

CLARIFICATIONS BY BIDCO AFRICA ON VARIOUS ALLEGATIONS RAISED IN THE SMEAR CAMPAIGN

1. Whether Bidco Africa has evaded paying Ksh 1.3 Billion in taxes

- a. Bidco is a proud taxpayer with no outstanding tax obligations. Bidco remits over 40 Million USD in taxes every year. We are audited by PriceWaterHouseCoopers (PWC) who can affirm the same. There is a legal dispute where Bidco Africa has SUED the Kenya Revenue Authority for using the sum insured of an import consignment as the dutiable amount which is AGAINST the law. The case is presently ongoing in the Tax Tribunal, and we await its conclusion.

2. Whether Bidco Africa has grabbed 10,000 ha in Kalangala in Uganda, from peasant farmers for Oil Palm Plantations.

- a. Bidco Africa and Bidco Uganda are two separate legal entities with different shareholding and management.
- b. The Government of Uganda SOLELY acquired land for the nucleus estate. A total of 8,500 hectares was acquired for the nucleus estate although only 6,500 hectares was accessible by the company for planting oil palm. Another 1000 hectares was left for the communities to plant oil palm and also use for other agricultural and settlement activities. Details of these lands can be got from the Kalangala District Agriculture Office.
There was NO compulsory acquisition of land-all acquisitions were on willing buyer willing seller basis.
- c. Out of the 10,000 Ha earmarked for the project there is only ONE dispute over a small portion of the land-50 acres- between the landowner and the squatters on the land. There is a in the High Court of Masaka and Bidco Uganda has pledged to honour the ruling of the court. The Land in question has not been touched by Bidco Uganda or any of its agents.
- d. The High Court of Uganda has cleared Bidco Uganda of any claims of deforestation and environmental breach. [Click here to read the full judgement.](#)
- e. There are over 1800 farmers in Kalangala who benefited from the plantation – they own 2.2 ha and they have a guaranteed market for their produce.
- f. Hear from the farmers of Kalangala in their own words [here](#)

3. Whether Bidco employees have been denied the right to join a worker's union and whether Bidco management deliberately intimidates employees who seek membership to any worker's union.

- a. Bidco Africa employees are represented by the Kenya Chemical Workers Union.

4. Whether Bidco pays statutory deductions such as National Social Security Fund (NSSF) and National Hospital Insurance Fund (NHIF) for its employees.

- a. Bidco Africa remits statutory deductions on time and in full. We are in possession of clearance certificates for the year 2016 from the NHIF and NSSF.
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- 5. Whether Bidco offers workman compensation insurance cover and whether it compensates its employees for bodily injury by accident or disease caused to them arising out of and in the course of employment.**
 - a. Bidco Africa has a fully paid insurance cover for Workplace accidents with Kenindia Insurance Company.
 - 6. Whether Bidco has medical treatment facilities and personnel trained in delivery of emergency medical treatment to employees injured at work place.**
 - a. Bidco has contracted hospitals in Thika Naidu, Thika Nursing Home, Avenue Hospital, Mediheal wherein professional Health Care is administered to employees. Further, Bidco has stand by vehicles which are used to rush employees to any of the said contracted hospitals in the event of an injury or ill health.
 - 7. Whether Bidco exposes employees to unsafe working conditions.**
 - a. Bidco has an Occupational Health and Safety Policy, which every employee must adhere to. The company always ensures safe working conditions through periodical internal inspections and third party audits. The findings are discussed in the Safety Committee meetings and records of the meetings are kept available.
 - 8. Whether Bidco provides protective gear to its employees and whether it forces its workers to toil without overalls and safety boots.**
 - a. Bidco provides Personal Protective Equipment (PPE) and/or protective gear to all its employees. In fact, the employees do certify in writing that they have received the PPES and undertake to wear them during working hours. Furthermore, they even append their signatures to the said documents upon receipt thereof.
 - 9. Whether Bidco harasses, and unfairly terminates the employment of the employees who complain about their gear, workplace conditions and injury at work place.**
 - a. The Human Resource Department keeps a record of all the employees and none of such records reflect therein that any of its employees was terminated for making such complaints.
 - 10. Whether Bidco employees are subjected to long hours of work without breaks and overtime.**
 - a. Bidco Africa operates a three shift system of 8 hours each- employees are paid overtime for extra hours worked beyond this.

ADDITIONALLY:

- Bidco operates at world-class standards; World Class Quality Standards: ISO 9001.2008, Environmental Management Standards ISO 14000, Occupational & Health Standards OHSAS ISO 18000, ISO 22000 and our products are also certified by KEBS and HALAL
- Bidco believes in inclusive growth. We operate the full value chain from “Soil to Pan’ and work with over 23,000 farmers to whom we offer a guaranteed a market for their sunflower, corn and soya bean seeds.
- Bidco provides free lunch and transport to 1200 Bidco Family Members every day.
- Bidco provides free transport for family members on all shifts 24 hours a day
- Bidco Pays wages above market rates.
- Unlike most manufacturers in Kenya Bidco no longer works with casual labourers- workers who come in for a daily wage with no formal employment.
- Bidco terminated the casual labour system and added over 1,200 individuals to its payroll.
- All Bidco Family members are provided with the required Personal Protective Equipment.
- The Wellness Champions are an internal organization that promotes work-life balance, counselling and self-development.
- Bidco provides free medical check-ups for staff.
- The company operates a pension scheme for all staff and has set up a Sacco to help save and access loans.
- Bidco is a job creator. Bidco employs 2,500 people across Kenya and we are adding over 1,000 jobs in the next two years.