
















One of the largest export-oriented
vegetable processor in East Africa.

2024 Sustainability
Report

TABLE OF CONTENTS

	Our Targets.....	2
	Who We Are.....	3
	Our Commitment.....	5
	UNGC Principles.....	6
	Our Certifications.....	7
	Summary.....	8
	Net Zero Journey.....	9
	Energy.....	12
	Water.....	14
	Waste.....	16
	Health & Wellbeing.....	18
	Community.....	21
	Sustainable Farming.....	23
	Tree Growing.....	25



Our Targets



2025
Net Zero



2025
20% Water usage
reduction



2025
40% Grid energy
consumption reduction



2025
Zero waste to
landfill



80%+
Survival of
trees planted



Sustainable Farming

**Regenerative Climate
Smart Agriculture**

Reduced use of chemical fertilisers and improved soil
fertility and production whilst increasing carbon storage





Who We Are

Spiceken EPZ LTD is a member of the Industrial Promotion Services (IPS), an infrastructure and industrial development arm of the Aga Khan Fund for Economic Development Network (AKFED).

Spiceken is among the largest export-oriented vegetable processing company in East Africa, engaging thousands of small-scale farmers in its value chain. In 2024, the company moved to the new green facility at Mangu. We are reinforcing our commitment to green manufacturing and sustainable practices through innovative energy, water, and material efficiency measures.



We aim to be a global leader of choice for the supply of premium horticultural produce, specialising in value-added and niche market products while forging a better future for local farmers. We produce all year round and conform to internationally recognised food and safety standards, assuring customers of quality, traceability, reliability, and service.



Our vegetables include:



Fresh



Jarred



Canned



Frozen





Our Commitment



“

As we reflect on another year of progress, we reaffirm that our success as a company is deeply connected to the health of our planet, the well-being of our employees, and the prosperity of our communities. The company ensures that sustainability is embedded in the way we operate our business and an opportunity to create lasting positive change.

In 2024, we achieved significant milestones that reinforced our leadership in sustainability as follows:



Championing sustainable farming:

Building on insights from a 2023 Climate Smart Agriculture baseline assessment, we deepened our engagement with farmers in 2024, promoting sustainable farming through seven key pillars: soil health, water conservation, crop diversification, reduced chemical inputs, agroforestry, low-carbon farming systems, and livestock integration. This year, we empowered **5,000** farmers with knowledge and practical solutions to enhance their farming systems, improving productivity while fostering environmental resilience.



Commitment to environmental wellness:

As part of our responsible stewardship of the environment, we planted **31,000** trees in the last four years, contributing to Kenya's afforestation goals while improving carbon sequestration and biodiversity conservation.





Investing in our people:

Employee wellness remains a core priority. We have continued to implement initiatives to support mental health and well-being, ensuring a safe, inclusive, and empowering work environment.



Supplier engagement:

In 2024, we engaged **55%** of our suppliers (non-farmers) in their net-zero journey, reinforcing our commitment to sustainable supply chains. As part of this effort, we continue to encourage and support our partners in measuring, reporting, and reducing their greenhouse gas (GHG) emissions. By fostering collaboration and accountability, we aim to drive meaningful progress toward net-zero targets, ensuring a more sustainable and responsible value chain.

We recognise that our sustainability journey is ongoing, and challenges remain. In the coming year, we will continue to:

- » Invest in clean technology to drive greater energy efficiency and explore alternative fuel sources.
- » Expand our support for sustainable agriculture by integrating climate-smart practices into our supply chain.
- » Enhance our carbon reduction strategies through science-based targets and responsible resource management.
- » Strengthen collaborations with suppliers, government agencies, and industry leaders to promote sustainable value chains.
- » Empower our community through impactful sustainable initiatives.

We are committed to building a future where sustainability drives growth, innovation, and shared prosperity. By embracing responsible business practices, we are not only safeguarding the environment but also empowering communities and ensuring a sustainable legacy for generations to come.”

Karim Dostmohamed

General Manager

Spiceken EPZ Ltd





United Nations Global Compact (UNGC) Principles

As a member of UNGC, we have transformed our operations innovatively to meet the needs of our consumers. We have also impacted the livelihoods of thousands of small-scale farmers in our value chain and empower women in our community through a shared value approach.

To achieve our sustainability targets responsibly and serve our stakeholders effectively, we are committed to the 10 principles of the UN Global Compact, as defined by the four tenets of human rights, labor rights, environmental protection, and anti-corruption.

These principles ensure that we enhance ethics in business as highlighted below:



Human Rights

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** make sure that they are not complicit in human rights abuses.



Labour

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.



Environment

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies.



Anti-Corruption Human Rights Labour Environment

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





Our Certifications



Kosher Certifications





Summary 2023-2024



26%

Grid energy consumption
reduction



16%

Solar energy
consumption



55%

Water usage
reduction



99%

of waste diverted
from landfill



23,100

Trees grown







Net Zero Journey

13 CLIMATE ACTION



15 LIFE ON LAND



Our Commitment

Climate change has already had observable damages in every region all over the world: rising temperatures, prolonged periods of drought and dryness, heat waves, flooding, and other extreme weather events are becoming increasingly intense. These negative impacts could soon become even worse unless greenhouse gas emissions are quickly reduced, according to a recent report from the Intergovernmental Panel on Climate Change.

Guided by the AKDN ECC principles, Spiceken has put in place plans and mitigation efforts to reduce emissions from its operations in scopes 1, 2, and 3. These principles include -



Responsible stewardship of the environment, ensuring that the earth can sustainably support future generations.



Demonstrating proactive, socially responsible, and values-oriented leadership on our time's most urgent civilisational – even existential – issues.



Focusing on improving the quality of life and well-being (broadly defined) of the poorest and most vulnerable, in geographies of strategic importance.



Leading by example, and sharing our experiences with others, to influence policies, raise awareness, increase impact, and effect social transformation.

Our goal is to limit the global temperature and increase it to **1.5** degrees centigrade above pre-industrial levels. This means achieving and maintaining net zero by reducing, in absolute terms, businesses' operational emissions (scope 1 & 2) to as close to zero as possible by 2030, against a 2021 baseline, and thereafter, neutralising residual emissions from the atmosphere.

The first step taken was to identify the different categories where different emissions sources lie, and after engaging experts to calculate our emissions. From here, various targets were set on how to reduce these emissions, and guided by these targets various efforts have been applied the goal is to continuously reduce our emissions as we aim to achieve our ambitious goal of being net zero by 2025.



Operational Emissions (Scope 1 and 2)

The transition to the new facility significantly reduced our emissions by over **80%** against baseline. This was contributed to by the following major decarbonisation initiatives:



Installation of biomass boiler replacing a HFO boiler.



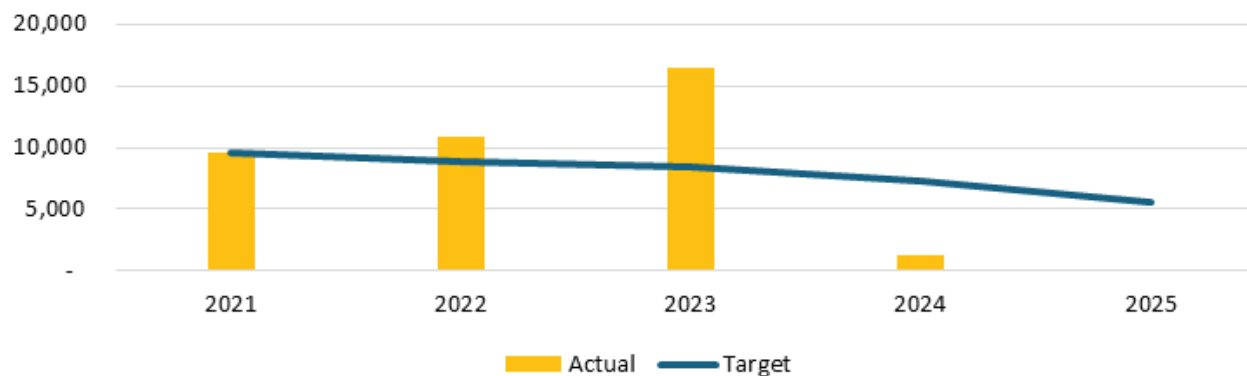
Installation of **755 KWH** solar panels at new facility.



Replacement of hydrofluorocarbon refrigerants with ammonia-based refrigerant.



Shift from Liquefied Petroleum Gas (LPG) to electric forklifts.



Supplier Engagement

In 2024, Spiceken made significant progress in engaging our suppliers on their net-zero journey, reaching **55%** of our supplier base. Through this engagement, we assessed where its suppliers stand in setting and pursuing net-zero targets, as well as their practices for monitoring Scope 1, 2, and 3 emissions.

The insights gained will guide the 2025 supplier engagement strategy, where Spiceken will provide further support to help our suppliers make measurable progress in reducing their emissions and aligning with our shared sustainability goals.





Energy

7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Our Commitment

To reduce and optimise energy usage and implement renewable energy solutions for our operations.

Our Target

40% grid energy consumption reduction by 2025.

Solar Energy

The company has increased its solar capacity to **755kWp** solar panels at the new facility, up from **375kWp** in the previous facility. This has seen our energy use from renewable sources to overall power consumption rise from **16%** in 2023 to **32%** percent in 2024.

Additionally, the company was able to process **14%** more kilograms of beans per kilowatt-hour compared to the previous year at the previous facility.

Towards our **40%** grid consumption reduction by 2025 against a 2021 baseline, numbers for 2024 indicate a **26%** reduction from baseline, and a **33%** efficiency improvement per kg/kw produced.

Our Achievements



The design includes energy-saving light bulbs in production areas, corridors, common areas, and external spaces.



Occupancy sensors are installed in bathrooms to reduce unnecessary energy use.



Skylights provide daylight to **50%** of the top floor area, reducing dependence on artificial lighting.



Reduced window-to-wall ratio (**10%**) minimises heat gain and improves energy efficiency.



Reflective paint/tiles for roof and walls enhance solar reflectivity.







Water

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our Commitment

We ensure that water is used responsibly and efficiently in all our operations. Our water management systems include water recycling and promoting water-efficient practices amongst staff and out-growers.

Our Target

20% reduction in water use by 2025.

Our Achievements

As part of our ongoing commitment to sustainability, the Spiceken facility achieved significant milestones in water conservation. Below is a summary of our water efficiency initiatives and their impact:

The project met the **EDGE Advanced Water Standard** with a remarkable **64%** efficiency in water use.

Water-efficient urinals. All urinals are designed with a flush volume of **1 L/flush**, reducing water wastage.

Aerators and auto shut-off faucets installed in all bathrooms providing a flow rate of **1 L/min**, ensuring minimal water usage without compromising functionality.

Dual-flush toilets systems offering **6 L/first flush** and **3 L/second flush** for greater control over water consumption.

The entire **100% of the roof area** is utilised for rainwater collection and reuse.

A grey water treatment system that treats and recycles wastewater for reuse in non-potable applications.

Water-efficient landscaping systems that consume **3 L/m²/day**, ensuring minimal water use.

Condensate water recovery systems put in place to recover and reuse condensate water from cooling processes.

These comprehensive water efficiency measures reflect our commitment to responsible water management and sustainability. Moving forward, we aim to continue optimising our systems and exploring new innovations to further reduce our environmental impact.

Additionally, the company made investments in a reverse osmosis plant that had helped in reduced reliance on municipal water by **30%** and reduced our cost of water by **55%** from the previous year.







Waste



Our Commitment

Through our comprehensive waste management system, We are committed to ensuring proper waste management through segregation, reusing and recycling.

Our Target

Zero waste to landfill by 2025.

Our Achievement

The company achieved **99%** waste recycling for the year 2024, good progress towards zero waste to landfill by 2025. The **1%** accounted for hazardous which was duly handled by certified waste handlers for proper disposal.

Our Initiatives

Waste segregation at the point of source.

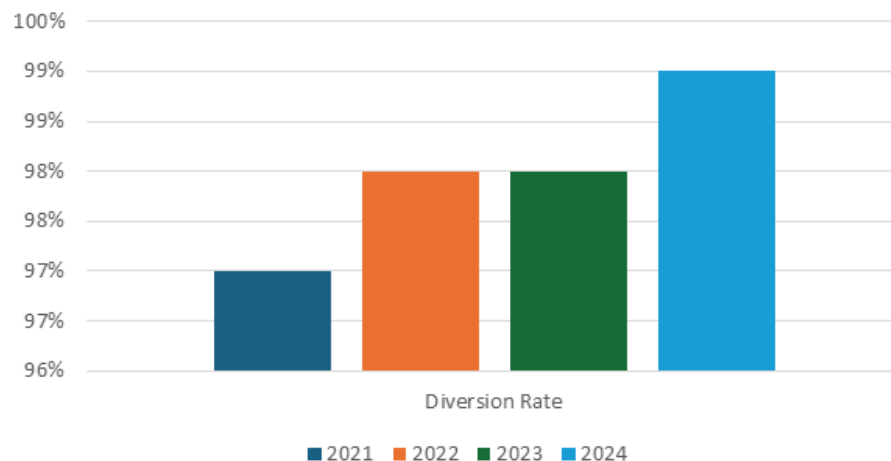
In-house training on waste management.

Engaging waste recyclers and re-users of waste who are legally registered to collect waste.

Ash from the biomass boiler is reused as liming agent for leased farms and farmers that grow for the company. This limits waste to landfill and reducing farming costs for farmers who didn't have to buy lime as the ash was for free. This saw **42 tons** of ash reused for farming activities.

Beans that do not meet processing standards and by-products from processing are repurposed as livestock feed by local farmers, reducing waste and supporting sustainable farming.

Waste diversion rates







Health and Wellbeing

3 GOOD HEALTH
AND WELL-BEING



Our Commitment

To create a healthy and safe workplace for our employees, customers and partners, guided by local and international standards.

Our Wellness Initiatives

In 2024, we continued to honour our commitment to the wellbeing of employees. The following initiatives took place:



Medical Check-Ups for Factory Workers:

In August 2024, the company organised a medical camp where workers accessed the following services:

- » Blood pressure checks
- » Blood sugar checks
- » Body Mass Index (BMI) calculations
- » Breast exams
- » Informative health talks

A total of **520** staff benefitted from the camp, and **30** pints of blood were donated. Each pint of blood can potentially save up to three lives, meaning this donation could impact around **90** patients in need of transfusions.

In December 2024, the company facilitated eye check-ups for staff. A total of **151** employees participated, with those requiring prescription glasses receiving significant subsidy by the company to ease access to the glasses. This activity contributed to early detection of eye issues and can prevent more serious conditions like cataracts, glaucoma, or vision loss. The subsidy ensures that employees requiring prescription glasses can access them without financial strain, leading to better long-term eye health.





Staff Counselling Services:

A professional counsellor is available, on-site, every Friday, for individual and group counselling sessions. The counsellor also conducts voluntary counselling and testing for willing employees. Over **300** employees benefitted from the counselling services



On-Site Nurse:

A dedicated nurse is available around the clock at the factory clinic, ensuring 24/7 medical support for both day and night shift workers.



Hepatitis B Vaccination for First Aiders:

Given the risk of exposure to bodily fluids, all first aiders received Hepatitis B vaccinations in 2024 to enhance their health and safety.







Community

2 ZERO HUNGER



8 DECENT WORK AND ECONOMIC GROWTH



Our Commitment

We are committed to fostering a thriving community by investing in initiatives that empower our neighbours.

Our Initiatives



Educational Support Initiative:

In July 2024, the company supported a local school in Murang'a by donating **30** books during the inaugural National Reading Day. Over the years, we continue to support the school library that they launched with reading resources for the students.



Balanced Meals Program

In 2024, we continued with our balanced meals program, which aims to reduce food waste and promote nutrition in the community. Spiceken worked closely with children & elderly homes and schools to collect green beans to use for their feeding programs. This year **10,437 kilograms** of beans have been distributed to local homes to supplement their feeding program (**4 tons** more than in the previous year). Supporting **300+** children and elderly within the community we work







Sustainable Farming

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



Our Commitment

The company engages thousands of smallholder farmers in its value chain and provides high-quality inputs and continuous training on good agricultural practices.

Our Target

80% of produce sustainably grown.

Our Initiatives

Climate Smart Agriculture Initiative (CSA)

Through this farmer focused initiative, the company has a target to have **100%** of its raw material grown sustainably by 2026, with key focus on the company's out growers. Building upon the findings of a 2023 CSA baseline assessment which helped establish the farming context of our farmers, Spiceken broadened its support for farmers in 2024, emphasising sustainable agriculture through seven core practices: soil health, water conservation, crop diversification, reduced chemical use, agroforestry, low-carbon systems and livestock integration.

5,000 farmers were reached with a **52%** adoption rate of key practices. The initiative showed good outcomes at its initial stages such as reduced costs and improvement in yields for farmers. Spiceken is committed to continuing with this initiative even in the next year for the wellbeing of farmers and the environment.

Maendeleo project

Through this community focused project, Spiceken continued to partner with the Aga Khan Foundation in 2024, to promote regenerative agriculture practices with the goal of reducing reliance on chemical inputs and improving yields; with focus being on all farmers in Kirinyaga County. Over **6,000** farmers were reached during the initiative, with a **56%** adoption rate.







Tree Growing

13 CLIMATE ACTION



15 LIFE ON LAND



Our Commitment

We are committed to protecting and replenishing our earth's natural resources, especially within communities we work in. Since its inception, we have grown thousands of trees.

Our Target

80% + survival of trees planted.

Our Initiatives



In 2024, the company facilitated the growing of **23,100** tree seedlings with farmers across the Central Rift and Mt. Kenya regions. Of these, **21,900** were indigenous species, while **1,200** were fruit trees (avocado seedlings), promoting both environmental and economic benefits.





Contact Us



+254 (0) 20 2391717/21



frigoken@frigoken.com



www.frigoken.com



P.O.BOX 30500-00100, Mangu, Kiambu, Kenya