



# COMPANY PROFILE

## **Company Overview and Strategy**

**Pelings is a leading corporation that control various business entities involved in;**

- Environment, Health and Safety solutions
- Training, Recreation and Development Services
- KPI Setting
- Energy Audit
- Supply of Consumables and Equipment
- Consultancy Services

Pelings core strategy is to tailor EHS services and related technologies for each segment of the market. Pelings will continue to provide high quality services to support industry. The Company also continues to support the Pelings preference strategy, which has made Pelings a household name in the countries in which it operates. The Company plans to cultivate new businesses and continue to work with the industry to develop compelling services

### **Pelings Vision:**

The vision of Pelings is working together to realize the aspirations of her customers

### **Pelings Mission:**

- Be the partner of choice for all our customers in all the markets in which we do business.
- Consistently exceed our financial targets over time for the benefit of all our stakeholders
- Attract, challenge and retain the most capable people in our industry
- Respect the communities and environment in which we operate

## Company Details

<b>Offices Location</b>	Ruiru Township, Mathigo Road, Temani Business Centre, Opposite Parkview Apartments, Ground Floor Office No. 4
<b>Address</b>	P.O. Box 55400 (00200)
<b>Telephone</b>	+254- 2- 218768
<b>Cell phones</b>	+254 721 314 431 +254 722 502 584 +254 722 528 163
<b>Emails</b>	<a href="mailto:info@pelings.com">info@pelings.com</a> pelings@pelings.com <a href="mailto:sales@pelings.com">sales@pelings.com</a>
<b>Company Registration</b>	CPR/2013/96419
<b>VAT Registration</b>	P051414553B
<b>NEMA Registration</b>	Expert Firm
<b>DOHSS Registration</b>	OSH Services and Training institution
<b>DIT Registration</b>	Training Institution
<b>County Government License</b>	2013/1082714
<b>Trade Terms</b>	60 days after invoice
<b>Cheques Payable to</b>	Pelings Company
<b><u><a href="http://www.pelings.com">www.pelings.com</a></u></b>	

## Trade & Market

<b>Main Markets:</b>	<b>Kenya</b> <b>Uganda</b> <b>Tanzania</b> <b>Ruanda</b> <b>Ethiopia</b> <b>South Africa</b>
<b>Total Annual Sales Volume</b>	KSh.51 Million - KSh.70 Million
<b>Export Percentage:</b>	60% - 81%
<b>RECENT CLIENTS</b>	<b>Recent clients include:</b> <ol style="list-style-type: none"><li>1. China Jiangxi International Kenya Limited; Kenyatta University Referral Hospital Project.</li><li>2. ACME Containers Limited,</li><li>3. Inovative Marketing Solution Limited</li><li>4. China Jiangxi International Kenya Limited; Kenyatta University Unicity Project.</li><li>5. Empire Microsystems</li><li>6. A-Plus Footwear</li><li>7. Youth for Kenya Initiatives –YIKE</li><li>8. Gulf Energy Limited</li><li>9. FootPlus Limited</li><li>10. Royal Footwear Limited</li><li>11. Sun Power Product Limited/Brown Cheese Company</li><li>12. Sepyana Oils Limited</li></ol>
<b>INSTITUTIONAL LINKS</b>	Pelings Limited ensures leadership in its areas of competence maintaining strong links with relevant centres of excellence including Government Departments and Research Institutes.

## Pelings Core Values - what we believe in:

- Creativity
- Integrity
- Excellence

- Passion

## **Pelings Core Competencies - Our Strengths:**

Due to our dynamic and robust nature, our core business activities have steadily grown, expanded and matured.

Our expertise in providing large business solutions is due to the wide range of skill-sets that we harbor in all major areas. Our Strict adherence to continuous and regular up-gradation of our Skills through Training Exercises, Workshops and sponsored courses ensures that the services we offer are the best.

Pelings is quick to adopt new and emerging technologies after thorough scrutiny to ensure that, not only do our clients receive the best there is in the market but that our solutions are best tailored to fully complement and address the needs of our clients to achieve maximum productivity and at a minimum cost.

All this, coupled with a dedicated round the clock Support System and a rigid Regional Presence makes Pelings a truly indispensable entity in its services.

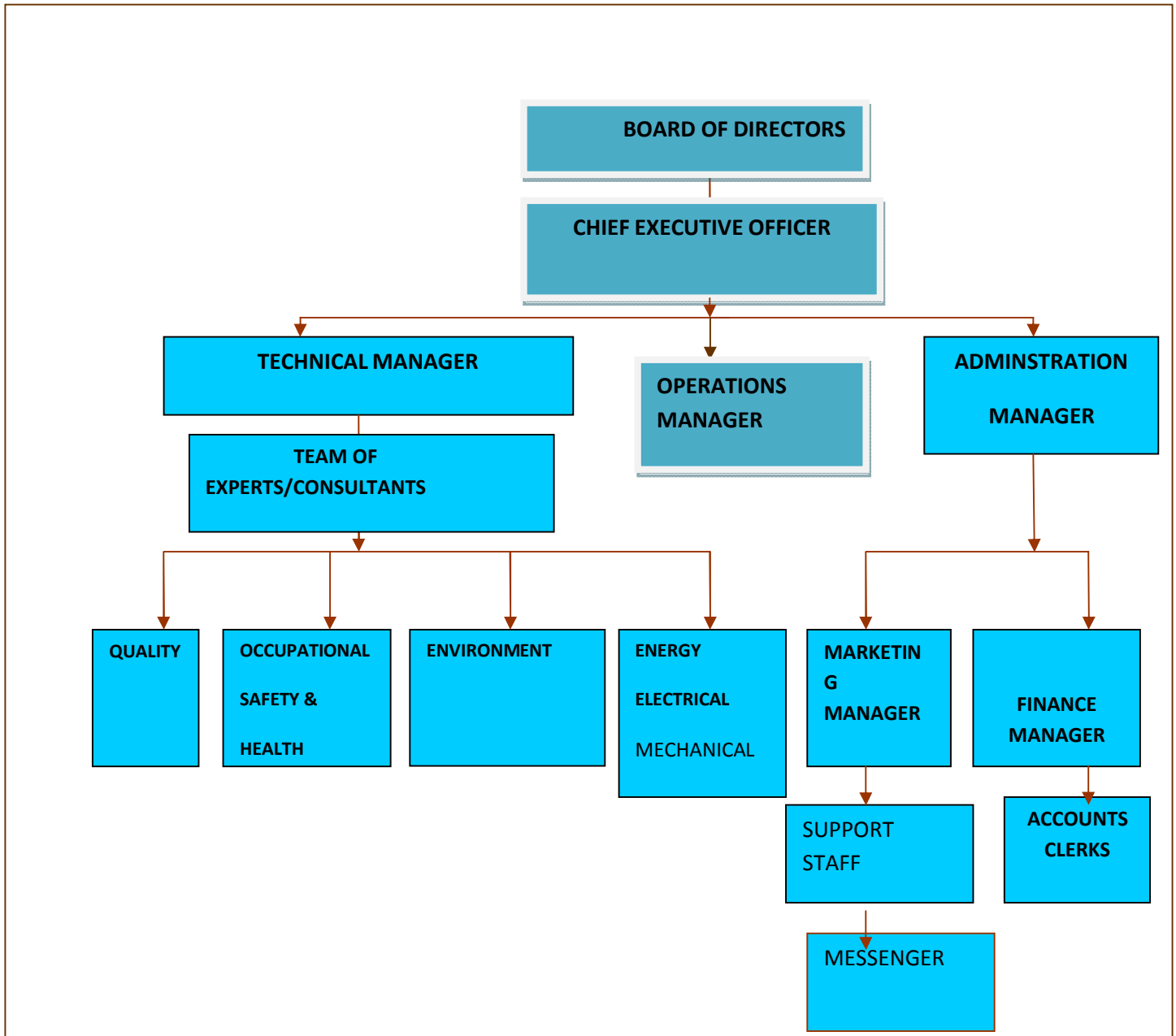
## **Pelings Core Attributes - Our Personality**

- Approachable
- Responsive
- Systematic
- Driven to win

## **Skills Set**

Pelings has a competent team, as a result of knowledge and experience. This is based on a familiarity of a field of knowledge acquired over years of actual practice which has resulted to a superior understanding of our products and services. In the long run we have been able to meet the needs of our customers adequately and efficiently via our sales team, pre sales team and the customer support service team.

# ORGANIZATIONAL STRUCTURE



## Staff Compliment

We pride ourselves for a team of resource persons who are experts in their fields of specialization. The team comprises of:

- ✓ Health & Safety Auditors/advisors
- ✓ Environmental consultants
- ✓ Risk Management Consultants
- ✓ Mechanical Engineers
- ✓ Fire experts
- ✓ Electrical Engineers
- ✓ Medical doctors & First Aiders
- ✓ Transport Safety Consultants
- ✓ Quality Management Systems Experts/Trainers.

# **RANGE OF ENTITIES**

## **PART A: ENVIRONMENT, HEALTH AND SAFETY**

The objectives and mandate of Pelings Limited in this area, is to offer Consultancy services and training on Quality, Health and Safety, Environmental & Energy Management. This includes Environmental Impact Assessments and Audits, Occupational Safety and Health, Fire Safety Management, Disaster & Emergency Preparedness, First Aid Management, HIV/AIDS Management, Electrical safety, Energy Management, Working at Heights, Transport Safety, Noise Hazards Awareness among other critical areas of Quality, Safety, Health, Environment and Energy-(QSHEE).

Pelings endeavors to;

- 1) Save lives and eliminate human suffering due to occupational accidents & illnesses at workplaces
- 2) Cut down on business operational costs due to;
  - Occupational accidents and illnesses
  - Machinery & Plant downtime
  - Resource wastes & Environment
  - Poor Energy Utilization
  - Inefficient Quality Management Systems

Our services are also aimed at helping industrial, commercial, governmental and non-governmental organizations to comply with all the relevant legislations such as the Occupational Health and Safety Act, 2007(OSHA), the Environmental Management and Coordination Act (EMCA) of 1999, the Work Injury Benefits Act of 2007(WIBA), and the Energy Act of 06 in Kenya.

Pelings Limited provides a full range of consultancy and management services in safety, health and environment. The services also include emergency preparedness, response and fire



prevention and protection. The Consultancy consists of a multidisciplinary team of specialists with a wealth of local and international experience in these fields who blend local knowledge and expertise with international experience. The team helps organizations to control losses and enhance the safety, health, and productivity of employees on the job site and in the workplace. We provide Environment, Health and Safety solutions ranging from risk evaluations and regulatory compliance checks to safety program development, employee training, and workers' compensation cost-management programs. We also focus our management training on results based management approaches particularly strategic and performance management.

The competencies of individual consultants are pulled together so that all ramifications of a problem can be tackled within the consultancy, making it unnecessary for the client to coordinate and reconcile the advice of a number of separate experts.

## **I. Environment, Health and Safety (EHS) Consulting Services**

The cornerstone of our approach in environment, health and safety training is the belief that accidents and occupational disease are predictable, preventable and unacceptable. Therefore, we apply our expertise, a unique consultative approach, and proven techniques to help businesses in a wide range of industries as well as organizations in the public and government sector increase productivity and the quality of working life. Emphasis is placed on methods that provide simple, practical, low-cost, effective, and locally sustainable solutions to problems. This means that the cost borne by the client in getting the problem solved is reduced to the very minimum. The client has full influence on the design, formulation and implementation of the activities. Our client-focused approach ensures that solutions are tailored to your unique needs and goals, within the cost and time parameters you specify. At Pelings Limited, we focus on your employees' safety and health so you can focus on your business.

We offer services ranging from industrial hygiene consulting and indoor air quality testing to HAZMAT assessments and waste management cost recovery. Our consultants conduct Environmental Management System audits to assess the suitability of the client's environmental management system, the ability of the internal management process to effectively manage the system, the extent of compliance with the law and conformity with EMS standards. Pelings can help your organization to 'roll out' the implementation plan, and avoid environmental risks and ensure compliance with regulatory standards. Advice is also available on safety and environmental policies, review of the policy documents and the appropriate organizational structure for health, safety and environment management services. We undertake specific and general Environmental

Impact Assessments (EIAs) of new or existing projects and environmental audits as required by the Environmental Management Act and best industry practice environmental management approaches.

Through our long experience we help organizations to enhance work environments and workstation ergonomics. We use our expertise in identifying hazards and assessing risks, prioritizing and prescribing corrective actions, and projecting the impact of improvements to maximize business benefits vs. costs. We serve organizations ranging from service providers to manufacturing and production companies. Whether for an office environment, health care facility, technology campus, or industrial complex, we can provide the solutions specific to your organization's needs.

Waste management master planning, ascertainment of quantity, quality and sources of solid, liquid, gaseous, industrial, domestic and radioactive waste. Identification of the safest and cost-effective means of disposal of such waste including economic and organizational is carried out.

The above consulting services are reinforced with quality training. We offer a wide range of professional development courses for managers, supervisors, safety committee members, and safety and health professionals, and we can tailor courses to specific industries and occupations. All courses are led by qualified safety professionals, and we provide all required course materials in English. At the conclusion of each course, we recognize participants' success by awarding a certificate to each participant who successfully completes the training.

Pelings Limited is authorized the Directorate of Occupational Health and Safety Services to perform Competent Person Training. And we specialize in crisis intervention training and programs to help schools, health care organizations and other agencies effectively handle potential violent behavior in the workplace.

## **Summary of environment, Health and Safety Consulting Services**

- ❖ Behavioral Safety, Crisis Intervention and Hazard Communication
- ❖ Materials handling, Storage and Forklift Safety
- ❖ Safety Technology: Machine Guarding, Electrical Safety, Ergonomics and Lockout/Tag out
- ❖ Emergency Preparedness and Response
- ❖ Building, Construction and Works of Civil Engineering
- ❖ Fire Prevention, Protection and Life Safety
- ❖ Health Care Safety Management and Industrial First Aid/CPR

- ❖ Occupational Health, Hygiene and Job Site Inspection
- ❖ Personal Protective Equipment
- ❖ Health, Safety and Environment Policy Development
- ❖ Hearing Conservation and Noise Reduction
- ❖ Plant Layout, Process Improvements and Safe Systems of Work
- ❖ Workers' Compensation Issues

### **Risk Management and Loss Control Consulting Services**

- ❖ Accident Investigations
- ❖ Construction Site Safety Assessments
- ❖ EHS Policy Evaluations
- ❖ Property Risk Evaluations
- ❖ Safety Manual Development
- ❖ Workers' Compensation
- ❖ Risk Evaluation

### **Working and Living Environment Consulting**

- ❖ Safety and Health audits and Job Site Inspections
- ❖ Environmental Impact Assessments and Audits
- ❖ Air, Chemical, Materials Sampling and HAZMAT Assessments
- ❖ Industrial Hygiene Services and Indoor Air Quality Assessments
- ❖ Safety Skills Evaluation

## **II. Occupational Health Safety and Hygiene Services**

We undertake a wide range of occupational safety and hygiene surveys, conduct accident investigations and medical assessments, and provide legal representation of our clients. Pre-placement and periodic medical examinations, Pre-and Post-exposure medical examinations, medical surveillance and disability assessments are carried out for clients upon request.

Sampling Analytical Services are provided chemical, physical and biological hazards. We assess exposure to dust, fume gases or vapors and advice on control strategies where required. We also carry out surveys to identify areas of risk to hearing and assess the suitability of hearing protection. We can provide detailed information on noise control and advice on the audiometry. Our experts assess exposure to ionizing and non ionizing radiation and provide personnel monitoring services to clients. We provide advice on the proper selection and use of occupational and environmental safety equipment and devices that makes personnel safe and comfortable.

### **III. Safety Technology**

Workplace safety improvement involves not only training people and safeguarding their work environments, but also optimizing workplace technologies to enhance employee well-being. Pelings Limited consultants include experts in industrial and mechanical engineering as well as environmental and industrial safety engineering, and we apply our expertise to develop solutions for clients ranging from physical plant layout, machine guarding, noise reduction, fire safety code compliance and facilities security assessments to process improvements, quality control, and more. In addition, we help our clients to maintain reduced product liability exposure through Non-Destructive Testing (NDT) of a wide range of materials and structures.

Detailed advice is available on the legal requirements for machinery guarding and, the safety of plant and technical equipment. Our experts help client organizations to reduce the danger posed by machines, plant and equipment by designing safeguards that comply with safety standards and establishing inspection and maintenance programmes that improve process system and component reliability. We also design and produce safety signs and posters.

### **IV. Emergency Preparedness and Response**

We provide emergency preparedness services on clients' premises including the supply and servicing all types of fire fighting equipment and conducting required training/drills. The consultancy also provides companies and insurance companies with an assessment of fire and explosion hazards particularly high risks systems, processes and equipment. This helps in setting guidelines for future company reliability and safety systems. We make recommendations to minimize the hazards and, thus, help to avoid the damage to property loss of life, environmental pollution and possible litigation.

### **V. Risk Management and Loss Control Consulting Services**

We help organizations to identify potential hazards in their operations evaluate risks and assess the potential for losses associated with workers' compensation, property, general liability, product liability, and workplace policies arising from operations, quantify the hazards and analyze the consequences. Risk mitigation measures are drawn to minimize the risk levels. Emergency preparedness and disaster management plans are formulated to deal with on-site and off-site risks. Our workers' compensation risk evaluation includes an on-site survey and report that documents operation exposures, controls, and recommendations; analyzes loss history and amounts; and assesses current loss-control programs. The evaluation includes consultation and

management training. Property risk evaluations assess and document building construction, occupancy, fire and flood exposures, security and crime risks, amount subject to loss, and estimated maximum probable loss.

General liability risk evaluations assess and document exposure to non-employees on-site, risks associated with offsite operations, hazards to neighborhoods, and risks that are unique to individual businesses. We estimate the probability and severity of losses and recommend controls and improvements to help you effectively manage risk.

## **VI. Technical Information and Advisory Services**

We provide advice on technical standards, legal requirements and good operational practices in all our areas of competence. This service takes the form of a straightforward bibliography search or an evaluation of available data; advice on methods of managing the environment and hazards may be detailed and comprehensive or made general in nature, depending on the client's requirements.

## **VII. Environmental Impact Assessment:**

We undertake specific and general Environmental Impact Assessments (EIAs) of new or existing projects as required by the Environmental Management Act and good environmental management practices. Both EIAs of proposed developmental activities can be undertaken. Where the law or good practice is not being complied with, advice is given on ways of rectifying the situation to ensure environmental compatibility and economic efficacy in decision-making.

## **VIII. Analytical Services, Pollution Abatement and Waste Assessment**

Pelings Limited in collaboration with her associates develops cost-effective physical, chemical and biotechnology techniques to generate money from waste or provide solutions to safe disposal.

## **IX. Waste management**

Master planning, ascertainment of quantity, quality and sources of solid, liquid, gaseous, industrial, domestic and radioactive waste. Identification of the safest and cost-effective means of disposal of such waste including economic and organizational is carried out.

## **X. Sampling Analytical Services**

Services provided are provided chemical, physical and biological hazards. We assess exposure to dust, fume gases or vapors and advice on control strategies where required. We also carry out surveys to identify areas of risk to hearing and assess the suitability of hearing protection. We can

provide detailed information on noise control and advice on the audiometry. Our experts assess exposure to ionizing and non ionizing radiation and provide personnel monitoring services to clients.

#### **XI. Safety of Machines, Plant and Equipment:**

Detailed advice is available on the legal requirements for machinery guarding and, the safety of plant and technical equipment. Our experts help client organizations to reduce the danger posed by machines, plant and equipment by designing safeguards that comply with safety standards and establishing inspection and maintenance programmes that improve process system and component reliability. We also design and produce safety signs and posters.

#### **XII. Non Destructive Testing**

(NDT) services help our clients to ensure improved product reliability and reduced product liability exposure. We carry out Non-Destructive Testing (NDT) on a wide variety of materials and structures quality assurance and for structural and component integrity. The principal methods we commonly apply are ultrasonic testing (UT), magnetic particle testing (MT), and dye Penetrant testing (PT).

#### **XIII. Occupational Health Safety and Hygiene Services:**

We undertake a wide range of occupational safety and hygiene surveys, conduct accident investigations and medical assessments, and provide legal representation of our clients. Pre-placement and periodic medical examinations, Pre-and Post-exposure medical examinations, medical surveillance and disability assessments are carried out for clients upon request.

#### **XIV. Protective Equipment and Devices:**

Many companies spend money on the purchase of personal protective equipment and devices that are unsuitable to prevent the prevailing hazard. An area of our advisory service is on selection and use of occupational and environmental safety equipment and devices that makes personnel safe and comfortable.

#### **XV. Emergencies Preparedness:**

We provide emergency preparedness services on clients' premises including the supply and servicing all types of fire fighting equipment and conducting required training/drills. The consultancy also provides companies and insurance companies with an assessment of fire and explosion hazards particularly high risks systems, processes and equipment. This helps in setting guidelines for future

company reliability and safety systems. Recommendations to minimize the hazards and, thus, help to avoid the damage to property loss of life, environmental pollution and possible litigation.

#### **XVI. Technical Information and Advice:**

The increasing pace of technological change and concern over the effects of chemicals and other hazardous factors requires organizations to have rapid access to accurate information. We provide advice on technical standards, legal requirements and good operational practices in all our areas of competence. This service takes the form of a straightforward bibliography search or an evaluation of available data; advice on methods of managing the environment and hazards may be detailed and comprehensive or made general in nature, depending on the client's requirements.

#### **XVII. Personnel Recruitment and Human Resources Development:**

Pelings Limited recruits competent personnel for clients and maintains a tradition of training excellence by capitalizing on the experience of its own experts and external practitioners from private and public sector. The style adopted for all training events encompasses a range of practical participatory-centered activities related to their work places in line with established learning principles. It emphasizes the participation of students in the practical application of the knowledge and skills acquired by ensuring the direct involvement of participants in analyzing and solving practical and simulated problems to develop the capability and confidence to deal with actual problems in their own work situations. Formal lectures are kept to a minimum, devoting more time to case studies, practicals, role-playing, video shows and group discussions.

The use of local practical examples, the formation of groups for mutually supportive consultation, the spread of positive ideas rather than criticism and the voluntary participation of those in training provide the required driving force for attitude change towards sound safety and environmental management practices. Motivation is enhanced by the expectation of payoffs in terms of raising productivity and quality of working life.

The firm is registered as a training institution in management sciences and Safety Health and Environment with the Directorate of Industrial Training. It is also approved to provide training in Fire Prevention and Protection (under the Factories and Other Places of Work Act), Safety and Health [under the Factories and Other Places of Work (Safety and Health Committee Rules 2004) Act] and Industrial First Aid [under the Factories and Other Places of Work (First Aid Rules 1977) Act].

## **THE BUSINESS FACULTY (KEY PERSONNEL)**

**Joel Kimani: B.Sc. (Hons), M.Sc.** - Mr. Kimani is Chairman of Pelings and Principal Consultant in Safety Services. He is widely experienced in occupational safety and health and research and development gained in the public and private sector and a recognized expert in all aspects of safety, health and environment assessment and abatement.

**John Wainaina** - He is the Associate Consultant for Project management and statistics. She is a practising statistician in population demographics and market survey. She holds a Diploma in applied statistics and a higher Diploma in population and sustainable development. She is presently undertaking a Cambridge International Diploma course in Project management. She has many years experience in population studies.

**Duncan Kokoyo :** He is a practicing Electrical Engineer with over 5 years experience in industry. He holds a diploma in disaster management (Kenyatta University) and a higher diploma in Electrical Engineering (power option). He is approved as a lead auditor by the National Environment Management Authority. He has worked as a safety and health officer in which position he has played a leading role in the application of quality standards in the field of occupational safety, health and environment and quality management systems including ISO9000series OHSAS, HACCP and COSHH. He has implemented Emergency Management programme in major leading organizations in the East African region and is currently the Associate Senior Consultant (Emergency and disaster management) at Pelings Ltd.

**Maryam Osman:** M/s Osman's Pelings' Principal Consultant in counselling, specifically post trauma debriefing and is also responsible for emergency and disaster management training programmes. He has many years' experience as a teacher counselling at high school level in sector as well as the United Nations. He is a B. Psychology (counselling) from the University of Nairobi.

**Marion Kioko:** Mrs. Mwenda is our Associate Principal Consultant in Resource management. She is a holder of Bachelor of Commerce degree and a diploma in human resource management. She has held senior positions in local government including that of, revenue officer, accountant, Chief Administrative officer and Town Clerk; She has attended various courses including Environmental Systems Design, Modelling & Optimization Assessment, Monitoring and Control, Environmental Impact & Risk Assessment and Environmental Audit, Toxic Waste Management mounted by the Kenya Institute of Administration.



**Henry Musembi** -Mr. Musembi is a practicing fire engineer and emergency management. He has certificates of competence from the British Institution of Fire Engineers and Emergency Management – Weapons of Mass Destruction (United States Non-Proliferation and National Security Institute). He has over the last 10 years worked in senior positions with the City of Nairobi Fire Brigade). He is Pelings ' Senior Consultant for Fire Prevention and Protection. He is primarily responsible for fire risk assessment and reduction in commercial enterprises. His activities include not only the maintenance of the whole range of fire appliances but also personnel training in fire prevention and protection.

**Mary Gitau (Mrs). Bsc. (Hons) Msc Environmental** – Mary is our Environmental Health and Safety expert. She holds a Masters of Science in Environmental Legislation and Management of JKUAT. As lead expert in our organization she has been responsible in undertaking specific and general Environmental Impact Assessments (EIAs) of new and existing projects as required by the Environmental Management Act. She has vast experience in pollution monitoring and control having worked with UNEP as a global pollution and monitoring officer as well as in the carbon-trading implementation department.

## **PART B: ENVIRONMENTAL AND WATER MANAGEMENT SOLUTIONS**

Pelings Company is a worldwide supplier of natural and environmentally friendly solutions used to clean up waste and revitalize natural resources. Our principle products utilize beneficial bacteria (microbes) to naturally degrade organic waste in both water and soil environments, providing economical alternatives to harmful chemicals and caustic solvents.

While Pelings Company has developed in its own line of biological products, we have also formed partnerships with other companies to distribute complementary products, to address issues of waste and resources contamination in agriculture operations, ponds, oil production, wastewater, on-site wastewater, bioremediation and oil spill clean-up.

Our products are packaged and available to service most any type of market segment from independent retailers to large-scale distributors to full-blown remediation and treatment projects.

At Pelings Company, we believe in clean up and preservation by natural means, not chemical means. As the world's population continues to grow and industries and businesses expand, there is more waste than ever, creating a large demand on our natural resources and an even larger demand for them to be conserved and maintained.

We utilize nature's own garbage disposal called "microbes" or beneficial bacteria to provide environmentally friendly ways to clean up messes left behind from industries and commercial businesses or to preserve and enhance natural resources like ponds and soil. Beneficial bacteria are naturally present in all types of environments, from septic tanks and grease traps to ponds and agriculture soil. They feed on organic wastes like fat, oil grease, dead algae, phosphates, ammonia and so on and convert them into harmless carbon dioxide and water. However, it is the use of hazardous chemicals and solvents that kill off the microbes and prevent them from doing what they do best...cleaning up waste!

Our line of all natural products contains highly concentrated, specific formulations of beneficial bacteria to re-establish natural microbial levels and to help safely and naturally degrade waste. We have products for septic tank and holding tank treatment, wastewater and lift station treatment, grease trap maintenance, soil conditioner, pond maintenance, manure degrader, odor control, compost accelerator, bioremediation of petroleum and chlorinated solvent hydrocarbons, emergency response spill treatment, natural degreaser and oil stain remover.

We can work with municipalities on providing bulk product for wastewater treatment and F.O.G. control. We can work with all types of industries to provide products to enhance occupational safety and naturally treat contamination from the manufacturing process. We can also work with environmental consultants and engineers to provide products and solutions to soil and water contamination due to oil and fuel spills.

Pelings Company has been involved in Design, Establishment, Operation and Maintenance of Effluent and solid waste projects since 2001. We, at Pelings Company are committed to providing our clients with efficient, sustainable and cost effective solutions to waste management issues. Our clients represent a cross-section of private firms, municipal governments, as well as

Urban Development Bodies. Our solutions are based upon pro-biotic technologies using POS microbial solution.

Since our inception in 2001, we have worked with over 50 clients in diverse sectors to provide cost effective solutions.

At Pelings Company we follow the principle of end-to-end solution. We have a holistic “design to operation” approach towards all our projects. We design effluent and solid waste systems based on the client’s needs and provide operational assistance.

Based out of our office in Nairobi we service locations all across the country. We provide to our clients services that are unique due to our understanding of the field and hands-on experience.

Some of our clients have got the 14001 certification which is an environmental certification that deals with proper and environmental friendly disposal of garbage and effluent.

Pelings Company provides holistic waste management services to a wide variety of clients in various diverse sectors. Being in the industry for over 8 years we understand the needs of our clients and serve as a one-stop shop for all waste management requirements. We are working with many establishments such as NSG, CPWD and UNITECH etc to treat their waste.

We ensure that the waste management is done in accordance with the NEMA rules and county government norms.

We understand that as an organization ensuring the maximization of the bottom line is necessary, and therefore we provide cost-effective solutions. By using our services you would not only be contributing towards a cleaner Kenya, but also preserving the most important natural resource, water. Our effluent treatment ensures recycling of water for horticulture purposes or as flush water in toilets. The treated water is extremely nutrient rich and is very beneficial for irrigation purposes. Solid waste is composted and can used as manure.

### **Our Results speak for themselves**

<b>Parameters</b>	<b>MUNICIPAL norms for irrigation</b>	<b>Result Achieved by us</b>
<b>BOD</b>	100 mg/l	<b>&lt;20 mg/l</b>

<b>COD</b>	Not Specified	<b>&lt;60 mg/l</b>
<b>TSS</b>	200 mg/l	<b>&lt;50 mg/l</b>
<b>pH</b>	5.5-9.0	<b>7-8</b>
<b>Oil &amp; Grease</b>	10 mg/l	<b>&lt;3 mg/l</b>

There are numerous benefits that our technology offers-

### **Anaerobic Effluent Treatment**

- Not dependant upon electricity.
- Very little labour required.
- No technical person required for operation.
- Minimal maintenance.
- Almost zero sludge handling.
- Minimal moving parts.
- Absolutely eco friendly.
- No foul odour.
- Can be built totally underground.
- Gravity based system.

### **Aerobic Effluent Treatment**

- Reduction in sludge production
- Reduction in aeration time
- Reduction in release of foul odour
- Faster start up time
- Enhances capacity of ETP by 25%
- Reduces build up of pathogens

### **Solid Waste Treatment**

- Anaerobic decomposition - No turning required.

- Reduction in volume of bio-mass - Upto 70% reduction.
- Reduction in emission of gasses - Due to low pH most gas producing microbes are synthesized.
- Reduction in Foul Odour - ESSL microbes work on fermentation rather than putrefaction process.
- Shorter Composting time - Between 30 to 45 days.
- Reduces BOD, COD levels of leachate water - Ferments organic load reducing BOD levels.
- Helps break down minerals.
- Reduction in flies and mosquitoes - Due to low pH and fermenting quality, flies and mosquitoes do not lay eggs.
- Higher Nitrogen & Phosphorous values - Contains nitrobacters and phosphate solubilizing microbes.
- Lower energy losses due to fermentation.

### **Sanitization**

- Reduction in foul odour
- Reduction in flies, mosquitoes, crows and other pests
- Improved working conditions for rag pickers and municipal staff improves living conditions for neighboring residential areas.

### **Case Studies-**

**1)** Effluent treatment and Solid Waste treatment for Kenya's premier security forces camp in Nairobi. Before our treatment, the organization was facing numerous problems like foul odor, incomplete treatment due to irregular electricity supply, diseases amongst residents due to unhygienic conditions.

#### **After using our technology-**

- The aerators have been turned off, saving electricity cost
- Removal of foul odor
- Treated water being used in lawns for irrigation
- 2.5 tonnes of garbage is being treated daily to generate around 800 kilos of compost which is used in the complex.

2) Effluent Treatment for one of Kenya's largest private educational institutions. Before our treatment the organization was facing sludge disposal and foul odor problems. After using our technology these problems have been resolved, the sludge production has reduced by 85% and there is no foul odor. The water is being recycled within the campus for flushing and irrigation.

3) Effluent treatment for a municipal corporation in Kenya (45 MILD Plant). The total electricity bill of the plant was 1.5 m shillings per year. After using our technology the total expense incurred for the plant is 80 0000, giving the client a saving of over 40%.

4) Effluent treatment in a residential farmhouse in Nairobi. The owner of the farmhouse was facing problems like foul odor, contamination of ground water, heavy expenses for disposal of waste.

After using our services, the water treatment is being carried out successfully without any foul odor.

The treated water is being used for irrigation.

5) Sanitization of landfill for a city corporation in Kenya. The city dumps around 450 tonnes garbage daily in the landfill. The corporation faced problems of foul odor, breeding of pests and mosquitoes, regular fire breakouts due to emission of gases, saturation of landfill site etc. After using our technology we have been able to increase the life of the landfill, there is no foul odor and breeding of pests. Our technology reduces the emission of gases and has resulted in eradication of fire breakouts.

The corporation is looking at availing carbon credits due to reduction in GHG gases at the site. This has improved the living conditions for neighboring residential areas, and working conditions for rag pickers and municipal workers

## Products

CHEMICAL	COST
MANGANESE SULPHATE MONOHYDRATE	125
MAGNESIUM SULPHATE	45
ALUMINIUM SULPHATE-( ROCK)	45
HYDROGEN PEROXIDE	45
ORGANIC SOLUTION PRIMARY	230
PRAESTOL	160

PAM	660
ANIONIC POLYACRYLAMIDE	730
POLY ALUMINUM CHLORIDE	85
EMI	200
LIME HYDRATE	8.8
BUBREAK 4019 (170KG)	350
LEAD ACETATE PAPERS	3,000
pH PAPERS	2,500

Water testing equipment and reagents.

Water laboratory facilities (water and effluent analysis).

Potable water treatment.

Waste water treatment.

Industrial water treatment.

Water consultancy.

The headquarters of Pelings Limited are based in Nairobi, Kenya.

Pelings's services are offered in Kenya, Uganda, and Tanzania and now extended to cater E.A.C. entities.

Pelings has partnered with international company to provide water quality services. (a) HACH Company, Loveland Colorado USA (b) PALL Corporation, UK

Marketing: The marketing team at Pelings firmly believes in value-based marketing and strong networking.

For over ten years we have been the authorized distributors of HACH equipment and HACH reagents in Kenya and Uganda. The services that we provide include:

- Laboratory and field water testing instruments
- Ready to use chemicals & reagents.
- Potable water quality field laboratories.

- Open and closed channel flow meters.
- Water samplers.
- Process (Online) instrumentation for pH, conductivity, TDS, chlorine and other analysis.
- Being the authorized distributor for PALL Corporation, we offer water purification systems that are used in:
  - Purification of drinking water.
  - Purification of water for use in food and beverage industries.
  - Purification of water in pharmaceutical and other industries.

Pelings Limited has a standard and modern NEMA accredited laboratory that offers fast and accurate services in:

- Physical-chemical analysis for Potable water, Industrial water, Borehole water, spring and well water.
- Waste water analysis based on 3<sup>Rd</sup>, 4<sup>Th</sup> and 5<sup>Th</sup> schedule by NEMA guidelines.
- Biological analysis of water.
- Irrigation water analysis based on the, 9<sup>Th</sup> schedule by NEMA guidelines.
- Analysis for heavy metals – Mercury, Arsenic, Lead, Cadmium, Selenium, Nickel by the use of a Spectrophotometer.

### **Water treatment chemicals**

- Boiler water condensate, scale and corrosion inhibitors chemicals
- Coiling water scale and corrosion inhibitors chemicals
- Flocculants: Medium molecular weight polymers: organic coagulant for industrial clarification
- Biocides
- Algaecides



## **PART C: TRAINING AND CONSULTANCY**

Pelings is a learning and performance improvement consulting firm that serves business, industry, government and non-profit agencies. We assist organizations to implement new practices, processes or tools and to adopt improvements or innovations.

Pelings works collaboratively with clients. Our strength is facilitating practical, effective solutions that integrate performance improvement best practices with conventional and web-based learning approaches and well-tested change management strategies. We are client-centered and results-oriented.

Pelings is a consulting firm that has been serving clients for over two years. We offer a unique blend of experience, a research-based approach and a multi-disciplinary team that is nimble and responsive. Large initiatives or small assignments, conventional classroom learning or web-based, we can assist you with your learning and performance improvement projects.

### **Approach**

Our approach is learner-centered and based on current research in adult learning and human performance improvement. We work closely with clients to assess needs and ensure solutions meet their specific expectations. Our consultants are skilled at business, workflow and job and task analysis techniques. They incorporate a variety of methodologies and an evolving range of media to design, develop, deliver, evaluate, maintain and improve learning and performance improvement solutions. We also ensure that change management strategies are incorporated into solutions so that improvements are embedded into regular work routines.

## **Custom Design Services**

- Web-based learning programs
- Instructor-led courses and workshops
- Blended learning programs

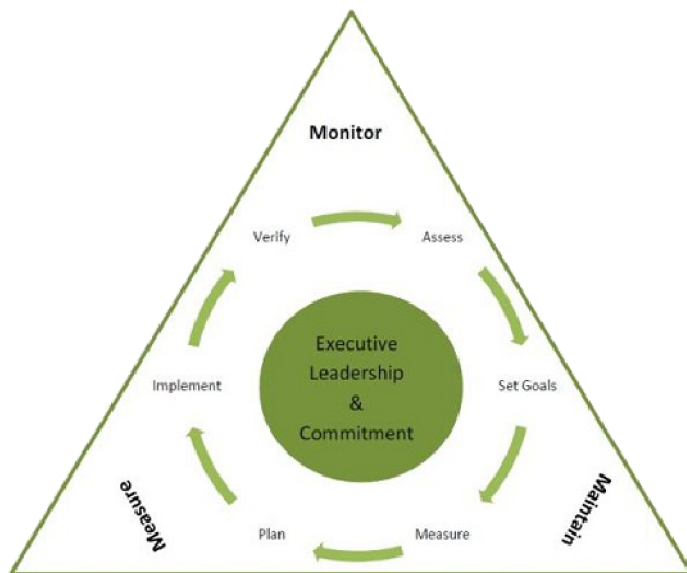
## **Consulting Services**

- Strategic planning
- Needs assessment
- Workflow, process, job and task analysis
- Program standards development
- Design and development of conventional and web-based learning
- Program management
- Change management strategies and methods
- Communications and marketing
- Technical writing, reference manuals or user guides
- Performance support tools and techniques
- Program evaluation
- Video production
- Coaching or mentoring for instructors and facilitators

## **Train-the-Trainer Workshops**

- Instructional techniques
- Coaching skills
- Course design skills

# Pelings Energy Audit Services



## Investment Energy Saving Assessment

Pelings Consulting Group provides Energy Audit Services as part of our proprietary Pelings Energy Management Program. This comprehensive utility and energy management program is available for medium to large size multi-location businesses.

Effective management of energy consuming systems in businesses today can lead to significant cost and

energy savings as well as increasing comfort, lowering maintenance costs, and extending equipment life. With escalating energy market price conditions, the need for businesses to manage these areas more effectively is no longer a choice but a necessity!

A successful Energy Management Program for businesses begins with professional and comprehensive Energy Audit Services provided by Pelings Consulting Group.

Although Pelings Consulting Group provides Energy Audit Services as stand alone services for businesses, these services are an integral part of our proprietary Pelings Energy Management Program. This customized Program is an effective way for businesses to maintain service continuity, integrity and cost control in the Utility and Energy service areas. By implementing this comprehensive Management Program, businesses can be assured that by outsourcing the day to day management of the utility and energy services areas to Pelings Consulting Group, opportunities for cost savings and increased “Bottom-Line” profitability are continually monitored and evaluated through a comprehensive and objective process. More detailed information regarding the Pelings Energy Management Program is included in a subsequent section of this document.

## **Energy Audit Overview**



An Energy Audit serves the purpose of identifying where a building uses energy and identifies energy reduction opportunities. It is important to note, there is a direct relationship between the scope, and therefore the cost, of an audit (amount of data collected and analyzed) and the number of energy reduction opportunities that can be identified. In addition, there is a significant difference between an Energy Audit for a commercial building, which focuses on the building envelope, lighting, heating and ventilation requirements and an Energy Audit conducted for an industrial plant, which also focuses on production or process system energy requirements.

Professional Energy Audits fall into three (3) categories, or types as shown below:

### **Energy Benchmarking Audit**

This audit includes an evaluation of facility energy consumption/usage data and energy costs. This audit can yield estimates of savings potential and a list of cost savings opportunities through improvements in operational and maintenance practices. It provides comparisons with industry averages, or benchmarks, for similar facilities. This type of audit does not require the completion of an actual on-site inspection. Information obtained through this audit may be used as part of a more detailed Energy Audit if the potential cost savings identified warrants further investigation. The Energy Benchmarking Audit is a great first step in energy cost reduction for any business to consider.

### **Standard Energy Audit**

This audit requires an on-site inspection of the facility to quantify energy uses and losses through a review and analysis of equipment systems, operational characteristics, and measurements and testing. Standard energy calculations are used to analyze efficiencies to determine energy and estimated cost savings based upon improvements and changes to the current systems. Information obtained through the previous Energy Benchmarking Audit can be utilized as part of the Standard Energy Audit.

### **Comprehensive Energy Modeling Audit**

This type of audit can be done in conjunction with, or after the Standard Audit process. However, it goes one step further. This audit is most often warranted for complex facilities or systems. This audit includes a more detailed energy use by function and a more comprehensive review of energy use patterns. It requires a model analysis, or complex computer simulation, to determine use patterns and predictions on a year round basis, taking into account variables such as detailed

## **Environmental conditions**

The goal is to build a base for comparison that is consistent with the actual energy use of the facility. Modifications are then made to increase the energy efficiency of facility systems and then measured and compared against the base line energy usage and cost. The Comprehensive Energy Modeling Audit also takes into account the interaction between systems to prevent erroneous calculations of cost savings through recommended retrofits.

## **Energy Audit Process**

To assist businesses determine the potential “hard-dollar” cost savings by reducing energy consumption in their businesses, Pelings Consulting Group recommends the following steps for consideration:

### **Step #1**

Review all information regarding Energy Audit Services and the Pelings Energy Management Program on this website. Determine which facilities would be candidates for one of the Energy Audit Services (Note: Minimum 1100 square ft. buildings qualify for Audit Service, No Maximum).

### **Step #2**

For non-industrial/manufacturing businesses select the Energy Benchmarking Audit Service. Interested companies can download and print from this website, the

Facility Energy Analysis Questionnaire. A separate questionnaire should be completed for each building that will be audited. This questionnaire covers such areas as: HVAC, lighting, building envelope as well as total energy usage and cost over the past twelve (12) month period for each building. Following receipt of the completed questionnaire, Pelings Consulting Group will contact the business for any clarification regarding responses to the questionnaire

### **Step #3**

Information from the Facility Energy Analysis Questionnaire will be reviewed and then entered into Pelings Consulting Group's Pelings Energy Management Program

Energy Audit Services Database Program for further analysis. Based upon the information provided, a custom Facility Energy Analysis Report will be prepared and sent to the business detailing the results of the Energy Benchmarking Audit specific to each building that was audited. This Report will include recommended low and high cost energy savings opportunities that may be considered for implementation. Estimated cost savings by completing the recommendations in each energy area is also included in this Report.

### **Step #4**

Should the business want to proceed with either the Standard Energy Audit, or the Comprehensive/Modeling Energy Audit based upon the results of the

Energy Benchmarking Audit, Pelings Consulting Group can discuss proceeding with these Audits as requested.

### **Energy Audit Service Fees**

Consulting fees charged by Pelings Consulting Group to complete specific Energy Audit Services are usually based upon the square footage of the buildings audited, or an hourly rate. Actual fee costs are determined prior to the initiation of the Energy Audit Service.

Note: Travel, toll, telephone and other expenses would also be applicable when completing some Energy Audit Services.

Many companies today with complex utility and energy needs routinely wade through multiple electric, natural gas, water, steam and sewage service invoices from many different Service Providers on a monthly basis attempting to determine pricing accuracy and the correct application of credits as the result of identified errors. In most cases, only obvious problems and errors are identified, with many of these discrepancies going unnoticed for many years costing businesses a significant amount of money in utility and energy overpayments.

In addition, the ongoing deregulation of both the electric and natural gas utility areas across the country have further complicated the ability of most businesses to make correct decisions to maintain control and reduce costs in these constantly changing operational expense areas.

With our team of utility and energy experts, Pelings Consulting Group leaves no stone unturned in the management of these ever changing and complex operational overhead areas for our Clients. Our professional and comprehensive approach in providing the Pelings Energy Management Program for every Client is guaranteed!

Key benefits that our Client's realize through the Energy Management Program are:

#### **A. Improved Control Of Commodity Usage And Cost**

- ✓ Monthly invoice and transaction processing
- ✓ Qualitative review
- ✓ Identify lowest cost providers
- ✓ Change control
- ✓ Forecasting and budgeting

## B. Improved Cash Flow

- ✓ Timely payment

## D. Improved Cash Flow, continued

- ✓ Payment consistent with Corporate policies, i.e. discount realization
- ✓ Predictable monthly cost

## E. Effective Commodity Provider Relations

### Problem resolution

- ✓ Control of refund or incremental cost computations

## F. Effective Reporting

- ✓ Executive summaries
- ✓ Monthly cost and usage reports

## G. Process Improvement Opportunities

- ✓ Cost-effective automation
- ✓ Analysis and implementation of cost and usage improvements

## H. Increased Energy Efficiency

- ✓ Preliminary/Benchmarking Audit
- ✓ Standard Audit
- ✓ Comprehensive Modeling Audit

The Pelings Energy Management Program permits Client Management to focus more time on core business functions and less time managing overhead costs and transaction processing. This customized Program is an effective way for businesses to maintain service continuity, integrity and cost control in all Utility and Energy service areas through a comprehensive and objective process which leads to increased “Bottom-Line” profitability for their businesses

The issue of energy consumption has been a growing interest across all industry sectors not only because of its immediate impact on production costs but also because of its considerable impact on environmental sustainability.

An improvement in energy efficiency within your organization can potentially bring significant business benefits. With this in mind, Pelings has developed energy audit services to help you find the best information for improvement opportunities. Energy audit services are a key part of our dedicated energy efficiency services and the first step towards your comprehensive energy management strategy.

Our audit provides you with a clear understanding of energy consumption in your buildings and facilities. Quantitative findings can provide substantial practical guidelines for:

- Continuous improvement in production efficiency



- Identifying cost saving opportunities in energy efficiency

Starting with the development of an energy consumption inventory detailed auditing activities will be conducted to identify buildings and facilities with particular focus on rationalizing their energy profiles. Field measurements will be also taken to quantify critical operating parameters. Following the establishment of an energy consumption profile, the potential energy saving opportunities can be identified. Energy management strategy and particular energy reduction programs can be organized and planned with reference to energy audit results.

Our energy audit services can further provide a range of additional benefits. The findings of an energy audit can be a good reference for your management in supporting commercial decisions. You can acquire a sustainable reputation with your customers. As the law or policy for energy efficiency will be enacted sooner or later; earlier preparation can enhance your competitiveness.

A diverse range of industries have already experienced improved energy and production efficiency following our energy audit services. Pelings is the world's leading inspection, verification, testing and certification company, with a network of over 1,000 offices and laboratories around the globe. As such, there is no organization better equipped to deliver a robust solution that best suits your energy efficiency needs.

### **Get comfy with energy-efficiency improvements.**

We assess your home using state-of-the-art diagnostic equipment, recommend options to improve your home's comfort and energy efficiency, and handle the installations you select.

### **Our method makes home performance simple.**

A properly performing home is a great place for your family to live. A home assessment is a smart, scientific approach to improving your comfort and energy efficiency.

### **Pelings Advisors guide you through the process, step by step.**

Rest easy knowing that Pelings Advisors are specially trained professionals who strive for the highest standards of excellence. Advisors complete rigorous training in home performance evaluation to better understand the dynamics of how homes should work as a system.

### **The thinking behind a Home Assessment.**

We study the systems in your home, how these systems function on their own, and how they contribute to your whole house comfort and energy efficiency. We test your home's air and duct sealing, insulation levels, and more.

Contact a Pelings Advisor to

### **The all-in-one home performance solution**

#### **1. Assess**

We assess your home for common causes of poor home performance.

#### **2. Recommend**

We recommend ways to improve your home's comfort and energy efficiency.

### 3. Install

Our team or one of our service providers will perform the installations you select.

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### Three elements work together to create a Pelings environment:

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#### Air

Homes should be tightened to help prevent uncomfortable, energy-wasting drafts.



#### Heat

Reducing heat flow by sealing leaks and improving insulation can save energy and make your home more comfortable.



#### Moisture

Managing heat and air flow can help reduce moisture that creates uncomfortable issues in your home.



# PELINGS KPI SETTING

- É Established and incorporated in January 2006
- É Started as a Corporate Strategy Audit & Assessment Company-specializing in assessment of key performance indicators (KPI) for organizations
- É Based on opportunities identified, Pelings diversified into PEO business focusing on recruitment, training, labor outsourcing and consulting

## Initial Preparation/ transition period

- É Agreeing on the principles of collaboration – Clarifying the protocols
- É Scope and duration of contract
- É Determine Long term and short term objectives
- É Determine achievable (Volumes, Material Usage Variance etc)
- É Safety, Health and Environment (SHE) expectations
- É Invoicing and mode of payment
- É Periodic performance reviews
- É During the transition period one of our senior executives will be attached at our own cost with the shop floor staff at your company to familiarize with the operations

## Contract execution

### At the onset of the contract/during the transition period

Deliberate with your company on

- É Key operators and their functions
- É Caliber/ competence of casuals/ contract staff required
- É Shift rotation program
- É Line layout and staffing requirements
- É Need for shop-floor supervision

KPI responsibilities to the employees

KPI Ltd responsibilities will include but not limited to:

- É Recruit all the staff required
- É Ensure statutory enrollments (NSSF and NHIF)
- É Ensure periodic medical check-ups are done and certificates are up-to-date
- É Identify employee training needs on safety and process
- É Agree on a wage structure
- É Ensure timely payment of wages
- É Provide WIBA and ELI covers
- Conflict resolution mechanisms for contracted workers
- Provide a senior staff who can be reached at all times by the employees
- Ensure all staff strictly follow Standard Work Procedures of the company

**Your responsibilities will include among others providing;**

- É Appropriate uniforms (KPI can provide uniforms in non-critical process areas)

- É Personal Protective Equipment/Clothes (PPE)
- É Reimburse
  - Contracted workers' statutory deductions (NSSF)
  - WIBA
  - Employer liability (EL)
  - Industrial training levy
  - Medical costs
- É Provide weekly plan & ensure availability of equipment in good working condition
- É Provide performance measurement metrics
- É

### **Pelings responsibilities to you**

- É Ensure required numbers of workers are always available
- É Provide daily/Shift reports of output
- É Document any incidents/ accidents and share them promptly with your Staff.
- É Provide a shift team leader/ supervisor for every shift
- É Any other responsibility that may be jointly agreed between the two companies

### **Our Clients**

1. Focus Cabs Nairobi – Labor outsourcing
2. Consumer Reconnect Services Ltd- Labor outsourcing
3. HRSP Nairobi- Industrial Relations & Training consultancy for Bata
4. KICC- HR & Marketing Research surveys

### **Notes**

Performance Indicators, also known as KPI or Key Success Indicators (KSI), help an organization define and measure progress toward organizational goals .

Once an organization has analyzed its mission, identified all its stakeholders, and defined its goals, it needs a way to measure progress toward those goals. Key Performance Indicators are those measurements.

### **What Are Key Performance Indicators (KPI)**

Key Performance Indicators are quantifiable measurements, agreed to beforehand, that reflect the critical success factors of an organization. They will differ depending on the organization .

- A business may have as one of its Key Performance Indicators the percentage of its income that comes from return customers.
- A school may focus its Key Performance Indicators on graduation rates of its students.
- A Customer Service Department may have as one of its Key Performance Indicators, in line with overall company KPIs, percentage of customer calls answered in the first minute.
- A Key Performance Indicator for a social service organization might be number of clients assisted during the year.

Whatever Key Performance Indicators are selected, they must reflect the organization's goals, they must be key to its success, and they must be quantifiable (measurable). Key Performance Indicators usually are long-term considerations. The definition of what they are and how they are measured do not change

often. The goals for a particular Key Performance Indicator may change as the organization's goals change, or as it gets closer to achieving a goal.

### **Key Performance Indicators Reflect The Organizational Goals**

An organization that has as one of its goals "to be the most profitable company in our industry" will have Key Performance Indicators that measure profit and related fiscal measures. "Pre-tax Profit" and "Shareholder Equity" will be among them. However, "Percent of Profit Contributed to Community Causes" probably will not be one of its Key Performance Indicators. On the other hand, a school is not concerned with making a profit, so its Key Performance Indicators will be different. KPIs like "Graduation Rate" and "Success In Finding Employment After Graduation", though different, accurately reflect the schools mission and goals.

### **Key Performance Indicators Must Be Quantifiable**

If a Key Performance Indicator is going to be of any value, there must be a way to accurately define and measure it. "Generate More Repeat Customers" is useless as a KPI without some way to distinguish between new and repeat customers. "Be The Most Popular Company" won't work as a KPI because there is no way to measure the company's popularity or compare it to others.

It is also important to define the Key Performance Indicators and stay with the same definition from year to year. For a KPI of "Increase Sales", you need to address considerations like whether to measure by units sold or by dollar value of sales. Will returns be deducted from sales in the month of the sale or the month of the return? Will sales be recorded for the KPI at list price or at the actual sales price?

You also need to set targets for each Key Performance Indicator. A company goal to be the employer of choice might include a KPI of "Turnover Rate". After the Key Performance Indicator has been defined as "the number of voluntary resignations and terminations for performance, divided by the total number of employees at the beginning of the period" and a way to measure it has been set up by collecting the information in an HRIS, the target has to be established. "Reduce turnover by five percent per year" is a clear target that every one will understand and be able to take specific action to accomplish.

Next: KPI Must be Key To Organizational Success

# PELINGS CONSULTANCY

## SEMINARS AND WORKSHOPS

Pelings is a team of seasoned educators dedicated to the personal and professional development of workers and Managers

To achieve this goal, we organize innovative short courses based on the most recent research, theory and practice.

1. Total Communication
2. Total Leadership
3. Team Building & Management
4. Total Motivation
5. Stress Management
6. Time Management
7. Interviewing Skills
8. Public Relations
9. Feedback & Appraisal
10. Managing Conflict
11. Mentoring, Coaching & Counseling
12. Problem Solving
13. Dealing with Difficult People
14. Proposal & Report Writing
15. Decision Making
16. Curriculum-specific courses at all levels

Environmental Consultancy Services

### 1. Regulatory Research and Policy Analysis Services

PELINGS recognizes that multinational companies planning and operating businesses in East Africa increasingly need assistance in conducting regulatory research and policy analysis in the following key areas: environment, health, safety, construction, or energy related requirements; permit-related regulatory information; policy trends; and voluntary environmental schemes. However, international consulting firms and research institutes that are not based in the region often face difficulties in identifying accurate regulatory requirements, procedures for obtaining permits, overall national policies, local environmental schemes (such as voluntary national Clean Development Mechanism Schemes) and related business customs. They often lack human resource capacity and networks in the region. Furthermore, East Africa has been enforcing new environmental and other regulations, policies and schemes in the last decades – a trend we expect to continue in the future.

To serve our clients (multinational companies, international consulting firms and research institutes) to their full satisfaction, Pelings' in-house human resources include a range of multilingual experts (fluent at least in local languages and English) with significant experience in our competency areas. Our staff and advisors include former governmental

officials who are knowledgeable about: regional regulation; policy status; and local and regional voluntary environmental schemes. Our experts have acquired years of experience working with councils and other authorities to obtain permits, and include Environmental Health and Safety (EHS) practitioners who have worked closely with relevant agencies in the region. We are also well-connected to competent lawyers who support our business where this may be required.

### ***Regulatory research and policy analysis services include:***

The expertise of PELINGS's staff enables us to provide comprehensive regulatory research, policy analysis, research on national voluntary environmental schemes, and case study services. Our approach to providing these services is usually based on the following four key activities:

1. Conducting internet-based regulatory, policy and market research to identify the latest regulatory, policy and market updates;
2. Reviewing archival documents (in local and other languages) maintained at relevant national or local authorities (e.g. city councils, environmental agencies, etc.) depending on where clients are operating or planning the ir businesses;
3. Conducting telephone interviews with relevant national or local authorities and private sector companies; and
4. Performing face-to-face interviews with relevant officials, local authorities and private sector companies.

Many of our clients and partners are surprised to learn that East African regulations, voluntary schemes, policies, and private sector engagements are already quite developed. Please click here to see the “Regulatory Research and Policy Analysis Services” we conduct to help our clients.

## **2. Environmental Health and Safety (EHS) Management Services**

Pelings delivers innovative, cost-effective and reliable environmental, health and safety (EHS) management services to local and multinational clients. We help our clients achieve their EHS compliance obligations, reduce accident and injury rates, and minimize their impact on the environment.

Pelings has EHS auditors who are well-experienced in different sectors including: automobile, chemical, oil and gas, mining, pharmaceuticals, agriculture, telecommunications, and others. From corporate-level environmental policy to facility-level EHS initiatives and support, Pelings provides comprehensive and flexible EHS services to fit our clients' needs.

### ***Our EHS Management Services include:***

- EHS auditing and compliance support
- International EHS regulatory advice
- Regulatory EHS compliance program development
- EHS corporate strategy development
- EHS management system support

- Development of Key Performance Indicators (KPIs) / Key Risk Indicators (KRIs) and KPI/KRI dashboards
- EHS training and capacity building
- EHS competency assessments
- Merger and acquisition due diligence

### **3. Environmental and Social Impact Assessment and Permitting Support Services**

We support our clients with deep knowledge of regional Environmental Impact Assessment (EIA) regulations in East Africa and international best practices, following global standards such as the Equator Principles and the International Finance Corporation's (IFC's) Performance Standards. Pelings helps clients in a broad range of business sectors, from small-scale developments in urban areas, to large mining and industrial projects, e.g. land development, transport, infrastructure, mining, oil and gas, and power production sectors.

Our Environmental and Social Impact Assessment and Permitting Support Services aim at assisting our clients to get their projects planned, built, and operational on time in a cost-effective manner. Our permitting professionals guide projects from site selection to final agency approval and licensing. Our services include: consultation during the initial project design stages; communication with regulatory authorities, stakeholders, and the community; assistance with environmental approvals and permits; and developing and implementing environmental management plans and management systems for the construction, operation, and decommissioning stages of a project. The assessment tools we use range from Global Information System (GIS) to noise and air dispersion modeling and visualization techniques. In addition, where appropriate, we also integrate social and health impact assessments into the processes.

#### ***Environmental and Social Impact Assessment and Permitting Support Services include:***

- Environmental mitigation, biodiversity monitoring and planning
- Environmental and social impact assessment
- Landscape and visual impact assessment
- Project feasibility studies (incl. site and route selection and planning)
- Ecological field studies
- Land use, resettlement planning and implementation support
- Project permitting program management
- Regulatory permitting/negotiation
- Public consultation and stakeholder engagement support

## **EQUIPMENT AND CONSUMABLE SUPPLIES**

Pelings has been stocking and distributing name brand laboratory chemicals, supplies, equipment, furniture, and glassware. As an authorized distributor for over 200 of the world's leading manufacturers, we can provide a comprehensive array of products for industrial research and development and quality control laboratories.

In addition to our vast product offering, core strength is our ability to consistently offer a highly efficient and personalized customer service experience. As technology has changed the way we communicate, you



can still rely on speaking with an experienced, professional customer service representative by calling our toll free number +254 721314 431. Whether your product needs are routine or unique, we can help you acquire the products you need efficiently and economically. [Please contact us](#)

Many of the products we offer are shown in our 1,600 page catalog. If you would like to receive a copy of our catalog, please click on the Request More Information tab below.

Looking for pricing? Click on the [start shopping now](#) above and get product and pricing information. Please note this is only a partial listing of our product line.

If you don't see what you are looking for, please [contact us](#) and we will work with you to find that product.

Check back periodically as our product offering will continue to be updated.

## **Products: Chemicals**

Pelings offers a comprehensive array of laboratory chemicals, solutions and standards from the world's leading manufacturers. Below is a sampling of our brands and products:

### **Brands**

- EMD Millipore
- J.T. Baker®
- LabChem
- Pharmco-AAPER
- Ricca
- Spectrum Chemical

### **Products**

- Acids
- Buffers
- Chromatography
- Karl Fischer Reagents
- Salts
- Solutions
- Solvents
- Standards

## **General Lab Supplies**

Pelings offers a comprehensive array of name brand laboratory supplies. From apparel to wipers and bottles to tubing, Pelings has the laboratory supplies needed to fulfill your requirements. Below is a sampling of our product offering:

- Apparel
- Bags
- Balance Accessories

- Bench Protectors
- Bottles
- Brushes
- Burners
- Calipers
- Centrifuge Tubes
- Clamps
- Cleaners
- Corks
- Crucibles
- Dehydrated & Prepared Culture Media
  
- Desiccants
- Dishes
- Filter Paper
- Filters
- Funnels
- Gloves
- Handcare
- Heating Tapes
- Hydrometers
- Labels
- Membrane Filters
- Microscope Slides
- Mortars and Pestles
- Pipets and Tips
- Pipettors
- Scoops
- Sieves
- Spatulas
- Stir Bars
- Stoppers
- Syringes
- Test Tubes
- Thermometers
- Timers
- Tissue Culture
- Tubing
- Vials
- Viscometers
- Wipers

## Products: Glassware

Pelings offers a comprehensive array of laboratory glassware from the world's leading manufacturers. We can fulfill your requirements for disposable, reusable and custom glassware.

### Brands

- Ace Glass
- Chem Glass
- Corning
- Kimble-Chase
- LabGlass
- Schott

- Wheaton
- Wilmad

## **Products**

- Ampules
- Beakers
- Bottles
- Burets
- Condensers
- Cylinders
- Distilling
- Extraction
- Flasks
- Funnels
- Kettles
- NMR Tubes
- Pipets
- Reactors
- Test Tubes
- Tubing & Rod
- Vials

Pelings offers a comprehensive array of name brand laboratory equipment. From autoclaves to water purification, balances to ultrasonic cleaners, Pelings has the laboratory equipment needed to fulfill your requirements. Below is a sampling of our product offerings.

- Autoclaves
- Balances
- Baths & Circulators
- Blenders
- Carts
- Centrifuges
- Colorimeters
- Conductivity Meters
- Cryogenic Storage
- Desiccators
- Dissolved Oxygen Meters
- Evaporators
- Freeze Dryers
- Furnaces
- Glassware Washers
- Glove Boxes
- Heating Mantles
- Homogenizers
- Hot Plates
- Incubators
- Karl Fischer Titrators
- Melting Point Apparatus
- Ovens
- Petroleum Testing
- Ph Meters
- Pumps
- Refractometers

- Refrigerators & Freezers
- Rotary Evaporators
- Shakers
- Spectrophotometers
- Stirrers
- Turbidimeters
- Ultrasonic Cleaners
- UV Lamps
- Vacuum Pumps
- Water Purification

Pelings offers a turnkey solution for your laboratory furniture and fume hood requirements. From layout to installation, we can help you get into your new lab space with quality products in a timely and cost effective manner.

- **Brands**
- BioFit Engineering
- Captair Biological
- Keur Industries
- Kewaunee
- Labconco
- Water Saver

### **Products**

- Base Cabinets
- Safety Cabinets
- Blowers
- Countertops
- Ductless Fume Hoods
- Fume Hoods
- HEPA Filtered Enclosures
- Laminar Flow Hoods
- Reagent Racks & Shelving
- Seating
- Sink Cabinets & Sinks

Pelings is also a worldwide supplier of natural and environmentally friendly solutions used to clean up waste and revitalize natural resources. Our principle products utilize beneficial bacteria (microbes) to naturally degrade organic waste in both water and soil environments, providing economical alternatives to harmful chemicals and caustic solvents.

While Pelings Company has developed in its own line of biological products, we have also formed partnerships with other companies to distribute complementary products, to address issues of waste and resources contamination in agriculture operations, ponds, oil production, wastewater, on-site wastewater, bioremediation and oil spill clean-up.

Our products are packaged and available to service most any type of market segment from independent retailers to large-scale distributors to full-blown remediation and treatment projects.

At Pelings Company, we believe in clean up and preservation by natural means, not chemical means. As the world's population continues to grow and industries and businesses expand,

there is more waste than ever, creating a large demand on our natural resources and an even larger demand for them to be conserved and maintained.

We utilize nature's own garbage disposal called "microbes" or beneficial bacteria to provide environmentally friendly ways to clean up messes left behind from industries and commercial businesses or to preserve and enhance natural resources like ponds and soil. Beneficial bacteria are naturally present in all types of environments, from septic tanks and grease traps to ponds and agriculture soil. They feed on organic wastes like fat, oil grease, dead algae, phosphates, ammonia and so on and convert them into harmless carbon dioxide and water. However, it is the use of hazardous chemicals and solvents that kill off the microbes and prevent them from doing what they do best...cleaning up waste!

Our line of all natural products contains highly concentrated, specific formulations of beneficial bacteria to re-establish natural microbial levels and to help safely and naturally degrade waste. We have products for septic tank and holding tank treatment, wastewater and lift station treatment, grease trap maintenance, soil conditioner, pond maintenance, manure degrader, odor control, compost accelerator, bioremediation of petroleum and chlorinated solvent hydrocarbons, emergency response spill treatment, natural degreaser and oil stain remover.

We can work with municipalities on providing bulk product for wastewater treatment and F.O.G. control. We can work with all types of industries to provide products to enhance occupational safety and naturally treat contamination from the manufacturing process. We can also work with environmental consultants and engineers to provide products and solutions to soil and water contamination due to oil and fuel spills.

**Pelings Company** has been involved in Design, Establishment, Operation and Maintenance of Effluent and solid waste projects since 2001. We, at Pelings Company are committed to providing our clients with efficient, sustainable and cost effective solutions to waste management issues. Our clients represent a cross-section of private firms, municipal governments, as well as Urban Development Bodies. Our solutions are based upon pro-biotic technologies using **POS microbial solution**.

Since our inception in 2001, we have worked with over 50 clients in diverse sectors to provide cost effective solutions.

At Pelings Company we follow the principle of end-to-end solution. We have a holistic "design to operation" approach towards all our projects. We design effluent and solid waste systems based on the client's needs and provide operational assistance.

Based out of our office in Nairobi we service locations all across the country.

We provide to our clients services that are unique due to our understanding of the field and hands-on experience.

Some of our clients have got the 14001 certification which is an environmental certification that deals with proper and environmental friendly disposal of garbage and effluent.

## **Why us**

Pelings Company provides holistic waste management services to a wide variety of clients in various diverse sectors. Being in the industry for over 8 years we understand the needs of our clients and serve as a one-stop shop for all waste management requirements. We are working with many establishments such as NSG, CPWD, McDonalds, Amity University, and UNITECH etc to treat their waste.

We ensure that the waste management is done in accordance with the NEMA rules and municipal norms.

We understand that as an organization ensuring the maximization of the bottom line is necessary, and therefore we provide cost-effective solutions. By using our services you would not only be contributing towards a cleaner Kenya, but also preserving the most important natural resource, water. Our effluent treatment ensures recycling of water for horticulture purposes or as flush water in toilets. The treated water is extremely nutrient rich and is very beneficial for irrigation purposes. Solid waste is composted and can be used as manure.

**Our Results speak for themselves**

<b>Parameters</b>	<b>MUNICIPAL norms for irrigation</b>	<b>Result Achieved by us</b>
<b>BOD</b>	100 mg/l	<b>&lt;20 mg/l</b>
<b>COD</b>	Not Specified	<b>&lt;60 mg/l</b>
<b>TSS</b>	200 mg/l	<b>&lt;50 mg/l</b>
<b>pH</b>	5.5-9.0	<b>7-8</b>
<b>Oil &amp; Grease</b>	10 mg/l	<b>&lt;3 mg/l</b>

There are numerous benefits that our technology offers-

**Anaerobic Effluent Treatment**

- Not dependant upon electricity.
- Very little labour required.
- No technical person required for operation.
- Minimal maintenance.
- Almost zero sludge handling.
- Minimal moving parts.
- Absolutely eco friendly.
- No foul odour.
- Can be built totally underground.
- Gravity based system.

**Aerobic Effluent Treatment**

- Reduction in sludge production
- Reduction in aeration time
- Reduction in release of foul odour
- Faster start up time
- Enhances capacity of ETP by 25%
- Reduces build up of pathogens

### **Solid Waste Treatment**

- Anaerobic decomposition - No turning required.
- Reduction in volume of bio-mass – Up to 70% reduction.
- Reduction in emission of gasses - Due to low pH most gas producing microbes are synthesized.
- Reduction in Foul Odour - ESSL microbes work on fermentation rather than putrefaction process.
- Shorter Composting time - Between 30 to 45 days.
- Reduces BOD, COD levels of leachate water - Ferments organic load reducing BOD levels.
- Helps break down minerals.
- Reduction in flies and mosquitoes - Due to low pH and fermenting quality, flies and mosquitoes do not lay eggs.
- Higher Nitrogen & Phosphorous values - Contains nitro bacteria and phosphate solubilizing microbes.
- Lower energy losses due to fermentation.

### **Sanitization**

- Reduction in foul odour
- Reduction in flies, mosquitoes, crows and other pests
- Improved working conditions for rag pickers and municipal staff improves living conditions for neighboring residential areas

### **Our Clients**

Our clients represent a cross-section of private firms, municipal governments, as well as Urban Development Bodies.

### **Case Studies-**

- 1) Effluent treatment and Solid Waste treatment for Kenya's premier security forces camp in Nairobi. Before our treatment, the organization was facing numerous problems like foul odor, incomplete treatment due to irregular electricity supply, diseases amongst residents due to unhygienic conditions.

#### **After using our technology-**

- the aerators have been turned off, saving electricity cost
- removal of foul odor
- treated water being used in lawns for irrigation
- 2.5 tonnes of garbage is being treated daily to generate around 800 kilos of compost which is used in the complex.

2) Effluent Treatment for one of Kenya's largest private educational institutions. Before our treatment the organization was facing sludge disposal and foul odor problems. After using our technology these problems have been resolved, the sludge production has reduced by 85% and there is no foul odor. The water is being recycled within the campus for flushing and irrigation.

3) Effluent treatment for a municipal corporation in Kenya (45 MILD Plant). The total electricity bill of the plant was 1.5 m shillings per year. After using our technology the total expense incurred for the plant is 80 0000, giving the client a saving of over 40%.

4) Effluent treatment in a residential farmhouse in Nairobi. The owner of the farmhouse was facing problems like foul odor, contamination of ground water, heavy expenses for disposal of waste.

After using our services, the water treatment is being carried out successfully without any foul odor.

The treated water is being used for irrigation.

5) Sanitization of landfill for a city corporation in Kenya. The city dumps around 450 tones garbage daily in the landfill. The corporation faced problems of foul odor, breeding of pests and mosquitoes, regular fire breakouts due to emission of gases, saturation of landfill site etc. After using our technology we have been able to increase the life of the landfill, there is no foul odor and breeding of pests. Our technology reduces the emission of gases and has resulted in eradication of fire breakouts.

The corporation is looking at availing carbon credits due to reduction in GHG gases at the site.

This has improved the living conditions for neighboring residential areas, and working conditions for rag pickers and municipal workers

## Products

CHEMICAL	COST
MANGANESE SULPHATE MONOHYDRATE	125
MAGNESIUM SULPHATE	45
ALUMINIUM SULPHATE-( ROCK)	45
HYDROGEN PEROXIDE	45
ORGANIC SOLUTION PRIMARY	230
PRAESTOL	160
PAM	660
ANIONIC POLYACRYLAMIDE	730
POLY ALUMINUM CHLORIDE	85
EMI	200
LIME HYDRATE	8.8
BUBREAK 4019 (170KG)	350
LEAD ACETATE PAPERS	3,000
pH PAPERS	2,500