



SUKARI DIGEST

November 2025-Edition



A Message from the Human Resources Manager

Welcome to the Sukari Digest



“

As we approach the close of 2025, I want to give special recognition to our Agriculture, Transport, and Auto Workshop teams. These anchor departments keep our operations running smoothly day in and day out—KUDOS to you!

”

Dear SUKARI Team,

I am honoured to welcome you to this month's edition of the SUKARI Digest Newsletter.

First, I want to express my sincere appreciation to all our stakeholders who work tirelessly to help us achieve our company goals. From our farmers in the field to our management and every employee across our operations—your dedication and hard work make SUKARI Industries Limited what it is today. As the Human Resources Team, we remain committed to ensuring that our people—our greatest asset—are supported and motivated to drive our business forward.

As we approach the close of 2025, I want to give special recognition to our Agriculture, Transport, and Auto Workshop teams. These anchor departments keep our operations running smoothly day in and day out—KUDOS to you! I also want to acknowledge all other departments that form part of our larger value chain, each playing a vital role in enhancing sugar production here at SUKARI Industries - Ndhiwa.

As we enter the final stretch of the year, let's continue working together as one team. Our focus remains on delivering strong results—meeting our metric ton targets and expanding our crop development acreage—to ensure business sustainability as we transition into 2026.

Thank you all for your continued dedication and commitment. I'd also like to take this early opportunity to wish each of you a joyful festive season.

Warm regards,

FRANCIS ODHIAMBO
Human Resources Manager
Sukari Industries Limited

Rewriting Our Commitment:

How Transparent Dialogue is Strengthening Farmer-Company Partnership



November 10th, 2025

Research on agricultural extension services across Africa consistently identifies one critical factor that determines success: grassroots engagement. Farmers need more than information—they need frequent contact with qualified extension workers, participatory platforms where their voices shape decisions, and communication that flows in multiple directions, not just from the top down.

Under the leadership of Chief Sylvanus Owiti, Sukari Industries representatives Edward Ahonobadha, Geoffrey Ojako, and Phillip Nyawanda sat down with dozens of farmers for a National Government Administrative Officers Baraza. What unfolded was more than an information session but a conversation and reaffirmation of Sukari Industries Limited commitment to accessible, efficient and transparent farmer support.

The meeting addressed a persistent challenge in agricultural partnerships: the gap between available services and farmers'

knowledge of how to access them. Many Ayego farmers were uncertain about service request procedures, confused about which services carried costs, and unclear about expected timelines. Some knew about the toll-free customer care number 0800 723 399 but had never felt confident using it.

The Ayego Baraza embodied this principle. This wasn't a lecture or a presentation. It was a conversation between Sukari Industries and our biggest stakeholders – the farmers.

Creating Clarity Through Conversation

The Baraza's strength lay in its format of open dialogue rather than one-way communication. Farmers weren't lectured, they were engaged. They asked questions, shared frustrations about delayed responses and communication gaps, and engaged directly with Sukari Industries representatives who listened and provided actionable solutions.

The Sukari team systematically addressed key areas that needed clarity:

- **Service Access:** Step-by-step guidance on requesting land preparation, inputs, cane development, and harvesting services, removing the procedural mystery that had prevented some farmers from seeking help.
- **Cost Transparency:** Clear explanation of which services are provided free of charge and which carry costs—critical information for farmers managing tight budgets and planning their operations.
- **Realistic Timelines:** Honest discussion of expected service delivery timelines, helping farmers plan more effectively and understand what to expect.
- **The Customer Care Lifeline:** Active promotion of the 0800 723 399 number, with emphasis that it exists for enquiries, service requests, and support—not just complaints.

“Working alongside Chief Owiti and engaging directly with Ayego farmers reminded us why we do what we do,” reflects Edward Ahonobadha, Communications Manager at Sukari Industries. *“At Sukari Industries, we are a farmer-obsessed organization where the needs of our farmers come first. When local leaders like the Chief create these platforms for open dialogue, and farmers courageously share their concerns, that’s when real partnership happens. This is the kind of collaboration that moves everyone forward ensuring farming success and profitability.”*

“Farmers left that meeting with more than just information,” Chief Owiti observed. *“They left with confidence. They understood that their success matters to the company, and that help is available when they need it. That’s the foundation of a real partnership.”*

From Information to Action

The true measure of the Baraza’s success became visible in the days that followed. Farmers who had been hesitant about expanding their acreage began making growth plans. The previously underutilized customer care line started receiving calls from Ayego farmers. Discussions began

about forming knowledge-sharing groups—recognizing that collective action strengthens individual success.

Studies confirm that farmer engagement in extension programs significantly improves productivity and income, but participation depends on accessibility, trust, and perceived relevance. The Ayego Baraza addressed all three: it made services accessible through clear communication, built trust through transparent dialogue, and demonstrated relevance by responding directly to farmers’ real concerns.

A Template for Partnership

What happened in Ayego offers a model for meaningful engagement between agricultural companies and farming communities. The success isn’t measured in abstract terms—it’s visible in farmers’ increased confidence, greater service utilization, expansion plans taking shape, and strengthening partnerships.

For Sukari Industries, the lesson reinforces what we have always believed: our success is inseparable from our farmers’ success. That requires more than providing quality inputs and services. It also requires ensuring farmers know how to access those services, feel confident seeking support, and trust that we are invested in their prosperity.

The path to mutual success runs through communities like Ayego, through meetings like this Baraza, through relationships built on transparency and accountability. When farmers understand what’s available and how to access it, when they know that calling 0800 723 399 connects them to genuine support, when they see their questions answered honestly and their concerns addressed seriously—that’s when true partnership flourishes.

As Ayego farmers prepare for the coming planting season, they do so with clarity about accessing support, confidence in their partnership with Sukari Industries, and knowledge that help is just a phone call away.

Safety First: :

Sukari Upskills Staff in Crucial Workplace Protocols



Riat, 17th November, 2025

The unwavering commitment to employee well-being at Sukari reached new heights last week as a comprehensive, week-long training program was successfully concluded, focusing on three pillars of workplace safety: strengthening of the Occupational Safety Health Committee (OSHC), First Aid, and Fire Safety training.

The rigorous training, held at the New Administration Block, Main Boardroom, involved employees drawn from various departments, underscoring the company's belief that safety is a shared responsibility. The initiative aims to create a highly responsive and proactive workforce capable of handling emergencies while championing a culture of prevention.

Empowering the OSH Committee for Long-Term Safety

The week began with an intensive in-depth focus on the Occupational Safety and Health Committee (OSHC) by trainers from Chase Safety Solutions Limited. The training

module for OSHC members focused on regulatory compliance, hazard identification, risk assessment mapping, and the effective investigation of workplace incidents. New and existing members were empowered to take ownership of safety protocols, ensuring regular safety audits, promoting compliance with the OSHA Act 2007 standards, and acting as the vital link between management and the general workforce regarding safety concerns. Consequently, the participants were tasked with conducting risk assessments in select high-risk departments and evaluating the risks identified.

"This training is not just about compliance; it is about empowerment," said Mr Francis Odhiambo, the HR Manager. "As Safety Representatives within your Departments, you're instrumental in enforcing workplace safety and cascading the learning outcomes to the rest. Our focus is not only on Sugar production, but also prioritizing a safe, secure and conducive work environment. You now have a role of ensuring inspections are done and findings shared with the committee for next steps and closure."

Fire Drills and Prevention Mastery

The mid-week sessions focused on Fire Safety. Given the combustible nature of bagasse and materials inherent in the sugar industry, fire prevention is paramount. Employees learned about the properties of different fire classes and the correct selection and operation of extinguishing equipment. The training culminated in a hands-on drill where participants practiced using the fire engine and fire extinguishers on controlled blazes, mastering the “Pull, Aim, Squeeze, Sweep” technique.

“The bagasse fire incident last year is still fresh in our minds. It highlighted the need to have more Fire Marshals trained to enhance our emergency response preparedness,” emphasized Mr Maganga, the Environment, Health and Safety Manager.

These practical exercises cemented the knowledge required to minimize damage and ensure rapid evacuation if a fire occurs.

Saving Lives: First Aid Fundamentals

Perhaps one of the most significant long-term outcomes of the week was the First Aid training, targeting first aiders such as ambulance drivers and the emergency response team. Participants gained critical, life-saving skills, moving beyond theory to practical application. Key topics covered included Cardiopulmonary Resuscitation (CPR), effective handling of burns and heat exhaustion—a critical risk in a sugar processing environment—and basic wound management. The training ensured a cohort of certified personnel is now available across all shifts, ready to act as immediate responders in medical emergencies.

Sukari’s successful statutory training week serves as a powerful reminder that an investment in safety is an investment in productivity and human capital, fortifying the company’s foundation for a secure and prosperous future.



Against All Odds: Joyce Owino's 26-Acre Testament to Women's Power in Agriculture:

How One Woman's 13-Year Journey is Rewriting What's Possible in Rapogi



At 22, Joyce Owino made a decision that would change not just her life, but challenge deeply rooted assumptions about who belongs in Kenya's sugarcane fields. She would become a farmer. She did not want to be a helper on someone else's land, not as a custodian of her husband's or father's farm, but as an agricultural entrepreneur in her own right.

Thirteen years later, Joyce stands in the heart of Rapogi region managing 26 thriving acres of sugarcane making her one of the largest women cane farmers in the area. Her achievement is remarkable not just for its scale, but for what it represents in a sector where women face persistent, systemic barriers to land ownership, financing, and recognition.

The Invisible Majority

Joyce's story unfolds against a backdrop that makes her success even more extraordinary. In Kenya, women contribute over 70% of the labour force in agricultural production, yet they own only 3% of agricultural land. This disconnect between women's labour and their land rights creates what researchers call a state of "permanent exclusion" where women work the land but rarely control it, limiting their ability to make long-term investments or benefit fully from their efforts.

In sugarcane farming specifically, the challenges multiply. The crop requires some investment and substantial land holding to achieve economies of scale. Cultural norms often position men as primary landowners, leaving women to access land through male relatives with only temporary user rights rather than true ownership.

Yet Joyce didn't let these barriers define her possibilities.

Building Excellence Through Dedication

Starting at an age when many of her peers were still finding their footing, Joyce threw herself into mastering every aspect of sugarcane production. She studied soil fertility, learned optimal planting techniques, understood harvest timing, and developed efficient land-use strategies. What began as passion evolved into expertise.

Her collaboration with extension officers and agricultural support programs became crucial to her development as a farmer. Joyce embraced modern farming techniques with the hunger of someone who understood that excellence was her pathway forward. She adopted improved seed varieties that boost yields, implemented soil management practices that sustain productivity season after season, developed precise harvesting schedules that maximize sugar content, and created land-use plans that optimize every available acre.

Today, her 26 acres stand as testament to what strategic farming practices, dedication to continuous learning, and commitment to sustainable growth can achieve. Her productivity levels consistently exceed regional averages, proving that when women have access to resources, training, and support, they don't just participate in agriculture—they excel.

“
Start where you are. Learn continuously. Build networks. Don't wait for permission to pursue what you're capable of achieving

”
Joyce Owino

Breaking Ground for Others

Joyce's impact extends far beyond her own farm boundaries. In a sector where women are often underrepresented in leadership positions within agricultural cooperatives and decision-making bodies, Joyce has become a visible, vocal advocate for women in agribusiness.

She actively mentors young women considering farming careers, sharing both the opportunities and realities of agricultural entrepreneurship. Her message is clear: farming isn't just viable for women—it's highly rewarding when approached with dedication and business-minded strategies. But she's equally honest about the challenges women face and the importance of persistence, knowledge, and community support.

Joyce's willingness to share knowledge has strengthened farming networks throughout Rapogi, particularly among women seeking financial independence through agriculture. She participates in farmer groups, shares techniques during field days, and creates informal mentorship relationships that help other women navigate the complexities of agricultural enterprise.

The Ripple Effect of Empowerment

Research consistently shows that when women thrive in agriculture, the benefits multiply throughout communities. Women are more likely to reinvest profits into their households, improving nutrition, education, and overall family well-being. They tend to adopt sustainable practices that protect soil health and environmental resources. They create pathways for other women by demonstrating what's possible.

Joyce embodies these broader patterns. Her success has contributed to food security and economic growth in Rapogi while inspiring a generation of women to view agriculture as a viable pathway to financial independence. She's become living evidence that Kenya's

agricultural transformation depends on empowering women farmers with the land rights, financing access, training opportunities, and decision-making power they've long been denied.

As she continues expanding her sugarcane enterprise, Joyce remains committed to the three pillars that have defined her journey: mentorship of aspiring women farmers, sustainable farming practices that protect the land for future generations, and contribution to her community's food security and economic prosperity.

Looking Forward

Joyce Owino's story isn't just about personal achievement—though her 26 acres and 13 years of experience certainly merit celebration. It's about what becomes possible when women are given the opportunity to lead in agriculture rather than simply labor within it.

Her journey raises critical questions about how many more Joyce Owinos exist in Kenya's rural communities - women with the talent, dedication, and business acumen to transform agriculture but who lack access to

land, credit, training, or support systems.

Joyce doesn't have all the answers, but her 26 acres suggest a compelling direction. In Rapogi region, she's not just growing sugarcane but cultivating a vision of what Kenyan agriculture could become when women's contributions are matched by women's empowerment.

For now, she continues the daily work of managing her enterprise, mentoring young farmers, and proving that when women have access to land, resources, and opportunity, they don't just participate in agricultural growth—they drive it.

Her message to other women considering farming remains consistent: *"Start where you are. Learn continuously. Build networks. Don't wait for permission to pursue what you're capable of achieving."*

In a sector where women have historically been invisible despite being indispensable, Joyce Owino is impossible to miss. And that visibility is changing the conversation about women's role in Kenya's agricultural future—one acre, one harvest, one inspired young woman at a time.



A First-Class Thank You:

A Sukari Scholar's Journey to Success



I would like to take this opportunity to express my deepest and most sincere appreciation to Sukari Industry for the life-changing support they have offered me throughout my academic journey. Their generosity and commitment to empowering young people have played a major role in shaping the person I am today.

My story is one that would not have been possible without their intervention. I began my secondary education at St. Pius Uriri Boys High School, a crucial stage in every young person's life. Like many students, I had dreams, ambitions, and a strong desire to succeed, but financial limitations posed a real challenge. Sukari Industry stepped in at that critical moment and opened the doors of opportunity for me. Their sponsorship ensured that I could focus on my studies fully, without the constant worry of school fees and other financial burdens. Their support gave me stability, confidence, and motivation to give my very best.

After completing my high school studies, I was fortunate enough to join the University of Eldoret to pursue a Bachelor of Education (Arts),(Mathematics and business studies subject combination).This was a proud moment for me and my family, made possible by the continued support of Sukari Industry. University education comes with its own share of challenges—financial, emotional, and academic—but once again, Sukari Industry made sure I had the foundation I needed to excel. Their sponsorship covered key expenses and allowed me to remain focused, determined, and consistent in my pursuit of excellence.

Through dedication, hard work, and the unwavering assistance from Sukari

Industry, I successfully graduated with First Class Honours. This milestone is not just my achievement—it is a shared victory with Sukari Industry, who believed in my potential and invested in my future. Their impact on my life goes far beyond financial support; they gave me hope, dignity, and the encouragement to keep aiming higher.

Sukari Industry's commitment to supporting education is truly commendable. In a world where many talented and deserving students are unable to continue with their studies due to financial constraints, Sukari Industry stands out as a pillar of hope. Their efforts contribute directly to building a more educated, empowered, and progressive society. I am honoured to be one of the beneficiaries of their generosity.

Today, as a proud graduate, I look back with gratitude and admiration for the role Sukari Industry has played in my journey. Their belief in me has inspired me to work hard, stay disciplined, and strive to give back to my community. My success story serves as proof that when a company invests in education, they are not just changing one life—they are uplifting families, communities, and future generations.

To the entire team at Sukari Industry, I say thank you. Thank you for your kindness, your belief in young people, and your dedication to creating opportunities where they are needed most. Your support has shaped my academic path and opened countless possibilities for my future. I will forever remain grateful.

I wholeheartedly appreciate and recommend Sukari Industry for their outstanding contribution to education and youth empowerment. Their positive impact cannot be overstated, and I pray that they continue touching more lives just as they have touched mine.

Moses Lekakeny

About the Sukari Industries Limited Scholarship Programme

Established in 2017, the Sukari Industries Limited Scholarship Programme is a cornerstone of our corporate social responsibility and a direct investment in sustainable community development. To date, we have awarded scholarships to over 60 students from our host communities, with a total investment exceeding KES 12 Million in their secondary and university education.

The programme provides comprehensive financial support to bright and deserving students, enabling them to pursue their academic dreams at over 25 premier institutions across Kenya. Our mission extends beyond tuition, aiming to empower the next generation of leaders, innovators, and professionals who will drive positive change.

By nurturing academic excellence, we are not just funding education—we are actively building a legacy of success and a brighter future for our communities.



Osha Legal Annual Trainings (Safety Committee, First Aid, Fire Fighting)

By Osha Appointed Trainer – Chase Safety Solutions LTD

Safety First: Sukari Upskills Staff in Crucial Workplace Protocols

[Riat,17th November,2025]–Theunwavering commitment to employee well-being at Sukari reached new heights last week as a comprehensive, week-long training program was successfully concluded, focusing on three pillars of workplace safety: strengthening of the Occupational Safety Health Committee (OSHC), First Aid, and Fire Safety training.The rigorous training, held at the New Administration Block, Main Boardroom, involved employees drawn from various departments, underscoring the company’s belief that safety is a shared responsibility. The initiative aims to create a highly responsive and proactive workforce capable of handling emergencies while championing a culture of prevention.

Empowering the OSH Committee for Long-Term Safety

On **17th – 19th of November 2025** - The week commenced a two days intensive legal Occupational Safety and Health Committee (OSHC) The training was conducted by appointed trainers from Chase Safety Solutions Limited. The training module for OSHC members focused on Safety committee rules, Formation and organization, Function and duties of committee, roles of committee members, Duties of occupier, duties of OSHA advisors and Audits. After the training, Trained members were empowered to take ownership of safety compliance to be inline with OSHA Act 2007 regulations

“This training is not just about compliance; it is about empowerment,” said Mr Francis Odhiambo, the HR Manager. “As Safety Representatives within your Departments, you’re instrumental in enforcing

workplace safety and cascading the learning outcomes to the rest. Our focus is not only on Sugar production, but also prioritizing a safe, secure and conducive work environment. You now have a role of ensuring inspections are done and findings shared with the committee for next steps and closure.”



Saving Lives: First Aid Fundamentals

On **20th – 22nd of November 2025**- Perhaps one of the most significant long-term outcomes of the week was the two days annual legal First Aid training, targeting first aiders such as ambulance drivers and the emergency response team. Participants gained critical, life-saving skills, moving beyond theory to practical application. Key topics covered included Cardiopulmonary Resuscitation (CPR), effective handling of burns and heat exhaustion—a critical risk in a sugar processing environment—and

basic wound management. The training ensured a cohort of certified personnel is now available across all shifts, ready to act as immediate responders in medical emergencies. Sukari's successful statutory training week serves as a powerful reminder that an investment in safety is an investment in productivity and human capital, fortifying the company's foundation for a secure and prosperous future.



Fire Fighters Training – Part of Annual legal OSH training

On **20th – 21st of November 2025** The last session for OSH annual legal Fire fighters training focused on Fire Safety. Given the combustible nature of bagasse and other materials inherent in the sugar industry, fire prevention is paramount. Employees learned about the properties of different classes of fire and the correct selection of fire extinguishing equipment. The training culminated in a hands-on demonstrations where participants were taken through on the best practices of inspection and use of fire fire engine. On potable fire

extinguishers, the trainees were taken through PASS methodology of mastering the “Pull, Aim, Squeeze, Sweep” technique.



These practical exercises cemented the knowledge required to minimize damage and ensure rapid evacuation if a fire occurs.all shifts, ready to act as immediate responders in medical emergencies. Sukari's successful statutory training week serves as a powerful reminder that an investment in safety is an investment in productivity and human capital, fortifying the company's foundation for a secure and prosperous future.

“The bagasse fire incident last year is still fresh in our minds. It highlighted the need to have more Fire Marshals trained in fighting big fires anticipated at Sukari, posed by big piles of bagasse waste storage. Training more fire fighters on the use of existing fire engines, inspection and handling of plant fire hydrants to enhance the Sukari emergency response and preparedness Team,” emphasized Mr. Maganga, the Environment, Health and Safety Manager

Industry–Academia Collaboration in Action:

Tom Mboya University Students Visit Sukari Industries Limited



Transformative Learning Experience

As part of their Field Trip Report requirements, students from Tom Mboya University embarked on an educational visit to Sukari Industries Limited. The excursion offered a rare opportunity to witness real-time industrial operations and explore key water and effluent treatment processes vital to sugar manufacturing.

Key Learning Areas

- 1. Liquid Treatment Plant (LTP):** Students observed how water for factory processes is treated, purified, and conditioned, learning its critical role in ensuring safe and efficient operations.
- 2. Water Treatment Plant (WTP):** The group explored stages of water treatment including raw water intake, sedimentation, filtration, and chemical treatment.

- 3. Effluent Treatment Plant (ETP):** Students gained insights into environmental conservation practices and wastewater treatment mechanisms employed by Sukari Industries.

Inside the Factory: A Practical Immersion

The guided tour allowed students to witness cane preparation, juice extraction, clarification, evaporation, crystallization, and packaging. Interactions with plant experts strengthened their understanding of industrial processes.

Student Reflections

- 1. Dorcas Momanyi (SAS/AR/00070/022)**
“The educational visit to Sukari Industries Limited was an eye-opening experience that strengthened my understanding of industrial processes, especially in water and effluent management.”

Observing how theoretical concepts are applied in real factory operations has broadened my perspective and enhanced my confidence in pursuing a career in environmental and industrial systems management.”

- 2. Amani Mwambire** *“Visiting the Liquid, Water, and Effluent Treatment Plants at Sukari Industries provided deep insight into the importance of sustainable resource management in manufacturing. I gained practical knowledge that complements my coursework, and I am inspired by how technology and environmental responsibility are integrated in modern industrial operations.”*
- 3. George Mikoma** *“The field trip offered a valuable learning opportunity that allowed me to connect classroom knowledge with practical industrial applications. The guided tour and engagements with professionals were especially impactful, helping me appreciate the complexity of sugar production and the critical role of*

efficient water treatment systems in ensuring quality and sustainability.”

Lecturer's Vote of Thanks In his closing remarks, Dr. Isaac Ayuyo expressed gratitude to Sukari Industries Limited for their continued support of academic institutions and their willingness to open doors for students to learn through experience. He emphasized the importance of such industry partnerships in shaping competent, knowledgeable future professionals. Conclusion The visit to Sukari Industries Limited was a highly enriching and transformative experience for the Tom Mboya University students. Through direct exposure to industrial systems, environmental management practices, and process engineering, the learners gained practical insights that will significantly enhance their academic and professional development. Sukari Industries continues to set a strong example in promoting meaningful industry-academia collaboration, contributing to Kenya's vision of developing skilled, industry-ready graduates.



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