

KAKUZI

Growing Together

Happy



International
Women's Day

Let's

ACCELERATE ACTION

for women's equality



#IWD2025

#AccelerateAction

Every year, precisely on March 8, the world celebrates International Women's Day to acknowledge the collective strides made globally towards the inclusion of women in our society.



International
Women's Day

**I will help
forge a gender
equal world.**

#AccelerateAction

This annual event offers a platform to honour the significant contributions of women in different sectors and is a reminder to raise awareness on the need for gender equality.

The theme for this year's IWD is "Accelerate Action", a rallying call to step up our efforts in empowering women by strengthening policy and legal frameworks while dismantling stereotypes that limit social, political and economic participation.

It underscores ongoing challenges such as economic inequality, political underrepresentation, and gender-based violence, which require us to commit ourselves to support women's rights.

It demands the world to be pragmatic and adopt a proactive approach in addressing the global challenges that we face as a society when advocating for women's empowerment across all sectors and at all levels.

At Kakuzi Plc, we produce quality superfoods and remain committed to our continuous efforts to support our mothers, sisters and daughters in the workplace and beyond, through the provision of inclusive opportunities since we have witnessed how empowering women elevates the entire community.

We believe that women are powerful, capable, and championing their rights is one of the critical ways to drive sustainable development.

By fostering an inclusive work environment and supporting community-based empowerment programs focused on women, Kakuzi is paving the way for an equitable and prosperous future for women.

As we celebrate this special day, here are some of the women we honour for their remarkable contributions to our success. They are not just colleagues, they are an embodiment of the strong foundation that keeps Kakuzi going.

Chris Flowers
Managing Director

Pamella Ager

Independent Director

As an independent director at Kakuzi, I play a key role in enhancing the company's corporate governance by providing objective oversight and strategic guidance.

With my experience in corporate law and leadership, I support Kakuzi in achieving its goals by ensuring sound decision-making processes and promoting best practices in governance.

I also work collaboratively with the board to navigate challenges, drive sustainable growth, and uphold ethical standards across the company's operations. Because of my legal background and experience, I have managed to draft some of Kakuzi's policies and review legal documents to ensure compliance.



**I will call out
gendered actions
or assumptions.**

#AccelerateAction

Janet Kabaya

Head of Legal, Gender & Human Rights

I implement business and human rights policies in the company and also ensure its compliance with corporate governance standards.

In addition to my duties at Kakuzi Plc, I serve as a board member at Mama Respond International. I am a member of the Law Society of Kenya.



**I will challenge
gender stereotypes,
discrimination & bias.**

#AccelerateAction

Salome Posho

Finance and Administration Manager

I support Kakuzi Plc by ensuring the efficient management of financial resources. My role is also maintaining compliance with regulations, overseeing administrative operations and providing key financial insights to leadership, ultimately contributing to profitability and overall organisational success. In my professional capacity, I am a member of the Institute of Certified Public Accountants of Kenya.



**I will forge
positive visibility
of women.**

#AccelerateAction

Grace Njeru

Technical Manager

My role involves four main aspects, namely Agronomic research covering Product registration trials on behalf of PCPB and internal research on irrigation, nutrition, pest and disease management and IPM within the farm geared at improved production and quality sustainably; Sustainability reporting and environmental management; Oversight for compliance; and Ag-tech team lead.



**I will maintain
an inclusive
mindset.**

#AccelerateAction

Michelle Dora Wanjiku

Brand Manager, Kakuzi Plc

As the Brand Manager, I am responsible for maintaining Kakuzi Plc's brand image by ensuring consistency across all communication channels. My role involves executing branding strategies, managing corporate communications, and leveraging social media to enhance engagement with stakeholders through collaboration with internal teams, external consultants, and key partners to align branding efforts with business objectives.



I will encourage others to forge women's equality.

#AccelerateAction

KAKUZI

Growing Together



#IWD2025

Rachel Karimi

Community Relations Manager

U act as a link between the Company and the community through stakeholder engagement, nurturing and maintaining mutually beneficial relationships between Kakuzi and the community. I am also actively involved in the identification and implementation of Company Community Partnership programs, otherwise known as CSR.



**I will celebrate
women's
achievements.**

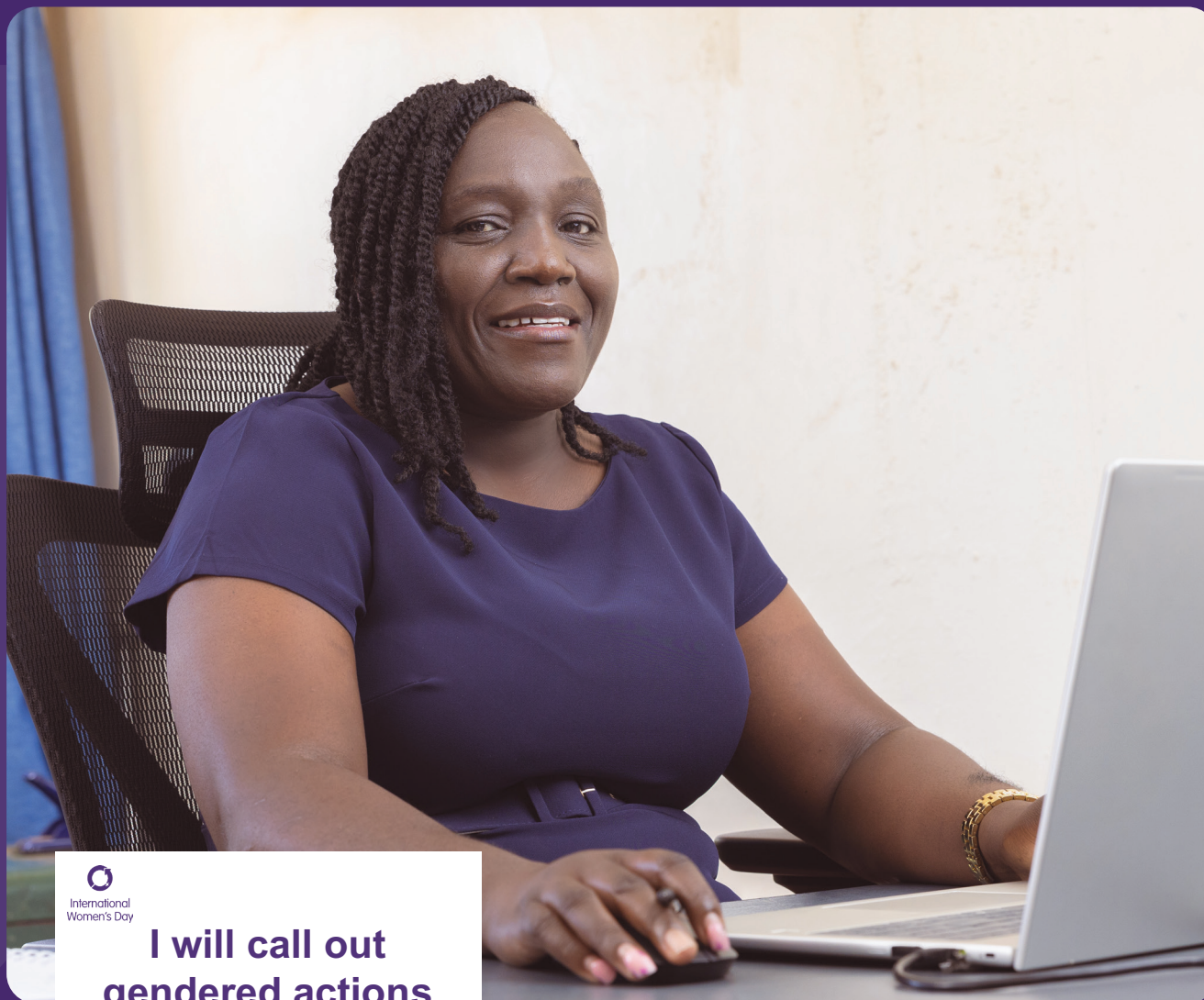
#AccelerateAction

Mary Njambi Njuguna

Stores manager

My role involves overseeing the efficient sourcing, purchasing, and inventory management of materials and supplies needed for Kakuzi's operations.

By ensuring timely procurement and maintaining optimal stock levels, I contribute to cost efficiency, minimise production downtime, and support Kakuzi in meeting its operational and financial objectives.



**I will call out
gendered actions
or assumptions.**

#AccelerateAction

Grace Ndirangu

Divisional Manager Medical Services

My job is to provide curative, preventive, and promotive health services to all Kakuzi Plc staff. I have a wealth of experience in my field, and I feel fulfilled when offering a holistic approach to health to my colleagues.

My role is to impact the lives of people in Kakuzi Plc and the neighbouring communities through healthcare services by enabling them to improve and exercise control over their health.



**I will challenge
gender stereotypes,
discrimination & bias.**

#AccelerateAction

Monica Njoroge

Packhouse Manager

My role involves planning and coordinating the avocado value chain, keeping in mind market/customer and legal requirements. I have training in food safety systems management and have served as the food safety team leader.



**We will help
forge a gender
equal world.**

#AccelerateAction

Jackline Kihara

Assistant Field Manager, Central Macadamia

In my current role, I have gained a wealth of experience in both avocado and macadamia production. Macadamia production is a process that involves propagation of macadamia, planting

and bringing the tree to bearing. My job is, therefore, ensuring that this is done well to achieve high-quality macadamia kernel in line with the company's policies.



**We will challenge
gender stereotypes,
discrimination & bias.**

#AccelerateAction

Judy Mumbi Maina

Assistant Manager

My job is running farm activities in the areas of farm production, human resources, administration and ensuring occupational health and safety. I support Kakuzi by producing high-quality avocados sustainably while conserving the environment. I am proud of my career growth and life skills I have gained that have shaped my ability to make great decisions.



International
Women's Day

**We will forge
positive visibility
of women.**

#AccelerateAction

Lucy Mueni

Assistant Manager, Kakuzi PLC, Horticulture West

My key roles are in the production aspect of the business by ensuring efficiency in labour practices.

I also enforce company policies by ensuring all operations comply with OSH regulations.

One of my most memorable achievements was being part of the team that produced 6 million cartons of avocados, which translates to 12 million kg, in 2023.



**We will maintain
an inclusive
mindset.**

#AccelerateAction

Jeddidah Ndonga

Area accountant

I play a crucial role in the financial health and integrity of the organisation. One of my key responsibilities is financial reporting, which involves preparing accurate financial statements and reports, ensuring compliance with accounting standards and regulations. I take great pride in having developed accurate and realistic budgets and forecasts, providing valuable insights for strategic decision-making.



**We will encourage
others to forge
women's equality.**

#AccelerateAction

Sharon Mbuthia

Assistant Manager– Compliance and Environment

I am involved in ensuring that market, statutory requirements and standards are adhered to in relation to the agricultural sector and the safety, health and environmental guidelines. This is done through periodic inspections of office facilities, villages and fields in addition to document preparation and involvement in agricultural systems audits.



**We will celebrate
women's
achievements.**

#AccelerateAction

Lucy Miriti

Integrated Pest Management Supervisor Horticulture

Uversee pest scouting teams to inspect crops and identify pest infestations, I also collect data on pest populations and disease outbreaks. I am also proud that our work in pest management has contributed to quality and improved productivity (high yields) across the orchards.



**We will call out
gendered actions
or assumptions.**

#AccelerateAction

Elizabeth Wanjiru

Sales Assistant Manager

My focus has been on sales and marketing for the forestry division.

My daily tasks include liaising with the customers and the administration to ensure all related sales documentation.

While it might sound like a lot of paperwork, I enjoy my role and have consistently exceeded sales targets, built strong customer relationships, and positively impacted their businesses along the way.

I have provided genuine value and solutions to clients, helping customers solve problems and demonstrating strong ethical sales practices every day.



**We will challenge
gender stereotypes,
discrimination & bias.**

#AccelerateAction

Mary Ngina

Avocado Nursery Supervisor

I am responsible for seedling management for an avocado nursery. I oversee nursery and soil preparation, watering until the seeds germinate, nutrient administration, and monitoring the growth. I also lead grafting before transplanting to the estates. Apart from that, I ensure the seedlings meet quality standards and remain healthy while keeping proper records.



I will help
forge a gender
equal world.

#AccelerateAction

Eunice Nyambura Njane

Trainee manager

My job entails overseeing day-to-day operations, ensuring compliance with company policies, and essentially acting as a key deputy to the manager. Some of my achievements include being part of New Fields development (Eastern Macadamia) and establishment that involved land preparation, planting and maintenance.



**I will challenge
gender stereotypes,
discrimination & bias.**

#AccelerateAction

Zeddy Chemutai Koima

IT Assistant

My role involves providing technical support, maintaining hardware and software systems, and resolving issues to ensure smooth daily operations.

I assist in training users and managing the company's systems to enhance efficiency, sustainability efforts and data security. I contribute to Kakuzi Plc's commitment to maintain ethical and sustainable practices while supporting both internal operations and the broader community impact.



**I will forge
positive visibility
of women.**

#AccelerateAction

Josephine Karanja

Engineering Driver

I drive the pickup to transport engineers to the farm and factories, enabling them to fix problems and ensure all operations run smoothly.

I also support the drivers in moving and fixing factory machines, pump breakdowns, electrical issues, and any other related technical issues.



**I will maintain
an inclusive
mindset.**

#AccelerateAction

Josephine Wambura Waithaka

Administrative Assistant

I provide administrative support to ensure the smooth operation of the office by handling administrative and clerical tasks.

My responsibilities include filling out statutory returns such as NSSF, SHIF, PAYE, and NITA to ensure compliance with legal requirements.

I also manage schedules, coordinate communication, and maintain proper records. Additionally, I facilitate immediate accident and incident reporting, ensuring timely intervention and preventing escalation.



**I will encourage
others to forge
women's equality.**

#AccelerateAction

Mercy Kagera

Security Driver

My role involves driving pickup to transport security personnel to different estates and guard the property, ensuring their safety. We also patrol the estates, inspecting every estate and reporting any unusual incidents to the relevant authorities.



International
Women's Day

**I will celebrate
women's
achievements.**

#AccelerateAction

Jacinta Wambui

Macadamia Tractor Driver

I operate a tractor on the farms, which involves ploughing and levelling the land to prepare planting. I also cut and package grass for livestock stores and transport other products like firewood and timber. I also support maintenance by checking oil, fuel, tires, and mechanical parts to ensure the tractor and equipment function properly and serve their purpose when required.



**I will call out
gendered actions
or assumptions.**

#AccelerateAction

Happy



International
Women's Day