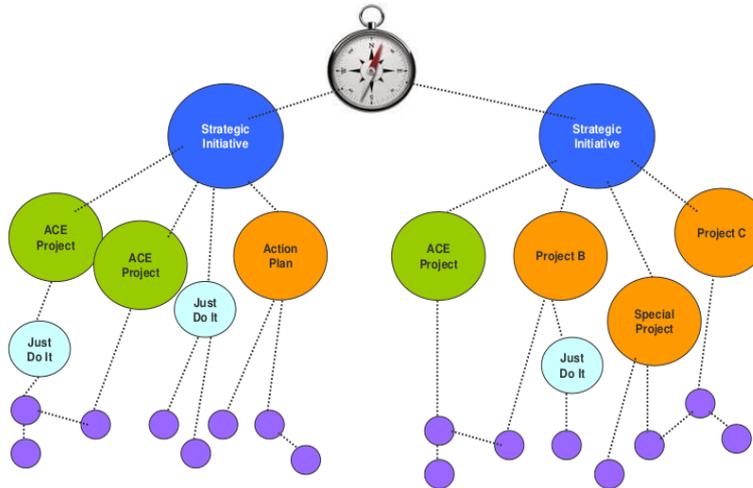
Last year, three of our employees underwent a training hosted by RIB Consulting to be Certified Kaizen Coordinators. The three employees are now Kaizen trainers within our sites and they periodically engage other employees on various Kaizen principles and training. This has further helped the company to strategically align its operations and processes to ensure continual improvement.

This year, we introduced a lean management system to govern the company's administrative process which will aid in ensuring that the company's strategy is well executed.

The introduction of the system involved a comprehensive one-week workshop where various Heads of Department developed departmental objectives which align with the company's overall objective. This system also serves as a performance management tool which will be used to measure the employee's productivity while concurrently improving their workmanship skills.



Why Use Hoshin Kanri ?



- A rigorous process to re-focus the organization on **IMPROVEMENT**, rather than maintenance:
- “Strategy” drives the annual improvement goals
- “Deployment” is the process of cascading improvement goals down to the lowest work team levels of the organization

To align Targets and Means throughout an organization

Source: Kaizen Institute

g. Future Generations

In support of growing our future generations, we have maintained an internship program which aims at giving student hands on experience in their areas of expertise.

- We have engaged almost ten education institutes where we absorb new graduates and attachés into our operations since 2014. This year we took in 2 interns who have currently been absorbed as fulltime employees serving under different capacities.
- We partnered with KAM which allows us to participate in the Technical and Vocational Education Training (TVET) Program for Graduate Industrial Trainees.
- We continue to provide learning opportunities to thousands of pupils and students who visit our salt works and refinery every year for educational tours at no fee. In 2019/2020 we received a total of 42 schools from various parts of the Nation.
- Through our CSR programme, we continue to sponsor bright students from impoverished backgrounds through their secondary education. In 2019, we included two more students bringing the total number of sponsored kids to 11.



Family of one of the sponsored students with KSL and KAM representatives

SUSTAINABILITY

- Our processes, policies and arrangements are governed by both National and International regulations.
- We continue to uphold a free, fair and inclusive recruitment program where we abide to a strict non-discrimination, non-victimization and non-segregation policy. This is effected through our Code of Conduct policy.
- We continue to involve our employees in various Kaizen projects to promote their sense of ownership in projects, develop their wit that subsequently improves on their growth and productivity.
- We conduct First Aid Training annually, Fire safety training after every two years and occupational Health and safety training after three years as statutory requirements. We also provide refresher courses to our employees on a need basis.
- We continue to provide Health and Safety Training which include safety induction for new hires, visitors and clients, continuous departmental training for current employees and toolbox talks done before deployment to new working areas.
- We continue to train our employees on responsible planning and management of their finances in order to enable them realize huge returns from savings, investment and budgeting wisely based on the priorities of life.
- We comply with the Minimum Wage Order, our employees are paid above the minimum wage.
- We continue to provide adequate, safe and free gated housing, electricity, and water to all our employees.



Employees who underwent first aid training displaying their certificates



ENVIRONMENT

The Kenyan Constitution grants everyone the right to a clean and healthy environment. As one of the top leading salt manufacturers in Kenya, we are aware that our business can have drastic impacts to the environment. It is for this reason that we hold in high regard the conservation of our environment. We strive each day to make our business sustainable with minimal impact to the environment.

We not only consider our actions towards protection of the environment as a legal requirement but also as a moral obligation.

Environmental laws, regulations and globally recognized codes of practice are our minimum standards of compliance as we strive to comply to the below UNGC principles.

Principle 7: Business should support a precautionary approach to environment challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility, and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

a. WORLD WETLANDS DAY

Annually, we commemorate the World Wetlands Day as designated by the Ramsar Convention every 2nd of February. This year, we partook in the planting of mangrove trees along the marshy areas of our land. The exercise was done in collaboration with the National Environment Management Authority, local Community Based Organizations, our employees together with the community.

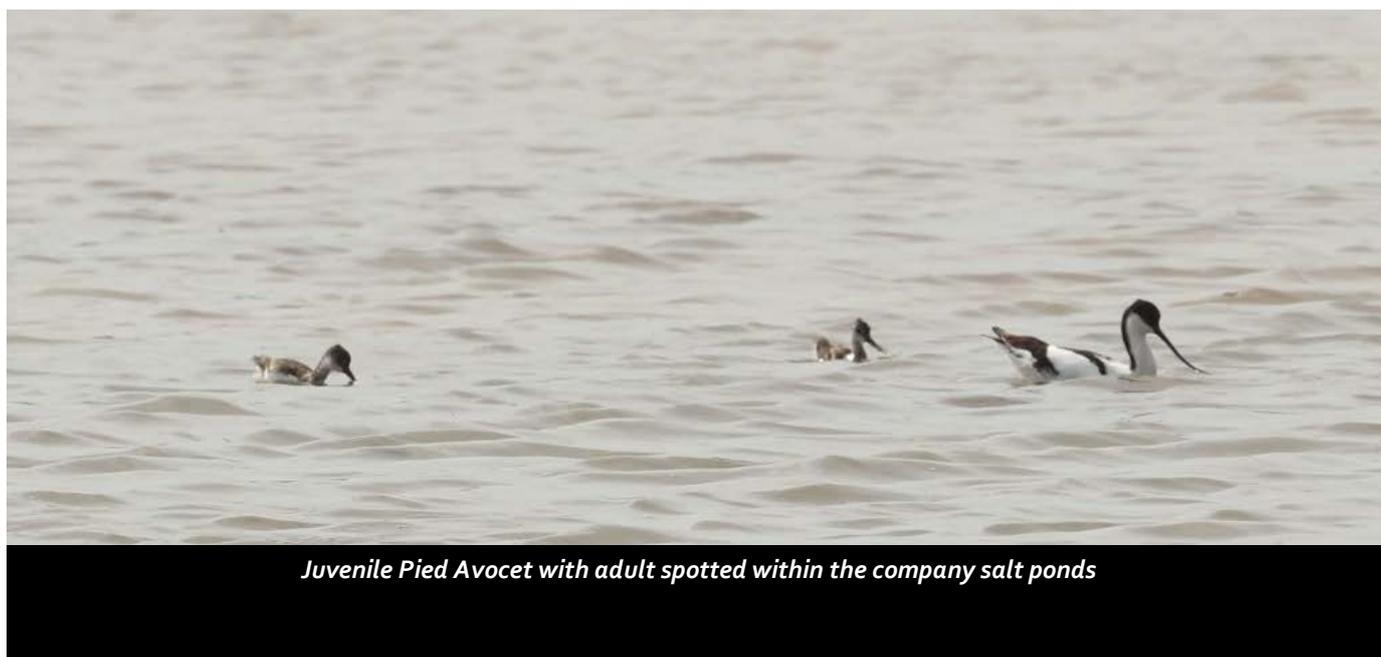
A total of 1000 mangrove seedlings were planted in addition to knowledge on the essence of conserving mangrove tress being passed on to those in attendance.



b. WATER BIRD SIGHTING

Our vast water ponds are a habitat to a variety of aviary species. This is an element we proudly boast of especially since Arocha Kenya, a non-governmental organization focused on the conservation and restoration of ecologically sensitive areas, recently discovered that our salt ponds are a habitat to the Madagascar Pratincole (*Glareola ocularis*). This species has been Red-listed as Vulnerable by the IUCN, whose population has been declining steadily since the 1980s.

Arocha has since then conducted three water bird sighting activities to capture the number of Madagascar Pratincole species present within our site. So far a record of 2,580 species have been sighted.



The number of aviary species sighted during the annual water bird count by Arocha is denoted as below:

| BIRD SPECIES | COUNT |
|---------------------|-------|
| Marsh Sandpiper | 513 |
| Curlew Sandpiper | 399 |
| Ruff | 184 |
| Unidentified waders | 640 |
| Flamingoes | 488 |

c. ENERGY SAVINGS

We have been able to achieve significant milestones through our energy saving initiatives adopted across our operations. In 2016, we invested in a 991kWp Solar PV-diesel hybrid system. The solar system powers our entire factory inclusive of the staff quarters.

Annually, this system generates approximately 1.6GWh of clean green energy,.

Similarly, we have also invested in a mini-solar farm in Marereni. The solar energy is used to drive motor pumps used in the circulation of water from one pond to another.

The solar farm has helped us in averting 22% in electrical energy costs and also largely contributing to green energy.

Both projects helped us gain recognition last year during the KAM-Energy Management Awards where we were awarded as New Best Entrants.



Mini solar farm in Marereni



Main solar farm in Gongoni

The table below represents the amount of solar energy produced and consumed by our production process in 2019 and in 2020.

| Solar PV Generation (kWh) | | |
|---------------------------|--------|--------|
| Month: | 2019 | 2020 |
| Jan | 102939 | 92015 |
| Feb | 59211 | 98478 |
| Mar | 105937 | 104507 |
| Apr | 118073 | 92172 |
| May | 83347 | 84109 |
| Jun | 70076 | 85241 |
| July | 100061 | 92477 |
| Aug | 110617 | |
| Sept | 108383 | |
| Oct | 109271 | |
| Nov | 103625 | |
| Dec | 66029 | |

As part of our annual Kaizen workshop, our technical team took up the objective of reducing the company's energy consumption from 558.32MJ/MT to 450 MJ/Mt. However with the close of the year 2019, we achieved a significant save on energy of **25.47%**. Our current consumption rate is at 416 MJ/MT.

The energy save was made possible through identification of components within the production process that contribute to energy losses. Some of the innovations undertaken are:

i. Simplification of washing processes

In our production line we have eliminated two processes that have notably contributed to electrical savings within our company.

Through our Kaizen projects, this modification has saved our company 135kW which was used in the process every hour. Concurrently, the change has resulted in a save of Kshs 14,458,500 a year.

It is worth noting that this modification does not compromise on the quality and quantity of salt produced.

ii. Solar Water Heating

We have incorporated the use of solar water heaters in our production process. Prior to its adoption, our electricity consumption for this particular process was at 18Kwh. Currently, with the adoption of solar energy, a total of Kshs 1,927,800 is saved annually.



In addition, we also undertook our Investment Grade Energy Audit this year for the purpose of capturing areas with energy losses and maximizing on areas where energy savings can be adopted. Through the audit, the team was able to map out a number of operations that can help the company improve on production efficiency.

The Energy Management Program formulated as a result of the audit shall serve as a guideline that outlines production strategies and energy conservation measures in reducing energy consumption.

d. Tree Planting

Tree planting has been a close-to-heart project for the company since 2013. We initially started the project with a target of planting 2 million trees within our woodlots in Gongoni and Marereni. Currently we have been able to surpass the target where we boast of a total of 2,128,148 trees planted between the years 2013 to date.

| Year | Seedlings Planted |
|------|-------------------|
| 2013 | 75300 |
| 2014 | 727002 |
| 2015 | 920612 |
| 2016 | 93705 |
| 2017 | 75389 |
| 2018 | 141940 |
| 2019 | 94200 |

This project has contributed towards the achievement of the 10% forest cover, a National goal. The project also helped us gain recognition as 1st Runners up under the category of Best Industry Players from Kenya Forest Service.

We continue to engage farmers drawn from the local community in planting of Casuarina Trees to be used as wood fuel in our boilers once the trees are mature. The project also involved the planting of fruit trees such as Mango and Coconut trees to help boost food security in the area.



Award given to the company for our tree growing efforts

e. Extended Producer Responsibility

In 2018, Kenya banned the use, manufacture and importation of plastic bags within the Country. However good the initiative is for the environment, it has resulted in businesses adapting to change to ensure proper management of the waste produced.

To further put effect to this ban, the Ministry of Environment is introducing Extended Producer Responsibility regulations. The regulations are meant to put in motion the producer's responsibility on waste management.

In line with that, we are in the process of subscribing to a Producer Responsibility Organization(PRO). The PRO serves as a waste management agent in the collection and appropriate disposal of generated waste on behalf of the company.

This will significantly help reduce the global burden of waste and also improve on waste management in various sections of the country.

g. Wetland preservation

We continue to proactively practice the conservation of natural resources contained within our areas of operation.

Our salt works in Marereni includes a natural wetland by the name of Sudi Wetland. The wetland is home to a number of biodiversity species and also acted as a source of water to the community. During the expansion of our works, one of the license conditions set out in the EIA report was the preservation of the wetland through carving it out from the development works.

Last year, we engaged officers from the Water Resources Authority, to undertake an audit of the wetland with regards to its preservation state.



Ongoing audit of the Sudi Wetland with WRA officials

SUSTAINABILITY

- We have reviewed our environmental policy to include responsibilities and provided an inclusive environmental management program to act as the guiding principle for our operations. The policy is currently being implemented within our departments to evaluate its adequacy
- We have developed a waste management plan that outlines all the wastes generated at various points in our operations. This plan provides a guideline on how the waste should be handled in a manner that does not compromise the quality of our environs.
- We have integrated the use of waste inventories within departments where waste is generated. This helps us in maintaining a record for the amount being produced and being able to account for the end point destination of our waste. We also adopt re-use, reclamation and recycling of waste whenever necessary as means of effective waste management and efficient resource management.
- Implementation of various techniques to ensure reduction of wastes generated from our operations to the minimum amount possible conducting regular Environmental Impact Assessments and Audits to determine and monitor the effects of our operations on the environment.
- Conducting regular monitoring of all the environmental indicators, these include air, soil and water quality analyses among others.





ANTI-CORRUPTION

Krystalline Salt Ltd is committed to conducting business fairly, honestly and without improper influence. We are guided by our code of conduct and our core values. Integrity being our first and most important core value.

We understand that corruption undermines socio-economic growth and increases poverty and exclusion thus becoming a threat to the attainment of the Sustainable Development Goals, hence our support to the principle below.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

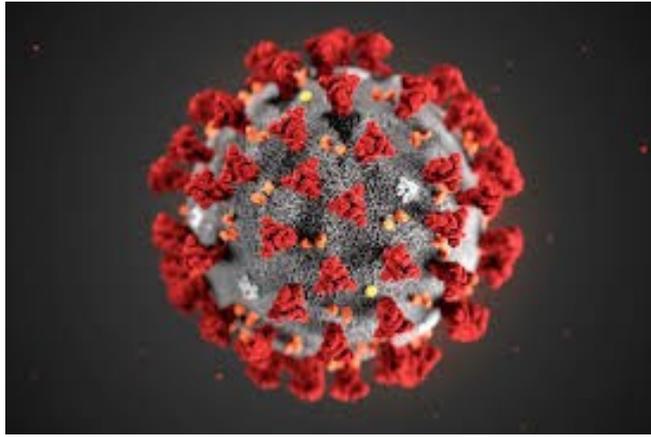
Below are key highlights of the activities that focused on labour for the year 2019/2020:

- Continued non-engagement of casuals at our gate every morning since this presented a weak point for bribery. We have instead implemented a recruitment system that is based on skills, qualification, experience and competence
- Identified areas that we need to manage and monitor to curb corruption and bribery. For such areas we have implemented strict adherence to standard operating procedures (SOPs) and approval processes to prevent unauthorized practices and dealings. We continue to improve the SOPs whenever necessary.
- Eliminated parallel systems of decision making. Key decision makers have been identified and each have their specific areas of expertise and therefore qualified to make decisions
- Developed compliance programs as well as have competent employees in key areas to improve governance and accountability. This has enabled us to achieve timely deliveries and prevented cases of non-compliance that would put the company in compromising engagement with law enforcers.
- Resolved to initiate process that require approvals from third parties early enough to give us ample time to seek and obtain the approvals without having to compromise our values.
- Employed proper and clear reporting channels to enable our employees and clients to report cases of corruption or bribery. This allows for investigation and taking appropriate actions. We will continue to maintain the systems, monitor, take corrective and preventive actions based on the findings.
- Holding regular meetings with employees and clients to warn them against giving any bribe in order to be promoted or served. We have also displayed various signage within our premises to constantly remind employees and clients not to engage in any form of corruption and where to report such case.

- We strongly believe that if we win the loyalty of our employees and stakeholders then they will ensure that they and their colleagues will not engage in any corruption and bribery activities.
- We have also initiated and participated in the below programs: Global Reporting Initiative (GRI) and United Nations Global Compact (UNGC) Workshop
- In June 2017, we were privileged to be invited by GRI Africa and Global Compact Network Kenya with support from The Department for International Development (DFID) – UK, to a complimentary half- day workshop on Anti-Corruption and Sustainability Reporting. During the workshop, we discussed the role of transparency in tackling corruption and how GRI Standards and UNGC Principles can be used to support and communicate anti- corruption efforts.

Siemens Integrity Initiative

Krystalline Salt is also a member and a participant of the Advisory Committee for the Anti-Corruption Collective Action project, under the Siemens Integrity Initiative . Under the Siemens Integrity Initiative, the UN Global compact is working in collaboration with the Basel Institute on Governance to strengthen the capacity and knowledge of Anti-Corruption Collective Action in four Global Compact Local Networks: Brazil, Japan, Nigeria and Kenya. The project is to provide a framework for LNs and its business participants to advance meaningful collective action efforts that prevent corruption, increase transparency, and improve the local business environment.



COVID-19

The entire globe has been gravely affected by the CoronaVirus pandemic. Since the onset of 2020, various countries have gradually been crippled by the respiratory virus which has not only affected economies but also altered the lives of many. As a manufacturing company, we have equally witnessed a significant change in our operations and way of life as a result of adherence to the National guidelines on Covid-19 prevention.

Some of the challenges experienced during the Covid-19 pandemic include:

- Reduced export sales due to closure of National borders.
- Reduction of manpower to accommodate compliance to National guidelines.
- Unavailability of raw materials and consumables due to restriction of international movement
- Restructuring and redesigning of the workplace to accommodate social distance requirement in the workplace etc.

However despite the challenges posed, we have ensured the continuity of our business through compliance to the stipulated guidelines and taking necessary measures to protect our employees and community at large.

Our level of commitment cuts across all our offices in Mombasa, Nairobi, Marereni and Gongoni.

Below is a description of activities undertaken:

a. Covid-19 leadership

In our commitment to prevent the infection/ spread of Covid-19, we have constituted two teams solely in charge in the implementation of stringent precautionary measures within our company. The two teams are:

- Compliance Team
- Emergency Response Team

The compliance team is tasked with checking and ensuring compliance to both National and County Government directives issued , while the emergency response team is responsible for emergency procedures in case of reported symptomatic case.

For the purpose of ensuring commitment to the guidelines by all staff of all levels, the two teams are headed by the company Managing Director.

b. Temperature Screening

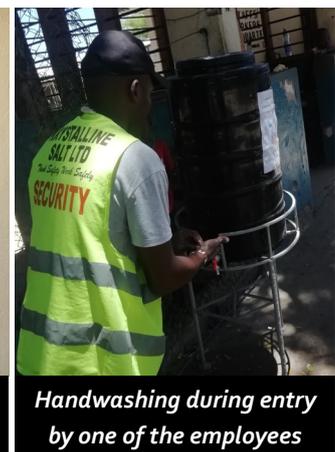
As a precautionary measure, all persons entering our premises including clients and visitors are checked for any case of fevers. Procedures have been put in place to ensure those recording high temperatures are isolated and public health officials are notified for them to take the appropriate action. Accurate records are maintained for the purpose of easy tracing in case of a positive reported case.



c. Basic Hygiene

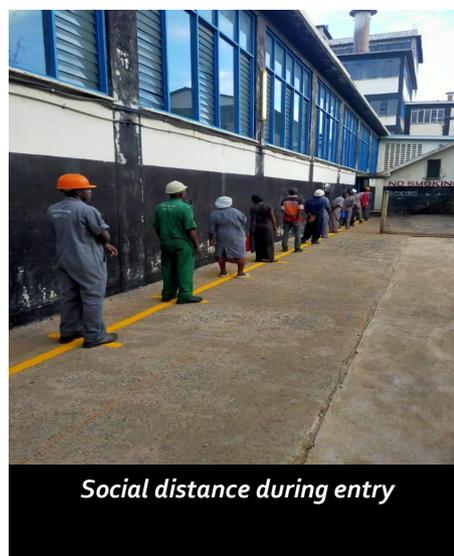
All our departments have hand washing stations which consist of adequate clean water and soap for use by our employees. The stations also include instructions to employees on the importance of frequent hand-washing.

In addition to hand washing, sanitizing stations have also been included in strategic locations across the company. Employees who may not have access to soap and water can access the sanitizer dispensers and vice versa.



d. Social Distance

We have redesigned our workstations in an effort to enforce the social distance regulations. This includes all work processes and procedures from entry points, work stations and canteen area.



e. Breathing Exercises

In an effort to help our employees increase their lungs capacity, we have implemented breathing exercises which are being undertaken in each department. The exercises are conducted for a period of 5-10 minutes where individuals hold their breath for 10 seconds and then release.



Breathing exercises being conducted



Breathing exercises being conducted

f. Fabric Mask Donations

As earlier on mentioned, we undertook the making of Fabric face masks in-house. The masks have since been distributed to our employees, community, Healthcare workers, officers under the Ministry of Interior and Coordination of National Government, local authorities and the residents of Magarini Sub-county. A total of 45,467 masks were made both in-house and and through outsourcing to locally based tailor.

The masks were distributed in Changamwe, Magarini, Nairobi and Athi River.

In addition to donating masks, we partnered with the Sub-county Public Health office in undertaking sensitization of communities on Covid-19 and the importance of using Fabric Face Masks while in a public place. The exercise also involved more donation of masks to the community.

g. Monitoring and Evaluation

We periodically undertake monitoring within our departments to check for any gaps in the implementation of Covid-19 guidelines. The inspections are made possible through our Covid-19 tasked teams.

Below is a sample Covid-19 checklist that is used as a guideline during inspections. The checklist has enabled us further enforce the directives within our departments.



Department: _____
 Date: _____
 Name of Inspector(s): _____
 Zone Manager: _____
 HOD Manager: _____

| Item | Status (Compliant/non-compliant) | | Time | Sign | Status (Compliant/non-compliant) | | Time | Sign | Status (Compliant/non-compliant) | | Time | Sign |
|--|----------------------------------|--|------|------|----------------------------------|--|------|------|----------------------------------|--|------|------|
| | | | | | | | | | | | | |
| 1. Social Distance (Check for adherence to social distance within the workplace. A distance of 6 feet should be maintained, identify any cases of crowding) | | | | | | | | | | | | |
| 2. Hygiene products (Check for availability of soap, water and hydro-alcoholic sanitizer) | | | | | | | | | | | | |
| 3. Hygiene Practices (Check if regular washing and sanitizing /disinfecting most used equipment is being done) | | | | | | | | | | | | |
| 4. Disinfection (Check whether regular disinfection of surfaces/common areas is being practiced.) | | | | | | | | | | | | |
| 5. Temperature Screening (Check whether prescreening is being conducted for all employees/ clients/visitors accessing the | | | | | | | | | | | | |





CORPORATE SOCIAL RESPONSIBILITY

We have laid out structures and allocated resources to enable us meet our responsibility of giving back to the local community and the less privileged through our CSR and Corporate Philanthropy Programs.

We have constituted a Corporate Responsibility Committee located within our areas of operation. The Committee was mandated to hold public barazas with the community through the local administration offices to get proposals on projects that the community would wish us to undertake. The committee would then prioritize the proposed projects and prepare written proposals on how they would like us to be involved. We would thereafter execute the projects based on priority given in constant consultation with the community.

This has given the local communities a sense of ownership of the projects at the same time a chance to evaluate the relevance, importance and how they are benefiting from the projects.

We strive to achieve the Sustainable Development Goals (SDGs) with our CSR programs. We have done several projects for the community in the previous years.

Here are the additional CSR Projects accomplished within this reporting year:

a. School Sponsorship

Since 2014, we have sponsored students from the local community into our bursary program. Bright and needy students are given the opportunity to undertake their secondary education through the bursary scheme. We sponsor more students every year.

Two more students were able to benefit from the program this year.



B. Food relief

During the Covid-19 pandemic, many families had been struck by the misfortune of lacking a steady source of income subsequently leading to a strain in acquiring some of their basic needs. For this reason, the company has taken part in various forms of food donation not only to the employees but also to the community at large.

- Donation of 11-25 kg bags of rice and 11-24kg bags of unga to Gede Special Primary
- Donation of food hampers to 5000 needy families in Magarini. This donation was done in association with the other Salt companies located in Magarini and the County Government of Kilifi



Letter of appreciation from Gede Special Primary School



Food donated to Gede Special Primary School



Flagging off of the food donations



Salt industry players with one of the trucks hauling the food to be donated

C. Donation of face masks

The company took the initiative of making fabric masks for distribution to the employees, their families and to the communities residing within the company's area of operation. The face mask donation was done in two counties i.e Mombasa County and Kilifi County.

A total of 30,992 fabric face masks were distributed among communities residing in the two counties.

The company also partnered with the Sub-county Public Health office in creating awareness on Covid-19 to the residents of Magarini Sub-County. Subsequently the residents also received fabric masks donated by the company.



Donation of face masks to residents of Magarini



Donation of face masks to residents of Magarini



Sensitization exercise by the public health officer

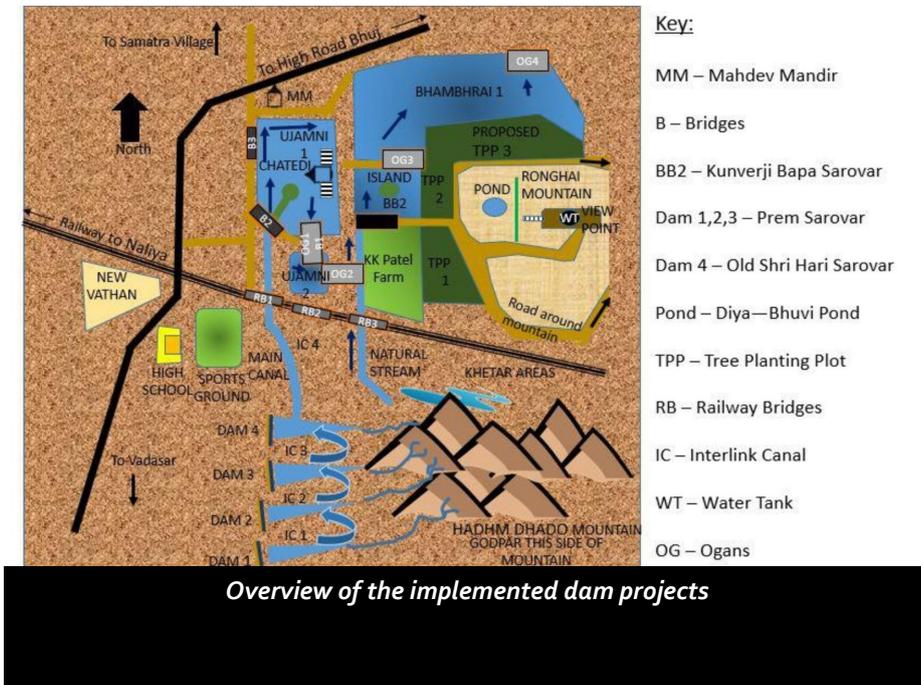


Donation of face masks during the sensitization exercise

D. Samatra Water Harvesting Project-India

Our CSR activities stretch far wide to cut across various cities, towns and countries. This year, our Chairman Mr K.K Patel, sponsored, supervised and executed the construction of four dams across small rivers flowing west of Hadham Dhado mountain range in India. The project was also undertaken with the help of volunteers and Samatra Leva Patel Yuvak Sangh.

The project seeks to maximize on water harvesting techniques whilst making the area green and providing water for the wildlife and the birds across the year.



E. Christmas fun with Kids

Annually, we partake in the traditional celebration of Christmas Day with orphaned children in Mombasa Cont. The event is organized by Talanta Kenya. Our contribution to the day’s success is through providing Christmas Cakes to mark the celebration and donation of salt to various households.

Commemoration of this day provides an opportunity for our staff to engage with vulnerable families and also spread cheer during the festive season.



2019 Christmas celebration



SDG COMMITMENT

The Sustainable Development Goals, commonly referred to as the 'Global Goals' provides a road map for nations to commit and achieve set ambitions such as ending hunger, reduce inequalities, promote quality education among others.

The SDGs which are a global framework for trans-formative change, cut across critical issues affecting the globe today which includes and is not limited to environmental, economic and social issues.

With the introduction of the 17 goals which have 169 specific targets, Krystalline has demonstrated its level of commitment to the goals by aligning our operations with the global goals. This is echoed through our policies, procedures and processes.

As part of our core value, we continue to sustain the already achieved opportunities over the period for as long as they remain effective and in line with the SDGs.

As members of UNGC, we have enjoyed the privilege of attending different workshops to learn how best as an organization we can get to realize the 17 sustainable goals as a business.

The table outlines the activities conducted by the company in realization of the 17 Global goals.

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|--|--|---|
| | | 2019-2020 | PREVIOUS YEARS |
| <p>1</p> <p>1 NO POVERTY</p>  | <p>No Poverty: End poverty in all its forms everywhere</p> | <ul style="list-style-type: none"> • We aim at reducing cost of production through our kaizen projects. This enables us to offer our products at an economical price point. • We have employed a total of 756 employees under various capacities within our workplace. Out of the newly employed staff, two of them initially started as intern and have now been absorbed under permanent employment. • We comply with the Minimum Wage Order, our employees are paid above the minimum wage • We have introduced a pension scheme for all our staff. The pension scheme serves as a way of securing our employees' future upon retirement. 90% of our workforce has joined the scheme. • We continue to support local businesses from our community. This year with the Coronavirus pandemic, we outsourced the making of fabric masks to the community, therefore creating an opportunity for economic growth. | <ul style="list-style-type: none"> • Through our out growers program, we were able to provide viable economic opportunities to farmers drawn from the community. The project involved growing of trees for sale to the company upon maturity. • We continue to support various initiatives by local CBOs and women groups from our community through the purchase of seedlings which we use to grow our "TWO MILLION TREES" goal. • We have signed Memorandum of Understanding with various suppliers for all the services and materials we need regularly. This is a form of predictable procurement contracts for our suppliers. The MoU with suppliers and the permanent jobs created are sustainable source of income thus elevating poverty levels. • We continue to provide employment opportunities to people from different walks of life. We have presently employed over 600 employees. 40% of our workforce is made up of women. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|-----------|---|---|---|
| | | 2019-2020 | PREVIOUS YEARS |
| 2 | Zero Hunger: End hunger, achieve food security and improved nutrition and promote sustainability agriculture  | <ul style="list-style-type: none"> In 2020, we joined hands with other salt manufacturing companies together with the Kilifi County Government administration in the donation of food hampers to 5,000 needy and vulnerable families in Magarini Sub-County during the Covid-19 pandemic. In the same year, we provided food packages to our employees to cushion them from the adverse economic effects brought about by Covid-19. We continue to iodize our salt to prevent goitre and improve brain development in children. Through our Kaizen initiatives, we are able to offer our products at an economical price point making it affordable to all. We continue to provide lunch meals to our staff at an affordable rate. The ingredients are normally sourced from our in-house garden which guarantees provision of a healthy and well-balance meal. | <ul style="list-style-type: none"> We encouraged our staff to maintain kitchen gardens within the staff houses by assisting them plough their gardens in preparation for planting of groceries. In 2018 our staff received a basket of balanced food stuff for new year celebrations. We donated food to the victims of floods in Kilifi county when River Sabaki broke its banks in 2018. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|-----------|--|---|--|
| | | 2019-2020 | PREVIOUS YEARS |
| 3 | <p>Good health and well being: Ensure healthy lives and promote well being for all,</p> <p>3 GOOD HEALTH AND WELL-BEING</p>  | <ul style="list-style-type: none"> • During the Covid-19 pandemic, we distributed over 26,000 fabric face masks to the residents of Magarini to safeguard them against transmission and spread of the Virus. • We also partnered with the Sub-County Public Health office in creating awareness on Covid-19. • We crafted a Medical Procedure Trolley from locally available materials within our facility. The trolley has since been submitted to KEBS for approval. Once approved, we intend on making more trolleys to donate to various hospitals. • We continue to maintain an in-house dispensary at the refinery in Gongoni. The facility provides Primary Health Care to all our staff. • We continue to ensure fortification of our salt through inclusion of iodine in the production process. This has helped in prevention of goiter and promoted brain development among children. We were awarded with a Certificate of Recognition by the Ministry of Health in collaboration with the Kenya Bureau of Standards in recognition of our valued contribution to food fortification | <ul style="list-style-type: none"> • We added more to services provided at our in-house clinic to include malaria and chronic illnesses tests. • Initiated a program where we support employees with chronic and lifestyle illnesses like hypertension and diabetes get their medications and be able to meet their daily needs. • Initiated regular trainings and health talks steered by Avenue Health Care to our employees on prevention and management of Lifestyle diseases, Personal care and hygiene. • We built the first maternity ward in the sub-county at Marereni Dispensary in 1988. • In 2005, we added to the ward a second block currently used as a laboratory and for counselling. • We later constructed a third block for storage of drugs and administration in 2015. • Since 2013, together with Nairobi Hindu temple we have donated medical kits to the clinic for the value of Ksh 500,000 annually. • With partnership with the Lions Club of Mombasa, we have held eye camps where members of the public get the opportunity to benefit from the service. • We participated and supported the Launch of the Fistula Repair Camp in 2017, at Gongoni, in partnership with Kilifi County and Ministry of health. The affected women got the opportunity to get their condition corrected at no cost. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|--|---|---|
| | | 2019-2020 | PREVIOUS YEARS |
| <p>3</p> <p>3 GOOD HEALTH AND WELL-BEING</p>  | <p>Good health and well being: Ensure healthy lives and promote well being for all,</p> | <ul style="list-style-type: none"> • We undertook fumigation of our premises and staff house for protection against vectors and rodents. We also came up with a schedule for fumigation which we will now do quarterly and when necessary. • We are continuously investing in the well-being of our employees with the introduction of football and badminton games. • We continue to train our employees on lifestyle diseases and stress management in an effort to encourage them to adopt healthy habits | <ul style="list-style-type: none"> • In December 2014, we partnered with Girl Child Network, Ministry of Health and County Government of Nyeri and conducted a medical camp where 762 people were screened and treated for various illnesses. 572 persons with disability also attended the medical camp. • In 2015, all staff went through health related training, example HIV/AIDS awareness. • In November 2016, we liaised with Public Health Office and obtained vaccines against elephantiasis for our employees and their families. We had a 75% turn out for the vaccination. |
| <p>4</p> <p>4 QUALITY EDUCATION</p>  | <p>Quality education: Ensure inclusive and equitable quality education and lifelong learning</p> | <ul style="list-style-type: none"> • Since 2014 we have absorbed more students into our bursary program every year. The program gives priority to bright students from disadvantaged backgrounds. We give them the opportunity to have quality secondary school education. In 2019, we added two more students. Currently we have supported a total of 11 students. | <ul style="list-style-type: none"> • In 2003, we constructed administration block and 15 classrooms at Marereni Primary school to accommodate 1000 students. • In 2015, we donated furniture and books to the neighboring primary schools in Gongoni and Marereni to improve learning and infrastructure at the schools. • In 2017, we supported the Ministry of Education, Department of Adult Education and Continued Learning in organizing for the World Literacy Day Event. The event was meant to promote learning and education among the community members. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|--|--|---|---|
| | | 2019-2020 | PREVIOUS YEARS |
| <p>4</p> <p>4 QUALITY EDUCATION</p>  | <p>Quality education: Ensure inclusive and equitable quality education and lifelong learning</p> | <ul style="list-style-type: none"> We have an internship program which is STEM oriented. 2 students were absorbed from various universities this year to serve under different capacities. The interns have since been absorbed as Full-time employees. We continue to receive different schools interested to learn our Salt Manufacturing Process. In 2019, a total of 49 schools visited our premises. | <ul style="list-style-type: none"> In 2018, we constructed a multi-purpose hall at Marereni Secondary School that is used as a dining hall at sometimes as an examination hall. In the same year, we also completed the construction of Two (2) classrooms at Mapimo Boys Secondary School to accommodate more students. In 2018, we donated mattresses to students whose dormitory had burned down in order to enable them continue with their education. |
| <p>5</p> <p>5 GENDER EQUALITY</p>  | <p>Gender Equality: Achieve gender equality and empower all women and girls</p> | <ul style="list-style-type: none"> Currently, women constitutes more than 30% of our staff at the refinery. Women have been absorbed into all our departments. Our senior management comprises of 20% women. Our recruitment policy avidly advocates for non-discrimination in the workplace. This provides an avenue for equal opportunities for all gender. | <ul style="list-style-type: none"> Under the out-grower program, we have encouraged and admitted more women and the less advantaged in the society to participate either through their groups or individually. Some of them maintain nurseries where we buy seedlings from and others are planting trees in their farms. We have also supported the girl child education through the partnership with the Girl Child Network. Some of our outreach programs have also supported young girls and single mothers. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|---|--|--|
| | | 2019-2020 | PREVIOUS YEARS |
| 5 GENDER EQUALITY  | Gender Equality: Achieve gender equality and empower all women and girls | <ul style="list-style-type: none"> • Currently, women constitutes more than 40% of our staff at the refinery. Women have been absorbed into all our departments. Our senior management comprises of 20% women. • Our recruitment policy avidly advocates for non-discrimination in the workplace. This provides an avenue for equal opportunities for all gender. | <ul style="list-style-type: none"> • We have continually supported the Women of Magarini Sub- county by funding them on the International Women's day, a celebration that brings many of them together to learn from each other, have fun and have a sense of belonging. • We have partnered with the County Government of Kilifi and donated 1800 packets of sanitary towels to all the girls in secondary schools within Magarini Sub-county. |
| 6 CLEAN WATER AND SANITATION  | Clean water and sanitation: Ensure availability and sustainable management of water and sanitation for all. | <ul style="list-style-type: none"> • We continue to invest in water conservation techniques by recycling our effluent and using the same in our refinery hence minimizing on water use. • We have invested in rain water harvesting facilities which allows us to harvest rain water during rainy seasons for use even after the rains. • We continue to preserve the Sudi Wetland which is located within our land. This is affirmed through an audit undertaken by the Water Resources Authority in 2019. | <ul style="list-style-type: none"> • In February 2012, we built a dam in Dodoni area. This dam serves about 10,000 villagers in nine villages. • In 2013 we invested in a Reverse Osmosis plant. This provided clean drinking water to all our staff and the local community. Over 12,000 people collected drinking water per month for free. • In 1993, we constructed three boreholes at Muyu wa kae and one at Zhogato. These areas face challenges in accessing clean water. These boreholes are their only source of water. • We fully funded the construction a borehole in 2018 that is a source of clean fresh water for communities at Timboni, Mjanaheri, Gongoni and Marereni. • Installation and commissioning of a distillation plant to recycle the liquid waste generated from the printing processes of our film plant. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|--|--|--|
| | | 2019-2020 | PREVIOUS YEARS |
| <p>7</p> <p>7 AFFORDABLE AND CLEAN ENERGY</p>  | <p>Affordable and clean energy: Ensure access to affordable, reliable, sustainable and modern energy</p> | <ul style="list-style-type: none"> We invested in 991kWp solar system which is a PV-diesel hybrid. Through this project, we were awarded as Best New Entrants during the Energy Management Awards in 2019. We continue to work towards improving the efficiency of physical facilities and processes at the refinery to minimize energy loss and maximize on utilization. This year, through our Kaizen projects, we were able to identify processes that contribute to energy losses during production. | <ul style="list-style-type: none"> In 2014, we gifted solar lamps to our staff so that they learn to conserve electricity. Additionally, in 2015 they each received energy saving jikos which only uses 6 piece of charcoal all day and does not create any fumes. During the Food For life Program, we provided solar lamps to the students, seeing as how most of the families did not have sufficient lighting at home making it harder for students to do home-work or study. |
| <p>8</p> <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  | <p>Decent work and economic growth: Promote sustainable and inclusive economic growth, full and productive employment and decent work for all.</p> | <ul style="list-style-type: none"> Our operations have provided the local community with opportunities to get decent work and attain economic growth. This year, we introduced Hoshin Kanri which is a management method of policy deployment. The program engages our employees in developing specific goals within their departments that align with the company's overall objective. We continue to engage our staff are in Kaizen projects, giving them the opportunity to make improvements that will support business growth. | <ul style="list-style-type: none"> In 2006, we had 500 casuals and only 150 permanent staff. Currently, we have converted all our staff to fulltime employees. Our operations have provided the local community with opportunities to get decent work and attain economic growth. Housing with free security, clean water and electricity is provided to all staff. We have in-built procedures to eradicate forced labour, child labour and discrimination. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|--|--|--|--|
| | | 2019-2020 | PREVIOUS YEARS |
| <p>9</p> <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>  | <p>Industry, innovation and infrastructure: Build resilient infrastructure and promote sustainable industrialization</p> | <ul style="list-style-type: none"> We engage with governments in addressing infrastructure challenges faced in the education and health sectors through our CSR Projects. By establishment of these infrastructure, two satellite towns have developed in Gongoni and Marereni where we operate. The settlements have grown as locals are attracted by the infrastructure. | <ul style="list-style-type: none"> We have taken the responsibility as corporate body, in partnership with the government and other investors to support the local community by addressing the infrastructure challenges faced in sectors of education, health, and water services through our CSR Projects. There has been transfer of skills acquired by employees from our operations over the years. |
| <p>10</p> <p>10 REDUCED INEQUALITIES</p>  | <p>Reduced inequality within and among communities</p> | <ul style="list-style-type: none"> We continue to provide targeted internships for young people from impoverished and disadvantaged backgrounds. Our projects targeting the women, young girls, single mothers, children and people with disabilities are aimed to reduce the inequalities in our societies. Through the various projects they are empowered to have equal competitiveness with the rest in the community. | <ul style="list-style-type: none"> In 2006, we had 500 casuals and only 150 permanent staff. Currently, we have converted all our staff to fulltime employees. Our operations have provided the local community with opportunities to get decent work and attain economic growth. Housing with free security, clean water and electricity is provided to all staff. We have in-built procedures to eradicate forced labour, child labour and discrimination. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|--|---|--|---|
| | | 2019-2020 | PREVIOUS YEARS |
| 11  | Sustainable cities and communities: Make cities and human settlement inclusive, safe, resilient and sustainable | <ul style="list-style-type: none"> We continue to provide clean, adequate and safe housing units for all our staff. Our employees also get to enjoy free water and electricity. We continue to engage in industry collaborations which bring greater connectivity, energy efficiency and safety to the two urban centers. We strive to build with nature (i.e. natural or green infrastructure) to create societal and ecological value whilst optimizing operational efficiencies. | <ul style="list-style-type: none"> Our agricultural practices like use of greenhouse, drip irrigation and organic fertilizers have enable us to have fresh farm produce throughout the year despite the weather conditions. In 2016, we managed to fence Marereni Primary school in for safety and security reasons. This was to achieve a safe and resilient environment for the children and teachers while in school. Since inception of our operations in Gongoni and Marereni, both towns have experienced significant growth through employment opportunities created and through the company's CSR projects. |
| 12  | Responsible consumption and production: Ensure responsible consumption and production patterns | <ul style="list-style-type: none"> We continued to improve the efficiency of physical facilities and processes in regards to the use of energy, water, raw materials and other resources. We have maintained systems to enable us monitor consumption rates and come up with measures for reduction through our kaizen projects. | <ul style="list-style-type: none"> All efforts are made to reduce wastage of raw materials through improvement projects, constant monitoring and whenever possible by reusing or recycling of materials. In 2018, we came up with measures to reduce the amount of plastic film used in packaging of our products. These have been implemented and we intend to achieve 15% reduction in plastic used. The implemented plastic take back scheme has enabled us to play an extended producer responsibility in ensuring the plastics are recycled and managed accordingly. We have made efforts to increase and advance our supply chain transparency and accountability to avoid ending up with excess materials not required for production. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|---|--|--|
| | | 2019-2020 | PREVIOUS YEARS |
| 13  | Climate Action: Take urgent action to combat climate change and its impacts | <ul style="list-style-type: none"> Annually, we commit to take part in Tree planting initiatives through collaborative engagement with CBOs, the community and various National and County authorities. Though these activities, the community inclusive of our staff are educated on the importance of conservation. | <ul style="list-style-type: none"> We planted over a million trees under our TWO MILLION Trees initiative. We implemented a strict procurement process that enables us to purchase equipment that reduces green house gas emissions. We have joined partnerships that enable us to measure, monitor and report measures undertaken to reduce exposure to adverse climate and impacts. We submit our report on clean energy generation to Japanese government every month. |
| 14  | Life below water: Conservation and sustainable use of oceans, seas and other marine resources | <ul style="list-style-type: none"> We continue to employ the use of improved treatment systems to ensure any waste water produced during manufacturing is properly recycled back into the refinery and not released into the natural environment. We continue to participate in planting and conservation of mangrove trees which act as a habitat for many marine animals. We continue to closely work with local conservation groups in protection of the environment such as the Beach Management Units. | <ul style="list-style-type: none"> We have improved our treatment systems to increase their efficiency. We planted and conserved mangroves that are important habitat for marine life. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|--|--|--|
| | | 2019-2020 | PREVIOUS YEARS |
| 15  LIFE ON LAND | Life on land: Protect, restore and promote sustainable use of ecosystems, reverse land degradation, combat desertification and biodiversity loss. | <ul style="list-style-type: none"> We continue to implement recycling systems for waste materials produced during manufacturing. We annually host Arocha Kenya during their waterbird counting activities. This year, our premises was identified as a breeding ground for the Madagascar Pranticole. This year's total bird count was 2,224 | <ul style="list-style-type: none"> Our tree planting project and planting of mangroves have led to the creation of ecosystems for many flora and fauna hence a conservation hot spots for life on land. Last year, the bird watching exercise that was conducted within our premises showed a total of 1,643 individuals of 31 waterbird species. In 2018, we organized a clean-up on the World Environment Day. We freed our premises of plastic papers and bottles. |
| 16  PEACE, JUSTICE AND STRONG INSTITUTIONS | Peace, Justice and strong institutions: Promote peaceful and inclusive societies, access to justice and build effective and accountable institutions | <ul style="list-style-type: none"> Through our membership with Kenya Association of Manufacturers (KAM), a CSR committee and KAM Liaison office for the salt sub- sector was created. Through KAM, CSR Committee and the local authorities we have engaged and worked together with the community. Peace and justice have been enhanced with the local community through these initiatives. | <ul style="list-style-type: none"> The completion and launch of the KNCHR audit report was achieved through collective responsibility. The progress made in achieving the 17 recommendations of the 2006 Public Inquiry has demonstrated inclusivity, justice and accountability among stakeholders. The quarterly stakeholders meetings or forums have promoted peaceful co-existence and inclusiveness. In collaboration with the community, we invited and supported the National Land Commission who trained the locals on land acquisition or ownership procedures and measures put in place to ensure compensation for land and its applicability. We have implemented a traceability and recall procedure for our products. |

| # SDG NO. | SDG DESCRIPTION | VALUE OPPORTUNITIES | |
|---|--|--|--|
| | | 2019-2020 | PREVIOUS YEARS |
| <p>17</p> <p>17 PARTNERSHIPS FOR THE GOALS</p>  | <p>Partnership for the goals: strengthen the means of implementation and revitalize the global partnership for sustainable development</p> | <ul style="list-style-type: none"> • We subscribe to various business coalitions and partnerships such as with Kenya Association of Manufacturers that enable us to engage with policy makers by providing relevant information and expertise to enable them pass meaningful and practical regulations. • With the Joint Crediting Mechanism under the Global Environment Centre Foundation and Government of Japan, we have invested in 991 KWP a Solar PV system | <ul style="list-style-type: none"> • Salt manufacturing was recently put under the Ministry of Mining at the time of revision of the Mining Act. Since our sector is new under the ministry, we are currently engaging them to enable them understand our operations in order to have meaningful regulations for salt manufacturing. • We have achieved many of our CSR programs and in-house projects through partnerships with community, various organizations and government departments. • Last year, we hosted Better Globe Forestry who were on a mission to learn about our efficient processes and our award willing forestry project. |

CONCLUSION

As members of United Nations Global Compact, we have achieved significant progress and milestones in our business and through engagements with our stakeholders. The four themes of Human Rights, Anti-corruption, Labour and Environment continue to serve as pillars that guide our processes and decision making.

We continue to pledge our support to UNGC and the effective implementation of the 17 Sustainable Development Goals across all sectors.



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