



If you like it...Crown it!



SUSTAINABILITY REPORT 2024

PAINTING

A GREENER TOMORROW

Crown Paints PLC



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1. CROWN PAINTS SUSTAINABILITY REPORT 2024

This report is more than simply a document; it demonstrates our unshakable commitment to sustainability and our never-ending search for a brighter future. It serves as our compass and a renewed commitment to positioning ourselves as a sustainability leader, driving a more sustainable business over time. We aim to continue producing value and impact for our stakeholders in a measurable and open manner, coloring a greener future with every brushstroke. It communicates Crown Paints sustainability pillars, goals, and accomplishments to promote accountability and confidence. It allows all our stakeholders to evaluate the company's efforts to reduce environmental consequences, promote social responsibility, and support the local economy by providing quantifiable data and important performance indicators. Guided by our materiality assessment updated once every three years, it provides a balanced, accurate reflection of our Environmental, Social and Governance (ESG) performance, risks and opportunities.

The scope of the reporting boundary encompasses the operations and activities of Crown Paints and its group entities: Crown Paints Allied Industries Ltd, Regal Paints Uganda Ltd, Crown Paints Rwanda Ltd and Crown Paints Tanzania Limited. These group entities operate under the umbrella of our company, sharing our values and dedication to promoting sustainable practices in the paint industry. By incorporating their operations into our reporting boundary, we ensure comprehensive transparency and accountability in our sustainability efforts across all relevant entities within our corporate structure.

When preparing this report, we referenced the Global Reporting Initiative 2021 Standards and the Nairobi Security Exchange (NSE) ESG Disclosures manual. This report complements information published in our 2024 Annual Report published in 2024.



2. FROM OUR LEADERSHIP DESK.

Chairman's Statement

In 2024, we advanced our commitment to embedding sustainability at the centre of our strategy, operations, and organisational culture. A defining achievement this year was establishment of our inaugural internal carbon assessment that provided a data-driven view of our direct energy use and operational carbon footprint. This baseline creates the foundation for future measurement and expansion into value-chain emissions.

This year also marked a decisive shift toward clean energy adoption, driven by rising fuel costs and the need to reduce carbon emissions. We expanded solar energy infrastructure across our production sites, significantly lowering grid reliance and enhancing operational energy security.

In parallel, we initiated electric mobility integration—introducing electric forklifts and piloting EV use within our logistics ecosystem. These initiatives form a critical foundation for long-term decarbonisation and demonstrate our commitment to future-proofing the business through renewable energy and low-emission transport solutions. Guided by our mission to Paint a Greener Tomorrow, we continued to integrate environmental stewardship, operational excellence, and community wellbeing into our growth model. During the year, we progressed cleaner production initiatives, intensified research into eco-conscious product innovation, and accelerated transitions to greener packaging and logistics solutions.

These efforts underscore our commitment to building a resilient, efficient, and future-ready business. To strengthen internal capability, we formalised ESG Teams and Champions across all sites. These operational leaders have been instrumental in embedding sustainability into daily practices—driving awareness, initiating factory-level improvements, and ensuring our ESG priorities translate into measurable action. Their work demonstrates that sustainability is not an abstract ambition; it is a discipline that must be lived across every level of the organisation.



Strong governance remains foundational to our progress. In 2024, the Board elevated ESG oversight by making sustainability performance a permanent agenda item supported by clear metrics, risk-based evaluations, and strategic targets. Board committees now work closely with management to assess climate risks, supply chain ethics, community impact, and regulatory compliance, ensuring sustainability is firmly integrated into core business decision-making. Across the organisation, we continued to advance ethical leadership, diversity and inclusion, responsible labour practices, and human rights protections. Our enterprise risk management framework was also enhanced to incorporate ESG considerations into compliance, supply chain resilience, and strategic planning—strengthening our ability to navigate a dynamic external environment.

Our achievements this year reflect the collective effort of our employees, customers, suppliers, investors, regulators, and communities. Their partnership and insights have played a critical role in shaping our sustainability agenda and driving sector-wide transformation.

Looking ahead, Crown Paints reaffirms its commitment to leading the region in sustainable paints and coatings. With continued investments in low-carbon technologies, circularity, product innovation, and responsible governance, we are well positioned to set new benchmarks for sustainable industrial practice. Together, we remain determined to build a greener, more resilient future with clarity, ambition, and purpose.

Mhamud Charania

Chairman of the Board

Crown Paints PLC

June 2025

GCEO Statement

At Crown Paints, sustainability remains a core driver of how we innovate, operate, and grow. In 2024, we advanced our mission to Paint a Greener Tomorrow by accelerating progress across our Environmental, Social, and Governance (ESG) pillars and embedding responsible practices into every level of the business.

A defining achievement this year was the installation of solar power infrastructure across key production sites. This investment marks a strategic shift toward clean, renewable energy—reducing our dependence on the national grid, lowering fossil fuel use, and enhancing operational resilience against energy price volatility. Coupled with our carbon offset strategy, including mangrove restoration along the Kenyan coastline, we continue to deliver measurable carbon reductions while strengthening local ecosystems and community partnerships.

Our social commitments also deepened. We expanded technical training and capacity-building programs, dedicating thousands of learning hours to strengthen skills and cultivate a future-ready workforce. In 2024, we onboarded 84 interns through mentorship and industrial attachment programs—empowering the next generation of manufacturing talent. Progress in diversity and inclusion also strengthened, reflecting our commitment to equitable and inclusive workplaces.

These milestones highlight a company in purposeful transformation—agile, people-centered, and aligned to global sustainability standards.

As we move into 2025, sustainability will continue to shape our strategic direction. Building on this year's carbon footprint baseline, we are targeting a reduction in Scope 1 and 2 emissions by the end of 2025. This will be achieved through deeper clean energy integration, enhanced energy efficiency, and optimized resource management. Following the successful rollout of solar at major production sites, we are scaling installations across Nairobi headquarters, Mombasa operations, Machakos depots, and the Regal Paints facility in Uganda.

We are also pursuing a bold goal of achieving zero waste to landfill by 2030—driven by circular production, improved waste recovery, and



strategic recycling partnerships. In parallel, we are advancing logistics decarbonisation through electrification of our fleet, including electric vehicles and forklifts, aligning with regional and global clean transport initiatives. These commitments are not only environmentally sound but strategically advantageous—enhancing cost stability, regulatory compliance, and brand equity in an increasingly sustainability-driven marketplace.

As we embark on the next phase of our journey, I call on all stakeholders to join us. Achieving meaningful sustainability outcomes requires collaboration, transparency, and shared accountability. Whether through adopting our eco-friendly products, co-creating greener solutions, or engaging in our ESG initiatives, your partnership remains invaluable.

Crown Paints does not aspire merely to comply—we aim to lead. We reaffirm our position as a regional sustainability champion in paints and coatings, committed to responsible manufacturing, climate action, and people-first growth.

With courage, clarity, and collective effort, we remain confident in our ability to Paint a Greener Tomorrow—one decisive step at a time.

Dr. Rakesh Rao

Group Chief Executive Officer

Crown Paints PLC

June 2025

SUSTAINABILITY AT CROWN PAINTS.

ESG GOVERNANCE

Crown Paints has adopted a system of corporate governance that is functional to the development of a business model and strategy based on sharing value creation with all relevant stakeholders, placing environmental, social and financial sustainability at the center of the corporate culture. In particular, Crown Paints' corporate governance system monitors the integration of sustainability into corporate strategies in relation to the different stages of:

1. Sustainability context analysis.
2. Materiality analysis and stakeholder engagement.
3. Sustainability planning.
4. Definition and implementation of specific actions to support the sustainable business model.
5. Monitoring sustainability performance, through the definition and adoption of specific ESG indicators throughout the value chain.
6. Sustainability disclosure, both to comply with specific regulations and to respond to requests from various stakeholders.
7. ESG benchmarking review.

Every stage of this process relies on constant listening and dialogue with internal and external stakeholders.

Sustainability topics are integrated in all relevant corporate decisionmaking processes, according to a system of functions and responsibilities that goes all the way back to Crown Paints' main corporate governance bodies.

Responsibility for sustainability-related activities is entrusted to a specific business unit called "Sustainability Department", which guides and coordinates the Group with regard to both sustainability management processes and activities.

3. AWARDS AND RECOGNITIONS

Crown Paints' ESG Awards

Crown Paints' unwavering dedication to sustainability has been publicly recognized at the prestigious ESG Awards 2024, where we were nominated for the Eco-Conscious Manufacturing. We are immensely proud to announce that, through overwhelming public voting,

Crown Paints secured the Eco-Conscious Manufacturing Award a powerful testament to our consistent and strong commitment to environmental stewardship and pioneering sustainable practices. This significant recognition underscores our holistic approach to sustainability – a commitment to both a “safe planet” through responsible manufacturing. These awards, driven by public validation, truly signify Crown Paints' leading role in championing a more sustainable future.



AJUA AWARD

Crown Paints Kenya PLC had been recognized with the AJUA Award in the category of NPS Excellence (Net Promoter Score) during this year's Customer Service Week!

We achieved the second highest NPS score in the country for the year 2024, and this recognition honors our commitment to delivering exceptional customer service. This achievement showcases our dedication to providing outstanding service and the trust you've placed in us. We continue to

build a vibrant future together, fueled by customers' insights and our commitment to excellence!



PARTNERSHIPS TO THE GOAL:

Crown Paints at IQSK Annual Summit 2024

Crown Paints proudly stands alongside the visionaries shaping the future of sustainable construction in Kenya!

We were honored to sponsor the 2024 IQSK Annual Summit and Gala, celebrating the commitment and excellence of quantity surveyors.

This partnership signifies our strong belief in collaborative efforts to drive responsible development. Quantity surveyors play a critical role in structuring projects that prioritize resource efficiency, cost optimization, and ultimately, the integration of green building practices. By supporting IQSK, we reinforce our dedication to fostering an industry that builds not just for today, but for a more sustainable tomorrow.



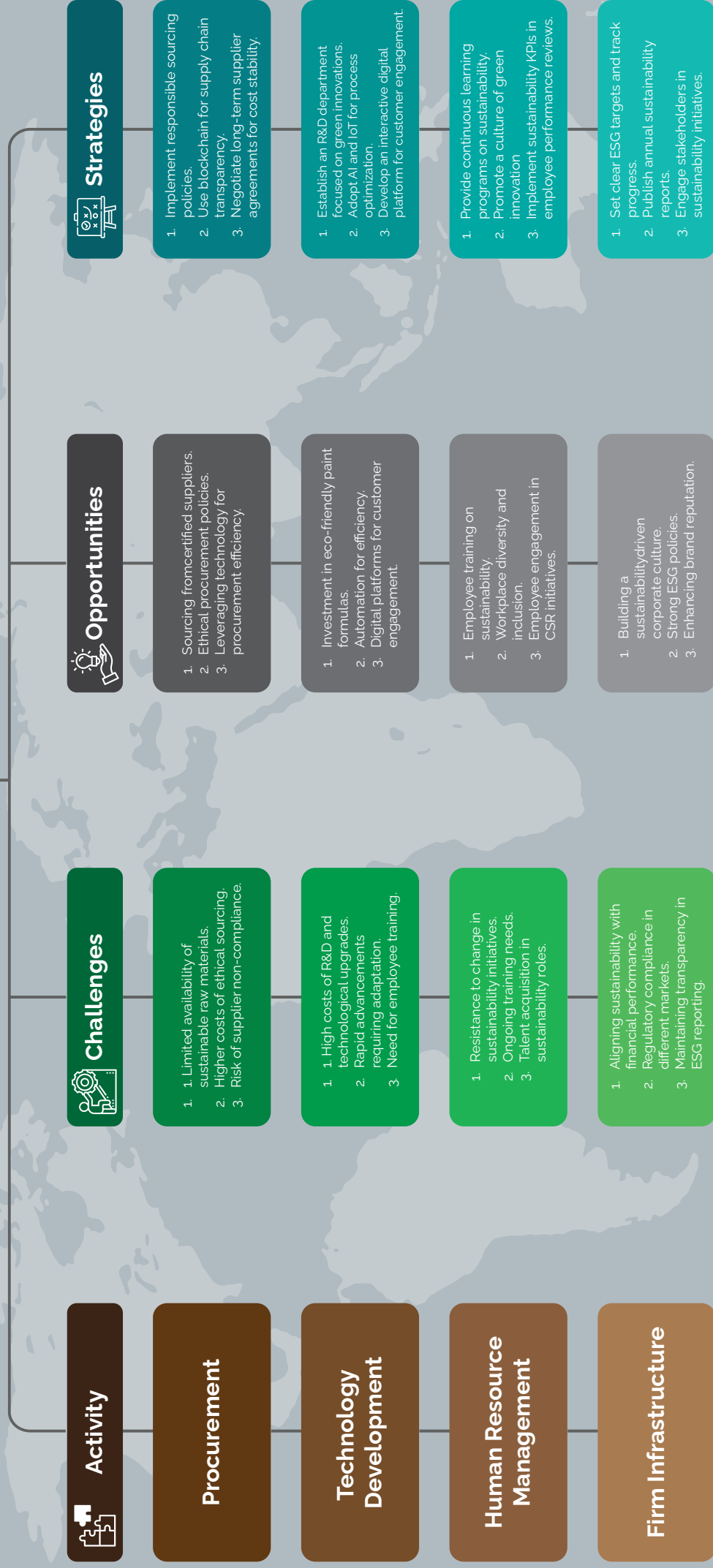
OUR VALUE CHAIN

From the sourcing of raw materials to the production of our paints to their application we take responsibility for sustainability issues along our product value chain.

We have assessed the sustainability impact at each stage of our product value chain from sourcing raw materials to the end of product life. Next, we defined actions to efficiently manage the identified challenges and to benefit from future opportunities.



SUPPORT ACTIVITIES



PRIMARY ACTIVITIES



SUSTAINABLE SUCCESS



OUR APPROACH TO ESG REPORTING

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Reporting Boundary

The scope of the reporting boundary encompasses the operations and activities of Crown Paints and its group entities: Crown Paints Allied Industries Ltd, Regal Paints Uganda Ltd, Crown Paints Rwanda Ltd and Crown Paints Tanzania Limited.

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Reporting Period

This report covers the period from January 2024 to December 2024. We have referred to other periods for comparison purposes.



4. OUR STAKEHOLDER ENGAGEMENT

At Crown Paints Kenya PLC, stakeholder engagement is a cornerstone of our sustainability and business strategy. We recognize that building strong, transparent, and collaborative relationships with our stakeholders is essential to creating long-term value and achieving our corporate objectives.

Our stakeholders include customers, employees, suppliers, shareholders, regulators, communities, government agencies, industry partners, environmental organizations and non-governmental organizations (NGOs). We actively engage with them through structured dialogues, surveys, forums, partnerships, and corporate social responsibility (CSR) initiatives to understand their expectations, concerns, and insights.

Crown Paints performs extensive stakeholder analysis to identify and classify stakeholders based on their impact and significance to the company. Stakeholder selection considers cooperation, partnerships, and discussion to achieve positive outcomes and address common concerns.

Key Stakeholder Concerns

STAKEHOLDERS	KEY MATERIAL TOPICS	ENGAGEMENT CHANNELS & FREQUENCY	OUTCOMES
Customers	<ul style="list-style-type: none"> Eco-Friendly and Low VOC Paint Quality Sustainable Sourcing Paint Ingredients 	<ul style="list-style-type: none"> Customer surveys Social media interactions 	Improved customer satisfaction, feedback on products/services, identifying customer needs and preferences. Real-time feedback, addressing customer concerns, building brand loyalty.
Employees	<ul style="list-style-type: none"> Health and Safety Training and Career Development Diversity and Inclusion Employee Health and Wellness 	<ul style="list-style-type: none"> Customer surveys Social media interactions Employee survey Town hall Meetings 	Insights into job satisfaction, engagement, and areas for improvement. Open communication, understanding employee concerns, and fostering a positive work environment.
Shareholders & investors	<ul style="list-style-type: none"> Positive Financial Performance Corporate Governance Business Strategy and Long-Term Planning Transparency and Communication Environmental Impact and Sustainability Practices 	<ul style="list-style-type: none"> Annual General Meetings (AGMs) Investor conferences 	Updates on financial performance, business strategy, and addressing investor queries. Presenting company progress, potential opportunities, and addressing investor concerns.
Suppliers	<ul style="list-style-type: none"> Fair and Ethical Sourcing Supplier Diversity and Inclusion Collaborative Partnerships Supply Chain Resilience 	<ul style="list-style-type: none"> Supplier sustainability reports Supplier workshops 	Updates on financial performance, business strategy, and addressing investor queries. Presenting company progress, potential opportunities, and addressing investor concerns.
Local Communities	<ul style="list-style-type: none"> Environmental Impact Health and Safety Employment and Economic Opportunities Social Investments and Philanthropy Pollution management 	<ul style="list-style-type: none"> Community consultations Community development projects 	Sharing best practices, discussing sustainability initiatives, and addressing supplier concerns. Evaluating supplier sustainability performance and promoting responsible sourcing.
Government and regulatory bodies	<ul style="list-style-type: none"> Regulatory Compliance Environmental Impact and Emissions Health and Safety Standards Product Quality and Safety Reporting and Transparency Taxation and Financial Reporting 	<ul style="list-style-type: none"> Regulatory reporting Policy advocacy engagements 	Ensuring compliance with laws and regulations, maintaining transparency. Influencing policy decisions, contributing to industry-related regulations.
Industry Associations	<ul style="list-style-type: none"> Advocacy for Industry Interests Standards and Best Practices Research and Innovation Supply Chain Collaboration Regulatory Compliance Support 	<ul style="list-style-type: none"> Association events Working groups 	Networking, knowledge sharing, and collaborating on industry initiatives. Addressing sector-specific challenges, establishing industry standards.
Non - Governmental Organizations (NGOs)	<ul style="list-style-type: none"> Environmental Impact Social Responsibility Human Rights and Labor Practices Transparency and Accountability Impact on Local Communities Waste Reduction and Recycling 	<ul style="list-style-type: none"> Collaborative projects 	Discussing sustainability efforts, sharing progress, and aligning on social and environmental goals. Working together on community and environmental initiatives.

5. OUR MATERIALITY PROCESS.

Materiality Assessment

Double materiality is a key concept in Crown Paints' ESG Sustainability reporting. It helps the company, evaluate sustainability issues from two perspectives; Financial Materiality and Impact Materiality

Crown Paints conducted a materiality assessment to determine environmental, social and governance (ESG) topics of material concern to our business and stakeholders. The assessment considered stakeholder concerns and experts on sustainability practices. This robust process guaranteed that the sustainability report effectively addresses the most relevant and significant issues, presenting a transparent and credible account of Crown Paints' sustainability performance to all stakeholders.

It's not only the diversity of colours in our stakeholder palette that distinguishes Crown Paints; it's our constant dedication to actively interacting with each brushstroke of influence. This deep connection allows Crown Paints to delve deep into the rainbow of viewpoints, obtaining essential insights into our stakeholders' distinct goals and expectations. Through open and honest communication, we engage in dialogue and collectively decide.

This allows us to explore the issues that resonate with our organization's principles. To ensure the utmost relevance and authenticity of its sustainability report, Crown Paints follows a well-defined process to determine materiality. This involves a series of strategic steps designed to evaluate the significance and impact of various sustainability issues on both the company and its stakeholders.

The analysis identified 23 material issues, which were then organized into 9 key material topics. These findings were plotted on a materiality matrix which highlighted all the priority topics based on their importance and impact to our business operations and our stakeholders.



STEP 1 STAKEHOLDER ENGAGEMENT

Crown Paints initiated the process by engaging important stakeholders through methods like surveys, focus groups, interviews, and other forms of communication.

This allowed them to understand stakeholder concerns, expectations and perceptions of sustainability challenges.



STEP 2 IMPACT ASSESSMENT FOLLOWING STAKEHOLDER ENGAGEMENT

Crown Paints conducted a comprehensive impact assessment. This assessment evaluated the potential environmental, social, and economic impacts associated with each identified issue. It considered the scale and scope of these impacts on the company's operations, stakeholders and the broader community.



STEP 3 MATERIALITY EVALUATION

The materiality evaluation considered the significance of sustainability issues in relation to Crown Paints' primary business objectives.

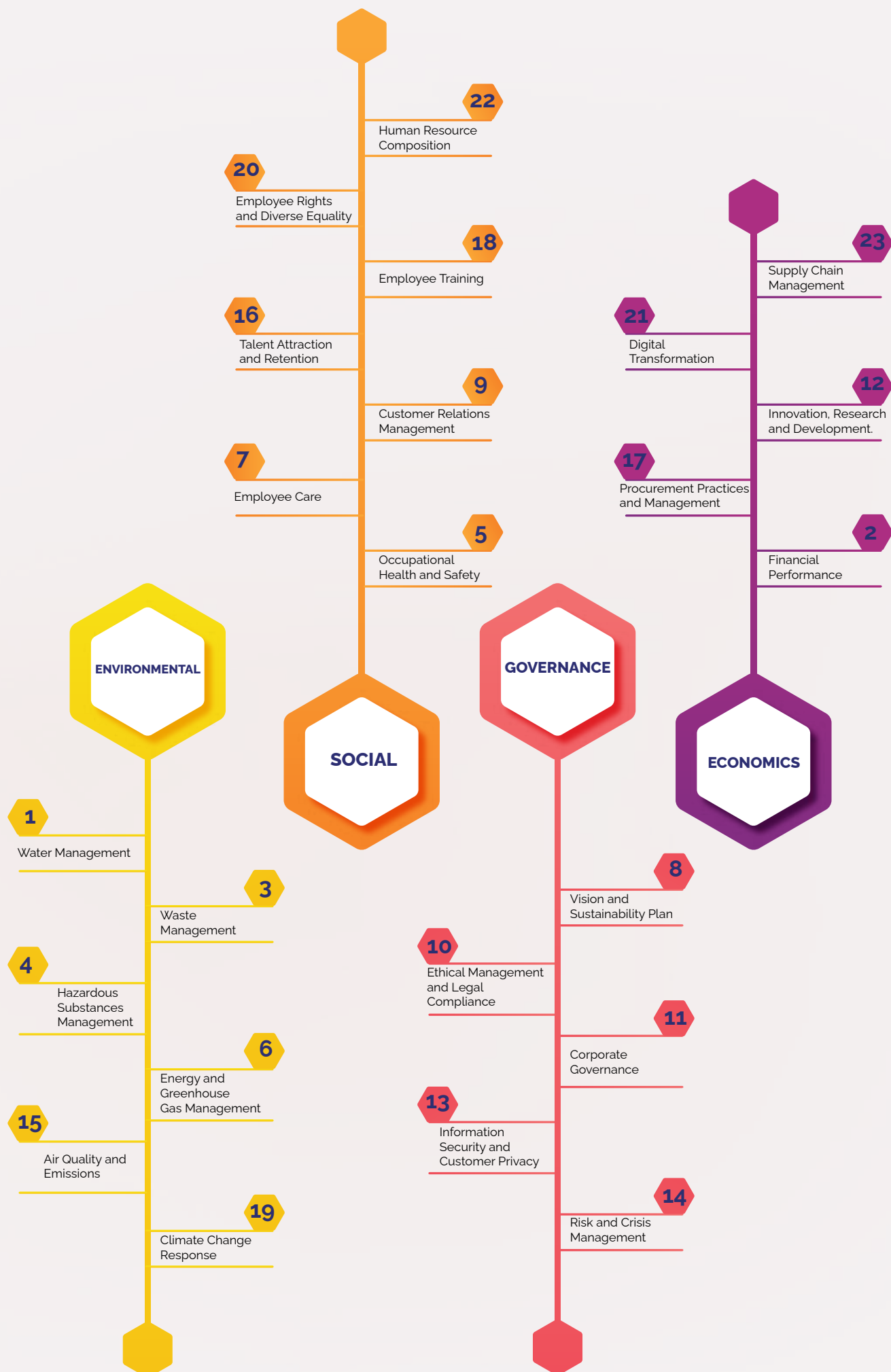
The report prioritized issues that are closely related to the company's strategy and long-term development plans.



STEP 4 COMPLIANCE WITH REGULATORY & REPORTING STANDARDS

Crown Paints ensured that its sustainability report adheres to relevant regulatory and reporting standards. This step was crucial to align the report with industry best practices and meet the expectations of external stakeholders.

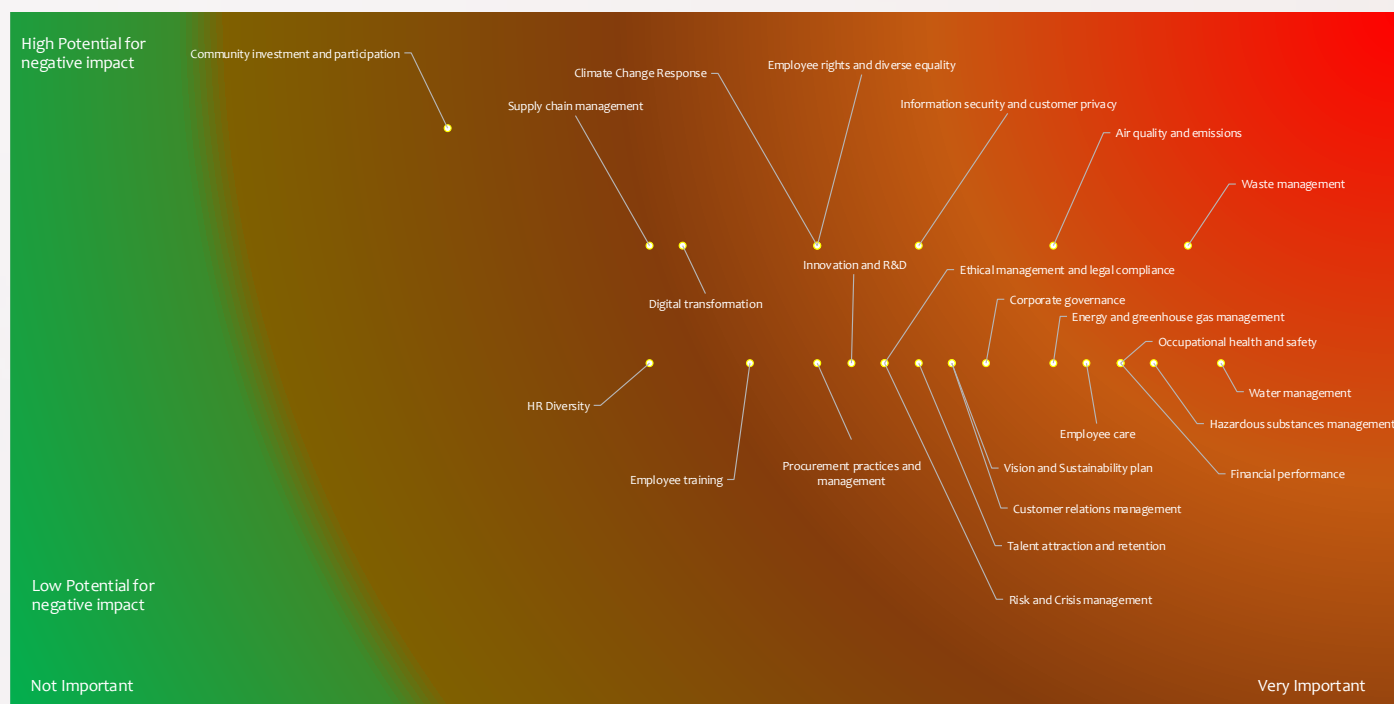
Crown Paints sought advice from subject experts with expertise in sustainability. These experts were critical in validating the effect assessment and materiality evaluation conclusions. Their knowledge gave new insights and verified the sustainability report's integrity and trustworthiness.



OUR MATERIAL TOPICS



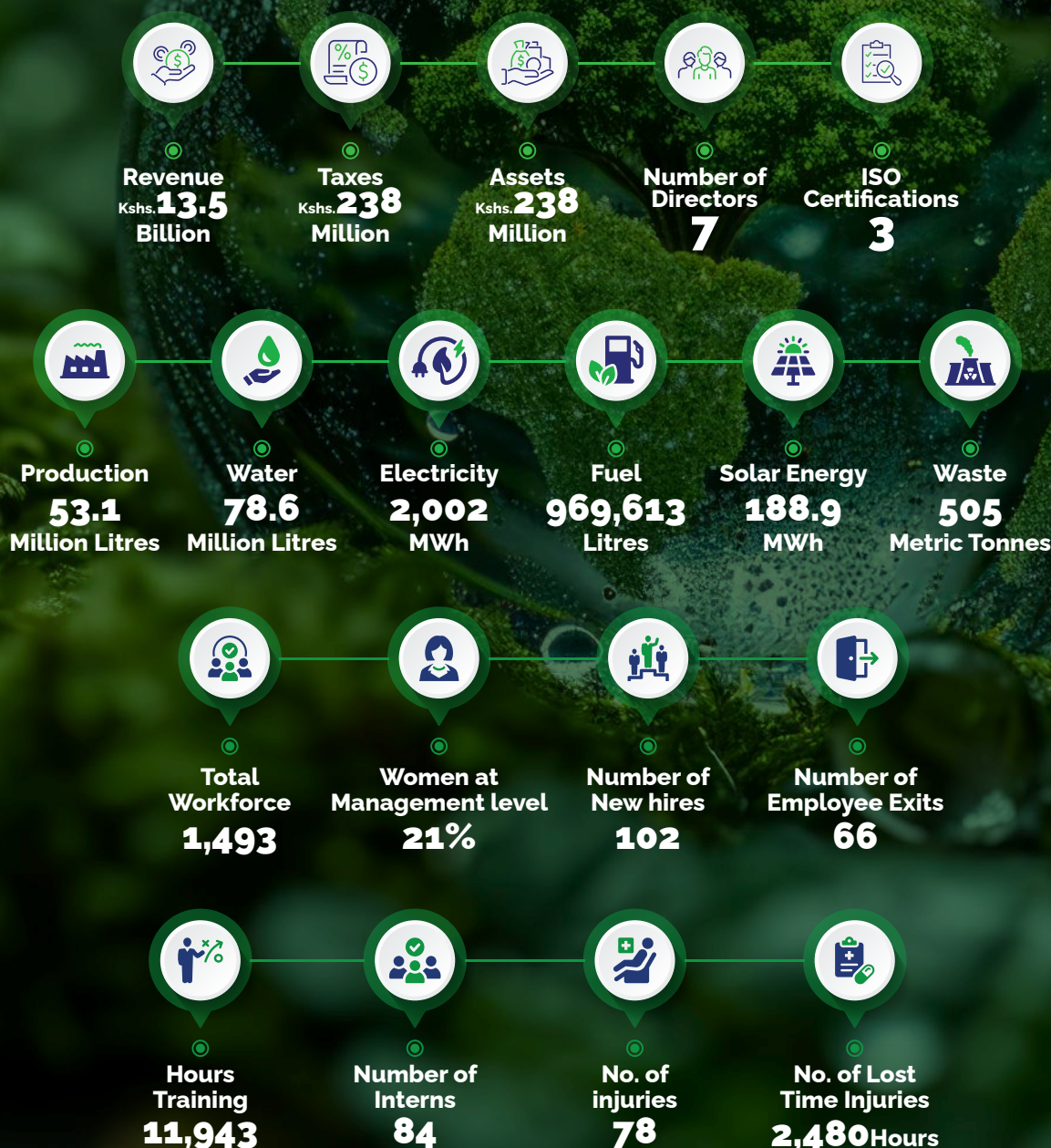
Materiality Heat Map



6. 2024 SUSTAINABILITY PERFORMANCE

In 2024, Crown Paints Kenya PLC made significant strides in advancing its Environmental, Social, and Governance (ESG) agenda, reinforcing our commitment to responsible business practices and sustainable growth. Our performance reflects a deliberate shift towards embedding sustainability at the core of our operations, supply chain, and stakeholder engagement strategies.

Crown Paints Kenya PLC's 2024 performance marks a strong foundation for more ambitious sustainability actions in the years ahead. As we look to 2025 and beyond, we remain focused on integrating ESG considerations into every aspect of our business to drive long-term value and impact.



7. ENVIRONMENTAL STEWARD SHIP

At Crown Paints, we are on a mission to transform the paint industry by championing environmental sustainability. We believe we have a responsibility to minimize the energy, carbon, water and waste impacts of our business and recognize that these impacts occur not just in the daily operations of our portfolio but also through our entire value chain. As a responsible corporate citizen, we have pledged our commitment to pollution prevention, effective waste management, and resource conservation. Mangroove tree planting Tsunza in Kwale



Crown Paints in partnership with the Institute of Quantity Surveyors of Kenya, we journeyed to Tsunza in Kwale County to plant thousands of mangrove trees! This wasn't just about adding trees to the landscape; it was a commitment to a greener Kenya and a testament to Crown Paints Kenya PLC's dedication to environmental protection. By planting mangroves, we're not only helping to combat climate change but also supporting coastal ecosystems, marine life, and community resilience.



If you like it...Crown it!

KENYA'S ONLY 3X PROTEKTION RANGE

*Paka leo,
ikae smart for years*



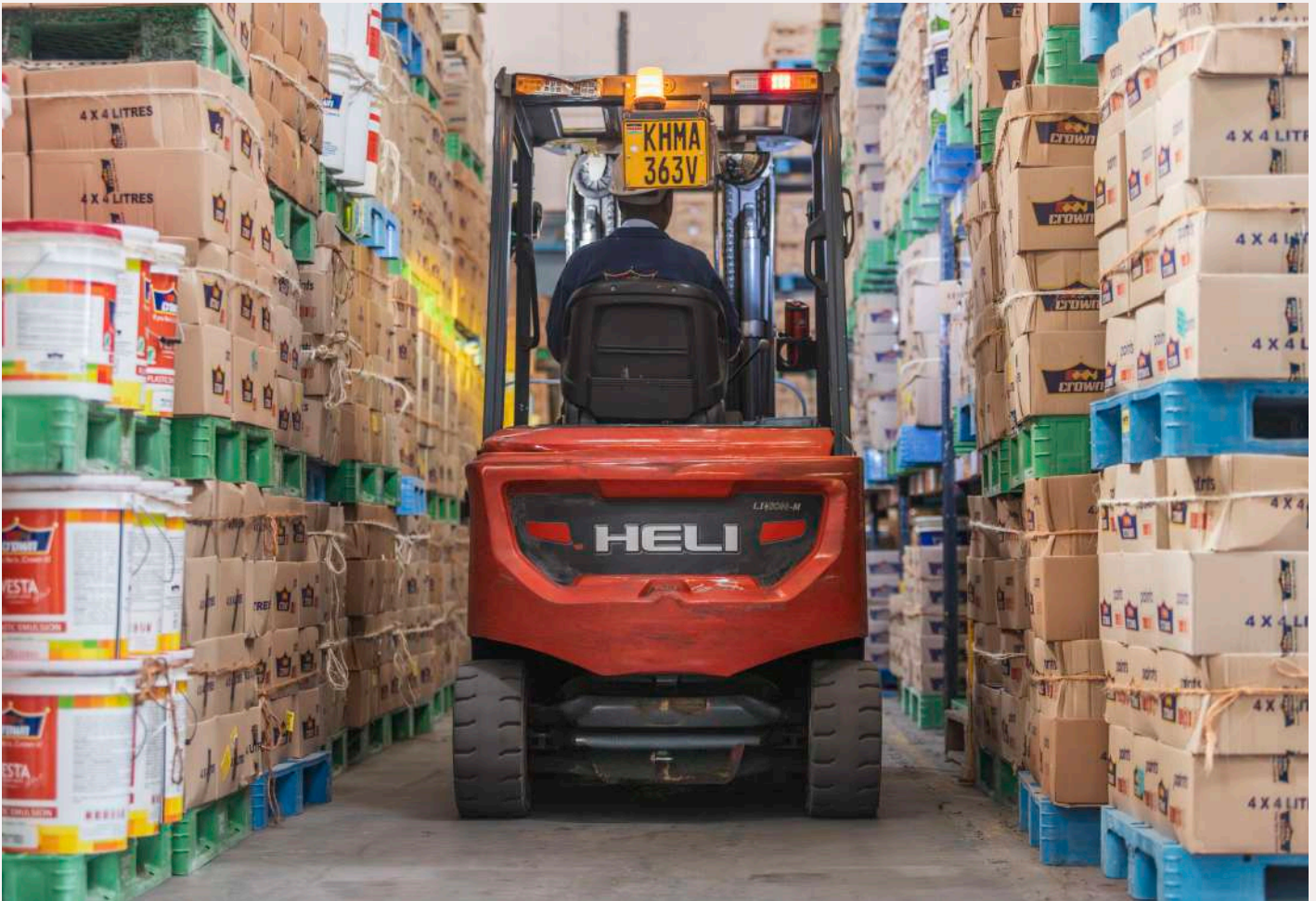
ROOF • WALL • FLOOR



Material Topics	ESG Risks	Sustainability Opportunities	ESG Strategies
Emissions and Energy management	Climate Change Risks: Extreme weather, carbon regulations, and global warming may disrupt supply chains, manufacturing processes, and product demand.	Develop climate-resilient products and Green finance – Carbon credits	Crown Paints can invest in renewable energy, create heat-reflective and low-carbon paints, and implement carbon footprint reduction initiatives in production.
Water management	Natural Resource Depletion (Water) Risk: Excessive water consumption in manufacturing can lead to higher costs, sustainability concerns, and operational risks in water-scarce regions.	Improve water efficiency and develop water-base paints.	Crown Paints can invest in water recycling systems, rainwater harvesting, and develop water-efficient formulations to minimize environmental impact.
Waste management	Hazardous Waste Risks: Improper disposal of chemical waste can lead to environmental pollution, health hazards, and legal consequences.	Reduce hazardous waste and improve disposal methods.	Crown Paints can invest in water recycling systems, rainwater harvesting, and develop water-efficient formulations to minimize environmental impact.

Energy and Emissions Management

Climate change poses a significant global dilemma that can profoundly affect businesses in various aspects. These impacts extend beyond just sourcing materials and manufacturing products. They encompass the management of energy within facilities and the efficient utilization



of resources throughout the entire value chain. However, Crown Paints recognizes that climate change presents both risks and opportunities and we are committed to limiting our climate change impacts while adapting to the effects of climate change. Climate protection is hence a fundamental aggregate of our environmental policy observed in our overall agreements to sustainability. We are actively taking steps to decrease our environmental impact by reducing our carbon footprint. Solar PV system is installed at four locations offsetting over 60 Tons of CO₂e,

Our energy use comes from electricity, diesel and petrol. The energy use in reporting year, 2024, is 45,054.82 Gigajoules with the Energy intensity of 847 GJ per Million Litres of production. We have been working to implement energy-saving initiatives in our facilities such as LED light bulb replacement and more efficient machinery. Reducing our energy consumption and switching to renewable sources are primary drivers of our goal of reducing GHG emissions from our operations by 15% by 2030



Energy intensity of
847 GJ per Million Litres of production.

Brushing Down Emissions, Our Carbon net Zero Journey Begins

In 2024, Crown Paints Kenya PLC successfully completed its first comprehensive Carbon Footprint Assessment, covering all operational facilities across Kenya. This critical milestone lays the groundwork for sustained climate action and a structured transition toward low-carbon operations.

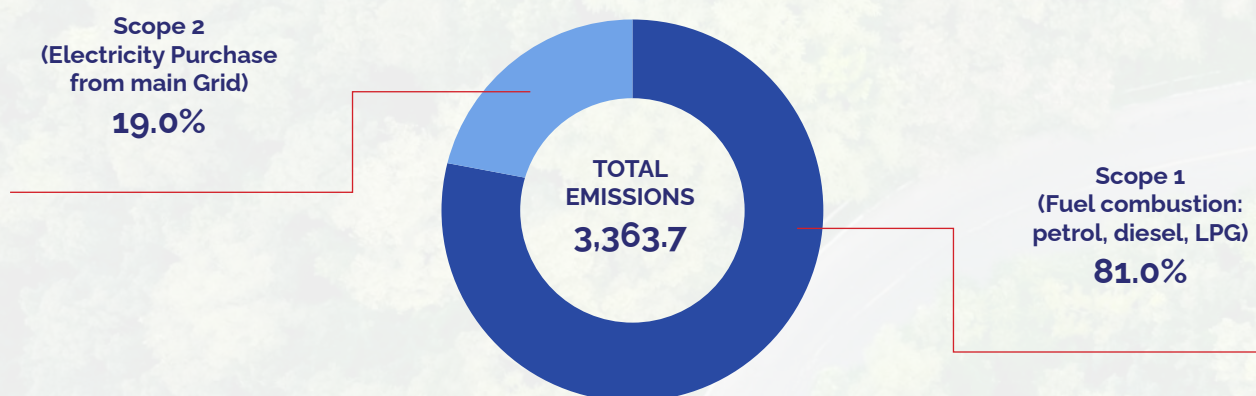
The assessment adhered to the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard—the globally recognized methodology for measuring and managing greenhouse gas emissions. By establishing a clear emissions baseline, which includes both direct (CO₂) and indirect (CO₂e) emissions associated with our activities, we have created a robust foundation for tracking performance and setting meaningful climate targets.

This baseline year marks the official launch of our transformative climate journey. Guided by strong leadership, a commitment to data transparency, and decisive action, Crown Paints is strategically positioned to emerge as a low-carbon leader in the East African manufacturing sector. As the saying goes, "If you can measure it, you can manage it." Our ability to quantify our emissions enables targeted interventions and measurable progress toward a sustainable future.

2024 Carbon Emissions Snapshot

Total Scope 1 and 2 carbon emissions: **3,363.7 tonnes of CO₂ equivalent (tCO₂e).**

Carbon Emission Intensity: **63.26 tCO₂e per Million Litres (ML) of paint produced.**



2024 Climate Achievements

Established a verified baseline for Scope 1 and 2 emissions

Institutionalized carbon accounting within business operations

Defined an intensity-based target (tCO₂e per ML of paint)



Planned Reduction & Offset Initiatives (2025)

Crown Paints is committed to reducing its total GHG emissions by 13% by 2025, equivalent to 437 tCO₂e.



Electric Forklifts
Factory and
warehouse facilities
123.40 (tCO₂e)



**Solar PV
Installation**
Mogadishu, Kisumu,
Likoni, Mombasa
145.60 (tCO₂e)



Tree Planting
Across the Group
168.00 (tCO₂e)

Total Projected Reduction
437.00 (tCO₂e)

Carbon Management Roadmap



Science-Based Targets Initiative (SBTi) Alignment:

Alignment with the Science-Based Targets Initiative (SBTi) is currently being explored as we pursue our carbon zero target.

This is a global standard that guides companies in setting emissions reduction goals grounded in climate science.

We aim to ensure our carbon reduction pathway is consistent with the global effort to limit warming to 1.5°C, enhancing our credibility, attracting Sustainability-minded stakeholders, and driving innovation throughout our operations and value chain.

ROAD AHEAD



Our 2025 target is an important milestone, but our commitment to a carbon-neutral future extends far beyond.

Building on the planned initiatives, Crown Paints Kenya PLC's future action plan focuses on deepening our impact and fostering a sustainable legacy:

1. Renewable Energy Transition:

Invest in on-site solar PV installations for the remaining locations/Depot and explore off-site renewable energy procurement options to further increase the percentage of green energy powering our operations, targeting 100% renewable electricity in the long term. Currently at 13%

2. Fleet Electrification:

Beyond the initial deployment, we have developed a long-term roadmap for the complete electrification or hybridization of our entire transport and logistics fleet, leveraging the latest advancements in electric vehicle technology. Priority has been given to motorbikes as part of the gradual approach.

3. Advanced Energy Management Systems:

Implementing ISO 50001:2018 Energy management system across all our locations will go a long way to assist set a framework to monitor, analyze, and optimize energy consumption and management in real-time, identifying new areas for efficiency gains.

4. Sustainable Product Innovation & Scope 3 Engagement:

As we focus on Scope 1 and 2, we recognize the substantial impact of our value chain (Scope 3). We will progressively deepen our Scope 3 emissions inventory and work collaboratively with suppliers to reduce the embodied carbon in our raw materials and packaging.

5. Cultivating a Green Culture:

Fostering a culture of environmental responsibility and ownership among all employees and interested stakeholders through continuous training and awareness programs, empowering every individual to participate and contribute to our decarbonization journey.

6. Transparent Reporting & Continuous Improvement:

We commit to ongoing, transparent reporting of our progress, regularly reviewing our targets, and adapting our strategies based on technological advancements, feedback, scientific insights, Benchmarking and evolving industry best practices to ensure we remain steadfast at the forefront of sustainability.

SOLAR TRANSITION

Powering a Sustainable Future



Our journey towards a sustainable future is intrinsically linked to transition to renewable energy sources. Solar power stands as a cornerstone of our strategy, empowering our operations with clean and green energy.

2024 Achievements:

Harnessing the Power of the Sun

The year 2024 marked a pivotal moment in our solar energy adoption, with key installations becoming operational at our **Mogadishu Factory** and **Kisumu Factory**.

These installations demonstrate our commitment to reducing reliance on main grid electricity and significantly lowering our Scope 2 emissions.

- **Mogadishu Factory:** Solar PV system at the Mogadishu Factory contributed **20%** of the factory's power needs, complementing the energy drawn from the national grid. This directly resulted in an avoided emission of approximately **47.1 tCO₂e** for the year, based on its 2024 electricity consumption profile.
- **Kisumu Factory:** Kisumu Factory also saw its solar installation operational, meeting **21%** of its electricity requirements. This impressive contribution led to an avoided emission of approximately **13.3 tCO₂e** in 2024.

Cumulatively, our solar initiatives at these two key factories in 2024 resulted in avoided carbon emissions totaling approximately **60.43 tCO₂e**. This significant step is a testament to our ongoing commitment to a greener operational model.

Beyond these specific installations, Crown Paints Kenya PLC achieved a total of **36 tCO₂e in 2024** from various sustainability initiatives. This comprehensive figure reflects our broader efforts, including the positive impact of our solar energy generation and other carbon reduction programs.

We are also proud to note that our group's commitment to solar extends beyond Kenya, with **Regal Paints-Uganda** also actively exploring and implementing solar solutions in 2025, aligning with the broader Crown Paints family's dedication to renewable energy across the region.

2024 Solar Impact



Mogadishu Factory:

Solar 20% (47.1 tCO₂e avoided),
Grid 80%

Kisumu Factory:

Solar 21% (13.3 tCO₂e avoided),
Grid 70%(TBC)



Total Avoided Emissions (Solar 2024):

~74.91 tCO₂e

Total Carbon Credits (2024):

60.43 tCO₂e

Expanding the Solar Footprint

Building on the success of our 2024 installations, Crown Paints Kenya PLC is poised to significantly expand its solar energy infrastructure across more locations.

Our strategic plan targets additional key locations to further integrate renewable energy into our operations, driving down our carbon footprint and enhancing energy independence.

The next phase of our solar transition will include installations at:

*Head Office and
Warehouse (NRB)*

*Mombasa,
Depot*

*Dar Es Salaam
Road, Depot*

*Machakos
Depot*

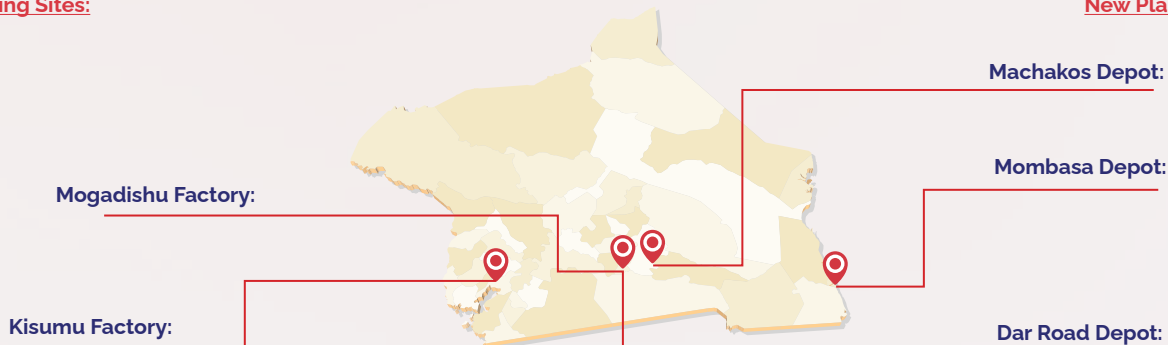
These planned expansions are strategically chosen to maximize our solar energy generation potential, reduce reliance on grid electricity, and further lower our Scope 2 emissions.

Goal: Incrementally increase the percentage of electricity generated from renewable sources across all our facilities, moving closer to our long-term Net Zero targets

Future Solar Expansion Map

Existing Sites:

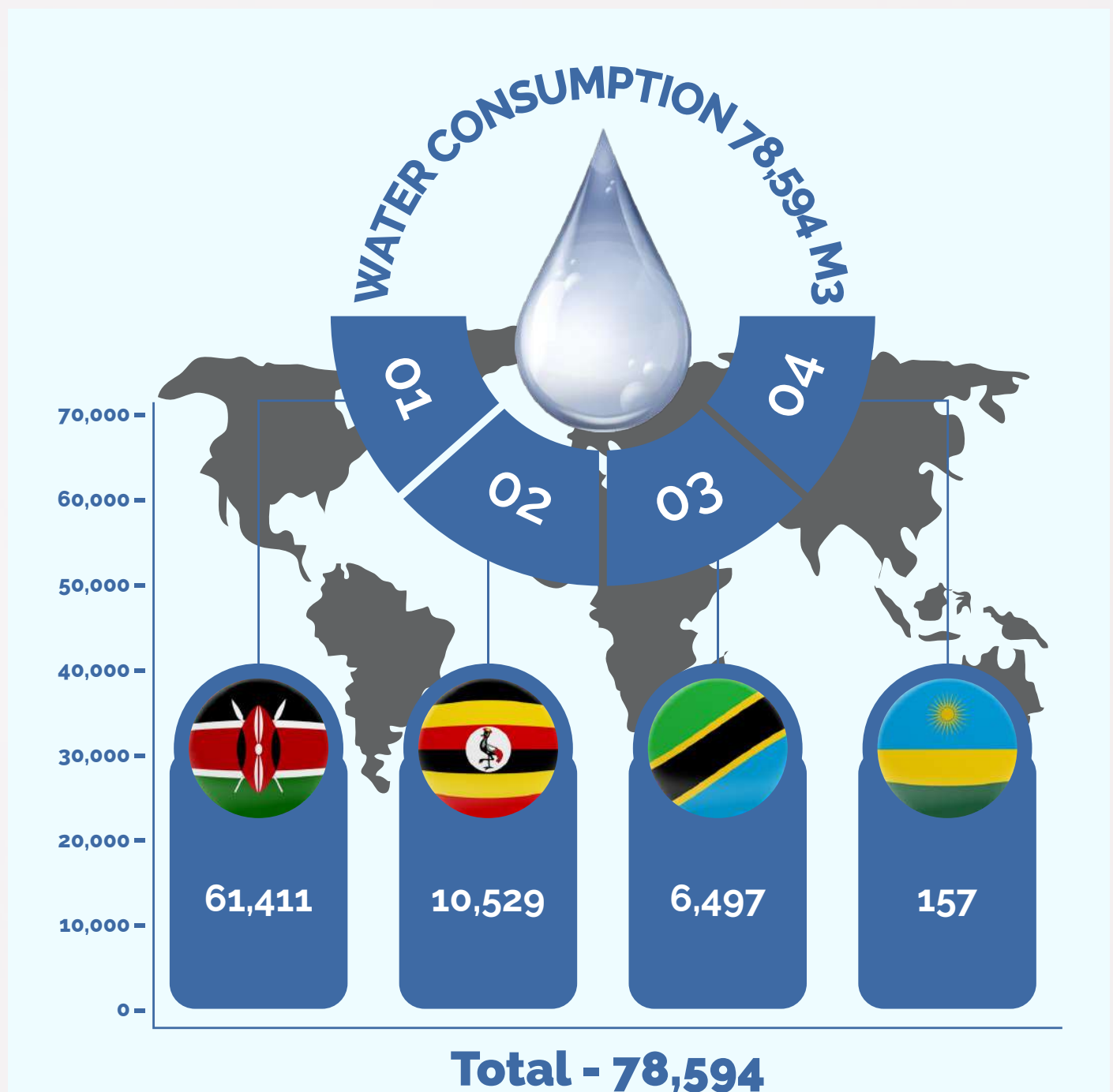
New Planned Sites:



Our dedication to increasing our renewable energy fraction aligns with the targets set.. one solar panel at a time!

Water management.

Access to safe and clean drinking water as an essential to human well-being is the basis of SDG 6 (Clean Water and Sanitation). At Crown Paints, we have taken the responsibility to lead our industry in protecting local water resources, promoting responsible water use and helping to ensure people have access to clean water. Water is a crucial resource for our production activities, especially for paints and coatings. We are committed to ensuring our water engaging practices are environmentally sustainable as embedded in our water targets. We are continually looking into enhancing our water efficiency measures as part of our process optimization and reengineering efforts with the aim



WASTE MANAGEMENT.

At Crown Paints, we view waste not as an inevitable by-product of our operations, but as an opportunity for innovation, sustainability, and improved efficiency. Our approach to waste management aligns with our overarching commitment to environmental stewardship, seeking to minimize waste production, promote recycling, and ensure responsible disposal. By prioritizing waste minimization and sustainable disposal methods, we are not only aligning with global best practices and regulatory requirements but also making a significant contribution to a more sustainable future. Our waste management strategies embody our commitment to the principles of the circular economy, ultimately enhancing our operational efficiency and reducing our environmental footprint.

We've put strong recycling and reuse programs in place. For instance, we have a system for recycling unused paint, whether from production or returned by customers. This leftover paint is repurposed for industrial uses or even donated to community projects. We also focus heavily on packaging recycling—ensuring that our containers and cans are either reused or properly recycled. Our closed-loop system allows us to collect used products and materials, reprocess them, and reuse them in production, effectively reducing the amount of waste sent to landfills.

To further this effort, we've established a waste segregation policy across our production plants and offices. This ensures that recyclable materials, like plastics, metals, and glass, are separated from non-recyclable waste, making recycling more efficient. We've also implemented ongoing training for our employees to foster a culture of sustainability within the company.



Waste generated
505 Tonnes



Hazardous waste
96 Tonnes



Waste recycled
47 Tonnes





8. PEOPLE AND CULTURE

We believe that the key to achieving sustainable business success lies in prioritizing our most valuable asset: our people. That's why we've taken significant steps to create a positive and supportive work environment that unleashes the full potential of every individual. In our vibrant workplace, we go above and beyond to ensure the well-being, development, and engagement of our employees. We understand that a thriving work culture directly impacts productivity and innovation, which is why we've implemented initiatives that exemplify our unwavering commitment to fostering a diverse and inclusive workforce. We believe people are at the heart of our business and take pride in our outstanding work culture. People and human capital play a central role in leading the change and the achievement of strategic objectives. Crown Paints pays constant attention to people's training and to the enhancing of talents, promoting growth paths based on merit.



As Safe as nature



If you like it...Crown it!

FIRE SHIELD








ADVANCED PASSIVE FIRE PROTECTION FOR VERSATILE SUBSTRATES

INTRODUCING CROWN FIRE SHIELD

Crown WB Fire Shield (Intumescent Paint) is a low VOC water based one component paint designed for fire protection for concrete, structural steel work in buildings, wood and gypsum board. It creates an insulation layer that retard the heating of applied surface by expanding itself

WHY CROWN FIRE SHIELD:

-  Upto 1-2 Hours of Fire Protection, depending upon the thickness of Fireshield Paint Film.
-  Passive fire protection for steel.
-  Eco-friendly: Low VOC(<5%), chlorine-free.
-  Single-component- easy to apply.
-  Smooth/matt finish- can be overcoated for desired shade.

MATERIAL TOPICS	ESG RISKS	SUSTAINABILITY OPPORTUNITIES	ESG STRATEGIES
HUMAN CAPITAL MANAGEMENT	Employee Engagement & Productivity Risks: Low morale and disengagement can reduce workforce efficiency, increase turnover, and affect innovation.	Foster a green workplace culture to boost morale.	Crown Paints can train employees on sustainability practices, encourage participation in eco-initiatives, and implement employee wellness programs.
	Talent Acquisition & Retention: Difficulty in attracting and retaining skilled professionals, especially those aligned with sustainability goals, can hinder business growth.	Attract sustainability driven talent.	Crown Paints can offer career growth opportunities in green jobs, integrate ESG values into company culture, and develop sustainability focused employee programs.
DIVERSITY EQUITY AND INCLUSION	Unconscious Bias & Workplace Discrimination: Bias in hiring, promotions, and workplace culture can lead to discrimination lawsuits, poor diversity, and reputational damage.	Build an inclusive and diverse work environment.	Crown Paints can implement diversity training, adopt unbiased hiring policies, and establish employee resource groups (ERGs) to foster inclusion.
OCCUPATIONAL HEALTH AND SAFETY	Workplace Accidents & Injuries: Exposure to hazardous materials and unsafe working conditions can lead to injuries, legal liabilities, and productivity losses.	Improve workplace safety through innovation.	Crown Paints can invest in automation for hazardous tasks, provide sustainable protective gear, and conduct regular safety training and audits.

Human capital management.

At Crown Paints, we celebrate the dedication, creativity, and diversity of our team spread across our five group entities: Crown Paints Allied Industries Limited, Regal Paints Uganda Limited, Crown Paints Tanzania Limited, Crown Paints Rwanda Limited, and Crown Paints Kenya PLC. Our team's unique blend of perspectives, skills, and experiences not only enriches our workplace culture but also drives our strategic success and sustainable growth.

We have set the vision of becoming the employer of choice in the regional market to attract diverse and quality talent eager to foster sustainable impact through our operations. We seek to nurture an innovative mindset and foster a supportive organizational culture, thereby building a dynamic workforce dedicated to our vision for a sustainable future.

We are deeply committed to fostering a healthy work life balance among our employees, recognizing that this balance enriches their personal lives, bolsters their professional prowess, and fosters holistic personal growth. We believe this enriching balance contributes directly to sustainable organizational growth, and hence, place it at the core of our workplace philosophy. With this principle guiding our policies, we have put in place systems to facilitate reforms in work styles, ensuring that our employees can maintain a harmonious balance between their professional commitments and personal aspirations. Our initiatives are aimed at providing robust support to our employees, aiding them in navigating the demands of their professional roles while preserving the sanctity of their personal time.

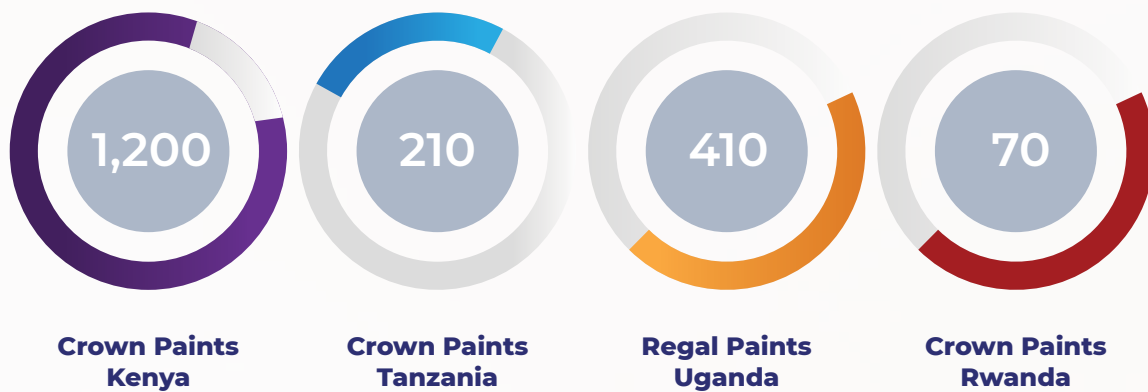


Employees' Children Education Sponsorship Program

Crown Paints Kenya PLC has a magnificent educational support to the employees' children. The program provides financial support for the employees' children who perform exceptionally well in their Kenya Certificate of Primary Education examinations.

The scholarship is continuous throughout the Secondary level of education provided that the child maintains an average grade of B plain for all the three terms per year.

Employees Across The Group



Diversity, Equity and Inclusion (Dei).

Crown Paints Kenya PLC emphasizes Diversity, Equity, and Inclusion (DEI) within our corporate framework. The company's Board Charter highlights values such as equity, fairness, and respect, underscoring a commitment to treating all individuals with dignity and ensuring responsible stewardship.

Crown Paints' Corporate Social Responsibility (CSR) initiatives further demonstrate their dedication to inclusivity. We have been recognized as an employer of choice in Kenya, reflecting our efforts to foster an inclusive and supportive workplace environment.

More than 1,490 people (21% are women), 4 different nationalities in 4 generations working together, all demonstrate how diversity and inclusion are a fundamental prerequisite for a sustainable company.

Occupational Safety and Health:

Fostering a Culture of Well-being

Occupational Safety and Health is a fundamental component of our sustainability strategy. We are committed to maintaining a safe and healthy work environment for all our employees and other stakeholders within our circle while also ensuring that our operations minimize environmental aspects, risks and contribute positively to the community we operate on.

We continually review and update our policies to stay ahead of evolving best practices in workplace safety.

ISO 45001:2018 (Occupational Safety and Health Management Systems) implementation in all our locations has been instrumental in hazard identification, risk assessment and mitigations.

We prioritize employee training to ensure that all staff are equipped with the knowledge and skills necessary to work safely. Over the last year, 86% of the staff have undergone Behavioral Based Safety.

By fostering a safety-conscious culture, we empower our employees to take responsibility for their own well-being and the well-being of their colleagues.

This was executed through introduction of a proactive program "Let's Talk Safety Together": a collaborative approach to Well-being, this initiative is designed to embody our core values of collaboration, teamwork, innovation, and ownership by actively involving all employees in enhancing workplace safety. We firmly believe that safety is a shared responsibility, and through this program.

"Let's Talk Safety Together" ensures that occupational Safety and Health is not merely a compliance exercise but a dynamic, employee-driven effort. It's a continuous dialogue that reinforces our commitment: all of us are responsible for safety.



UIPE-UMA OSH AWARDS 2024

The UIPE-UMA (Uganda Institution of Professional Engineers (UIPE) in partnership with the Uganda Manufacturers Association (UMA) Occupational Safety and Health (OSH) Awards recognize outstanding contributions to workplace Safety and Health management in Uganda's manufacturing sector.

These awards are a collaborative effort between the Uganda Institution of Professional Engineers (UIPE) and the Uganda Manufacturers Association (UMA), aiming to raise OSH standards across industries.

Regal Paints participated in these awards as part of its broader initiative to promote Safety, Sustainability, and Quality in its operations.

The significance of the UIPE-UMA OSH Award for Regal paints is multifaceted.

First, it aligns with the commitment to improving workplace Safety and Health practices, particularly as it operates within a sector prone to industrial hazards.

Participation in these awards demonstrates Regal Paints' dedication to enhancing & adhering to safety procedures, staff training, risk management practices, Emergency preparedness, and Statutory Equipment Inspection compliance etc. which helps reduce workplace accidents and environmental impact.

Moreover, this engagement supports its broader sustainability agenda; By embedding OSH principles into daily operations, Regal Paints contributes to the long-term goal of reducing workplace accidents and improved employee welfare, a crucial aspect of its ESG (Environmental, Social, and Governance) commitments.

This focus on sustainable safety practices not only protects employees but also promotes responsible manufacturing processes, which are vital in the industry.

Regal Paints' participation in the OSH Awards showcases its role in fostering a safer, more sustainable work environment, positioning it as leaders in safety and sustainability within Uganda's manufacturing sector.



9. EMPOWERED COMMUNITIES.

Crown Paints strives to promote inclusive and equitable growth. Crown Paints aims to empower communities by working with them to identify needs and co-create solutions.

We try to ensure that our business activities have a beneficial influence on the communities in which we operate by participating in honest and respectful discussions. Supporting education and skill development programs, increasing access to healthcare, and generating possibilities for decent jobs and economic growth are some of our objectives.

Material Topics	ESG Risks	Sustainability Opportunities	ESG Strategies
Community Engagement	Lack of Community Engagement: Limited corporate social responsibility (CSR) efforts can harm public perception, reduce customer trust, and impact brand loyalty.	Strengthen community ties through sustainability projects.	Crown Paints can partner with local communities for environmental initiatives, support local economies, and sponsor green awareness campaigns.

Community Investment and Participation.

At Crown Paints, we firmly believe in the power of collective action and collaboration for the betterment of our communities. We see community investment not as an obligation, but as an opportunity to make meaningful contributions to the communities in which we operate. We aspire to creating sustainable, inclusive, and empowered communities. We engage in initiatives ranging from supporting education and health care, human rights, environmental sustainability and economic empowerment. Each initiative reflects our dedication to positive change, demonstrating how we are integrating sustainability into every aspect of our business.

Upgrading of Mashangwa police station.



At Crown Paints Kenya PLC, we believe in the importance of supporting our communities and enhancing the lives of those around us. We are proud to highlight a recent initiative in partnership with Angata Sugar Mills Ltd, where our contributions have made a meaningful impact on local safety and infrastructure.



At Crown, we believe in the power of giving back to our communities. This year, we proudly partnered with ADILI Consultants to make a positive impact to the children. The initiative focused on transforming the environment at St. Paul's Children's Center Embulbul, a place where young children receive care, support, and a sense of home.

Sponsorship of the Shree Cutchi Leva Patel Samaj (SCLPS) 6-a-side youth cricket tournament

Crown Paints Kenya Plc proudly sponsored the Shree Cutchi Leva Patel Samaj (SCLPS) 6-a-side youth cricket tournament, held at the SCLPS grounds and Ngara Sports Club from 31st May to 2nd June 2024. As the platinum sponsor, Crown Paints contributed Kes. 1 million to support the event, which brought together young cricket enthusiasts from various regions. The tournament aimed to promote youth engagement in sports, fostering teamwork, discipline, and healthy competition among the participants. The event was a resounding success, with numerous teams showcasing their cricketing skills in a vibrant and spirited atmosphere.



The Collaboration between Crown Paints and Mathare Social Justice Centres



From left to right: Crown Paints Vice Chairman Hussein Ramji, Mathare Social Justice Centre Administrator Jennifer Omae and Crown Paints Chief Operating Officer Richard Muturi.

In a gesture of goodwill and support, Crown Paints Kenya PLC extended a helping hand to flood victims in the Mathare Area and its neighbouring communities by donating stationery and school bags. The initiative aimed to ease the burdens faced by those affected by the recent floods in the wake of schools re-opening. The donation spearheaded by the Vice Chairman Hussein Ramji and Chief Executive Officer Richard Muturi was graciously received by Jennifer Omae of Mathare Social Justice Centre.

The Centre comprises of a collective of young community activists in Mathare who came together in 2014 to envision an organisation that would advocate for more participatory forms of justice.

The event underscores Crown Paints' mission of transforming lifestyles within the communities which it operates and its dedication to assisting the vulnerable.

A man with a beard is wearing a white VR headset and smiling. His right hand is raised towards the headset. The background is a dark teal color with numerous small, brown and white paint splatters, suggesting a creative or experimental environment.

10. PRODUCT INNOVATION AND PROCESS OPTIMIZATION

We are on a mission to create a positive impact on the planet. Our dedicated team continuously explores new technologies, materials, and formulations to create paints that are not only high-performance but also eco-friendly. We're determined to make a real difference. By leveraging cutting-edge research and development, Crown Paints has successfully produced a range of paints that significantly reduce harmful emissions, carbon footprint, and resource consumption.

The company is equally committed to process optimization, recognizing that sustainable manufacturing is key to achieving long-term environmental goals.

Material Topics	ESG Risks	Sustainability Opportunities	ESG Strategies
Products and Innovations	Technology Disruptions & Digital Lag: Failure to adopt digital tools and modern production methods can lead to inefficiencies and loss of competitive advantage.	Gain a competitive edge through digital transformation and product innovations	Crown Paints can invest in innovation-driven production, develop digital sales platforms, and incorporate smart coatings technology into product lines.

PRODUCT AND INNOVATIONS.

Investing in research and development is crucial to continuously improve product formulations. At Crown Paints, we have greatly invested in R&D to identify new and better raw materials, additives, and technologies that can enhance paint performance, durability, and eco-friendliness. We have placed immense importance on process optimization to maintain a competitive edge in the market. This we have done through embracing lean manufacturing principles which streamline production workflows, reduce waste, and improve overall efficiency.

Automation of most of our operations has played a key role in our process optimization efforts, enabling smoother and more consistent manufacturing processes while minimizing the risk of human error. We have also invested in enhancing our supply chain management. By optimizing logistics and fostering strong relationships with our suppliers, they ensure timely delivery of raw materials and finished products, supporting a seamless and reliable supply chain. At Crown Paints Kenya, we are committed to creating products that not only meet the highest quality standards but also support sustainability and innovation. Our product range includes paints for both residential and commercial applications, with an emphasis on durability, aesthetic appeal, and environmental responsibility.

In response to increasing demand for safer, more sustainable products, Crown Paints has developed a wide range of water-based paints that produce fewer harmful emissions during application. These paints are ideal for environments where air quality is important, such as in schools, hospitals, and homes. Low-VOC (volatile organic compounds) options reduce the amount of harmful gases released into the atmosphere, making our products safer for both users and the environment.

By continually innovating and improving our products, Crown Paints Kenya ensures that we remain a leader in the paint industry, offering solutions that combine quality, aesthetics, and sustainability. These innovations not only improve the performance of our paints but also contribute to a greener and more sustainable future.



Crown Paints is designed to offer a smooth application experience with user-friendly, low-odor formulations. The Low Volatile Organic Compound (VOC) paint, refresh homes! It's safe, eco-friendly, and dries faster,

Innovatively Empowering Painters, Advancing Sustainability

We recognize that true sustainability extends beyond our operational boundaries to empower every link in our value chain. Our flagship loyalty and empowerment program, Team Kubwa & Regal Premier Painters' Club exemplifies this commitment by directly engaging and uplifting the thousands of painters who are critical partners in bringing our colors to life in homes and businesses across East Africa.

These programs represent a strategic intersection between business growth and profound social impact, demonstrating Crown Paints' and Regal paints' dedication to inclusive value creation.

By supporting, recognizing, and empowering painters at the grassroots level, we contribute not just to their individual prosperity but also to the development of more sustainable and resilient communities.

Cultivating Prosperity

Team Kubwa's and Regal Premier Painters' Club impact is multi-faceted, driving positive change across several sustainability dimensions:

Economic Empowerment: The program provides direct financial rewards, helping to improve income stability and build household resilience among painters. This stable income fosters a sense of security and enables better planning for their families.

Digital Inclusion: Through its mobile-based reward systems and the innovative 'Find a Painter' platform, Team Kubwa actively promotes digital access and market integration for painters, many of whom operate within the informal sector. This digital literacy empowers them with new tools for business and connectivity.

Decent Work: By formally recognizing painters' vital role in the decorative paint value chain and investing in their professional development, the program elevates the dignity of craftsmanship within Kenya's, Tanzania and Uganda informal sector. It transforms painting from merely a job into a respected profession.

Community Well-being: Strengthening the economic and professional base of painters directly supports more sustainable and resilient communities. Empowered individuals contribute more effectively to their local economies and social fabric.

Our Growing Impact: Highlights

Membership:

Over 123,000 painters are currently registered on the platforms, representing a significant portion of the professional painting community in Kenya.

Over KES 100 million has been disbursed via instant redemptions, utilizing convenient digital channels such as M-Pesa, airtime, and e-vouchers. This ensures swift and direct financial benefits to the painters.

More than UGX 40 million in instant mobile money each month.



Team Kubwa SACCO: The Shared Prosperity

Our commitment to inclusive growth and empowering our value chain extends to fostering long-term financial well-being. Building on the success of our flagship loyalty program, Team Kubwa, we proudly launched the **Team Kubwa SACCO (Savings and Credit Cooperative Organization) in 2019**. This pioneering initiative represents the **first-ever SACCO specifically for painters in Kenya and East Africa**, a testament to our innovative approach to sustainability.

Born from our deep engagement with the painting community, the Team Kubwa SACCO aims to financially empower members of the loyalty program by cultivating a robust savings culture. It provides a structured platform through which painters can save towards their aspirations, access affordable credit, and secure their financial future.

Painter-Led Empowerment: A unique aspect of the Team Kubwa SACCO is its painter-led model. While facilitated by Crown Paints, the SACCO is exclusively run by painters for painters, ensuring that its operations are tailored to the specific needs and aspirations of its members. All registered Team Kubwa members are eligible to join.

Testimonial: "Eva Wachiuri, one of the SACCO officials, herself a painter and Interior Decorator, eloquently articulates the program's value: "Team Kubwa SACCO has come at an opportune time when I can save for my long-term investments and ultimately for my retirement projects. As this industry is physically engaging and productivity dwindles with age, it is paramount to plan accordingly." Her words perfectly capture the forward-thinking impact of the SACCO."



Snapshot;

The Team Kubwa SACCO is rapidly expanding its reach and impact:

- o **163 members** are eligible for loans, actively leveraging the financial opportunities provided.
- o We anticipate this number to **double by the end of 2025**, indicating strong momentum and growing trust.
- o Over **2,000** additional members are at different stages of registration and share purchase, demonstrating widespread interest and a growing pipeline of financially empowered painters.

Key benefits;

- o Access to loans at favorable terms, supporting personal and business investments.
- o Members receive valuable education to enhance their financial literacy and planning skills.
- o Networking Among Members which fosters a supportive community where painters can connect, share experiences, and collaborate.

Through the Team Kubwa SACCO, Crown Paints is not just supplying paint; we are building a foundation for financial resilience and dependance, building a culture of savings, and empowering an important segment of our value chain, contributing to shared prosperity and a truly sustainable economy.



If you like it...Crown it!



As Safe as nature

Feels like
nature

LOW VOC

NO SMELL | TOXIN FREE | ECO FRIENDLY

Durable and lasting colour on your walls without compromising your health.

crownpaints.co.ke



11. RESPONSIBLE GOVERNANCE.

The core foundation of how we do business is by embracing transparency and ethical business practices. We think that true success stems not only from the creation of beautiful paint products, but also from the development of trust and credibility with our valued stakeholders. We develop trust and credibility among our stakeholders, by preserving the highest standards of corporate governance. We do frequent analyses and evaluations to identify opportunities for development in our governance practices, and we actively involve our stakeholders in decision-making processes. Furthermore, we follow applicable rules and regulations and take steps to prevent corruption and encourage fair competition and human rights adherence.

Material Topics	ESG Risks	Sustainability Opportunities	ESG Strategies
Responsible Governance	Regulatory Compliance Risk: Failure to comply with environmental and safety regulations can result in fines, legal penalties, and reputational harm.	Enhance compliance by adopting sustainable practices.	Crown Paints can obtain green certifications (ISO 14001, LEED), implement eco-friendly production processes, and proactively monitor and adapt to regulatory changes.
	Reputation & ESG Risks: Poor environmental, social, and governance (ESG) performance can reduce consumer trust, investor confidence, and brand value.	Strengthen brand reputation through sustainable initiatives.	Crown Paints can increase transparency in ESG reporting, launch green marketing campaigns, and position itself as a leader in sustainable paint production.
	Supply Chain Disruptions: Geopolitical issues, climate change, or transportation failures can cause raw material shortages, leading to production delays and increased costs.	Enhance supply chain resilience through local sourcing.	Crown Paints can diversify its supplier base, source raw materials locally where possible, and integrate circular economy practices such as paint recycling initiatives.
	Cyber Security Risk: Data breaches, hacking, and cyber threats can result in financial losses, regulatory penalties, and loss of customer trust.	Protect business data and digital assets.	Crown Paints can implement robust cybersecurity measures, conduct regular employee training on data protection, and use blockchain for secure transactions.
	Lack of Stakeholder Awareness Risk: Poor engagement with customers, investors, and regulators can lead to misunderstandings, missed opportunities, and reputational damage.	Improve stakeholder engagement and communication.	Crown Paints can conduct sustainability forums, publish ESG impact reports, and engage stakeholders through interactive communication platforms.
	Corruption & Ethical Violations: Fraud, bribery, and unethical business practices can result in legal action, financial losses, and reputational harm.	Strengthen ethical business practices and transparency.	Crown Paints can enforce strict anti-corruption policies, use blockchain for transparent supply chain tracking, and implement comprehensive governance frameworks.

Crown Paints Kenya PLC is dedicated to upholding the standards established by the Corporate Governance Code. This code outlines best practices across various critical areas, including board composition and development, remuneration, accountability and audit, and shareholder relations. By adhering to these standards, Crown Paints endeavors to foster a culture of sound governance, ensuring transparency and accountability in all its endeavours. In addition to meeting the requirements outlined by the Capital Markets Authority Code of Corporate Governance Practices for Issuers of Securities to the Public in Kenya, Crown Paints has taken the initiative to formulate and uphold its own Code of Business Conduct. This internal code furnishes comprehensive guidelines and principles for ethical behaviour and responsible business conduct throughout the organization. It sets forth the expectations for employees, directors, and officers, emphasizing values such as integrity, honesty, fairness, and strict adherence to applicable laws and regulations.

Crown Paints aspires to attain the loftiest standards in corporate governance, placing a strong emphasis on transparency. We firmly believe that transparency is a cornerstone in building trust with its stakeholders, including shareholders, employees, customers, and the wider community. The commitment is unwavering when it comes to providing lucid and accurate information pertaining to financial performance, operational activities, and decision-making processes. This empowers stakeholders to make informed choices and assess our performance accurately. Within Crown Paints, there exists a commitment to establishing a sustainable culture where good governance practices are ingrained in daily operations.

This culture promotes integrity, accountability, and ethical behaviour, ensuring that all employees comprehend and abide by the tenets of corporate governance. Open channels of communication are actively encouraged, and the reporting of ethical concerns or violations is welcomed, with corresponding actions taken to address them. As part of its unwavering dedication to corporate governance, Crown Paints strives to set industry leading benchmarks. We continually assess and benchmark its governance practices against both national and international standards, perpetually seeking avenues for enhancement and innovation. By establishing and maintaining such high standards, Crown Paints aims to exemplify leadership in the realm of corporate governance, with the hope of inspiring others in the industry to follow suit.



Our Board of Directors.

The foremost authority for decision-making at Crown Paints is the Annual General Meeting of Shareholders. Responsible for overseeing our administration is the Board of Directors (the Board). This fundamental governance framework comprises the Board itself, various Board Committees, and the Management team, all of whom collaborate to aid and bolster the Board in its duties. Crown Paints is fully aware of and appreciates the significance of fostering diversity within its Board to ensure our prosperity. The Board comprises a blend of both Executive and Non-Executive Directors, each possessing substantial expertise in their respective fields, including the specific competencies essential within the context of our diverse business operations.



MHAMUD CHARANIA
CHAIRMAN

PATRICK MWATI
FINANCE DIRECTOR

ALICE AWUOR
NON EXECUTIVE
DIRECTOR

DR. RAKESH RAO
GROUP EXECUTIVE
OFFICER

STEPHEN OUNDO
NON EXECUTIVE
DIRECTOR

HUSSEIN RAMJI
VICE CHAIRMAN

NICHOLAS KATHIARI
NON EXECUTIVE
DIRECTOR

The Crown Paints Board is in charge of establishing corporate guidelines and setting our strategic direction. It meets three times a year to evaluate a range of factors, including performance measures, financial results, compliance reports, regulatory changes, and transactions. The CEO is in charge of day-to-day operations and develops our strategy, while the Chairman of the Board provides leadership and guidance. The Board Charter, which has a total of seven members, directs these efforts. We include one non-executive Chairman and three independent non-executive directors. Re-election of the directors and their staggered retirement ensure continuity in our management in accordance with shareholder directives. Ratio of independent directors of the Board -57.1%

Board Committees.

The Board has constituted various Committees with specific terms of reference. The committees of the Board consist of a balanced mix of non-executive and executive directors. The Board periodically reviews the composition and terms of reference of its committees to comply with any amendments/modifications to the provisions relating to composition of Committees. Management, other Board members and outside service providers and experts may attend by invitation as circumstances dictate. The committees includes; Audit and risk committee, Nomination and Remuneration Committee and special committees.

Audit and Risk Committee

The committee consists entirely of the independent non-executive directors as confirmed by the Board upon appointment. The Committee meets the Statutory Auditors and the Chief Internal Auditor independently without any management members at least once a year. The Committee, within the scope of its assigned duties, is authorized to seek any information it requires from employees, Company officers and external parties. The members are deemed to be financially literate and have the requisite understanding, ability and experience to qualify as "audit committee financial experts" within the meaning set forth under the CMA code. The committee also oversees ESG matters.

Our Policies

Crown Paints and all its group entities, branches, and business units adhere to these comprehensive policies, aligning with the organization's overarching guidelines and procedures. These policies extend their reach to both internal and external stakeholders, including employees, subcontractors, customers, and service providers.

Environmental Policy.

Crown Paints is a responsible business that is dedicated to protecting the environment through actions such as resource efficiency, pollution prevention, effective waste management, environmental conservation, and pollution mitigation. We place a strong priority on providing top-notch goods and services while encouraging good environmental management. Our devotion to environmental responsibility is demonstrated through various actions. We adhere rigorously to environmental regulations, maintaining a well-structured Environmental Management System.

We actively employ eco-friendly strategies in our operations and take proactive steps to educate our employees, contractors, suppliers, and stakeholders on the importance of environmental protection. We ensure that our environmental policy is not only documented but also diligently implemented, consistently maintained, and effectively communicated to all relevant parties. Our commitment to these principles underscores our ongoing effort to contribute positively to the well-being of our planet.

Safety and Health Policy

Crown Paints is committed to creating a safe and healthy work environment for all employees by eliminating hazards and preventing harm. We place a high value on employee participation in safe working practices and are conscious of their duties to stakeholders such as customers, employees, contractors, suppliers, government agencies, and society. Our primary goals include adhering to environmental, health, and safety regulations, maintaining employee safety, educating employees, continuously improving health and safety performance, and involving stakeholders in attaining goals. We recognize and reward excellent health and safety performance, conduct regular effectiveness and performance audits, and share Health and Safety policies to all employees and interested parties.

Whistleblowing Policy

To promote accountability and openness in its dedication to sustainability, Crown Paints has established a stringent whistleblowing policy. Stakeholders can anonymously voice their grievances, and top management carefully considers complaints. The main goal of the whistleblowing policy is to create a climate where people may come forward and disclose wrongdoing, irregularities, or malpractices without fear of retaliation. When traditional reporting routes prove ineffective or inappropriate,

all stakeholders, including employees, are urged to report incidents. Aim for first-hand information or experience of the alleged irregularity or misbehavior while making such complaints. This policy's overarching goal is to offer a safe way to discuss ethical issues through structured communication. It calls for a formal whistleblowing policy; prompt reporting of alleged irregularities, discrete escalation, uniform responses, educating the public about whistleblower rights, proper Board of Directors oversight, acting as a deterrent, safeguarding organizational assets, and encouraging openness, accountability, and integrity. The policy also shields workers from victimization, harassment, or harsh punishment, but false accusations may result in disciplinary action.

Crown Paints remains steadfast in upholding the highest standards of ethics, honesty, transparency, and accountability. In line with this commitment and to fortify good governance, the organisation will maintain an accessible whistleblowing mechanism, periodically confirming its functionality to all stakeholders.

Diversity and Inclusion Policy.

Crown Paints Kenya PLC embraces and support our employees' differences in age, ethnicity, gender, gender identity or expression, language differences, nationality or national origin, family or marital status, physical, mental and development abilities, race, religion or belief, sexual orientation, skin color, social or economic class, education, work and behavioral styles, political affiliation, caste, and other characteristics that make our employees unique. Our commitment to diversity and inclusion aligns with our values of People and Respect and is reflected in our Corporate Code of Conduct.

Diversity and inclusion are sponsored at the highest levels in the Company and initiatives are applicable-but not limited-to our practices and policies on regional mobility, recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of equity.

Quality Policy

Crown Paints is firmly dedicated to advancing the principles of sustainability across all aspects of its operations. Our unyielding commitment to sustainability is deeply ingrained in our core values, reflecting our responsibility towards the environment, society, and the well-being of future generations. At Crown Paints, we are resolute in our commitment to three key pillars: employee development, customer satisfaction, and sustainability. We prioritize professional recruitment and provide continuous training to empower our workforce while promoting sustainability. We are dedicated to understanding and meeting our customer's needs, ensuring consistent and timely delivery of environmentally friendly products and services. Our internal standard is set at Zero Defect, and we continually enhance our Sustainability Management System in accordance with ISO 9001:2015. We employ a systematic approach to assess sustainability risks and opportunities, with the goal of securing long-term sustainability and enhancing shareholder value.

Furthermore, we pledge our unwavering commitment to safety, health, environmental protection, and all statutory sustainability requirements. Through these efforts, we actively promote environmental stewardship in all our work practices.

Procurement Policy

Crown Paint's procurement strategy is strategically oriented towards enhancing our sustainability objectives while optimizing value for money. Our approach centres on the cultivation of a sustainable supply chain that collaborates with prequalified vendors who align with our environmental values. At Crown Paints, we actively promote sustainability throughout the procurement process. We encourage our vendors to offer environmentally friendly solutions and products by giving paramount importance to sustainability in our bidding processes. The decision-making process, involving Purchase Managers and Finance Directors, incorporates sustainability criteria, ensuring that sustainability considerations play a pivotal role in our procurement choices. Our commitment extends beyond the initial purchase.

We diligently monitor competitive purchasing rates and assess sustainability performance to gauge our progress. This ongoing evaluation fosters a culture of continuous improvement within Crown Paints, driving us closer to our sustainability goals and aspirations.

Risk Management and ensuring proactive approach

Risk Policy

Crown Paints Kenya PLC is a company that prioritizes value maximization through strategic and operational objectives that strike an optimal balance between growth-return goals and risks.

Our Risk Policy emphasizes effective response to change, including agile decision-making, cohesive response, and adaptive capacity to pivot and reposition while maintaining trust among stakeholders. The policy connects risk management with stakeholder expectations, positions risk in the context of Crown Paints' performance, and enables entities to anticipate risk and anticipate opportunities.

We calibrate an appropriate risk response to every opportunity, understanding that the operating environment is fluid with fluctuating risk-reward trade-offs. Management holds overall responsibility for managing risk at the entity level and enhances conversation with the board and stakeholders about using our risk management practices to gain a competitive advantage.

The How

This process starts by deploying risk management capabilities as part of selecting and refining business strategy. Management understands how risk impacts the strategy choice, adding perspective to strengths and weaknesses and aligning with our mission and vision. This process increases confidence in alternative strategies and staff input in strategy implementation, creating trust and instilling confidence in all stakeholders.

Board oversight

The board assumes a pivotal role in risk management, ensuring that Crown Paints upholds and enhances its value creation. The Risk Policy articulates key considerations for the board in defining and fulfilling its oversight responsibilities, encompassing aspects like governance, culture, strategy, performance, information, communication, reporting, and the continual review and enhancement of practices to improve our performance.

This proactive approach reinforces Crown Paints' long-term resilience by identifying not only risks but also transformative changes that could impact performance and necessitate a shift in strategy. This proactive stance leads to a broader spectrum of opportunities, comprehensive risk identification and management across the organization, and ultimately results in more favorable outcomes and advantages. It reduces the likelihood of negative surprises, minimizes performance variability, optimizes resource allocation, and fortifies the resilience of business units.

Strategy

Risk is an integral factor in Crown Paints Strategy-setting processes, where the chosen strategy must align seamlessly with our mission, vision, and core values. A strategy that deviates from alignment increases the risk of not achieving the mission and vision or compromising our values. Thus, the Crown Paints Risk Policy is not just about risk management but also about understanding the consequences of misaligned strategies on objectives.

Crown Paints risk management framework is underpinned by five interconnected pillars: Governance and Culture,

- o Strategy and Objective Setting,
- o Performance, Reviews and Revisions,
- o Information,
- o Communication,
- o Reporting.

These pillars ensure a thorough analysis of risks and an effective alignment of resources with our mission and vision. They cover various aspects of a company's strategy and business objectives and are supported by underlying practices across the organization.

ESG integration

Crown Paints integrates ESG considerations into its overall risk management process. The following table summarizes the key ESG-related risks under six strategic umbrellas, with each risk described briefly alongside its rating, and key mitigation measures.

Risk Type	Brief Description	Risk Rating	Key Mitigation Measures
Strategic Risks	Exposure to climate-related disruptions, workforce imbalance, and unethical supplier practices that could undermine strategic growth and long-term competitiveness.	High–Medium	Climate risk scenario planning, diversity and inclusion initiatives, enhanced supplier ESG screening and engagement.
Financial Risks	Rising costs of energy and water driven by market volatility, regulatory changes, and resource scarcity, impacting operational profitability.	Medium	Expansion of solar energy, investment in water-efficient technologies, and R&D focused on sustainable product innovation.
Regulatory & Policy Risks	Exposure to penalties, license withdrawal, or reputational damage due to non-compliance with environmental, occupational health, and chemical handling regulations.	High–Medium	Regular compliance audits, ISO 14001 and ISO 45001 certification, capacity-building and training on ESG regulations.
Reputational Risks	Erosion of stakeholder trust due to perceived poor transparency, or environmental harm caused by waste mismanagement or chemical exposure.	High	External assurance of ESG data, verified disclosures (GRI/NSE), stakeholder engagement, and robust waste handling procedures.
Operational Risks	Business continuity threats from cyber breaches, system failures, and energy instability affecting productivity and ESG reporting reliability.	Medium	Strengthened cybersecurity controls, staff ICT awareness, solar and backup power solutions to reduce grid dependency.

Sustainability
Risks

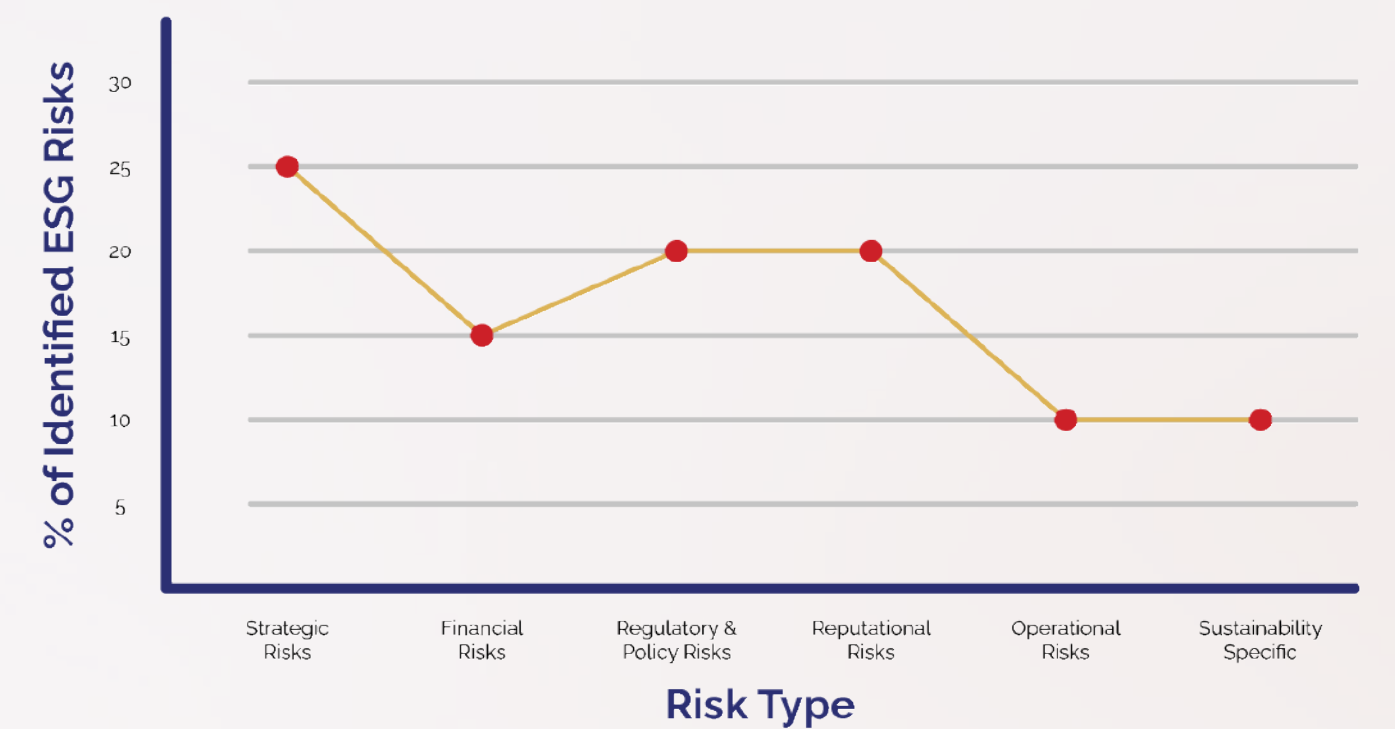
Failure to reduce emissions and meet climate targets, leading to reduced access to green funding and diminished investor confidence in ESG leadership.

Medium

Full implementation of GHG procedures & guideline, emissions monitoring, SBTi-aligned targets, and annual performance disclosures.

Risk Distribution Snapshot

This categorization helps management, and the board clearly understand where risk exposure is most concentrated and where resources and oversight should be prioritized.



2024 highlight:

Preparation and adoption of Enterprise Risk Management (ERM) framework and Policy manual.



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As Safe as nature

Feels like
nature

LOW VOC

NO SMELL | TOXIN FREE | ECO FRIENDLY

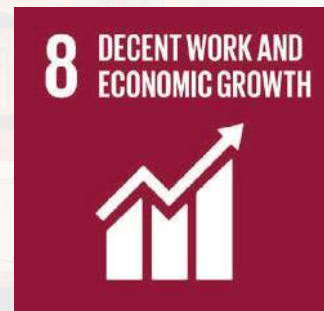
Durable and lasting colour on your walls
without compromising your health.

crownpaints.co.ke



ALIGNING TO SUSTAINABLE DEVELOPMENT GOALS

Crown Paints is dedicated to promoting sustainable development through our operations and practices. As a member of Kenya's manufacturing sector, a prominent paint producer and employer in Kenya, we recognize the opportunity to influence the SDGs and contribute to their global efforts. We believe the United Nations Sustainable Development Goals (SDGs) provide a framework for organizations like ours to collaborate to create a brighter future for all. We have selected the following key SDGs in our sustainability efforts and are actively working to attain them.



UN SDG	SDG Target Alignment with Crown Paints Strategy	Our Strategic Approach	Our Achievement & Commitment
 <p>3 GOOD HEALTH</p>	<p>Target 3.8- Achieve universal health coverage, including financial risk protection, access to quality essential health-care services.</p>	<p>Producing high quality zero VOC paints without the potentially unsafe chemical components.</p>	<p>A total of 15 training sessions on HSE across all our group entities in 2024</p>
	<p>Target 3.9- Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution & Contamination.</p>	<p>Improving access to high quality and standardized health care to employees and their families through access to high quality medical cover.</p> <p>Promoting measures to Prevent the Spread of infectious diseases.</p>	<p>Successfully implemented ISO 45001 in our operations achieving 100% compliance in 2024</p> <p>Implemented wellness initiatives that have reached more than 85% of employees.</p> <p>All our products are low VOC. So far producing 5 zero VoC eco-friendly products.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Target 7.2: Significantly increase the use of renewable energy in our operations.</p>	<p>Extending the energy saving initiatives and use of renewable energy to other locations/group entities.</p> <p>Conducting annual energy Audit and Assessment.</p> <p>Integrating Renewable Energy Infrastructure in all our group entities.</p> <p>Investing in energy efficient technologies in all our locations.</p>	<p>Increase electricity from renewable sources to a total of 188.8 Megawatts which is 9 % of the total usage.</p> <p>Installed solar-powered security lamps, LED lamps, solar water heaters and variable speed drives on major high power rated machines within our factories.</p>

8 DECENT WORK AND ECONOMIC GROWTH



Target 8.5: Achieve full and productive employment and decent work for all.

Target 8.7: Take effective measures to eradicate forced labour, end modern slavery and eliminate child labour in all its forms.

Promoting a diverse and inclusive work environment that values employees' differences, providing equal opportunities for all.

Monitor workforce gender parity to tackle existing discriminatory practices.

Fair Wages and Benefits- Full-time employees receive wages above minimums, with regular competitive reviews.

By the end of FY 2025, we aim to increase diverse group representation in executive roles by 10%.

Regular DEI workshops which increased employee participation by 11%.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Target 9.2: Promote inclusive and sustainable industrialization and, by 2030, raise industry's share of employment and gross domestic product.

Target 9.b: Promote domestic technology development, research, & innovation in developing countries & ensure favourable policies for industrial diversification and commodity value addition.

Collaborating with research centres to produce low VOC paint ranges.

Leveraging digital solutions to enhance eco-friendly Product Development.

Investing in energy efficient technologies, optimising resource usage, and adopting responsible waste management strategies.

Targeting a 20% increase in investment in advanced technology for better tracking and management of hazardous waste.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Target 12.2: Achieve the sustainable management & efficient use of natural resources.

Target 12.4: Responsible management of chemicals and waste.

Target 12.5: Reduce waste generation through prevention, reduction, recycling, and reuse.

Target 12.6: Adopt sustainable practices and sustainability reporting.

Investing in energy efficient technologies, optimising resource usage, and adopting responsible waste management strategies

Expanding our recycling efforts by identifying opportunities to reuse or recycle waste materials.

Adopting sustainability reporting using the GRI Standards.

Disposal Treatment

Incorporate explicit labelling that provides guidance on the appropriate disposal method.

Increase reuse and recycling initiatives by 30% by 2025.

Producing 5 zero VoC eco-friendly products

Reducing Water consumption by 20% by 2025 and achieve zero effluent water discharge by 2030.

Treat approximately 4000 litres of water daily.

Harvesting rainwater to complement the current water supply.

17 PARTNERSHIPS FOR THE GOALS



Target 17.6: Knowledge sharing and cooperation for access to science, technology, and innovation.

Target 17.7: Promote sustainable technologies to developing countries.

Collaborating with research centres to produce eco-friendly products.

Targeting a 20% increase in investment in advanced technology.





12. FUTURE OUTLOOK.

At Crown Paints Kenya, we are committed to building a sustainable future through deliberate actions that balance environmental care, social impact, and strong governance. Looking ahead, one of our key priorities is enhancing our resilience to climate change. We plan to continue investing in energy-efficient technologies, reduce our greenhouse gas emissions through operational improvements, and expand our climate risk assessments across all facilities and our supply chain. These steps will help us prepare for and adapt to climate-related challenges while contributing to global climate goals. We also recognize that a sustainable supply chain is essential to our long-term success. That's why we're working to strengthen our relationships with suppliers by conducting ESG-focused assessments and offering training to help them meet ethical and environmental standards. Our aim is to foster responsible sourcing practices that reflect our values and support our sustainability goals.

Transparency is another area we are determined to improve. We are aligning our ESG reporting with global standards such as GRI and SASB to provide clear, consistent, and credible information to our stakeholders. By leveraging data and performance dashboards, we will be able to track our progress more accurately and communicate it effectively. As we look to reduce our environmental footprint further, we are embracing circular economy principles. This includes promoting safe paint disposal, increasing recycling initiatives, and developing eco-friendly, low-VOC product formulations that are safer for both people and the planet.

Finally, we remain deeply committed to the communities we serve. We will continue to invest in initiatives that support education, healthcare, and youth empowerment. We also plan to host ESG-focused stakeholder engagement forums to foster dialogue, collaboration, and shared ownership of our sustainability journey. Together, these actions form the foundation of our sustainability future outlook—one that reflects our purpose, strengthens our impact, and ensures that we continue to grow responsibly.

13. GLOSSARY OF TERMS.

CEO –Chief Executive Officer

CMA - Capital Markets Authority

CO₂ - Carbon dioxide

CSR – Corporate Social Responsibility

CYS –Crown Your Space

DEI – Diversity, Equity and Inclusivity

ESG - Environmental, Social and Governance

GRI - Global Reporting Initiative

GBV – Gender Based Violence

HR – Human Resource

HSE - Health Safety and Environment

IFLA - International Federation of Landscape Architects

ISO – International Organization for Standardization

KE - Kenya

Kg - Kilogram

Kshs – Kenya Shilling

KWCW - Kenya Women and Children Wellness Centre

LED – Light Emitting Diode

Ltd – Limited

NGOs –Non-Governmental Organizations

NSE - Nairobi Securities Exchange

PLC –Public Limited Company

R&D – Research and Development

SO₂ - Sulphur Oxide

SDG - Sustainable Development Goals

UN - United Nations

VOC – Volatile Organic Compound

14. PERFORMANCE DATA SHEET.

CROWN PAINTS KENYA PLC
ESG PERFORMANCE DATA
PERIOD : 1 JAN 2024 TO 31 DEC 2024

S/N	Measurement	2024
PRODUCTION	M³	53,177
REVENUE	Kshs.	13.5 B
Corporate Income Tax Expense	Kshs.	238 M
Proposed Dividend Per Share	Kshs	3
Total Assets		9.4 B
WATER		
Water consumption	M ³	78,594
ENERGY & EMISSIONS		
Non -renewable Consumption		
Electricity	GJ	7,209
Petrol	GJ	3,763
Diesel	GJ	33,180
LPG	GJ	223
		44,375
Renewable Energy consumption		
Biomass	GJ	
Solar	GJ	680
		680
Total Energy Consumption	GJ	45,055
Scope 1 and 2 Carbon Emissions	tCO ₂ e	3,364
No of Fleet using renewable energy.	#	6
WASTE MANAGEMENT		
Total waste generated	Mt	505
Waste Recovered (recycled, reused)	Mt	47
Hazardous waste generated	Mt	96
EMPLOYEE COMPOSITION		

Full-time employees	#	1,493
Employees under the age of 30	#	368
Employees between 30 and 50	#	990
Employees above 50	#	135
Women at senior management level	#	28
Women in total workforce	#	311
Men at senior management level	#	100
Men in total workforce	#	1,182
Number of new hires	#	102
Number of employee who left the company	#	66
TRAINING & DEVELOPMENT		
Hours of training	#	11,943
Managers who had an annual performance review	#	30
Non-managers who had an annual performance review	#	376
Number of interns		
Men	#	37
Women	#	47
Total	#	84
Safety, Health & Environment		
No. of injuries	#	78
No of Lost Time Injuries (hours)	Hours	2,480
No of occupational illnesses	#	-
No of Workforce represented on health and safety committees	#	156
No of Occupational Health & Safety Trainings organized	#	15
No of employees participated in Occupational Health & Safety Training	#	
No of Occupational health and safety risk assessments	#	16
No of companies with ISO 14001:Environmental Management system certification	#	2

No of companies with ISO 9001:Quality management system certification	#	2
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Find A Painter Platform

No. of painters connected to Find Painter platform	#	2,000
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CSR Initiatives

Working hours dedicated to CSR Initiatives	#	787
Social initiatives beneficiaries	#	6,910
Employees and volunteers who participated	#	39
Paint used	M ³	2,678
No. of trees planted	#	3,000

Board of Directors

Number of Directors of the Board	#	7
Number of times Board of Directors meetings held annually	#	3
Attendance rates at Board of Directors meetings	%	100



GRI Content Index sheet

Statement of use

Crown Paints Kenya PLC has reported the information cited in this GRI content index for the period from 1st January 2024 to 31st December 2024 in accordance with the GRI Standards.

15. GRI CONTENT INDEX

STATEMENT OF USE	Crown Paints Kenya PLC has reported the information cited in this GRI content index for the period from 1st January 2024 to 31st December 2024 in accordance with the GRI Standards.	
GRI 1 USED	GRI 1: FOUNDATION 2021	
GRI	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Crown Paints Kenya PLC
	2-2 Entities included in the organization's sustainability reporting	Our Subsidiaries
	2-3 Reporting period, frequency and contact point	Our Approach to reporting
	2-4 Restatements of information	N/A
	2-5 External assurance	N/A
	2-6 Activities, value chain and other business relationships	About Crown Paints Kenya PLC
	2-7 Employees	2024 Annual Report
	2-8 Workers who are not employees	2024 Annual Report
	2-9 Governance structure and composition	Our Governance
	2-10 Nomination and selection of the highest governance body	Our Governance
	2-11 Chair of the highest governance body	Our Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Governance
	2-13 Delegation of responsibility for managing impacts	Our Governance
	2-14 Role of the highest governance body in sustainability reporting	Our Governance
	2-15 Conflicts of interest	Our Governance
	2-16 Communication of critical concerns	Our Governance
	2-17 Collective knowledge of the highest governance body	Our board
	2-18 Evaluation of the performance of the highest governance body	2024 Annual Report
	2-19 Remuneration policies	2024 Annual Report
	2-20 Process to determine remuneration	2024 Annual Report
	2-21 Annual total compensation ratio	2024 Annual Report
	2-22 Statement on sustainable development strategy	Our sustainability Pillars
	2-23 Policy commitments	Our Policies
	2-24 Embedding policy commitments	Our Policies
	2-25 Processes to remediate negative impacts	Our sustainability Pillars
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder engagement
	2-27 Compliance with laws and regulations	Business ethics and compliance
	2-28 Membership associations	Stakeholder engagement
	2-29 Approach to stakeholder engagement	Stakeholder engagement
	2-30 Collective bargaining agreements	2024 Annual Report

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our materiality process
	3-2 List of material topics	Our material topics
	3-3 Management of material topics	Highlights of 2024 Performance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Annual Report
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report
	201-4 Financial assistance received from government	N/A
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2024 Annual Report
	202-2 Proportion of senior management hired from the local community	2024 Annual Report
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2024 Annual Report
	203-2 Significant indirect economic impacts	2024 Annual Report
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2024 Annual Report
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	Material topic-Responsible governance
	205-2 Communication and training about anti-corruption policies and procedures	Material topic-Responsible governance
	205-3 Confirmed incidents of corruption and actions taken	Material topic-Responsible governance
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business ethics and compliance
GRI 207: Tax 2019	207-1 Approach to tax	2024 Annual Report
	207-2 Tax governance, control, and risk management	2024 Annual Report
	207-3 Stakeholder engagement and management of concerns related to tax	2024 Annual Report
	207-4 Country-by-country reporting	2024 Annual Report
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Material Topic -Waste management
	301-2 Recycled input materials used	Material Topic -Waste management
	301-3 Reclaimed products and their packaging materials	Material Topic -Waste management

GRI 302: Energy 2016	302-1 Energy consumption within the organization	Material topic- Energy & Emissions management
	302-2 Energy consumption outside of the organization	Material topic- Energy & Emissions management
	302-3 Energy intensity	Material topic- Energy & Emissions management
	302-4 Reduction of energy consumption	Material topic- Energy & Emissions management
	302-5 Reductions in energy requirements of products and services	Material topic- Energy & Emissions management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Material Topic -Water management
	303-2 Management of water discharge-related impacts	Material Topic -Water management
	303-3 Water withdrawal	Material Topic -Water management
	303-4 Water discharge	Material Topic -Water management
	303-5 Water consumption	Material Topic -Water management
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
	304-2 Significant impacts of activities, products and services on biodiversity	N/A
	304-3 Habitats protected or restored	N/A
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Material topic- Energy & Emissions management
	305-2 Energy indirect (Scope 2) GHG emissions	Material topic- Energy & Emissions management
	305-3 Other indirect (Scope 3) GHG emissions	Material topic- Energy & Emissions management
	305-4 GHG emissions intensity	Material topic- Energy & Emissions management
	305-5 Reduction of GHG emissions	Material topic- Energy & Emissions management
	305-6 Emissions of ozone-depleting substances (ODS)	Material topic- Energy & Emissions management
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Material topic- Energy & Emissions management

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Material topic- Waste management
	306-2 Management of significant waste-related impacts	Material topic- Waste management
	306-3 Waste generated	Material topic- Waste management
	306-4 Waste diverted from disposal	Material topic- Waste management
	306-5 Waste directed to disposal	Material topic- Waste management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Material topic-Responsible governance
	308-2 Negative environmental impacts in the supply chain and actions taken	Material topic-Responsible governance
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Material Topic -Human capital management
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Annual Report
	401-3 Parental leave	Material Topic -Human capital management
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	2024 Annual Report
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Material Topic-Occupational Health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	Material Topic-Occupational Health and safety
	403-3 Occupational health services	Material Topic-Occupational Health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Material Topic-Occupational Health and safety
	403-5 Worker training on occupational health and safety	Material Topic-Occupational Health and safety
	403-6 Promotion of worker health	Material Topic-Occupational Health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Material Topic-Occupational Health and safety
	403-8 Workers covered by an occupational health and safety management system	Material Topic-Occupational Health and safety
	403-9 Work-related injuries	Material Topic-Occupational Health and safety
	403-10 Work-related ill health	Material Topic-Occupational Health and safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Material Topic -Human capital management
	404-2 Programs for upgrading employee skills and transition assistance programs	Material Topic -Human capital management
	404-3 Percentage of employees receiving regular performance and career development reviews	Material Topic -Human capital management

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Annual Report
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Material topic-Diversity, Equity & Inclusion
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Material topic-Diversity, Equity & Inclusion
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Material topic-Responsible governance
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Material topic-Responsible governance
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Material topic-Community engagement
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Material topic-Community engagement
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Material topic-Community engagement
	413-2 Operations with significant actual and potential negative impacts on local communities	Material topic-Community engagement
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Material topic-Responsible governance
	414-2 Negative social impacts in the supply chain and actions taken	Material topic-Responsible governance
GRI 415: Public Policy 2016	415-1 Political contributions	Material topic-Responsible governance
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Material topic- Products and innovations
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Material topic- Products and innovations
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Material topic- Products and innovations
	417-2 Incidents of non-compliance concerning product and service information and labeling	Material topic- Products and innovations
	417-3 Incidents of non-compliance concerning marketing communications	Material topic- Products and innovations
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Material topic -Responsible governance





SUSTAINABILITY REPORT 2024



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