



FURAHA

AGRO CHEMICAL AND FOOD COMPANY LIMITED

Newsletter

July - December 2025

Issue no.

1



■ ACFC PRODUCTS

All about ACFC's world class products

■ CSR

ACFC CSR Activities

■ DEPARTMENTAL BRIEFS

Sifa Fresh Wet Yeast
For Bakers & Confectioners

Vision Statement

The preferred producer and supplier of spirits, yeast and related products

Mission Statement

Production of world class quality products through a cost effective, innovative and environmentally friendly technologies

Core Values

- Customer focus
 - Teamwork
 - Efficiency
- Professionalism
 - Integrity
- Innovation



QUALITY POLICY STATEMENT

“Agro Chemical & Food Company Ltd (ACFC) is committed to consistent manufacture and supply of high quality and safe products that delight the customers and comply with the statutory and regulatory requirements, including ISO 9001:2015 International Standard.

To achieve the above broad quality objective, ACFC shall:

- ❖ Ensure that customer requirements and expectations are determined and fulfilled, with the aim of achieving customer satisfaction.
- ❖ Communicate the importance of meeting Customer, Company, Regulatory and Statutory requirements and other governance expectations
- ❖ Communicate the Quality Policy and ensure that it is understood, implemented and available at all levels within the Organization as well as to the Interested Parties.
- ❖ Establish measurable quality objectives at functional levels in the Organisation and provide necessary resources, for effective implementation of the Quality Management System.
- ❖ Review and continually improve the Quality Management System through benchmarking best practices and technology to ensure continuing suitability, adequacy and effective response to customer needs.
- ❖ Continually determine, control and mitigate against the risks in line with business context to improve the implementation and maintenance of QMS.

Ashok Agrawal
RESIDENT DIRECTOR & CHIEF EXECUTIVE



AGRO CHEMICAL & FOOD COMPANY LTD

FOOD SAFETY POLICY STATEMENT

Agro-Chemical & Food Company Limited (ACFC) is committed to meeting food safety requirements applicable to our role as food and ingredients supplier in the food chain. Towards this end, it is our policy that we

- ❖ Produce and through trade and distribution, provide **Bakers' Yeast, Extra Neutral Alcohol (ENA)** and ready to drink **Alcoholic Beverages** that are safe and fit for their intended use;
- ❖ Maintain appropriate levels of hygiene and adhere to current good manufacturing practices (cGMP) that ensure the safety of our products at all times;
- ❖ Satisfy applicable food safety requirements including statutory and regulatory requirements, those requirements mutually agreed with customers as relate to food safety as well as FSSC 22000 requirements;
- ❖ Establish and implement effective external communication systems with our suppliers, contractors, customers, statutory and regulatory authorities and other interested organizations in the food chain as well as internal communication with personnel regarding food safety aspects;
- ❖ Provide necessary resources infor effective implementation of the food safety management system;
- ❖ Invest in capability, staff training and development to ensure competencies related to food safety, and
- ❖ Establish measurable food safety objectives at functional levels of the Organization and ensure they are reviewed annually.

ACFC's Top Management shall ensure that this Food Safety Policy is maintained and available to all our internal associates and to relevant interested parties; it is communicated, understood and applied at all levels within the organization, it is reviewed for continuing suitability, updated to address changing requirements, and refined to promote continual improvement.

Ashok Agrawal

RESIDENT DIRECTOR & CHIEF EXECUTIVE

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From the CEO's Desk

Strength Through Unity and Resilience



Dear Colleagues,

As we conclude the first half of the 2025/2026 financial year, I wish to extend my sincere gratitude to all members of our company family for your unwavering commitment and hard work during what has been a particularly challenging period.

The intermittent availability of molasses — our key raw material — has significantly affected our operations and production schedules. These disruptions have tested our flexibility, discipline, and collective resilience. Yet, even in the face of these difficulties, your dedication and sense of teamwork have ensured that our core operations remain stable and that our customers continue to have confidence in us.

This period has reminded us that sustainability and efficiency are not just goals but necessities. I therefore urge all of us to continue embracing cost-conscious practices, reducing wastage, and optimizing every aspect of our processes. Every litre saved, every efficiency gained, and every creative solution implemented makes a meaningful difference to our performance and competitiveness.

At the same time, let us continue to support one another as one family — sharing ideas, encouraging innovation, and maintaining the spirit of togetherness that defines our company culture. It is through unity and shared purpose that we will navigate these challenges and emerge stronger.

Looking ahead, we remain focused on securing reliable sources of raw material, strengthening operational efficiency, and maintaining the highest standards of quality and safety. I am confident that with your continued commitment, we will turn these challenges into opportunities for long-term growth and stability.

Thank you once again for your resilience, professionalism, and belief in our shared mission. Together, we will continue to build a stronger, more sustainable future for our company and all those we serve.

A handwritten signature in black ink, appearing to read 'Ashok Agrawal', with a horizontal line underneath.

ASHOK AGRAWAL
RESIDENT DIRECTOR & CHIEF EXECUTIVE

Editor's Note

It is with great pride and renewed enthusiasm that we present to you this special edition of our corporate magazine — the first publication in over two decades. This revival marks not only the return of a cherished communication platform but also a significant milestone in our company's journey of growth, transformation, and renewed unity.

Over the years, our organization has continued to evolve — expanding its operations, embracing innovation, and solidifying its position as a leader in ethanol and yeast production. Through every milestone, our greatest strength has remained our people — the dedicated men and women whose hard work, creativity, and commitment continue to drive Agro-Chemical and Food Company Limited forward.

This magazine is a reflection of our collective story — the triumphs, innovations, and shared values that define us as one family. Within its pages, you will find highlights from across departments, inspiring staff stories, updates on our CSR activities, and insights into safety, sustainability, and wellness — all capturing the heartbeat of our company.

As we revive this publication, we invite every employee to take ownership of it. Your voices, ideas, and stories are what will keep this magazine alive and relevant. Whether through sharing departmental achievements, personal milestones, or creative contributions, your participation will help make each edition richer and more meaningful.

Together, let us make this magazine not just a publication, but a platform that celebrates who we are and what we stand for — a proud, resilient, and united ACFC family.

Welcome to this historic first edition. Let's make it the beginning of something lasting.

Samuel Kaman



Humour

The lighter side – where work meets wit

Even in the busiest distillation plant, laughter is still the best energy booster. Here's a little humor to brighten your day — because ethanol may fuel engines, but smiles fuel people.

Office Chronicles – The Lighter Side of Work

Last Friday, someone reported that the new photocopier wasn't working. After 30 minutes of troubleshooting, the technician realized it was simply out of paper. The incident has since been classified as "Operation White Out." Moral of the story: before you call maintenance, check the basics — it could save you both embarrassment and tea time.

Myth of the Month

"If you stare hard enough at your computer, the report will type itself."

Unfortunately, science disagrees. The only thing that types itself is your colleague's resignation letter — if you miss deadlines.

Remember, productivity is still powered by people, not pixels.

Safety Laugh

Our Safety Officer says: "The safest workers are those who wear their helmets *and* their common sense." But just in case, remember: when you hear a strange noise in the factory, don't investigate like a movie hero — report it before the soundtrack starts.

Sustainability Chuckle

They say recycling is key to a cleaner planet. One employee took it literally and tried to recycle last month's leave form. Nice try — HR noticed.

Reduce, reuse, and recycle wisely (but not HR paperwork).

Staff Spotlight – Comic Corner

Meet Daniel from Distillation. He once walked into the control room holding a wrench and said, "I'm here to fix the economy." We appreciate the enthusiasm, Daniel — but maybe start with the condenser first.

Corporate Satire – The Meeting that Never Ends

Somewhere in the company, there's still a meeting that began in 2019. Legend says it's about "finalizing the action plan." If you ever feel stuck in a long meeting, just remember — even ethanol distillation has an endpoint.

APPOINTMENTS



CHRP NICHOLAS KANISA – FIHRM

General Manager, Human Resource and Administration.

Nicholas, 49, joined the company on 14.07.2025 as General Manager, Human Resource and Administration. He attended Christ the King Academy for his 'O' level before proceeding to Moi University where he studied Bsc. in Human Resource Management and JKUAT for MSC Human Resource Management. He is a fellow of the Human Resource Institute of Management and a Certified HR Professional. He previously worked at Kenya Universities and Colleges Placement as Manager, HR & Administration and later as Ag. Secretary / Chief Executive Officer in Human Resource Management Professionals Examination Board.



MR. MARK COLLINS OCHIENG

General Manager, Sales & Marketing

Collins, 46, joined Company on 01. 08. 2025 as General Manager Sales and Marketing. He attended Maseno National School before proceeding to Egerton university where he studied BSC in Food science and Technology and University of Nairobi for Master of Business Administration. He is a full time Member of Marketing Society of Kenya. He has been working in the company as Assistant Manager, Sales & Marketing based in our Nairobi Office.



CHRP NANCY WANJIRU KARIUKI

Manager, Human Resource & Development

Mrs. Nancy Wanjiru Kariuki, 54, joined the Company on 28.07.2025 as Manager, Human Resource & Development. She attended Githumu High School for her "O" level before proceeding to Moi University where she studied Bachelor of Business Management- Human Resource option and later Catholic University for Masters in Business Administration- HR option. She is a Certified Human Resource Practitioner. She was previously working at Eldoret Polytechnic as Human Resource Officer.



MR. MARTIN WAMUKOTA SITUMA

Manager, Administration

Martin, 49, joined the Company on 01.07.2025 as Manager, Administration. He sat his "O" level at Sirisia Secondary School. Martin is a holder of Bachelor of Science in Business Studies in Leadership Management, Master of Science in Community Health & Development and a member of institute of Human Resource and Management (IHRM). He has been working in the Company as Administration Officer.



MR. GEOFFREY KIPNG'ENO ROTICH

Manager, Supply Chain Management

Geoffrey, 53, joined the company on 28.05.2025 as a Manager, Supply Chain Management. Geoffrey sat for his "O" level at Taita Towett Secondary School before joining ST. Paul's University for a Bachelor of Business Administration and Management (Purchasing and Supply Chain Management Option) degree and later JKUAT for Masters in Procurement and logistics. He is a member of Kenya Institute of Supplies Management (KISM). He was previously working with New Kenya Cooperative Creameries.

We wish to take the opportunity to congratulate them for their new appointments. We also request all employees to welcome them to ACFC fraternity and give them necessary support and cooperation.

APPOINTMENTS

NAME	POSITION	DATE OF APPOINTMENT
Mr. Amisi Chrisper Arori	Production Asistant	18.08.2025
Mr. John Asangai	Production Assistant	18.08.2025
Mr. Christine Obare	Assistant Teacher	18.08.2025
Mr. Collins Kipkoech	Instruments Technician	18.08.2025
Mr. John Nchabere	Assistant Teacher	18.08.2025
Mr. Romariyo Wafula	Electrical Technician	18.08.2025
Mr. Billclintone Omondi	Mechanical Technician	18.08.2025
Mr. Paul Otieno Ojwang	Production Assistant	18.08.2025
Mr. Kennedy Odhiambo Odiwa	Mechanical Artisan	18.08.2025
Ms. Emelda Owuor Ogal	Office Assistant	01.09.2025
Ms. Lencer Oindo Atieno	Office Assistant	18.08.2025
Ms. Aurelia Chepkorir	Office Assistant	08.08.2025
Ms. Valentine Komboni Imbwaga	Office Assistant	18.08.2025

RETIREMENTS / RESIGNATIONS



NAME	POSITION	REASON
Peter Bii	Senior Driver	Early retirement
Duncun Kiprono	Environmental Assistant	Resignation
Edward Kodhek	Artisan	Resignation
Collins Mutai	Technician	Resignation
Abel Oichoe	AM Security	Retirement
David Morogo	Manager, Projects & Tech. Services	Resignation

Wishing you good luck.

ORBITUARY

NAME	POSITION	DIED ON
Vitalis Chelimo	Senior Production Officer	24th November 2025

God be with you till we meet again

DEPARTMENTAL BRIEFS

ENVIRONMENT, HEALTH AND SAFETY

STATUS OF ACFC ENVIRONMENTAL SUSTAINABILITY AND OCCUPATIONAL SAFETY AND HEALTH INITIATIVES

ACFC was established in 1979 to utilize sugarcane molasses from Sugar factories in Western Kenya Sugar belt. This was a major step towards addressing the environmental threats posed by molasses pollution during this period. Another “twin” initiative was to curb urban centers congestion created by rural-urban migration in search of employment opportunities.

ENVIRONMENTAL SUSTAINABILITY INITIATIVES



Over the years, the company has invested heavily in projects with special focus on environmental protection and climate change adaptation and mitigation efforts such as the Bulk Volume Fermenter (BVF), Carbon Dioxide processing plant and recent the Continuous Stirred Tank Reactor (CSTR).

Whereas the Carbon Dioxide processing plant greatly supports both food and industrial processing industries in Kenya; it is an environmental conservation initiative that greatly delocalizes the emission of carbon dioxide at the production area/ location. The use of carbon dioxide by the food industry contributes towards locking this green-house gas in the food products hence reducing the potential to harm the environment.

The CSTR is an advanced fashion of BVF where the waste treatment is biodegraded to produce Biogas a “green/ clean energy” with great potential to produce steam for industrial use.

ACFC has utilized this technology to produce green energy since 1997 reducing fuel oil consumption in running the plant boilers by close to 60%. Besides making these savings, the company contributes towards the Nationally Determined Contribution (NDC), under the Paris Agreement, aiming at (i) greenhouse gas emission reductions of 30% by 2030 and mainstreaming of climate change adaptation.



OCCUPATIONAL SAFETY AND HEALTH INITIATIVES

Agro Chemical and Food Co. Ltd recognises the importance of Safety and Health Regulatory requirements and Best available practices in its endeavour to position its operations as one of the best among its peers in the industry.

ACFC have always ensured that it aligns its operations within the manufacturing safety and health regulatory requirements, as such the company have initiated the following practices to ensure no life is lost during the operations, no plant down time due to safety related incidents and no loss of property is incurred due to avoidable incidents:

- Dynamic Safety and health Committee,
- A Fire Fighting Team,
- A Disaster Management Committee,
- Implementations of statutory and regulatory requirements such as:
 - Bi-annual fire extinguishers inspection
 - Acquisition of Workplace Registration Certificate
 - Annual Fire Safety Audits
 - Annual Workplace Risk Assessment
 - Annual OSH audits
- Implementations of Best Available Practices such as:
 - Awareness creation to the stakeholders
 - Implementations of internal safety and health programs
 - Pest Control programs in line with Food Safety requirements among others.

These initiatives have greatly contributed to safe plant operations with minimal interruptions and reduced insurance compensations in the recent times. We endeavour to align our operations with the best operators in this field through benchmarking with like peers and regular consultations with the Regulators in the relevant fields.

DEPARTMENTAL BRIEFS

PRODUCTION DEPARTMENT

The Heart of Our Manufacturing Operations

At the core of Agro-Chemical and Food Company Limited's (ACFC) success lies the Production Department — the driving force behind the company's diverse manufacturing portfolio. The department is responsible for transforming molasses, a by-product of the sugar industry, into a range of value-added products that include industrial alcohol, baker's yeast, and other molasses-based derivatives.

Through carefully controlled Alcohol fermentation, distillation, and yeast propagation processes, the department ensures that every product leaving the plant meets the highest standards of quality and consistency. Each stage of production is guided by precision, teamwork, and a commitment to continuous improvement — values that define ACFC's reputation in Kenya's industrial biotechnology sector.

The department's operations are anchored on efficient management of resources as seen in People, Plant, Processes, Parts and Planning & control, innovation, and sustainability. The team continuously monitors production parameters to achieve optimal yields, by integrating modern process control systems and adhering to strict safety and environmental standards. Production Department plays a pivotal role in promoting the company's strategic agenda.

Beyond production targets, the department places great emphasis on skills development and teamwork. Its staff are trained to respond swiftly to operational challenges, ensuring minimal downtime and maintaining seamless coordination across the production chain. This culture of collaboration has created a resilient workforce committed to delivering excellence every day.

"Production is not just about running machines; it's about transforming potential into value. Every drop of alcohol and every batch of yeast we produce represents the hard work, discipline, and innovation of our team."

With a strong foundation of expertise, innovation, and industrial discipline, the Production Department continues to drive ACFC's mission of transforming locally available raw materials into quality industrial products. It stands as a true testament to operational excellence — the heart that keeps the company's manufacturing engine beating

Comic Relief

The Case of the Mysterious "Leak" It was a calm Tuesday morning in the plant. The hum of machinery filled the air, clipboards were being checked, and coffee was doing its sacred duty of keeping the team functional. That's when it happened — the radio crackled with urgency: "We've got a leak in Section C!" Heads turned. Heart rates rose.

The safety team sprang into action. Within minutes, high-vis vests zipped up and boots thundered down the catwalks. Everyone had the same thought: Not on my shift. When they arrived, they found it. The "leak." A suspicious puddle, spreading under the control panel. The team prepared for containment — until someone bent down, sniffed the air, and said, "Wait... is that... coffee?"

Turns out, one of our more dedicated operators had set their mug down a little too close to the vibration line. The cup did a slow-motion tip-over, dripped dramatically onto the floor, and sparked one of the most efficient safety responses in company history. The aftermath?

- The "leak" was mopped.
- The coffee was mourned.
- The incident report was filed under "Caffeine Spill (Non-Hazardous)." And the operator? They've since been issued a spill-proof mug — now referred to affectionately as "the containment vessel." Moral of the story: In this company, we take safety seriously — even when it's just a coffee leak.

DEPARTMENTAL BRIEFS

FINANCE DEPARTMENT

Safeguarding the Company's Financial Health

The Finance and Accounts Department plays a central role in ensuring the financial stability, transparency, and accountability of the Company. It is responsible for managing all financial resources efficiently to support the organization's operations, growth, and strategic objectives.

Key functions of the department include maintaining accurate financial records, preparing budgets, managing cash flow, and ensuring timely settlement of obligations. The team diligently monitors revenues and expenditures, ensuring compliance with internal policies, statutory requirements, and International Financial Reporting Standards (IFRS).

Additionally, the department provides critical financial analysis and reports that guide management decisions. Through prudent financial planning and control, it helps the Company maintain cost efficiency, improve profitability, and sustain long-term growth.

The Finance and Accounts Department also plays a key role in auditing, taxation, and financial risk management—ensuring that all financial practices uphold the highest standards of integrity and transparency.

Ultimately, this department serves as the financial backbone of the organization, ensuring that every shilling is accounted for and strategically utilized to drive the Company's mission forward.

ICT DEPARTMENT

Computerization and the Importance of ICT in the Company

In today's rapidly evolving business environment, computerization and the effective use of Information and Communication Technology (ICT) have become indispensable pillars of operational efficiency and corporate growth. At Agro Chemical and Food Company Limited, embracing ICT is no longer an option but a strategic necessity that drives productivity, innovation, and competitiveness.

The Company has progressively invested in modern computer systems and network infrastructure to streamline operations across departments. Automation of processes such as finance, procurement, human resources, and production management has significantly improved accuracy, reduced paperwork, and minimized turnaround time in service delivery. Through the adoption of ICT, data management and reporting have become more reliable, enabling informed decision-making and enhancing transparency in our operations.

Furthermore, computerization has strengthened communication within the organization. The use of digital platforms and email systems has enhanced coordination between departments and facilitated faster dissemination of information. The Corporate Communication Division has also leveraged ICT tools to maintain effective stakeholder engagement through digital publications and online platforms.

In addition, ICT plays a critical role in ensuring the security and integrity of company data. By adopting appropriate information management systems, the Company safeguards sensitive information and supports continuity of operations even in the face of disruptions.

Looking ahead, Agro Chemical and Food Company Limited remains committed to continuous improvement through technology. Ongoing ICT training programs for employees are designed to equip staff with essential digital skills and promote innovation in the workplace. Indeed, computerization is not just a technological shift—it is a transformation that aligns the Company with modern best practices and strengthens its position as a leader in the ethanol distillation and agro-industrial sector.

DEPARTMENTAL BRIEFS

ENGINEERING DEPARTMENT

The Backbone of Factory Operations

The Engineering Department remains the heartbeat of our factory operations, ensuring that the plant runs smoothly and efficiently at all times. Its dedicated team of engineers and technicians work tirelessly to maintain, repair, and optimize machinery and production systems.

Through preventive maintenance, prompt response to mechanical breakdowns, and continuous improvement initiatives, the department guarantees minimal downtime and sustained productivity. Their expertise ensures that every component — from boilers and turbines to conveyors and pumps — operates safely and at peak performance.

Beyond maintenance, the Engineering team plays a crucial role in energy management, equipment modernization, and implementing technological innovations that enhance efficiency and environmental compliance. Their commitment not only keeps the plant running but also drives the company's mission of reliability, sustainability, and operational excellence.

In short, without Engineering, the wheels of production would quite literally stop turning.

SALES AND MARKETING DEPARTMENT

The Sales and Marketing Department plays a critical role in driving the growth and visibility of the Company's products and services. Its primary mandate is to promote the Company's brands, understand market trends, and build strong relationships with customers, distributors, and other key stakeholders.

The department is responsible for conducting market research to identify customer needs, preferences, and emerging opportunities. This information guides product development, pricing strategies, and promotional campaigns to ensure that the Company remains competitive and responsive to changing market dynamics.

Through effective advertising, branding, and public relations initiatives, the Marketing team enhances the Company's image and reinforces customer loyalty. The department also coordinates trade shows, exhibitions, and corporate social responsibility events to showcase the Company's products and strengthen its public presence.

In addition, the Sales and Marketing Department works closely with the Production and Sales teams to forecast demand, plan distribution, and ensure customer satisfaction. By aligning market intelligence with strategic planning, the department supports the Company's mission of delivering high-quality products while maintaining sustainable growth.

SUPPLY CHAIN MANAGEMENT DEPARTMENT

The Supply Chain Management (SCM) Department plays a critical role in the smooth operation of the company by ensuring a consistent and timely supply of raw materials, spare parts, and other essentials required for continuous production. In a manufacturing setup such as ours, the efficiency of the supply chain directly determines the plant's ability to operate without costly interruptions or delays.

SCM is responsible for planning, sourcing, procurement, transportation, storage, and distribution of all inputs needed in the production process. The department works closely with suppliers to build reliable partnerships and negotiates favorable terms to guarantee availability of high-quality materials at competitive costs. By maintaining accurate inventory records and forecasting future material requirements, the team prevents both overstocking and shortages, thereby optimizing working capital.

In addition, supply chain officers monitor global and local market trends to anticipate potential disruptions—such as price fluctuations, logistics bottlenecks, or regulatory changes—and take proactive measures to mitigate their effects. They also ensure compliance with regulatory requirements, company policies and sustainability goals by selecting suppliers who adhere to ethical and environmental standards.

DEPARTMENTAL BRIEFS

HUMAN RESOURCE AND ADMINISTRATION DEPARTMENT

Role of Human Resource and Administration Department Supporting Manufacturing Operations

The Human Resource and Administration Department plays a pivotal role in ensuring that the Company's manufacturing operations run efficiently and effectively. As the custodian of the organization's most valuable asset—its people—HR ensures that the right personnel are recruited, trained, and retained to support the production process.

Through strategic workforce planning, HR ensures that every stage of the manufacturing cycle is adequately staffed with skilled and motivated employees. The department also spearheads employee training and development programs to enhance technical competence, promote safety awareness, and cultivate teamwork on the factory floor.

Moreover, HR is instrumental in fostering a positive work environment that promotes productivity, discipline, and employee welfare. By ensuring fair labor practices, managing industrial relations, and maintaining compliance with employment laws, the department helps sustain harmony between management and staff.

In collaboration with other line managers, HR supports continuous improvement initiatives such as performance management, talent development, and employee recognition—key drivers of efficiency and innovation in manufacturing sector.

Ultimately, the Human Resource and Administration Department is not just an administrative function; it is a strategic partner in achieving the Company's mission of producing high-quality products while maintaining a motivated, safe, and empowered workforce.

REVIEW OF HUMAN RESOURCE INSTRUMENTS

In a significant step toward strengthening organizational governance and alignment with public service standards, the Company recently undertook a comprehensive Review of Human Resource Instruments. The exercise aimed at ensuring that all HR policies, procedures, and structures remain responsive to evolving operational needs and compliant with applicable laws and best practices.

The review process was marked by robust public participation, drawing valuable input from employees across all departments. This inclusive approach ensured that the views and experiences of staff members formed a key foundation for improving HR frameworks, thereby promoting transparency, fairness, and ownership.

The session was graced by a high-level delegation from the Public Service Commission (PSC), led by Mr. Muriungi, Head of Compliance. The PSC team provided critical insights on aligning internal HR instruments with national public service guidelines and shared recommendations to enhance accountability and performance management systems.

The engagement reaffirmed the Company's commitment to continuous improvement, employee engagement, and adherence to good governance standards. The inclusive nature of the review is expected to foster a more empowered workforce and ensure that HR policies effectively support the Company's mission and long-term strategic goals.



Mr. Muriungi, Deputy Commission Secretary/ODD, Public Service Commission, taking staff through the reviewed HR Instruments during public participation.

Reviewed instruments are currently undergoing approval process ahead of implementation

DEPARTMENTAL BRIEFS

PROJECTS, RESEARCH & TECHNICAL SERVICES DEPARTMENT

Driving Innovation and Efficiency in Alcohol & Yeast Production

The Projects, Research & Technical Services Department plays a pivotal role in supporting the manufacturing of alcohol and yeast by fostering innovation, improving production efficiency, and ensuring the company stays ahead in technological advancements.

The department is responsible for identifying, designing, and implementing new projects that enhance production capacity and operational sustainability. Through continuous research and development, it explores modern fermentation technologies, process optimization methods, and innovative uses of raw materials to improve yields and product quality.

Technical Services ensure that all production systems, equipment, and plant utilities are properly maintained and upgraded to meet the dynamic demands of manufacturing. The team also provides technical advice and feasibility assessments for capital projects, ensuring cost-effective and sustainable investments.

In addition, the department supports environmental management initiatives by researching cleaner production methods and energy-efficient technologies, aligning with the company's commitment to sustainable industrial practices.

Overall, Projects, Research & Technical Services serve as the backbone of continuous improvement — bridging science, technology, and operations to enhance productivity and maintain Agro-Chemical and Food Company Limited's leadership in alcohol and yeast production.

QUALITY ASSURANCE DEPARTMENT

The Quality Assurance (QA) Department plays a crucial role in ensuring that all products leaving our plant meet the highest standards of quality, safety, and consistency. Through continuous monitoring, testing, and process evaluation, the department guarantees that every batch adheres to both internal specifications and regulatory requirements.

By maintaining strict quality control procedures and fostering a culture of excellence, the QA team ensures that customers receive products they can trust. Their commitment to precision and continuous improvement safeguards the company's reputation and strengthens confidence in our brand.

ISO CERTIFICATION: A MARK OF QUALITY AND EXCELLENCE

Agro-Chemical and Food Company Limited takes pride in being ISO 9001:2015 certified, a globally recognized standard that affirms our commitment to quality, consistency, and continuous improvement. This certification demonstrates that the Company has established a robust Quality Management System (QMS) ensuring that all operations—from raw material sourcing, production, and packaging to customer service—meet international standards.

Being ISO certified reinforces our dedication to providing safe, reliable, and high-quality products such as ethanol and yeast while complying with regulatory and customer requirements. It also reflects the collective effort of our employees to uphold operational excellence and maintain a culture of continuous improvement.

In addition, the Company is currently implementing ISO 22000:2018 on Food Safety Management System, a further step in ensuring that all our processes align with global best practices in food safety and hygiene. This initiative underscores our unwavering commitment to producing products that meet the highest safety and quality standards.

At ACFC, we view ISO certification not merely as an achievement but as an ongoing journey toward efficiency, innovation, and customer satisfaction—values that continue to strengthen our position as an industry leader in ethanol distillation and related products.

PRODUCTS PROFILE

SPIRITS

Extra Neutral Spirit

This is potable spirit that is sold locally and regionally. It is blended and packaged by the customers and sold to the consumer or used for fortification of locally manufactured wines.



Kenya Methylated Spirit

This spirit is denatured to conform to the mandatory Customs and Excise regulations. The addition of methyl violet gives the product its regular beautiful violet colour.

Kenya Methylated Spirit is used as an antiseptic in hospitals, solvent in paints, inks, vanishes, a cooling medium and other domestic applications.

Kenya Methylated Spirit (KMS)

Unlike the Kenya Methylated Spirit, Industrial Methylated Spirit is not coloured with methyl violet and is denatured to conform to the mandatory Customs and Excise regulations. This product is mainly used in the manufacture of skin care products and other special Industrial applications calling for this grade of spirit, including shoe polish, printing inks etc.

Main Applications

– Solvent in wide range of industrial applications e.g. skin care products, shoes polish, printing inks, thinners etc.

BOTTLED SPIRITS

Patriot® Gin & Patriot® Vodka



Spirit bottling blending process begins with treatment of water through a Reverse Osmosis process. Here, the raw water is pumped through a combined sand and activated carbon filter to remove particles, smell and chlorine. The water is then passed through ultrafiltration followed by reverse osmosis where antiscalant and pH adjusters are added.

Filling of alcohol into bottles is done by a filling plant line which comprises of the bottle rinsing machine, filling machine, capping machine, labeling machine, hologram applicator for application of KRA stamps on the bottles, bottle rejection system for rejection of non-conforming bottles and then packaging of the bottles in cartons for storage before dispatch to the market.

Carbon Dioxide (CO₂)

The plant user at a pressure of about 20 bar gauge and a temperature of about – 20°C. The final CO₂ product is as a food grade liquefied gas of more than 99.99% purity, suitable for the beverage and brewery industries.

The plant has also the ability of producing Dry ice (frozen carbon dioxide) which is an excellent refrigerant, giving a very high cooling effect for a given weight or volume. Unlike regular ice, dry ice pellets do not adhere to each other, remaining perfectly free flowing during storage. It is also much colder than regular ice (carbon dioxide freezes at -78°C.). Dry ice will keep perishable items frozen and hygienic for longer and without all the hassle and mess of wet ice.

On request, ACFC is also capable of producing a lower grade CO₂ for industrial uses.

PRODUCTS PROFILE

BAKERS' YEAST

Sifa Fresh Wet Yeast



Agro-Chemical and Food Company Limited's compressed yeast is available in 10Kgs cartons. Each carton has a polythene liner that contains the compressed yeast of 10Kg net product weight. Under normal refrigeration the product has a shelf life of two weeks.

More about compressed yeast

Compressed yeast often referred to as "wet yeast" or "fresh yeast" is the traditional baker's yeast product. At the end of the yeast fermentation, the yeast broth is washed repeatedly with cold water to remove any residual fermentation additives. The yeast cells are then concentrated to form a light tan, semi-viscous liquid called cream. Cream yeast contains approximately 18% yeast solids. The cream is further dewatered by passing it through a rotary vacuum filter to form a semi-solid cake that contains approximately 30% yeast solids.

Furaha Active Dry Yeast



Furaha Active Dry Yeast is a household name in bread baking industry in Kenya. This traditional baking technology has maintained its presence in the baking industry despite late entrant break leaveners. The success of Furaha has been achieved by painstaking research strict quality control and unequalled standardization.

This rewarded the efforts by making a unique bread leavening and flavouring potential, not achievable by other forms of baking.

The present natural aroma of Furaha has also lately lent a lot of appeal to the brewing industry especially the opaque beer and other improved forms of traditional beers.

It is available in 20kg packing with a shelf life of 3 months at ambient temperatures and upto 6 months if it is kept refrigerated.

MEDIPLUS® RANGE OF PRODUCTS

Surgical Spirit



Surgical spirit is primarily used as a topical antiseptic and disinfectant. It contains ethanol, methyl salicylate, castor oil and other ingredients. Castor oil helps prevent skin dryness and cracking while methyl salicylate provides a mild fragrance and enhances blood flow by dilating blood vessels. Application includes:

Antiseptic use: Cleans and disinfects skin before injections or surgical procedures.

Wound Care: Used for cleaning wounds Used for cleaning wounds to prevent infection.

Hardening Skin: Helps toughen the outer layer of the skin, often used to prevent bed sores.

Disinfection: Cleans medical instruments and surfaces in healthcare settings. Available in concentrations of 70% and 90% v/v. Hygienic Personal Care: Commonly used in grooming shops for sanitizing tools and cleaning skin. Available in concentrations of 70%, 90% and 94% v/v.

Coloured Spirit



Its distinctive colour aids in identification, ensuring safe handling and use across different settings including:

Cleaning and Disinfection: Used for sterilizing medical and dental instruments as well as general surface cleaning in homes and industries.

Glass Cleaning: Effective for cleaning windows, mirrors and other glass surfaces when diluted appropriately.

Floor Cleaning: Suitable for cleaning wooden floors by mixing with water.

Stain Removal: Removes ink and vivid stains from various surfaces.

Solvent: Used in the manufacture of cleaning products, paints, varnishes and cosmetics.

Available in concentrations of 70%, 90% and 94% v/v.

Denatured Ethyl Alcohol



Ethyl denatured alcohol is widely used in medical institutions for disinfecting tools and services while preserving biological specimens. As a solvent, it is effectively used in the manufacturing processes, while in the flower industry, it helps maintain the freshness of floral arrangements by preventing microbial growth.

Available in concentrations of 70%, 90% and 94% v/v.

Instant Hand Sanitizer



Instant Hand Sanitizer contains 70% v/v, alcohol is an effective solution for maintaining hand hygiene especially when soap and water are unavailable. It kills 99.9% of germs and bacteria making it essential for preventing the spread of infections. This convenient rinse-free product is ideal for use in various settings including healthcare facilities, schools and public spaces. Its formulation ensures quick drying without leaving a sticky residue, providing a practical option for on the go sanitization.

E-MOTO® Ethanol Cooking Fuel



E-moto ethanol fuel is a clean, renewable cooking alternative derived from cane molasses. It burns efficiently, producing minimal emissions, making it ideal for environmentally friendly cooking in homes, campsites and industries. Alcohol concentrations of 90% v/v.

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AGRO-CHEMICAL & FOOD CO. LTD

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Excessive consumption of alcohol is harmful to your health. Not for sale to persons under 18 years.

CSR ACTIVITIES

Corporate Social Responsibility: Investing in Our Communities

At Agro-Chemical and Food Company Limited (ACFC), our commitment to community development runs deep. Beyond our core business operations, we continue to invest in initiatives that uplift and empower the communities around us. Over the years, the Company has implemented impactful Corporate Social Responsibility (CSR) projects focusing on education, health, water, and community welfare — reaffirming our belief that business growth must go hand in hand with social progress.

Muhoroni Comprehensive School – Our Flagship CSR Initiative

Education remains the cornerstone of ACFC's CSR agenda, and Muhoroni Comprehensive School stands as the Company's most significant and enduring contribution to the community. The school, wholly managed and supported by ACFC, provides access to quality education for both the children of employees and the surrounding community.

By offering subsidized fees and maintaining high academic standards, the institution has become a model of inclusive and affordable education in the region. Many of its alumni continue to excel in higher education and professional careers — a testament to ACFC's long-term investment in nurturing future generations.

Through sustained support, the Company continues to ensure the school remains well-equipped, staffed, and maintained — making Muhoroni Comprehensive School not only a centre of learning but also a living expression of ACFC's enduring commitment to social development.

Supporting Education and Learning Infrastructure

Beyond Muhoroni Comprehensive School, ACFC has extended its educational support to institutions across the region. The Company donated Kshs. 1 million towards the construction of an Administration Block at Awasi, facilitated the construction of a classroom at Menara Secondary School, and supported the building of pit latrine blocks at Kandege Secondary and St. Agnes Primary School, Muhoroni. These interventions have enhanced learning conditions and created a positive, safe environment for thousands of students.

Enhancing Access to Clean Water



ACFC recognizes that access to clean and safe water is essential for public health and sustainable living. To this end, the Company has drilled boreholes in Chemelil and Awasi, providing reliable water sources for local communities. In addition, ACFC continues to supply treated water to the Muhoroni community and Muhoroni Factory Primary School, promoting hygiene and reducing the spread of waterborne diseases.

Borehole at Chemelil

Investing in Health and Wellness

Health and well-being are central to the Company's CSR efforts. ACFC roofed the Muhoroni Sub-County Hospital, replacing asbestos with modern iron sheets to create a safer environment, and renovated Jaber Dispensary to enhance healthcare delivery.

Moreover, the Company runs its own dispensary within the premises, offering essential medical services to employees and their families while supporting public health initiatives in the wider community. These efforts reflect ACFC's unwavering dedication to the well-being of both its workforce and the public.

A Continuing Legacy of Care

Through these diverse initiatives, Agro-Chemical and Food Company Limited continues to strengthen the social and economic fabric of the communities it serves. From education and health to water and welfare, ACFC's CSR programs embody the Company's belief that progress is most meaningful when shared.

As we look to the future, ACFC remains committed to sustaining and expanding its community impact — building a legacy of care, empowerment, and shared prosperity for generations to come.

AGRO-CHEM SACCO NEWS

Chairman's Message

Fellow Members,

It gives me great pleasure to share a brief update on the continued growth and stability of our SACCO. Over the past year, we have made significant progress in strengthening our services, improving member engagement, and fostering a culture of savings and prudent borrowing among our members.

Our primary focus remains ensuring that the SACCO continues to serve as a reliable financial partner to all employees. Through collective effort, trust, and sound management practices, we have maintained steady growth in membership and loan portfolio while upholding transparency and accountability in all our operations.

We are also working towards digitizing key SACCO services to increase transactions' efficiency, security, and accessibility by all members. This digital transformation, which is inclusive of Agrochem sacco app available in google playstore, is expected to ease service delivery and enhance convenience in loan applications, balance inquiries, and savings updates.

On behalf of the Management Committee, I extend my sincere gratitude to all members for their loyalty, the supervisory committee for their oversight, and the management team for their dedication. Together, we are building a stronger SACCO that not only supports our financial well-being but also promotes unity and mutual growth among Agro-Chemical employees and the business community.

Let us continue to embrace the spirit of cooperation and responsibility that defines our SACCO.

Yours sincerely,

James Opiyo Nyamwaya
Chairman, Agro-Chem SACCO

MASTERING TIME MANAGEMENT:

Protecting Productivity from Distractions

In today's fast-paced work environment, effective time management isn't just a skill — it's a discipline that defines how efficiently we perform and how well we support our teams. Yet, even the most organized schedules can be derailed by one common challenge: time-wasting colleagues.

The Value of Time

Time is a finite resource. Every minute spent unproductively is a minute taken from achieving results, meeting goals, or maintaining a healthy work-life balance. When managed wisely, time allows us to focus on what truly matters — quality, safety, innovation, and collaboration.

"The bad news is time flies. The good news is you're the pilot." — Michael Altshuler

Recognizing Common Time Wasters

While everyone occasionally engages in casual conversation or a quick break, certain behaviors can subtly chip away at productivity:

- **Unplanned interruptions:** Frequent drop-ins or unnecessary chats can disrupt focus and workflow.
- **Lengthy, unfocused meetings:** Without clear agendas or time limits, meetings often consume valuable working hours.
- **Procrastination through "busywork":** Some tasks appear productive but don't contribute meaningfully to goals.
- **Colleagues who over-socialize:** Excessive non-work discussions or gossip can slow down the momentum of others.



Strategies for Managing Time — and Protecting It

1. **Set Clear Priorities:** Begin each day by listing the most critical tasks. Focus on results, not just activity.
2. **Use Boundaries Wisely:** Politely but firmly limit interruptions. Phrases like, "I'd love to catch up later — can we talk after I finish this?" maintain professionalism while reinforcing your focus.
3. **Structure Your Day:** Block specific times for emails, meetings, and deep work. Protect these windows as you would any important appointment.
4. **Lead by Example:** Demonstrate disciplined time use — others often follow the standard you set.
5. **Encourage Accountability:** If a colleague frequently causes delays, a respectful conversation or a shared focus on deadlines can realign priorities without creating tension.

Building a Culture That Values Time

An efficient workplace culture respects everyone's time equally. Encouraging concise meetings, clear communication, and mutual accountability helps reduce wasted effort while improving morale. When each team member values both their own time and that of others, the result is stronger teamwork, higher productivity, and greater satisfaction at the end of each day. - Michael Altshuler

WHY DO YOU EXIST?

By: Pst. Derick Shikuku



The question of purpose is an ancient, trans-generational subject whose interest has of essence drawn substantial attention from leading philosophers around the globe. As of today, it remains an important foregoing discourse in world civilizations cutting across different faiths, cultures, races, nations among other demographic considerations.

One would reasonably expect that by now, humanity has figured out a general consensus with regard to the numerous attempts in answering this critical question. But the reality seems to suggest a baffling departure from general expectation. Many still find themselves struggling and grappling with the basic question of purpose. Just why do I exist, they ask. Without a clear goal in life, objectivity becomes a rarity and the effect is that one soon finds himself or herself leading a meaningless life replete with frustrations, devoid of fulfilment. This is a precursor to rising cases of depression and related mental health challenges we face in our contemporary society.

What is the solution? Where can we get our purposes? The Word of God provides a clear roadmap to the answer of this question. The Bible is best described as the manual for human existence. Just like any serious manufacturer of branded electronic products never releases their craft into the consumer market without a manual to guide the future owners, so our maker ensured that we have a reference point to guarantee the maximum output of our lives. The underlying problem is that many people fail to properly read the manuals before using the gadgets they purchase from electronic shops.

At the very best, out of eagerness and impatience, most of us simply skim through and assume that we know how to operate. Thus, we ignorantly end up utilizing only a fraction of the full potential of our possessions. This applies to our human life, in that by the time people are signing out, the majority go with wasted potential. It was Dr. Myles Munroe who said that the graveyard is the richest place on earth

because there you will find all the hopes, dreams and ambitions that were never realized.

The Bible clearly says in Ephesians 2:10 that you and me are God's workmanship created in Christ for a purpose. There is no second-guessing as to the nature of that purpose. The scripture describes it as "good works". In other words, it is virtuous in its quality! And then it says God prepared those 'good works' before-hand so that we should walk in them. That means there is a blue print for each and every one of us somewhere which we must make every effort to not only access but align our lives.

It is amazing to realize that God carefully shaped you for good works that reflect His heart to the world. Your gifts, experiences and personality were all chosen by Him for a reason. Your life has a divine design. Don't compare your journey to someone else's. Instead, focus on the unique path God has laid for you because you are a masterpiece, created to bring glory to his name.

In a country where joblessness continues to bite with sickening severity, your guess is as good as mine; that all of us count ourselves privileged and highly favoured to work in a leading company such as Agrochemical and Food Company. Understandably, securing an employment in the face of obvious hardships can be easily misconstrued as an end in itself! For sure, it is a significant and important achievement worth celebrating and even noting as a milestone.

Yet that does not pass as the ultimate purpose as to why you and me exist. We are not here to simply produce the various grades of ethanol and yeast products then earn a living! It may appear as so in the initial stages of employment but the truth is, in a working environment such as ours, people tend to get used to the routine duties overtime. If one is not careful, boredom easily sets in and should this find a worker who is not grounded in his or her divinely informed purpose, there will be an automatic misdirection. Little wonder why many do fall out into indiscipline cases and unceremoniously end their career and got relegated into pitiable purposeless vanity. One of the most endeared groundbreaking masterpieces I have ever read on purpose is Rick Warren's book on the The Purpose driven life. The author of this book skillfully examines this subject in fascinating depths. He starts by seeking to help us stop thinking about ourselves but realize that our present life is not an accident it is for a purpose. He talks about the eternal life and earthly life and then urges us to see life on earth as a test, trust and temporary assignment. He then provides five key ways we can bring

glory to God our creator and settles on these as the fundamental purposes of human existence. Towards the conclusion, he actually challenges readers to summarize the key points in their own simple words for their understanding and write them in a place they can glance at and read every day so as to remind themselves. For my case, I have these five points enumerated in own words on the first page of my Bible. I refer to them as the five-pack purpose pursuit! I would like to briefly share with you. To make it simple for recalling, I have basically summarized the entire life purpose into five words: Reverence, Relations, Ripening, Responsibility and Raise.

The first purpose in life is to have reverence to God! Reverence means deep respect, better understood as worship! God created us for worship. We express this by discovering Him for who He is and then loving Him with all our heart, soul and mind. We were created by Him for Him! When Jesus Christ was on this earth, he would interact with all categories of people and some were critical philosophers of his time known as the Sadducees and the teachers of the law. They would ask him many hard questions just to see if he would stumble at any. For instance, in Mark 12:30-31 a question had been asked about the most important commandment. This question sought to know what matters most in life and as such, it was a question of purpose. The answer offered by Jesus provides our basis of the first two life purposes as listed above.

To love God is number one, and secondly to love your neighbour, talks of your relations. These two are connected in that it is impossible to have one without the other. The scripture actually ponders in 1 John 4:20 that no one can claim to love God whom they have not seen when they don't love their brothers and sisters whom they have seen. Consider this, why would God bring all of us in Agrochemical and Food company? We all came from different backgrounds and all over the nation and met new people we never thought we would ever meet. Some of them are our seniors, some our juniors, with varied educational levels, age sets and age groups, status and stature in society. But we are all here in the same ecosystem! According to the Word of God, we are supposed to take keen interest on how we relate with each other. The bottom line is, just aim at loving people. We are God's people. Your purpose in life is to love God and His people. That alone will make life very simple to our living. It will solve most of the problems we face on daily basis.

Now loving God and people might sound like an easy thing to do yet it is not simple! The third life purpose provides an insight which indicates that it is a journey. You were created to become like Christ. That means you are supposed to grow and mature into Christlikeness and this is what I mean by 'ripening'. You have many inherent short falls but thankfully there is a prototype that you are supposed to emulate. In Romans 8:29 the bible says that for those God foreknew, He also predestined to be conformed to the image of His Son,

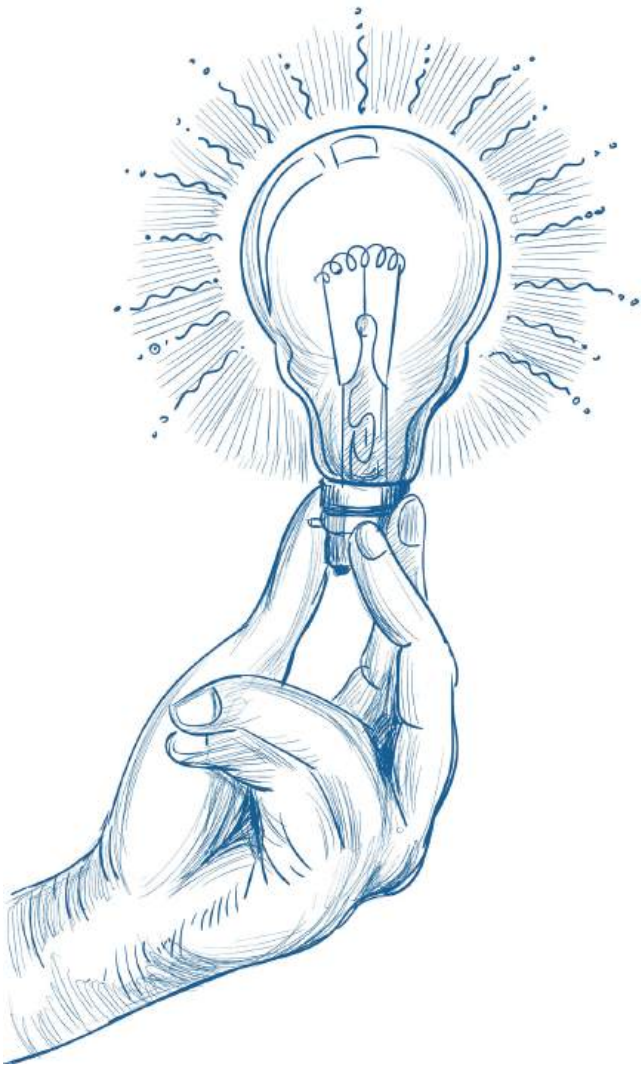
that He might be the first born among many brothers and sisters.

Again in 2 Corinthians 3:18, we are told that all of us who with unveiled faces contemplate the Lord's glory are being transformed into His image with ever increasing glory. That means we are work in progress. We ought to fix our eyes on Jesus who is the pioneer and perfecter of our faith and he will train us many things. That way, we will never miss our steps because we have a tried and tested reference point. For a fruit to ripen and achieve best taste, it is usually a process which takes time and calls for patience. You will make mistakes here and there but don't give up because God is working on You. He is not yet done. When you have an understanding of this, you will always strive to be the best version of yourself each and every day because you have Christ in you who will sensitize and prompt you on what you need to become. Every little positive steps made will draw you closer to your fulfilment.

The next purpose is taking responsibility. This world has an acute shortage of servants. God has shaped us to serve Him with our gifts and talents. There are five factors through which you can identify your service or ministry. These five factors in short called SHAPE are Spiritual gifts, Heart, Abilities, Personality and Experiences. We need to unwrap our spiritual gifts, listen to our hearts, apply our abilities, use our personality and employ our experiences wherever God has placed us to realize our God-ordained purposes.

The final purpose is mission. You were made for a mission of raising other people to become what they were meant to become in God. This is primarily achieved through sharing the knowledge you have acquired with others. Wherever we find ourselves in life, that is a mission field for us. When I got employed in Agro, I was initially conflicted in my spirit. Being a younger Christian, thank God I have now matured and continue to grow in Christ, I used to wonder whether it is the will of God for me to work in a company that produces alcohol. I know that is a thought that may be running across the minds of many Christians who work here. But when I developed a different perspective of my workplace as a God given mission field, I found peace! This is what I would recommend to you. Begin seeing your postings in the timeline of life as potent mission fields for you to reach out to that one brother or sister with the message of God's love. Be intentional while at it and soon you will notice that this joy and fulfilment that radiates your heart whenever you succeed in touching a life with hope and transformation to God's glory!

Derick Shikuku is an associate pastor serving under Rev. Peter Ogejo at Deliverance Church - Muhoroni. In ACFC, he works as senior production Assistant at and oversees the ACFC prayer group. For any feedback or inquiries you can reach him on WhatsApp number 0713137931 or email at derickshikuku@gmail.com



Economists have long recognized four key factors of production — land, labor, capital, and entrepreneurship. These remain essential to any productive process. Yet, in today's dynamic, complex, and fast-paced business world, there is a fifth and equally indispensable factor: wisdom.

Wisdom goes beyond education or experience. It is the rare ability to apply knowledge with sound judgment, foresight, empathy, and integrity. It ensures that decisions are not only smart but also sustainable; that growth benefits people, profits, and the planet alike.

Imagine for a moment that King Solomon, famed for his unmatched wisdom, appeared today seeking employment in your organization. Would we tell him to first obtain a Master's degree, take a computer literacy course, and enroll in a leadership program before qualifying for a managerial position?

While such qualifications are valuable, they can never replace the depth of insight, discernment, and moral compass that true wisdom provides. Solomon's gift would likely outshine many modern credentials — for it is wisdom

WISDOM

The Fifth Factor of Production

that transforms information into insight, data into direction, and leadership into legacy.

And truth be told, if Solomon were to knock on my firm's door today, I would hire him immediately — and keep it a secret before other firms realize that wisdom is quickly becoming one of the most sought-after assets in today's competitive world.

In every sector, from manufacturing to management, wisdom ensures that resources are utilized responsibly, employees are treated with dignity, and innovation serves humanity. It is the unseen hand that harmonizes all other factors of production into purposeful, lasting success.

As industries evolve and technology advances, one truth remains timeless: Wisdom is the ultimate competitive advantage. - *Anonymous*

"Knowledge is knowing what to do; wisdom is knowing when and why to do it." — Anonymous

UNDERSTANDING AND PREVENTING ALCOHOL ABUSE *in the workplace*



Alcohol abuse remains one of the most overlooked health and safety issues in many industries. While moderate alcohol consumption outside of work may not cause problems, drinking that interferes with job performance, safety, or behavior poses serious risks to both individuals and the organization.

"The safety of the people shall be the highest law." — Marcus Tullius Cicero

This ancient truth still applies in the modern workplace. Ensuring safety means protecting not only physical wellbeing, but also mental clarity and responsibility on the job.

The Impact on Safety and Performance

In an industrial environment—especially one involving machinery, high temperatures, or chemical handling—impaired judgment or delayed reaction times can have severe consequences. Alcohol consumption, even in small amounts, can:

- Reduce alertness and coordination
- Increase the risk of accidents or near-misses
- Impair decision-making and concentration
- Contribute to absenteeism, lower productivity, and interpersonal conflicts.

For ethanol and distillation facilities, where precision and safety are paramount, any degree of impairment can jeopardize not only personal safety but also the wellbeing of coworkers and the integrity of operations.

Recognizing the Signs

Alcohol misuse can manifest in subtle ways. Early warning signs may include:

- Frequent lateness or unexplained absences
- Changes in work quality or attitude
- Mood swings, irritability, or withdrawal
- Smell of alcohol, bloodshot eyes, or slurred speech

It is important for team members and supervisors to remain observant—not to judge, but to ensure safety and provide help when needed.

Company Policy and Support

Our company maintains a zero-tolerance policy for alcohol consumption or intoxication during work hours or on company premises. This policy is in place not as punishment, but as a safeguard for everyone's wellbeing.

Employees who may be struggling with alcohol dependency are strongly encouraged to seek assistance through the Employee Assistance Program (EAP) or confidential counseling services. Early intervention can make a significant difference, and support is always available.

Building a Culture of Care

Addressing alcohol abuse isn't just about enforcement—it's about compassion, awareness, and teamwork. By fostering an open and supportive environment, we can help ensure that every employee feels safe to speak up or reach out for help without fear of stigma.

Together, we can uphold a culture that values safety, accountability, and mutual respect—cornerstones of our company's success and family-oriented values. -Marcus Tullius Cicero



PRODUCTIVITY IMPROVEMENT

At the Workplace

In today's competitive business environment, productivity remains the cornerstone of organizational success. For a manufacturing or distillation company, every minute, resource, and process contributes directly to the bottom line. Therefore, improving productivity is not merely about working harder—it's about working smarter.

A productive workplace begins with clear communication and goal alignment. Employees must understand the company's objectives and how their individual roles contribute to the bigger picture. When expectations are well-defined, and feedback mechanisms are consistent, employees become more engaged and efficient.

Employee motivation and morale play a central role in productivity. Providing the right tools, a safe working environment, and recognition for a job well done fosters a culture of excellence. Small gestures—like acknowledging outstanding performance—go a long way in boosting morale and output.

Training and skills development are also critical. As technology evolves, so must the workforce. Regular workshops, refresher courses, and cross-departmental learning not only enhance skills but also encourage innovation and versatility within teams.

In addition, time management and workflow optimization can significantly increase efficiency. Identifying and eliminating bottlenecks—such as unnecessary approvals, duplication of effort, or poor planning—frees up valuable time for more productive activities. Streamlined processes supported by modern technology lead to faster turnaround times and reduced operational costs.

Lastly, fostering teamwork and accountability ensures that all employees are aligned toward shared success. When individuals take ownership of their tasks and collaborate effectively, productivity naturally follows.

By continuously reviewing and refining internal systems, the organization builds resilience, adaptability, and a high-performance culture that drives sustainable growth.
- Paul J. Meyer

"Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning, and focused effort."
— Paul J. Meyer

MUHORONI FURAHA PRIMARY SCHOOL

Nurturing Excellence in Education and Talent



Muhoroni Furaha Primary School, established and managed by the Company as part of its Corporate Social Responsibility (CSR) initiatives, continues to make remarkable strides in both academic and co-curricular development. The institution stands as a model of quality education within Kisumu County, offering affordable learning opportunities to children of employees and the surrounding community.

Academic Excellence

The school has consistently demonstrated commendable performance in national assessments, with its pupils regularly ranking among the top performers in the sub-county. Through a dedicated teaching staff, modern learning facilities, and a supportive environment, Muhoroni Furaha Primary School has cultivated a culture of discipline, diligence, and excellence.

Special emphasis is placed on holistic education—integrating strong academic foundations with personal growth and moral values. The school's pupils have excelled in mathematics and science competitions, essay writing contests, and literacy programs organized within the county, earning recognition for both individual and collective achievements.

Co-curricular Activities

Beyond academics, the school takes pride in nurturing diverse talents through a vibrant program of co-curricular activities. Pupils actively participate in sports, including football, athletics, volleyball, and netball, often representing the school with distinction in inter-school competitions. These activities not only promote teamwork and discipline but also encourage physical fitness and sportsmanship among the learners.

In the field of performing arts, Muhoroni Furaha Primary School has gained a strong reputation in drama and music festivals, where pupils showcase creativity and cultural expression through plays, choral verses, and traditional dances. These performances have earned the school several awards at zonal and county levels, enhancing its profile as a hub of young talent and innovation.

Commitment to Community and Growth

The school continues to embody the Company's vision of empowering the community through education. By providing quality learning at subsidized fees, it ensures that every child—regardless of background—has access to a bright future. With ongoing support from the Company, parents, and the local community, Muhoroni Furaha Primary School remains a beacon of hope and a center of excellence in the region.



AgroPlus[®] Yeast A quality product for great returns

AgroPlus Yeast is a Vibrant Strain of *Saccharomyces Cerevisiae* for Livestock. It is given to cows through concentrates such as dairy meal or other agro processing by-products, such as maize germ, wheat bran etc.

This live yeast stockfeed additive uses oxygen in the rumen environment thereby providing a better environment for growth of strictly anaerobic bacteria such as cellulolytic bacteria. This improves the digestive process of ruminants.

As a result:

- It increases milk production
- Enhances growth of all livestock
- Promotes nutrients extraction.

Farmers using AgroPlus Yeast will reduce their cost of dairy farming and increase their profitability.

How To Use:

Give between 6g and 12g per cow per day through concentrates such as dairy meal or other Agro processing byproducts such as maize germ, wheat bran etc.

Agro-Chemical & Food Co. Ltd

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“...Quality at its Best...”

What is Silage?

Silage is a process where undried green fodder is chopped into small pieces, enhanced with fermentation additives and stored in airtight silo's (compact storage). Since they are stored in silo's, it got the name as Silage. Silage retains all the nutrients of green fodder and tastes good. These stored silages can be used during dry season.

Agro-Plus[®] Feed - Active Dry Yeast

Addition of Agro-Plus[®] Feed - Active Dry Yeast in the silage making process increases available substrate thus improving lactic acid fermentation. It also increases the nutritive value of the forage.

Preparation of Silage:

1. Mix 10gms of Agro-Plus[®] Feed - Active Dry Yeast in 10ltrs of water.
2. Add 300ltrs of the mixture onto 2,000Kgs of fodder (green maize stock / grass)

Advantages of Silage

- Better use of green fodder throughout the year as silage can be stored for many months.
- Silage retains all the nutrients of green fodder.
- Due to fermentation process, silage tastes better than green grass and far better than hay.



Silage Preparation



Fermented Silage



Ready Silage



Livestock feeding on Silage



AGRO CHEMICAL AND FOOD COMPANY LIMITED

Quality at its best

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