

**KILOMBERO**  
SUGAR COMPANY  
AN ILOVO SUGAR AFRICA COMPANY



# **KSCL NEWSLETTER**

**6<sup>th</sup> Edition**

FEBRUARY 2023



# CONTENTS

Message from the MD	2
Business Update	2
• <i>Safety</i>	2
• <i>Production Progress</i>	
• <i>Expansion Update</i>	3
Hon. Bashe' Visits Kilombero Valley	4
TR Applauds Expansion Project	4
First Female Pan Boiler Appointed	5
Utamu Usiopimika Campaign	5
Chopper Project Kicks-off	6
KSCL Shines at Leadership Conference	6
New Group Operational Director Visits the Estate	7
Kilimo Marathon Expo & Awards	7
Kilombero Sugar - Cane Farmers' Day	8
Collective Bargaining Agreement Signed	8
KSC Hosts AMCOS	9
Consumer Choice Awards Africa	9
ABF Board Visits KSC	10
KSC Staff Attend Annual Engineers' Day	10
SMRI Accolades	11
Employer of the year Awards/ATE Awards	11
Uhuru Golf Tournament	12
KSC Sponsors Mwalimu Conference	12
Engagement with Local Government	13
Annual Safety Engagement	13
Hospital Kicks-off Fitness Move	14
Children's Christmas Party 2022	14
New Years' Celebrations	15

## MESSAGE FROM THE MD

Welcome to our Sixth Edition of the KSC Newsletter keeping you informed of the business progress, key projects, safety issues, key engagements and events undertaken from in and outside our company including key business highlights for 2022.



I would like to highlight the following key issues:

### **Safety**

Safety continues to be our highest priority and it is our key success factor in our business, hence taken very seriously.

While we celebrated the Safety Award, awarded to the Company during the Leadership conference in Durban last year, we continue to remind all employees to continue being vigilant while at work and at home. As we draw towards the end of the season there is a tendency of complacency, particularly to employees working in the factory and the fields.

With the rainy seasons also progressing, every person driving motor vehicles is reminded to reduce speed and take into consideration the slippery roads to protect yourself and other road users. The other danger to be cautious about is lightning which has become prevalent in our localities with reports of people dying due to lightning strikes. In the event of rain and thunder, please observe the guidance provided by our SHERQ team which includes not taking shelter under trees or objects as they are prone to being struck by lightning.

Moreover, there have been a number of trees falling across the estate due to thunderstorms. Please take precaution by not standing under trees including parking of vehicles so as to mitigate the risk of being injured or causing damage to property in the event a tree falls.

While the cases of Covid-19 may not seem so obvious, the cases are still high in China and a few are still being diagnosed on the Estate. Employees are advised to take the necessary precautions as well as seek medical advice whenever one feels unwell/ill.

There has also been an increase of malaria cases on the estate to almost double since December 2022.

Employees are advised to keep their environments clean and clear stagnant water to prevent increase of mosquitoes. The use of mosquito nets is also highly encouraged to prevent bites at night.

If one feels unwell, please seek medical advice or call the hospital emergency number to book your appointment: +255 784 386 255.

### **Business Update**

The 2022/23 production season is progressing very well.

The target for the season is to crush a total of 1,275,000 tons of cane. 625,000 tons from Kilombero Estate Agriculture (KEA) and 650,000 tons from the Kilombero Growers.

The budgeted sugar production for the season is 126,161 tons, with the sucrose target of 12.10% for both KEA and the Growers.

As at 30th December 2022 the total cane crushed amounted to 1,133,905 tons, out of which 555,613.45 tons have been delivered by Kilombero Growers and 555,613.45 tons by the Estate.

The total sugar packed as at 30th December 2022 was 118,563.92. To date we are ahead of our targeted sugar make due to the dry weather experienced up to the end of December 2022 and excellent factory performance in both crush rate and sugar recoveries.

The good factory performance has also been made possible by the steady cane supply from both Growers and the Estate with lower Burn-to-crush hours than budgeted, leading to smooth cane delivered to the factories.

**This is a stellar performance, well done! to everyone!**

Although there is stiff market competition from our competitors and the new entrant Bagamoyo Sugar, in the market, we continue to see a steady increase in demand for Bwana Sukari prepacks driven by our availability in the market along with strong brand campaigns.

Various commercial initiatives are ongoing in order to meet the consumer needs, such as market activations carried out in Singida region as well as supermarket activations. Production of 50 grams packet dubbed-“Project Mini”, has commenced to meet affordability of our sugar to low-income earners. The 50 grams packet which will be sold at TZS 200 per packet.

Production of ethanol at the Distillery is also progressing well. The budgeted production for this year is 14,202kL of Extra Neutral Alcohol (ENA). As at 30th December 2022, actual production of 11,227kL ENA has been achieved

### **Expansion Update**

The Kilombero Sugar Company team has worked tirelessly over the last year in kick-starting the expansion project.

A lot of work is currently taking place on site with structures now vividly seen. The project is being executed in three phases: Engineering, Procurement and construction. To-date, the overall expansion project progress has reached 35 percent. The project is expected to be completed in July 2024.

I would like to thank all our employees for your efforts and hard work in 2022 and appreciate the support extended by our stakeholders which have contributed to the success of the business to-date. I would like to request your continued support in this new year.

Wishing you all a safe and successful year 2023!

**Guy Williams**  
**COUNTRY MANAGING DIRECTOR**

## HON. BASHE' VISITS KILOMBERO VALLEY

Minister of Agriculture, Hon. Hussein Bashe held a public meeting with Kilombero sugarcane growers to hear their challenges in a bid to ensure growers benefit from sugarcane farming.

The public meeting was held on 17th July at Ruaha village in Kilombero and was attended by various government officials, development stakeholders and officials from Kilombero Sugar Company Limited (KSC) who are the main partners working with the sugarcane growers in Kilombero valley.

The meeting addressed various challenges facing Kilombero growers such as irrigation infrastructure, quality seeds, grower registration and we are delighted that within the year 2022, the government through the Ministry has started resolving the issues such as access to fertilizers and seed cane while also working closely with the company.



## TREASURY APPLAUDS EXPANSION PROJECT

On the 31st August 2022, the Treasury Registrar Mr. Mgonya Benedicto visited the Estate. This was his second visit to the estate since being appointed to the position.

Mr. Mgonya got an overview of the business as well as the progress of the ongoing Expansion Project.

He commended Management for the project progress reached, but advised that more efforts need to be done to ensure that the project is completed on time.



## APPOINTMENT OF FIRST FEMALE PAN BOILER

As the Company strives to empower women within its workforce, it is also encouraging to see that some are courageous enough to take up challenging roles.

The company is delighted to have the first female taking up the position of Pan Boiler.

Aziza Mganga has progressed from various roles within the company starting from being a receptionist in 2014, to quality and food safety officer in July 2017 and now in her new role as Pan Boiler from July 2022. Aziza progressed to this role after acquiring training for a whole year from August 2021 to July 2022.

Aziza encourages others to grasp opportunities whenever available, as upon acquiring training, she is now able to perform her new role.

We congratulate Aziza Mganga for her courage and enthusiasm and wish her all the best.



## UTAMU USIOPIMIKA CAMPAIGN

Bwana Sukari pre-pack lifestyle campaign dubbed “*Utamu Usiopimika*” launched in Mid-July 2022 ended first week of October 2022. The campaign had a successful three-month period of driving emotional connection with our consumers through brand awareness and engagements to our consumers leveraging on various touchpoints including Radio, Billboards, social media and on the ground activations around tea drinking areas (*Mama ntilie* outlets).



## CHOPPER PROJECT KICKS OFF



In efforts to enhance efficiency in harvesting and delivery of cane to the mill, the company launched the Chopper harvester pilot project on the 1st August 2022.

The chopper comes along with various benefits which include:

- Increased efficiency - mitigate delays in cane supply to the mills
- Ensure better cane quality
- Opportunity for technical jobs
- Reduce the amount of carbon emissions/greenhouse gases emitted caused by burning cane and in the long run mitigate the impact of climate change/global warming
- Preserve moisture on the ground through leaf trashes and prevent weeds from growing hence reducing the amount of herbicides to be applied.

Upon successful implementation of the project, the plan is to fully mechanize harvesting across the estate.

## KSC SHINES AT LEADERSHIP CONFERENCE

At the end of every business financial year, the Illovo Africa Group convenes an Annual Leadership Conference. The previous years' Leadership conference was held at Drakensburg in Kwazulu-Natal from 14th - 17th September 2022.

The conference brought together leadership teams from the six operations in Africa including the Head-Office in Durban, South Africa.

The conference was a time to reflect on the performance of the Group in general while recognizing the efforts made by the operations located in the six countries in Africa in various categories.

During the conference, Kilombero Sugar Company was nominated in two categories; the Best Factory Performance and Health & Safety Award.

Well done to the Kilombero team!



## Illovo Group's Operation Director Visits KSC

Craig Jensen – Illovo Africa Group's Operation Director visited the Estate on the 8th November- 11th November 2022.

The main objective of the visit was to better understand KSC's business including the ongoing expansion Project.

During the visit, Craig and his delegation conducted a tour of the estate agriculture where they got an overview of improvements being carried out in our seedling, introduction of new technology in irrigation as well as harvesting which is intended to mitigate the impact of climate change for sustainability of our business.

The visitors also got to understand initiatives being carried out by the company for the growers through our Grower Agriculture Department. The visitors also conducted a trade visit of the Ruaha market where they got to see how our product – Bwana Sukari is being sold in one of our many local markets.



## KILIMO MARATHON AND EXPO



The Company participated in the Kilimo Marathon and Expo Awards held in Morogoro Municipality for three days, commencing on the 28th September – 1st October 2022 with the Regional Commissioner for Morogoro Honourable Fatma Mwasa as the guest of honour.

The objective of the event was to provide agriculture stakeholders within the region a platform to create further awareness to stakeholders about their activities as well as showcase their produce.

KSC got an opportunity to enhance its visibility for both the corporate and product brands, sell sugar and directly engage with our consumers.

This also provided us an opportunity to provide the Regional Commissioner with the business overview, and in particular the ongoing expansion project and its impact to the community.

The company received a certificate of recognition for its outstanding contribution to the agricultural sector in the region.



## KILOMBERO SUGAR-CANE FARMERS' DAY

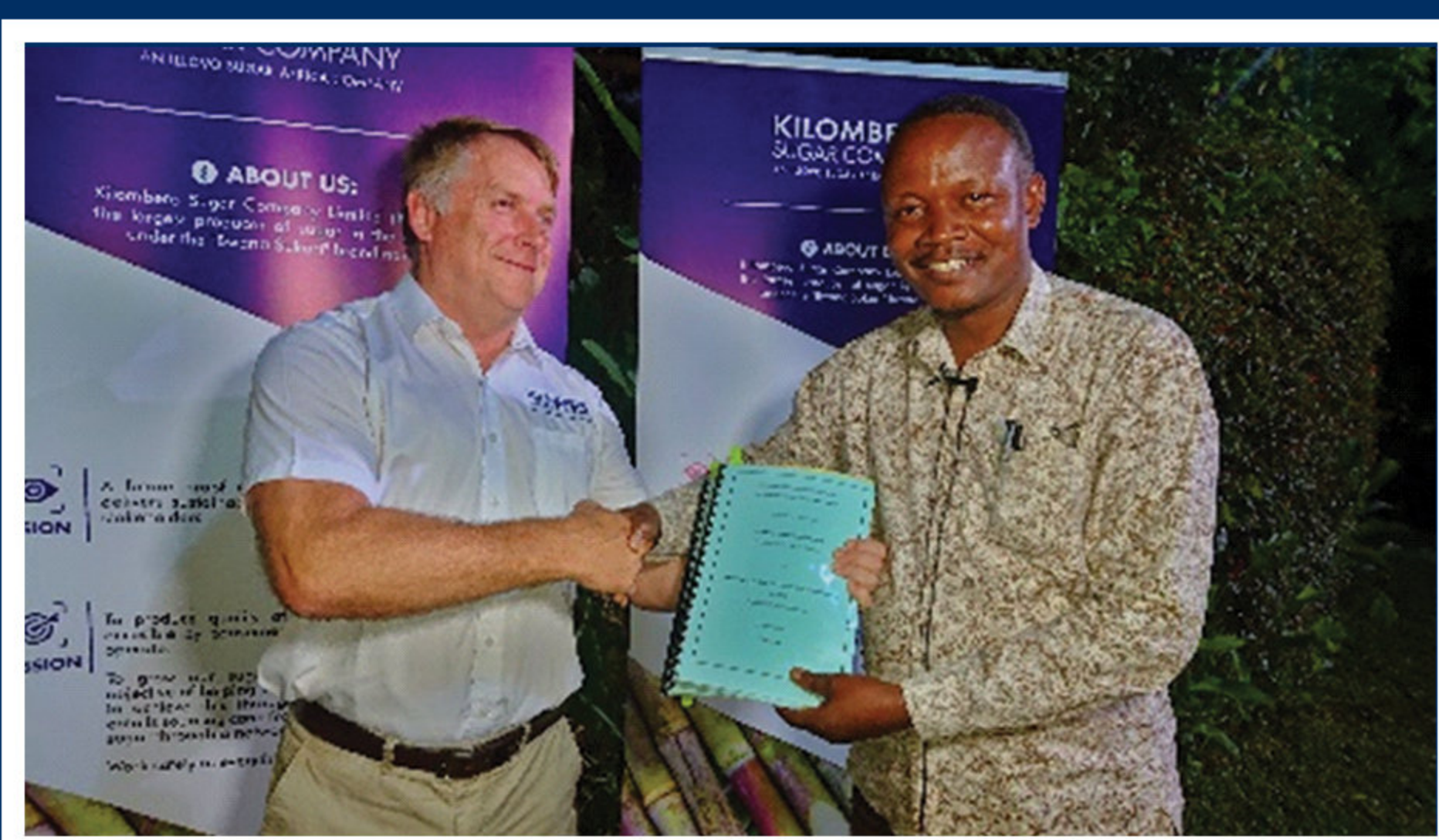
Kilombero Sugar Company Limited together with other stakeholders in the sugar industry including the Tanzania Sugar Board (SBT), TARI Kibaha, National Sugar Institute (NSI), International Union for Conservation of Nature (IUCN), African Wildlife Foundation (AWF), and the Kilombero Growers joined forces to organize the Kilombero Sugarcane Farmers' Day Exhibition which was held on 26 October 2022 in Ruaha village, Kilosa District in Morogoro.

The exhibition with the theme "*Best Cane Farming Practices for Sugar Sufficiency in Tanzania*" was graced by the Morogoro Regional Commissioner, Hon. Fatma Mwasa who represented the Minister for Agriculture, Hon. Hussein Bashe.

The event was a great platform for sugar cane growers and other stakeholders in the value chain to learn as well as showcase new farming technologies including sharing best management practices in sugar cane farming.



## KSC SIGNS COLLECTIVE BARGAINING AGREEMENT (CBA) WITH TPAWU



Following lengthy discussions between KSC Management and Tanzania Plantation and Agricultural Workers Union (TPAWU), wage negotiations for the financial year 2022/23 and the Collective Bargaining agreements were finally concluded.

The signing of the Collective Bargaining Agreement (CBA) was held on 20th October 2022 at a brief ceremony.

Management would like to thank everyone who contributed to the process and the successful conclusion of the negotiations!

## KSC HOSTS AMCOS

In a series of our stakeholders' engagements, we had the great privilege of hosting Kilombero Growers Representatives including Chairpersons and Members from 17 AMCOS of Kilombero Valley in August 2022.

Among other things, they visited our K4 Expansion Project Site to witness the progress of the project and familiarize themselves further with the Project.

The growers were pleased with the progress of the project and very excited of its completion, having heard of the expansion story over two years ago and now seeing the long-awaited dream coming to reality. The growers provided comfort to the company that there will be adequate cane for the new mill.



## CONSUMER CHOICE AWARDS AFRICA

Through our company's Purpose of building 'A Thriving Community', KSC Sponsored and took part in an event that supports and gives recognition to Tanzanian and International individuals and companies.

KSC was also given the honor of presenting some of the awards in various categories, with our MD, Guy Williams, and Corporate Affairs Head, Ephraim Mafuru representing the company.

Consumer Choice Awards Africa helps in promoting existing businesses and encouraging budding entrepreneurs, while challenging players to focus on quality products and services.



## ABF BOARD VISITS KSC

In the months of July and August, KSC hosted ABF and ABS Directors. The visit aimed at seeing the progress of the expansion project and other projects in preparation for factory expansion.

Apart from the tour of the factory to see sugar production activities, they visited the seedling to see the company's preparedness for increase seed production as we head towards factory expansion.

KSC was able to showcase some of its environmental sustainability initiatives where the Directors were able to witness the newly introduced Chopper Harvester in action.



## KSC STAFF ATTEND ANNUAL ENGINEERS DAY

As a company, we recognize and value our staff's career growth and professional development. We do this by ensuring that staff are provided with opportunities to attend various trainings both on-job and off-job.

The company also provides staff with an opportunity to participate in their professional association's activities with a view of enabling them to gain further professional development and exposure.

Some of our engineers attended the 19th Annual Engineers Day for 2022 held in Dodoma from 22nd to 23rd September, 2022 with the theme; "Innovation and Skills Development in Enhancing National Sustainable Economic Development: Engineering Perspective".



## SMRI ACCOLADES

As part of its initiatives of building capacity of its employees, the Company organised online training of its three employees organized by the Sugar Milling Research Institute NPC (SMRI) who were awarded with certificates for their outstanding performance in December 2022.

The three employees are Samwel Nakembetwa, Lilian Shayo and Derick Mlaponi, all from the Manufacturing Department.

The Sugar Milling Research Institute NPC (SMRI) is the central scientific organisation involved in research work and technical services for the Southern African sugarcane processing industry. Training offered by the Institute are widely recognised as among the best - world-wide.



**Samwel Nakembetwa**



**Lilian Shayo**



**Derick Mlaponi**

## KSC WINS AT ATE

Kilombero Sugar Company won the top award in the Apprenticeship and Training category and placed second in the Local Content category in the 2022 Employer of the Year Awards.

Hon. Phillip Isdory Mpango - the Vice President of the United Republic of Tanzania graced the ceremony which was held on 2nd December, 2022 in Dar es Salaam at Mlimani City Hall.

In addition to the awards, the Company also received a certificate of appreciation for sponsoring the awards ceremony.



## UHURU GOLF TOURNAMENT



In celebration of 61 years of Independence (Uhuru Day), Kilombero Sugar Country Club organized a golf tournament which invited all golfers across the country to participate. A total of 30 golfers from Dar es Salaam and Morogoro participated.

While opening the tournament, Kilombero Country Club Chairman - Fakihi Fadhili, said the purpose of the tournament is to bring together golfers across the country, compete and have fun in the quest to enhance golf as a distinct sport and which has few players.

The Kilombero Sugar Golf course which is located within the Kilombero Sugar Company Estate, has 18 holes. The Kilombero Country Club Chairman said it was founded on 2002 by David Haworth (the then Managing Director for Kilombero Sugar Company) under the captainship of Gerrie Odendaal (the then Field Manager for Kilombero Sugar Company). Currently the club has a total of 35 players.



## MWALIMU CONFERENCE

Kilombero Sugar Company takes pride in supporting initiatives that provide shared value to all of our stakeholders and leave a legacy of a Thriving African Community that prospers well beyond our time.

The Mwalimu Conference was held in Dar es Salaam on 15, December 2022. The Objective of the Conference was to:

- Equip teachers professionally and technically through exploring new trends and modern approaches to teaching the 21st century learner
- Explore ways to protect children in schools and homes against mental, sexual and physical violence.
- To build a network of empathetic teachers while also support their well-being and self-care journey.
- Contribute to the ongoing Ministry of Education, Science and Technology's curriculum review efforts by exploring Tanzanian current education perspective, challenges and way forward.

Apart from sponsoring the event, KSC facilitated the attendance of ten teachers from primary and secondary schools within and surrounding the estate, and we are confident that the knowledge gained from the full-day conference will benefit the Kilombero community as a whole.

The guest of honor was Hon. Angellah Kairuki – Minister in the President's Office Regional Administration and Local Government.



## ENGAGEMENT WITH LOCAL GOVERNMENT

In December 2022, KSC hosted Village Chairpersons and Ward Executive Officers from surrounding Villages and Wards as part of our stakeholders' engagement.

Their visit included brief updates on the progress of the expansion project, issues related to sourcing of workforce from nearby villages.

A tour to the project site was also conducted for them to get a picture of the progress as well as the magnitude of the project.

The local government leaders were appreciative of the initiatives held by the company in ensuring that they are informed on the business undertakings.



## ANNUAL SAFETY ENGAGEMENT

The Company hosted the Annual safety stakeholder's forum on the 23rd of December 2022.

The forum's objective was to review the safety status throughout the year identify prevalent challenges and find mitigations to them.

The most common challenge on safety included theft of irrigation equipment from June to February each year simply because it is the period when there is no rain hence high demand of irrigation equipment because of the stress facing on sugar cane.

Mitigations to control this threat have been agreed with additional of field patrol cycles and enhancing communication amongst farm managers and Gardaworld to improve and put alert where critical operations are taking place e.g., irrigation, fertilizer applications etc.

Theft of private properties in residential/accommodation areas is another area of concern especially these days where there is an influx of job seekers due to K4 expansion project.

Seed cane theft continues to be a case especially after harvesting and during the rainy season (when rain starts) where the demand of seed cane from growers regularly becomes huge. KSC has set an internal procedure of selling seed cane driven by Kilombero Growers Department and Kilombero Estate Agriculture. Farm managers through neighborhood village meetings do address this as an agenda.

The forum was attended by our key stakeholders within and arounds the estate as well as the police force and local government authority.



## HOSPITAL KICKS OFF FITNESS PROGRAM

Hospitals are known for their role of treating the sick and providing vaccines as a way of preventing infectious diseases. The current world trend of Non-Communicable Diseases (NCD)'s and death rate on NCD's has posed a threat to the wellbeing of people nationally but also to our Kilombero community, hence a need to change that norm.

Kilombero sugar community is also a victim of the NCD's world trend, whereby 35% of employees' deaths is caused by non-Communicable diseases whereas 10% of employees are suffering from cardiovascular illness and diabetes, while over 60% are in risk of these diseases.



As a response to this growing epidemic, the hospital team decided to cut off one of the major contributing factors - physical inactivity, by having a target of health weight range (18.5 to 24.9 BMI range) to all hospital staffs and become role models to other Kilombero employees. KSC hospital staff have set Saturday morning as their fitness time.

The Saturday schedule has also attracted staff from various departments who join the hospital team on their pursuit for increased life expectancy.

We appreciate the hospital team for setting a good example, well done and keep it up!

## KIDS AND TEENS CHRISTMAS PARTY

To celebrate the end-of-year festive season, Kilombero Sugar Company hosted Christmas Parties for Children up to 12 years and for teens between 13 and 19 years.

The parties were held on the 21st and 23rd December respectively at the Kilombero Sugar Country Club. The parties included music, lots of games and prizes.



## NEW YEAR'S PARTY

2022 was a memorable year and the entire team at Kilombero Sugar Company, each in their role, played a huge part in the company's achievements for the year.

To send off 2022 and usher-in the new year 2023, a new year's party was held at the Kilombero Sugar Company Country Club.

The event that started with dinner and drinks was accompanied by Live Music from OZZ Big Sound Band, before celebrating the New Year with a display of fireworks.

**KILOMBERO  
SUGAR COMPANY**  
AN ILOVO SUGAR AFRICA COMPANY

Thank you for supporting us  
through **2022**

We wish you a Happy and Prosperous

**NEW  
YEAR**

**2023**





What **topics** would you like  
to see in our **next edition**?

Share your feedback by sending your email to:  
[corporatecommunications@ilovo.co.tz](mailto:corporatecommunications@ilovo.co.tz)

# KILOMBERO SUGAR COMPANY

AN ILLOVO SUGAR AFRICA COMPANY

## CONTACT US

P.O.Box 50, Kidatu  
Morogoro, Tanzania

☎ + 255 232 626 011

@ kscl.info@illovo.co.tz

🌐 [www.kilomberosugar.co.tz](http://www.kilomberosugar.co.tz)

