



KENT AFRICA LIMITED

Architecture | Engineering | Construction
Project Management | Facility Management





Who we are

Kent Africa Limited is a leading advisory and design consultancy in architecture, engineering, construction, project management and facility management solutions working in key market sectors; energy, manufacturing and construction industry. We have a perfect record in effective performance management and project development, to a large extent in Kenya and other regions in Africa.

This is achieved through a committed team that thrives to achieve the best results through innovation, use of the latest technologies and executing works to local and international standards.

The profile of our experience covers a wide spectrum of activities. It ranges from concept work including original idea creation, feasibility studies, basic design and detailed engineering design through to project management, procurement, verification and quality assurance services.



HOW we began

In 2010, like minded engineers set up Kent Africa Limited in Nairobi, Kenya.

They founded the Company as a turnkey service provider in engineering solutions.

In the many years of existence, the consultancy has grown into a company of unprecedented scale, with strong attention to design in order to meet the needs of the client and industry.

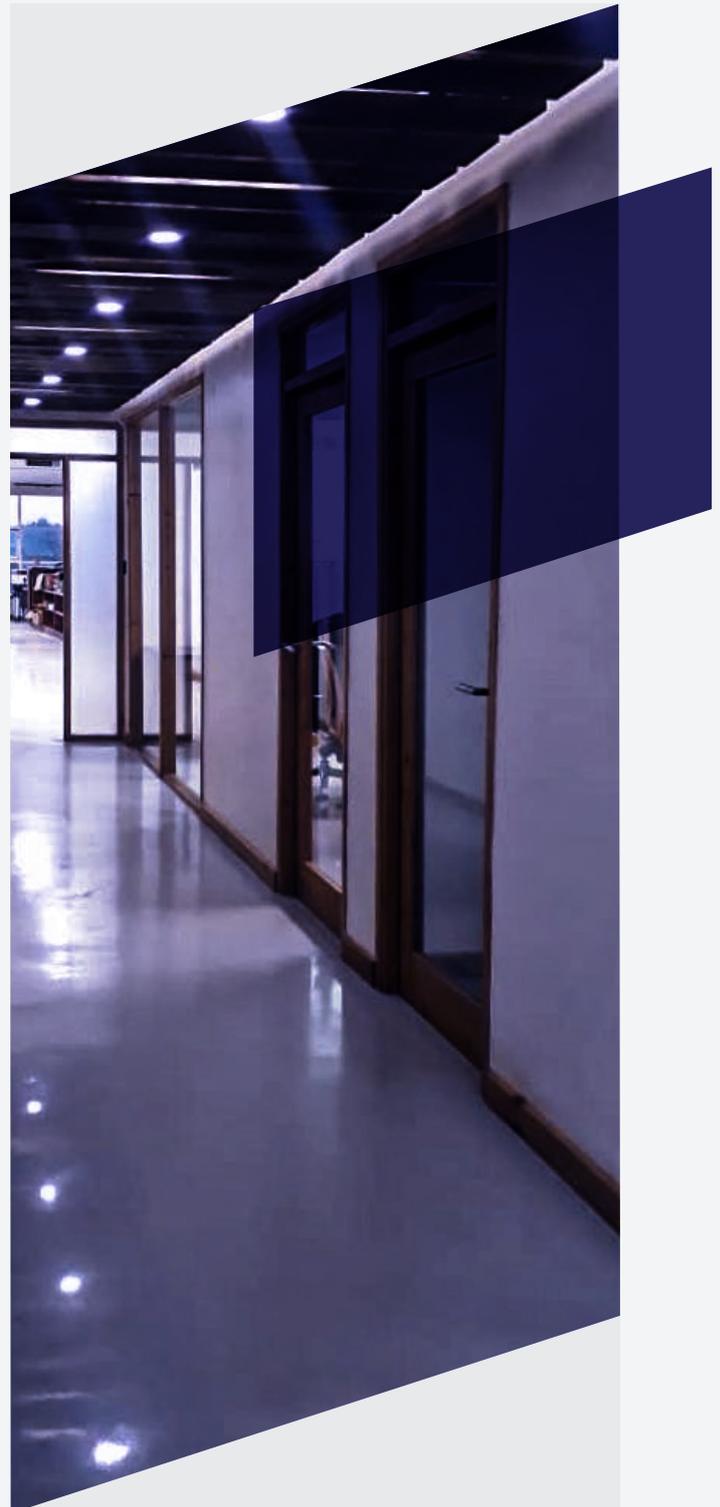
History

Kent Africa has expanded rapidly, and has earned a reputation for devising advanced, creative and economical solutions in the oil and gas industry.

Over time, the breadth of expertise has ranged from engineering to architecture, project management, and specialist skills such as fuelling systems design to facility management.

The company's portfolio today is broad and far-reaching. Through our dedication and service, we help clients and other stakeholders plan for the seamless opening and operation of major facilities like buildings, gas stations, quick service restaurants, Oil depots, warehouses and lubricants and oil batching plants.

Kent Africa Limited has three offices in Eastern and Southern Africa and the employee number is still growing.



Future & Vision

Diversity of opinion and ideas is highly sought at Kent Africa Limited.

Kent Africa limited aims to be the leader in project management and provision of excellent engineering solutions, our designers incorporate future trends in project designs

as well as how an individual site or its immediate surroundings may be developed in future, availability of materials and best practice in sustainability.

At Kent Africa Limited, research and innovation is part of the company's pursuit of technical excellence. This research mainly conducted by specialists and through collaboration with academic institutions or partnership within specific industry. Kent Africa Limited invests in strategic research projects and innovations using the latest technology that arm us with knowledge and insight needed to plan effectively for future trends and projects.

Investing in Kent Africa Limited's own people is a key integral part of the company's approach to business. A strict technical training program – as well as training on disciplines such as project management, contracts management, health, safety, security and environment- equips employees for the challenges offered by the most exciting projects. The emphasis on training and technical excellence means that Kent Africa Limited continues to attract and retain many of the best engineers and designers.



Diversity & mission

Kent Africa Limited recognizes that to deliver work of quality, to maintain our reputation for innovation and creativity and to understand and delight our clients we need to fully embrace the skills, abilities and knowledge that only a diverse and inclusive workforce can deliver.

As a growing company, we recognize and respect each other's uniqueness and strive to build a work environment where different perspectives are actively harnessed to create the best solutions for our equally diverse client base.

Our senior leadership is fully committed to ensuring there are equal opportunities for everyone to grow and evolve within the company based on fairness and respect.

We will provide opportunities for people regardless of their background or circumstances, through either recruitment, retention, career progression, reward or learning and development.

At Kent Africa Limited, diversity is essential for our future success in meeting our primary mission 'excellent customer satisfaction'.





Values

Kent Africa Limited, values long standing relationships and connecting with clients, business partners and with our colleagues. The company's creative spark and intellectual independence coupled with trust, honesty and integrity is the foundation of our culture.

We stick by our clients and the need to solve their challenges and complex problems. This is achieved through our professional drive to discover new ways to turn ideas into tangible reality. This passion is behind many of the completed and ongoing projects- architectural, engineering, project management and construction.

Behind Kent Africa Limited's relentless pursuit of technical excellence, operating principle, commitment to sustainability and taking pride in being innovative and delivering successful engineering solutions are paramount.

We respect each other, our clients, and the environment. Safety and care is considered in our work to the highest standard.

We enjoy each other's company, freely exchange ideas, share opinions and celebrate our achievements.

Our business

Kent Africa Limited brings together professionals from diverse disciplines and with complementary skills, in a uniquely national and international scale. The depth of expertise and sheer numbers of specialists allow Kent Africa Limited to take on complex, strategic projects that no other company could probably deliver.

Kent Africa supervises building construction, fuelling systems and rehabilitation projects on behalf of its clients. We have developed sophisticated project and construction management methods and are committed to completing projects in specified time-lines, within provided budgets without compromising on quality and safety.

Across East and South Africa, Kent Africa Limited coordinates the construction of capital projects on behalf of public authorities, international funding agencies, private companies, multinational corporations and manufacturing companies.

We also provide consultation services that would involve carrying out resource utilization audits and offering advice on the most cost effective and practical means of running a project.

This also involves taking up of stalled projects and offering solutions leading to their completion.

As a proactive partner, Kent Africa Limited manages projects through, offering technical support, budget control, maintenance of schedules, and safety and environmental impact on projects.

This is attributed to a highly qualified team at Kent Africa limited that has developed specific skills in managing multi-site projects. To satisfy the requirements of major national and international clients in various capacities.

Kent Africa has a unique capability to work simultaneously on a large number of sites, where it provides design and construction supervision services, project and program management, due diligence assessments and general contracting services.



Services

Kent Africa is your proactive partner in the success of a project. We manage project- administration, offer technical support, budget, and maintenance of schedules, safety and environmental impact of our clients` projects.

This is attributed to a team at Kent Africa limited that has developed specific skills in managing multi-site projects. To satisfy the requirements of major local, national and international clients in various capacities.

Kent Africa has a unique capability to work simultaneously on a large number of sites, where it provides design and construction supervision services, project and program management, due diligence assessments or general contracting services.

We provide a range of services in architecture, engineering, construction, project management through to facility management



Architecture



Engineering



Construction



Project Management



Facility Management



Geotechnical Engineering

Consulting



The background and expertise of our staff offers assistance in a wide range of business and technical activities.

Our years of experience locally and internationally have given us a broad understanding of the varying business, technical practices and cultures encountered in the development of successful projects.

Kent Africa Limited is among the most sought after consultancy and leaders in their respective and unique disciplines. With possession of unmatched critical analysis skills, we offer the most outstanding solutions to challenging and complex projects.

We collaborate with our clients in the early stages of the project from concept design through detailed design and construction monitoring across a range of business sectors. In return, we help our clients assess their needs, determine the most cost effective solution and develop accurate budgets and cost estimates.



Our technical support includes but is not limited to:

- Assisting clients to develop their project brief,
- Feasibility studies and site valuations,
- Architectural building design and documentation,
- Construction phase observation, supervision and administration,
- Civil and Structural Engineering design and documentations,
- Geotechnical Engineering,
- Electrical and Mechanical Engineering design,
- Project Management
- Contracts Management,
- Operations and maintenance management,
- Quality Control and Quality Assurance QC/QA,
- Health, Safety and Environment Management,
- Liaison with relevant local & national authorities- Council Authority, Roads Authority, Environment Authority, & Energy Regulatory Commission for engineering & building approvals.



Architecture



Form, space, and order for our clients are among our key development pillars concerning architecture. We aid our clients to better comprehend their projects through visualization.

Our visualization team aims to enhance the client-project relationship through use of various visualization techniques that include; architectural renders animation, motion pictures as well as physical models of proposed architectural designs.

At Kent Africa Limited, our architects and technicians employ a full range of techniques to communicate concepts and technical information from humble hand rendered sketch through to the latest intelligent CAD designs and 3D modelling.

With a formidable team of architects, we strive to attain benchmark status as a company in the world of architecture.



Engineering



Kent Africa Limited prides itself in developing design solutions across a wide range of engineering and building typologies for complex and specialist facilities with demanding planning, technical and aesthetic requirements- an experience the company still enjoys.

Our Core engineering services:

- **Civil and Structural Engineering,**
- **Electrical and Mechanical- design, installation, assessment and audit,**
- **Environmental engineering studies,**
- **Engineering statutory requirement studies,**
- **Energy- Oil and Gas,**

Kent Africa provides a range of engineering services that include: design, planning, organization and construction supervision for:

Structural, Civil, Geotechnical, Mechanical and Electrical works.



Geotechnical Engineering



With a team of geotechnical engineers & technicians supported by collaboration with the public and other private soil/materials testing labs, Kent Africa Limited provides comprehensive and complete geotechnical expertise on projects from building designs to dams, energy and highways in Kenya and across East & South Africa.

Kent Africa Limited is often called to push the essential skill and science of designing and building structures on the ground. Wherever difficult ground conditions, sensitive environments or ambitious projects present geotechnical challenges, we provide robust and advanced solutions with these services:

- *Planning & overview of geotechnical site investigation,*
- *Option studies for foundations,*
- *Designing foundations & retaining walls,*
- *Assessing & upgrading slope stability,*
- *Pavement design, hydrology & hazards studies.*

At Kent Africa Limited, this aspect of engineering can be employed in the early stages of the project to assist in decision making on cost implications & conceptual designs.

We saves clients from construction pitfalls by providing sound basis for geotechnical analysis on risks and cost impacts by identifying the best planning, design, construction and maintenance solution from project inception. This can be used to improve proposed developments which allow clients to make informed decisions on the balance between costs & risks. Kent Africa Limited drives forward expertise in the structure and behaviour of all ground conditions.

In meeting complex challenges, Kent Africa Limited supports its geotechnical experts to innovate by investing in research, rigorous training and development.

Our geotechnical investigations in Zambia, are guiding major investment decisions about the site of facilities for oil and gas operations- depots. We reduce risk where consequences are high. Building developments in East and South Africa, contain our sophisticated modelling techniques which help define the best approach to foundations. Eliminating the need for costly changes and mistakes.

Stakeholders- clients, contractors and insurers also turn to Kent Africa Limited for geotechnical expert advice when things do not go according to plan.



Energy



The world is now more than ever dependent on energy. With usage levels rapidly growing and the Energy Trilemma becoming more prominent, Kent Africa Limited works with clients to bring efficient, affordable and sustainable source of energy to shape East and South Africa regions.

In the many years in operation, our independent practice help clients navigate the increasingly complex energy industry and get the best value from the opportunities it offers.

Insight and value proposition

Kent Africa Limited contributes innovatively across a number of energy markets using our skills and geographies to advise on policy, programs, projects and usage to take the best energy thinking forwards while delivering the most sustainable and efficient solutions. Our main focus is towards transitional and future energy, at the same time improving the quality and reducing consequences of existing legacy energy.

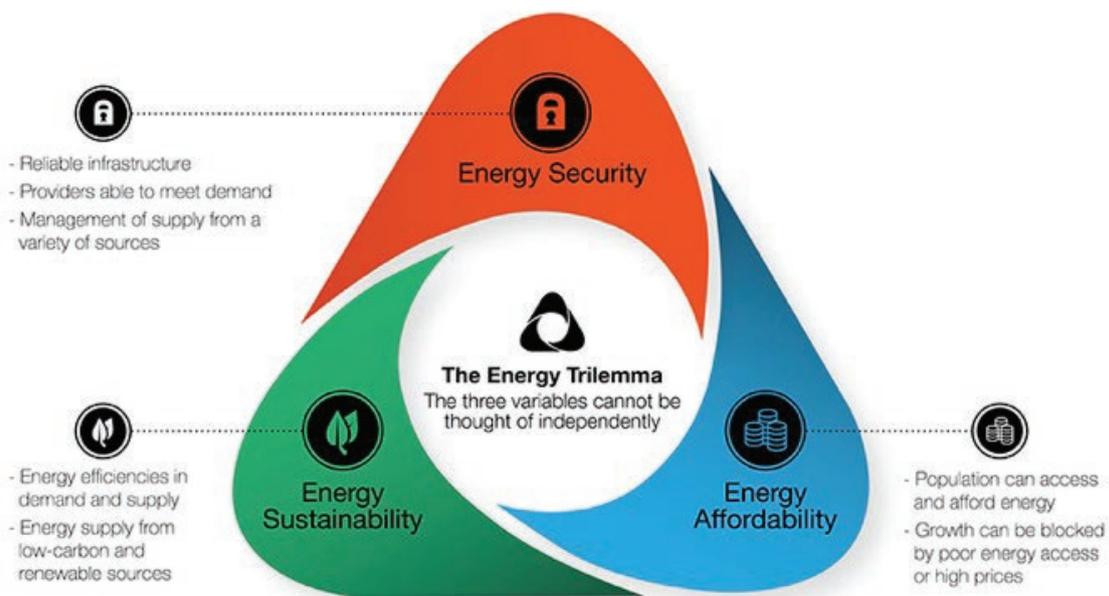
We operate independently and understand both the leading and emerging technologies and how increasingly complex energy markets work to provide services that help our clients get the best value from their initiatives.

Addressing the Energy Trilemma

In the energy market, there are three unique challenges that have to be addressed when considering investment in energy and its demand. These three challenges are clearly embedded in Energy Trilemma and addressing it imply a trade-off when choosing one over the other.

These three elements that make up the Energy Trilemma are:

- **Energy Security** - the effective management of primary energy supply from internal and external sources, the reliability of energy infrastructure, and the energy providers` capacity to meet current and future demand.
- **Energy Sustainability** - the indication of its strong natural tendency to create harmful pollution.
- **Energy Affordability** - the accessibility and affordability of energy supply across the population.



Kent Africa works closely with a number of countries, cities and organizations to help them to make informed decisions about energy projects. Success for an energy program is based on understanding the drivers for change and Kent Africa Limited is well positioned to assist clients who want to take advantage of the opportunities this change brings.

Examples of this are our willingness to study the market and its readiness for energy diversity, a national cost-benefit assessment of crude oil pipeline, readiness for East and South Africa energy future.



Our Expertise at every stage of your project



Kent Africa Limited understands that clients seeking to undertake on a new energy project may not be an operator or a provider, but an organization seeking to take control of their usage and supply. Kent Africa Limited works across a range of markets from developers to the operators.

Energy advisory

We advise in all areas of the industry: We advise government and national oil companies, major and independent commercial oil companies, petrochemical producers, renewable energy companies, oil field service firms, private equity investors and sovereign wealth funds. Kent Africa Limited offers independent advice on energy master planning and energy business strategy from 'demand' side reduction to transaction advice. We work with producers, large energy consumers, governments, property owners and corporate clients on energy through business change management strategies. Our advice includes market performance, planning and design as well as project management.

Energy systems

Clients want to take control of their energy consumption through solutions such as fuelling systems, storage and smart networks. We offer specialized knowledge of mechanical, electrical process and project management skills to integrate these energy systems into a project. Kent Africa Limited works with clients to provide advance design scoping and integration, independent owner's engineer, plus packaging and delivery management.

Energy structures

Our structures, offering allows us to work with some of the biggest energy companies in the world, from designing the correct solution for example downstream fuel station structural works complete with its forecourt elements and fuel storage facilities-depots. We have designed a number of structures thanks to our civil/structural, geotechnical, cost planning and advanced analytic capabilities.

Kent Africa Limited have the ability to support the goals of our clients, through a combination of appropriate services from our business-offerings, this enables us to deliver successful tailored solutions each time.

Oil and gas

Kent Africa Limited practice serves all areas of the industry, we advise government and national oil companies, major and independent commercial oil companies, petrochemical producers, renewable energy companies, oil field service firms, private equity investors and sovereign wealth funds.

We work with clients across the oil and gas sector to advise on environmental & planning consultancy, procurement, technical due diligence to design, consult, monitor, review and decommission.

These include setting environmental standards re-mediation measures and innovations. Downstream projects like

fuel stations, wind turbine structure designs and innovative fuel storage tank technology.

Our experienced team in oil and gas will work with you to find the best way to strengthen your project, minimize risks and ensure success. This involves oil, natural gas, unconventional gas or Liquefied Natural Gas.

Effective distribution systems are essential in supporting the delivery of natural gas that has become an increasingly popular fuel, Kent Africa Limited devotes its time helping clients develop more effective systems, and integrate natural gas energy systems with renewable energy systems.



Specialized and Robust structures

Oil and gas industry is becoming more and more sophisticated. In line with this, demands specialist robust structures. We work with our clients to optimize and extend the life of their existing structures which in turn can lead to substantial cost savings on decommissioning projects.

Independence and innovation

For all oil and gas development, we act as independent advisers in planning, design and environmental impact assessment applications in East and South Africa. In Across the region, we are provide a broad range of technical expertise to advice on ground surface movements, helping deliver fuelling systems, and due diligence advice on asset value.

We are not tied to particular contractors or under obligation to any shareholders. Our advice on natural gas and oil related developments is truly independent and centred on your interests.

Support on full project life-cycle

With in-house expertise in every step of the project life-cycle, at Kent Africa Limited we offer support throughout – in structural engineering advice on strategy and financing, program and project management, or advanced technology and research.

Using our data on typical costs and schedules enables you to benchmark your project and find the simplest way to achieve your targets.

Independence and innovation

We support clients by bringing specific and cross-sector experience to challenging projects in energy, covering power and oil and gas. Whatever your needs in the complex energy market we are able to bring solutions through our service offerings.

Energy Structures

Our structures offering allows us to work with some of the largest energy operators in East and South Africa, from designing the right solution through to facility management, Oil batching plants to storage solutions and cost planning.

Cost Management



KentAfrica Limited, cost management team provides specialist services to the industrial, infrastructure building and oil and gas markets. For the periods in service, the company has established a reputation within the industry for assisting with delivery of quality projects ranging from national to multi-national organization within budget and within schedule.

KentAfrica Limited cost management team delivers high standard of cost leadership based on our extensive knowledge and understanding of cost management principles and a proven record of cost certainty.

Kent Africa Limited offers full project services in cost management, from feasibility study and concept design through to completion of construction.

At Kent Africa Limited, we deliver successful financial outcomes to projects through a detailed understanding of our clients' project objectives, drivers and constraints.

Our aim is to support clients, project managers, as well as designers and specialist advisors so that all members deliver a project that meets or exceeds expectation.

We strive to provide tangible benefits when looking at design options and business case solutions to projects developments.

Using a range of estimating and cost reporting systems, Kent Africa Limited provides detailed financial information at all stages of the project. We use in-house as well as web based commercial packages that allow remote, real-time reporting to clients and stakeholders.





Our services include:

- Indicative cost feasibility studies,
- Cost planning, modelling, and cost option appraisal studies,
- Engineering services and cost management,
- Strategic procurement advice,
- Preparation of financial tender documents,
- Contract preparation and administration,
- Construction management & reporting from feasibility study to project close out.



Project management



Kent Africa Limited, project management professionals focus on built environment. We have successfully delivered most ambitious projects in oil and gas, construction, and manufacturing industry.

We work closely with our clients to understand their needs and develop appropriate project delivery methods that aim to maximize the probability of the projects success.

Our team is impressive and takes pride in ownership of projects, focusing on solutions and delivering projects on time, to budget and quality standards.

Our services include:

- Client representation role,
- Design management including safety in design,
- Health and safety planning,
- Risks management,
- Procurement planning,
- Contracts documentation and management,
- Construction management.





Facility management

Kent Africa Limited is a leading provider of facilities management and maintenance along with energy management solutions to multi-location clients throughout Kenya. We offer a full range of facilities management services through tailor made packages to suite client's needs, in terms of geographical location and business profile.

Managing facilities and deducing operating costs, At Kent Africa Limited we offer clients the peace of mind to focus on their core business while we professionally and cost-effectively manage facilities.

Our long history of providing services to commercial clients around Kenya provides the needed experience to develop and implement the optimum solution for your facility. Our unique process and technology reduce clients' operating expenses through site assessments, preventative maintenance scheduling, vendor management, competitive bidding and complete data analysis.

How involved we are;

- *Disciplined planning*
- *Experienced in scheduling*
- *Unsurpassed technical expertise*
- *Highly skilled workforce.*

Facility services, anytime, and anywhere, Kent Africa Limited technology platform provides a single source for all facility services by engaging our pre-qualified professional national and international network of contractors offering a wide range of services, including Multi-technical support, Soft services in different types of facilities.

Our Services are listed below

- Waste collection and management
- Property Management
- Facilities Maintenance & Repair
- Utilities operation & maintenance
- Risk and hazard investigation management.
- Roads & Grounds Maintenance
- Energy Management
- Construction Management
- Building/Office Remodelling
- Military Housing management, Maintenance & Repair Services
- Energy Analysis
- Integrated Pest Control Services
- Lighting Retrofits
- Office Space Planning & Move Management

Multi-Technical Support

- MEP (Mechanical, Electrical, Plumbing)
- HVAC (Heating, Ventilation, Air Conditioning)
- General Maintenance
- Energy Management
- Diesel Power Generator Maintenance & Optimization
- Refrigeration
- Building Management Systems
- Air & Water Quality Analysis
- Lighting Systems
- Drainage Systems
- Water Sewage Engineering
- Safety Systems
- Process, Measuring & Control Technology
- Fit-Out Works & Renovation
- Consultancy
- Asset Condition Audit
- Project Management

Soft Services

- Cleaning
- Landscaping
- Waste Disposal
- Pest Control

Facility Types

- Shopping Malls
- Office Buildings
- Residential
- Hotels and restaurants
- Schools
- Hospitals
- Banks
- Transportation Infrastructure
- Pharmaceutical Production industry.
- Water Sewage Treatment Plants
- Power Plants
- Oil & Gas Infrastructure



At Kent Africa Limited, we assure our clients on giving them the best in efficiency equal to the same degree of control commitment and accountability you would have employed.

Facility management objectives

- Reduction of the total costs related to facilities life cycle,
- Improvement of the productivity and functionality of the organization through efficient and effective use of facilities,
- Customer satisfaction,
- Code compliance,
- Health and Safety,
- Reduced environmental impact.



Structure

Leadership

Kent Africa Limited has a visionary strategy, which is set by its top management. The management is responsible for ensuring Kent Africa Limited's long term success, financial security, unity, prosperity and sustainability.

We pay special attention to all stages of the human resource management process, from recruitment through to training and career development and dedicate a lot of effort to creating and maintaining our own corporate culture.

Consequently, all members of our team are highly motivated and committed to fulfilling all of our clients' requirements. We cultivate team work, not only among our employees, but also with clients and partners.

Ownership

Kent Africa Limited is a fully independent organization owned in trust for the benefit of its employees and their dependants.

With no shareholders or external investors the company is able to independently determine its own priorities and direction as a business.

Employees of Kent Africa Limited individually receive a part of the company's operating profit each year.

Our approach

Kent Africa Limited looks at every project with a fresh perspective, regardless of the size- small or big. The company respects, supports and promotes willingness to think laterally in its workforce. Often, this willingness produces creative approach to ideas and concepts that probably was not immediately clear, but which often offer the best solutions.

We invest heavily in research and development, which is our approach to projects, project management and designs. By keeping focus on best practice, investing in skills networks, and facilitating continuous exchange of ideas between the workforce no matter the discipline or location.

Kent Africa's commitment to sustainability affirms the company's approach and is at the heart of every project. The company is fully aware of the responsibility it has in project management, facility management and design we strive to do the best possible work for current and future clients and the environment.



Financial performance

Kent Africa Limited is owned in trust for the benefit of its employees, so the company enjoys the freedom to invest for long term growth. This is a great strength of the company, with its management supported by a very clear determination to maintain the financial health of the company.

Since inception, Kent Africa Limited management has continued to demonstrate commitment to transparency and responsible financial management.

Yearly, Kent Africa Limited continues to show robust performance with continued growth and strengthening profitability.



OUR Policies

Kent Africa Limited is committed to an approach to its work that embodies- health, safety, quality, a concern for the environment and fair dealings with employee and clients.

- *Health and Safety policy*
- *Quality policy*
- *Sustainability policy including Environmental policy*
- *Diversity and inclusion*
- *Ethics*
- *Privacy policy*

Health and safety policy

Kent Africa Limited primary mission `Excellent customer satisfaction`.

To deliver this, Kent Africa Limited will:

- *Ensure the health & safety at work of all our employees including temporary & contract staff, and of other persons affected by our actions;*
- *Provide such health and safety training, specialist advice, information, instruction and supervision as may be necessary to personnel at all levels;*
- *Implement programs for the prevention of injury and ill health and continued improvement in the management and performance of our health and safety systems;*
- *Integrate health and safety considerations into our design and business decisions commensurate with applicable law and professional standards; and*
- *Operate within a quality management system & meet the requirements of QHSE ISO 9001:2015.*

In meeting these objectives, Kent Africa Limited will:

- *Comply with applicable legal and other requirements;*
- *Maintain a high standard of health & safety awareness by training & developing our staff;*
- *Develop and record health and safety competencies for key staff; and*
- *Achieve a performance that will sustain the long-term success of the business.*

Quality policy

Kent Africa Limited primary mission `Excellent customer satisfaction`.

To deliver this, Kent Africa Limited aims to:

- *Meet the needs of its clients by providing services of recognized value;*
- *Seek continued enhancement of its performance through improved processes;*
- *Create conditions where people of high ability are attracted to work in the company;*
- *Achieve local delivery of the company's national and international knowledge and skills, through the provision of networks, supported by appropriate training and facilities;*
- *Maintain honour and mutual respect in relationships with clients, members of the company and other stakeholders;*
- *Operating within a management system that meets the requirements of ISO 9001:2015.*

In meeting these objectives, Kent Africa Limited will:

- *Deliver projects which are recognized for their quality;*
- *Provide opportunities for staff to develop rewarding careers;*
- *Achieve a performance which will sustain the long-term success of the business;*
- *This will make the company be known for excellence, quality and creativity in undertaking of clients' projects and responsibility in society as a whole.*



Sustainability policy (including environmental policy)

Kent Africa Limited primary mission `Excellent customer satisfaction`.

Kent Africa Limited will implement practices that promote economic security, social betterment and environmental stewardship and will strive for continuous improvement of performance in these areas.

To deliver this, Kent Africa Limited aims to:

- *Set a sustainability strategy for the company;*
- *Be a leader in sustainable development in areas relevant to its business;*
- *Work with its clients to pursue, promote and develop sustainable business outcomes;*
- *Promote sustainable practices;*
- *Use its skills and influence to improve the built environment & to maintain the integrity & quality of cultural environments;*
- *Hold its performance accountable to its staff through objective measurements*
- *Report on its sustainability performance and achievements;*
- *Operate within requirements of ISO 9001:2015 quality management system.*

**In meeting these objectives, Kent Africa Limited will;
For its core values:**

- *Comply with legal and other requirements that relate to its environmental aspects;*
- *Provide value to clients by building upon its reputation for integrated design and holistic approach to projects & project management;*
- *Deliver projects recognized for their sustainability credentials, in line with client expectations;*
- *Evaluate projects with respect to their sustainability risks and opportunities and where appropriate, work with the client to deliver a more sustainable outcome.*
- *Achieve performance that ensures Kent Africa Limited's economic, environmental and financial viability.*





For its people;

- *Employ and retain staff who have a high degree of awareness and expertise in sustainability for all disciplines practiced;*
- *Provide ongoing education and training for all staff on sustainability issues relevant to Kent Africa Limited business.*
- *Support innovative approaches to implementation of sustainability strategies on projects.*

For its facilities;

- *Endeavour to prevent pollution;*
- *Aim to use resources efficiently and to minimize waste, usage of water, energy and other consumables;*
- *Implement a strategy to move towards minimizing carbon emissions in its operations;*
- *Implement a strategy for the company to move towards sustainable procurement of the goods and services used in its operations.*

For its external relationships;

- *Engage with organizations that practice sustainability and that enable the exchange of ideas and the promotion of sustainability leadership across its businesses;*
- *Implement a strategy to work on community projects that achieve sustainability goals.*

Diversity and inclusion

Kent Africa Limited recognizes that to produce work of high quality, to maintain our reputation for innovation and creativity and to understand and delight our clients we need embrace the skills, talents and knowledge that only a diverse workforce can deliver.

Code of Practice

As an organization, we recognize and respect each other's differences and strive to build a working environment where our different values and perspectives are actively harnessed to create the best solutions for our equally diverse client base.

We will work to ensure that everyone feels their contribution is valued and their successes celebrated through our processes and through training and development.

The diversity and inclusiveness of our workforce is supported by our ethics on sustainability and human rights. Our employment and recruitment practice adheres to local legislation wherever we work.

Kent Africa Limited's principles of diversity and inclusion extend to our clients, our suppliers and all those with whom we choose to work.

Ethics policy

Kent Africa Limited primary mission `Excellent customer satisfaction`.

To deliver this, Kent Africa Limited will:

- *Act honourably and with integrity in all our business dealings;*
- *Integrate ethical considerations into our design and business decisions;*
- *See that no financial or other inducements to gain or retain work are offered or accepted by or on behalf of Kent Africa Limited;*
- *Recognize the duty of confidentiality in all our client relationships and give it the highest importance;*
- *Identify and address appropriately any potential conflicts of interest;*
- *Endeavour to raise the ethical standards of global business in the markets in which we operate;*
- *Provide advice, information & training on ethics to all our employees*
- *Provide voluntary services where appropriate and engage with the wider community.*

In meeting these objectives, Kent Africa Limited will:

- *Have a Management with responsibility for ethical business practices;*
- *Will comply with all legal and other applicable regulatory requirements of the countries in which we work;*
- *Will train, educate and share our Ethics Code of Practice with all our employees in order to foster relationships of trust with our clients;*
- *Undertake due diligence of our clients, joint venture partners, agents and other advisors, where appropriate;*
- *Will participate in appropriate industry forums to promote best practice;*
- *Will achieve performance that sustains the long-term success of the business;*
- *Will implement and promote systems to deal with modern slavery in our business and supply chains and encourage transparency in our approach*

Privacy policy

Kent Africa Limited will protect the privacy of individuals when handling any personal information and ensure the firm is compliant, as far as possible, with relevant data protection and privacy laws by adhering to the following principles:

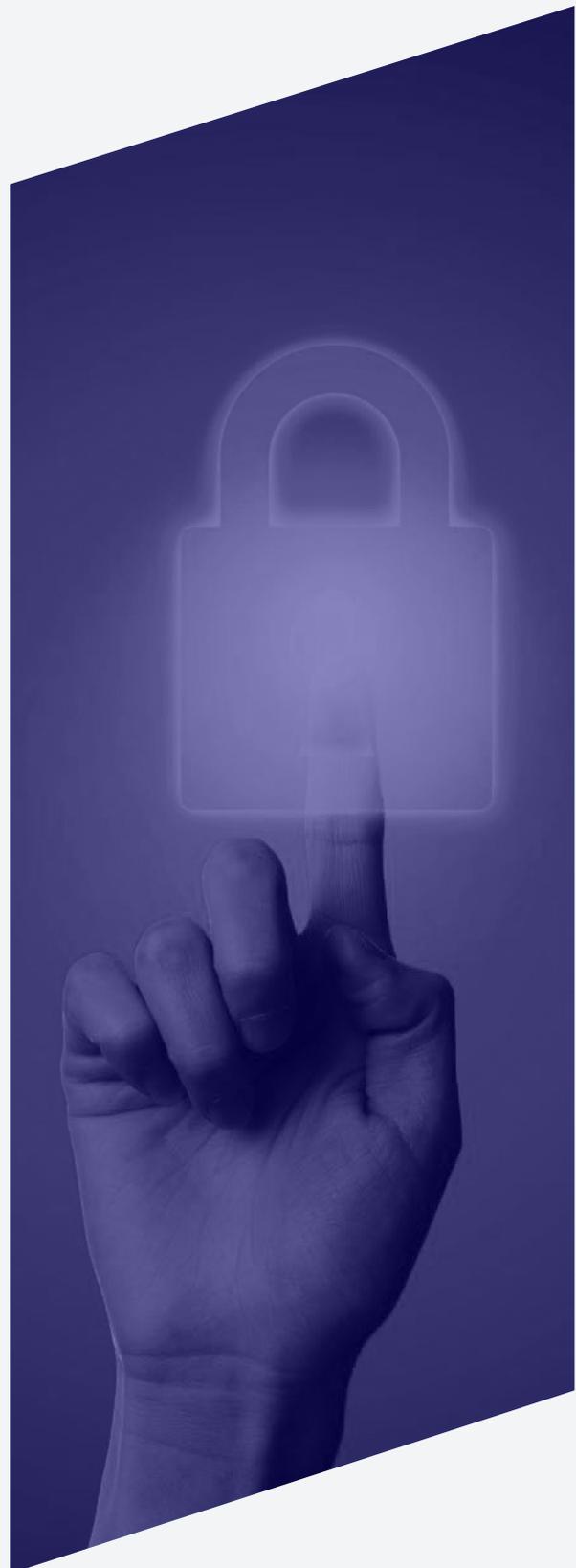
- *Be transparent about its collection, use and disclosure of personal information;*
- *Collect & use personal information fairly and lawfully;*
- *Only collect personal information that it requires and only keep it for as long as is necessary;*
- *Keep personal information accurate and up to date;*
- *Respect the privacy rights of individuals granted by privacy laws;*
- *Keep personal information secure.*



In meeting these objectives, Kent Africa

Limited will:

- *Commit to keep abreast of all applicable data protection/privacy laws of the jurisdictions in which we operate;*
- *Take steps to provide appropriate training and support to ensure that all personnel are aware of our obligations under this Policy and follow our data protection procedures when handling the personal information of others;*
- *Implement relevant security procedures and issue guidance to staff explaining their data protection and security obligations;*
- *Ensure that when sharing personal information with third parties we do so only where necessary and seek assurances that the third party has adequate security procedures in place to protect such information;*
- *Implement clear processes for individuals to raise concerns about how the firm processes their personal information and for resolving any such concerns;*
- *Ensure our privacy notices are clear, accessible and give sufficient information about how we use and share personal information and where personal information can be updated or corrected;*
- *Delete and/or destroy personal information no longer needed for its original business purpose in accordance with our retention and destruction policies and procedures, unless we have a legal obligation to retain personal information for a certain period.*



Our legacy

Kent Africa Limited works in the built environment leaves a significant legacy to subsequent generations. This power, to design and influence the built environment, carries with it a responsibility to do the best possible job for current and future clients.

Putting sustainability at the heart of its projects is one of the ways in which Kent Africa Limited exerts a positive influence on the Market it operates. Investing in research and development is another area in which we push to encourage innovation.

Corporate responsibility is not simply a policy at Kent Africa Limited, but entrenched in our work culture. Kent Africa Limited's active engagement with humanitarian and community causes is almost a defining feature of its people, and has been since the inception of the company.

A). RESEARCH

- Research is fundamental to Kent Africa Limited's pursuit of technical excellence and integral to the way it does business.
- We undertake our projects with a unique way and prefer not to employ a 'standard' approach. This makes research an integral part of our projects, from feasibility through detail design and manufacture to construction and operational performance.
- Kent Africa Limited undertakes diverse research projects nationally and internationally. Some emanate from employee suggestions, others from industry, clients or academic institutions.
- Exploring new techniques & developing new tools are essential to remain ahead of the market.

B). Workforce

- Kent Africa Limited values its workforce & celebrates creative technical excellence and ability to innovate.
- The workforce at Kent Africa Limited consists exceptional individuals with great vision and initiative.
- Our team is committed to sharing experiences, best practice, and setting the best example of what we can achieve within our portfolio. Kent Africa Limited workforce inspires and encourages innovative thinking internally and in the industry as a whole.

C). Sustainability and Community involvement

A commitment to the sustainability and the communities in which Kent Africa Limited works has always been at the heart of the company's ethos. This commitment influences Kent Africa Limited's approach to projects, clients and other stakeholders.

Our greatest influence on sustainability is in the professional advice we give to our clients using our multi-disciplinary skills and experience, we help our clients make pragmatic decisions during design and development of projects, and ultimately deliver solutions that are robust and sustainable in the long-term.

Honesty, openness and co-operation, and a commitment to humanitarian cause are fundamental values to the way Kent Africa Limited operates today. Kent Africa engineers have taken part in various field assignments aimed at uplifting communities.

D). Partnerships

Kent Africa Limited is a company that values learning. Our partnerships with national and international organizations enable an exchange of knowledge and ideas and help make a positive difference in society.

Such partnerships reinforce our commitment to sustainability, both in the work we do for our clients and the way we run our business.





KENT AFRICA LIMITED

16 Muchai Road



P. O. Box 2897 - 00100

Nairobi Kenya



Office: +254 020 520 1690



info@kent-africa.com



www.kent-africa.com