ALL WORK AND NO PLAY...

Happy people they say are productive people. While this statement is true in its entirety, the question that arise thereof; is how do we identify happy people. It is often said that ‘money cannot buy happiness’ While everyone deserve to be happy and indeed in search of happiness, happiness is hard to find, sometimes, people spend their whole lives in pursuit of promotions, earning money etc only to find out that true happiness has eluded them. This is so because happiness is about objective wealth, what you do in life, your perception of life and your reaction to things that happen around you.

In spite of the above, happiness can be seen or noticed and this was so during the last Xmas parties organized by the various department in the Company. Since a picture speaks more than a thousand words, it is better to do a photo speak rather than a lengthy write-up on the happiness of people in the plantation.
OHSAS 18001 CERTIFICATION:

In November 2016, Okoru Oil Palm Company (OOPC) was audited for compliance with OHSAS 18001:2007, a standard for occupational health and safety management systems. OOPC has been certified under ISO 9001 and ISO 14001 since 2012 and 2014 respectively, for quality and environmental management systems. Adding a certified health and safety management system reflects our commitment to the safety of our staff, our clients and our contractors. The successful audit means that OOPC now hold certification against ISO 9001 (Quality), ISO 14001 (Environment) and OHSAS 18001 (Health & Safety). Mr Mikel George, the HSE Manager, together with the HODs and HSE Representatives of all the departments worked with Mr. Adeoye Soluade and Mrs Bisola Adedayo of Bureau Veritas who audited our entire organization, key processes, systems and management. Thus, OOPC has successfully certified its Integrated Management System's (IMS) with its conformity with ISO 9001, ISO 14001 and OHSAS 18001 international standards. The integrated management system enables us to enhance the product quality level and production practices, working safely with a minimal environmental impact. The audit was carried out by an international company with large experience in the field of Audit of Integrated Management Systems - Bureau Veritas. The Audit covered all factories, clinic, HR, purchasing, HSE and all support processes of the company’s activity.

The certificate is issued for the period of three years, and an observation/surveillance audit shall be held on a yearly basis. With the ISO 9001, ISO 14001, and OHSAS 18001 certificates, OOPC wants to emphasize more than ever before, the importance the company attaches to the environmental and safety aspects of her activities. In a world where environmental awareness and safety have become even more important issues for producers and distributors, this certification will have without any doubt positive impact on current and future partnerships.

NSITF-NECA Award.

In November 2016, OOPC also got awarded for Outstanding Performance with Occupational Safety and Health Standards in Nigeria by NSITF-NECA Safe Workplace Intervention Project. The award was presented by the DG NECA in presence of the Minister of Labour and Productivity, Dr. Chris Ngige at Port Harcourt, Rivers State.

BLOCK LEADER CHAIRMAN ELECTION:

A new chairman of the Block Leaders has been elected in person of Sunday Omorogbe (Estate department). He promised to further strengthen the block leaders' forum and make it a viable one which will help foster environmental cleanliness and general conducive living environment for the estate occupants.
COMMUNITY TRAINING

The company normally organizes bi-annual training programs for community leaders as part of the effort to sustain the existing good relations between the company and her neighbouring communities. The second training of 2016 was titled 'Strategies for win-win Situation in Company-Community relations'. The participants were from 17 of our neighbouring communities and were tutored on the 'Do No Harm Approach' in their quest for Corporate Social Responsibility.

Prior to this training the participants were trained on various themes such as
- Approaches in Corporate Community Relations
- Rights and Privileges; the firm and the company.
- Communications and social dialogue in community / company relations
- Managing Internal Crisis

At the end of the training the participants thanked the Management for the consistent effort in enlightening them.

BURSARY

As part of Okomu Social Responsibility to the community, the company annually gives out bursaries award to indigenes of neighbouring communities in Tertiary Institutions. The 2016 Bursary Award were given to thirty (30) students from seventeen (17) neighbouring communities.

Speaking on behalf of the recipients Miss Esohe Gloria Airhia from Odiguetue Community thanked the Management for the good gesture in supporting the education and promise that they will use the money judiciously and make the company proud.

SKILL ACQUISITION

In a related development, the company sent twenty eight(28) youths from the neighbouring communities to different Skill Acquisition Centres for one year apprenticeship programme.

WHISTLE BLOWER GETS REWARD

The company recently gave cash reward to the three (3) whistle blowers from one of our neighbouring community who apprehended a person suspected to have stolen a motor bike from a worker in the company in which the bike owner lost his life. The company quickly moved into action and handed the suspect to police for their action.

In line with the company’s policy on whistle blowing, the identity of the whistle blowers have been kept secret in accordance with the company’s policy but the whistle blowers smiled to the bank.
ADMIN / HSE PARTY IN PICTURES

Admin Iselogebe group performing during the Xmas party

HSE staff at the “no talking session”

Cross section of Admin staff during the party

HSE Santa- Claus Bobby Simeon distribute his gift

The parents of the MD in middle as Special Guest

Group photo of HSE staff

Setting of the Admin party

HRM in the middle with full Bini attire

Admin Santa- Claus distribute his gift
DO YOU WANT TO BE PROMOTED OR YOU WANT TO RESIGN?
... a must read Story

Ezra and Thomas joined a company together a few months after their graduation from university. After a few years of work, their Manager promoted Ezra to a position of Senior Sales Manager, but Thomas remained in his entry level Junior Sales Officer position. Thomas developed a sense of jealousy and disgruntlement, but continued working anyway.

One day Thomas felt that he could not work with Ezra anymore. He wrote his resignation letter, but before he submitted it to the Manager, he complained that Management did not value hard working staff, but promoted only the favoured! The Manager knew that Ezra worked very hard for the years he had spent at the company; even harder than Thomas and therefore he deserved the promotion. So in order to help Thomas to realize this, the Manager gave Thomas a task.

"Go and find out if anyone is selling water melons in town?" Thomas returned and said, "yes there is someone!" The Manager asked, "how much per kg?" Thomas drove back to town to ask and then returned to inform the Manager; "they are N270.00 per kg!" The Manager told Thomas, "I will give Ezra the same task that I gave you. Please pay close attention to his response!"

So the Manager said to Ezra, in the presence of Thomas; "Go and find out if anyone is selling water melons in town?" Ezra went to find out and on his return he said:"Manager, there is only one person selling water melons in the whole town.

The cost is N980.00 each water melon and N650.00 for a half melon. He sells them at N270 per kg when sliced. He has in his stock 93 melons, each one weighing about 7kg. He has a farm and can supply us with melons for the next 4 months at a rate of 102 melons per day at N340.00 per melon; this includes delivery. The melons appear fresh and red with good quality, and they taste better than the ones we sold last year. He has his own slicing machine and is willing to slice for us free of charge.

We need to strike a deal with him before 10am tomorrow and we will be sure of beating last year's profits in melons by N4,460,000.00. This will contribute positively to our overall performance as it will add a minimum of 3.78% to our current overall sales target. I have put this information down in writing and is available on spreadsheet. Please let me know if you need it as I can send it to you in fifteen minutes."

Thomas was very impressed and realized the difference between himself and Ezra. He decided not to resign but to learn from Ezra. As we begin this fresh year, let this story help us keep in mind the importance of going an extra mile in all our endeavors. You won't be rewarded for doing what you're meant to do, you only get a salary for that! You're only rewarded for going an extra mile; performing beyond expectations. To be successful in life you must be observant, proactive and willing to do more, think more, have a more holistic perspective and go beyond the call of duty. This is the key to promotion.

MORAL LESSON
To be promoted an employee must demonstrate that he or she has the competencies for higher responsibilities as shown by Ezra in the above story rather than merely doing your present job like Thomas.

*What do you tell this police officer?*

A police officer stopped a pastor for speeding. The Pastor seeing trouble, yelled back: “I am a pastor to church not a thief” The officer replied: “Please, leave that pastor thing. Anyway, if you are indeed a pastor, then you must have a Bible in your car. Bring it.” The Pastor speedily brought out his Bible to prove his honesty and to be freed. “Please read Matthew 5:25-26 to me.” Said the police man. Incredulously, Pastor opened the recommended text and it reads: “‘Settle matters quickly with your adversary who is taking you to court. Do it while you are still with him on the way, or he may hand you over to a judge, and the judge may hand you over to the officer, and you may be thrown into prison. I tell you the truth; you will not get out until you have paid the last penny” The perplexed man of God upon interpretation “QUIETLY” made an “offering” of a “few shillings” to his newly found “preacher”. The Officer collected his bribe and said to the pastor, “End of the matter. Go quickly in peace and never argue that policemen collect bribe. We only settle matters quickly and peacefully with all offenders instead of taking them to court to be thrown into prison. It’s part of our job.

How would you have settled this issue if you were the law enforcement official? Would you take him to court or settle "quickly"
LONG SERVICE AWARD

Thank you for your Service says Graham Hefer as he gives out several items to employees who have put in specific years of service to the company. This was the annual long service award ceremony. In all a total of 109 employees received various items for their years of service. A break down shows that 92 junior staff and 17 senior staff received the award. Items given out include Deep Freezers, Television sets, Generator set, household furniture including dining set and wardrobe. Each of the award recipient also got payment alongside the award item.
MD Announces New Promotions

The Managing Director used the occasion of the Christmas party to announce two promotions; these are Mr Ikpomwonsa Osunbor who was promoted from the position of Human Resource Controller to Human Resource Manager.

Jubilant Admin staff rejoicing with Mr Osunbor on the announcement of his promotion

The MD had earlier on used the occasion of the Xmas party for Estate department to announce the promotion of Mr Sunday Omorogbe from the rank a junior staff to that of a senior staff.

We rejoice with these employees on their promotion and call on them to justify the trust and confidence reposed on them.

CHANGE OF JOB TITLE

The company’s public is hereby notified that Mr Peter Akpokwaye whose job designation was until 15th December 2016 the Account Manager of the company, is now the Finance Manager. This was also announced by the Executive Director (Finance) Mr Alain Mary during the Xmas party for Admin/Finance.

OKOMU GETS NEW LOGO

This is to inform the general public that Okomu Oil Palm Company Plc has re-branded its logo as use in the parrot and shown here.

Departmental secretaries are advised to forthwith use this logo for all their internal memo. Soft copy has been sent to all departments.
## Birthday Greetings!

To our Staff

### JANUARY

- **Workshop**
  - ROLAND OBANOR
  - JAMES IDABIE
  - JONAH ERUGHAN

- **Estate**
  - ANIEMA TITUS
  - FRIDAY IDEHEN
  - HELEN AKINYEMI

- **Oil Mill**
  - IKECHUKWU DIKE
  - SUNDAY IDAGAN
  - BLESSING OSABUJOYEN
  - VIVIAN IGBINEWEKA
  - RUFS IDEMUDIA

- **Rubber Factory**
  - GLADYS IFEVBOR
  - OSASERE OBAJARIU

- **H.S.F.**
  - IME ARCHIBONG

- **Admin**
  - FLORA AKPAMA
  - PAULINA UWAGBOE
  - JUSTINA NNA
  - EVELYN ORUKPE
  - STELLA OMHENKE

### FEBRUARY

- **Rubber**
  - BETTY OGBEMUDIA
  - EMMANUEL ISAH
  - EUNICE MONDAY
  - JEFFREY ATENJI
  - JOSUA OHWODEUE
  - ANTHONY ORDIA
  - SATURDAY ERIYO

- **Workshop**
  - CHIMA OKONKWO
  - SUNDAY FRIDAY
  - ANSLEM NEZIANYAN

- **Estate**
  - ROSEMARY EDOREH
  - FELIX INNEH
  - MOSES PALMER
  - MICHAEL BASSEY
  - HELEN BOLA
  - LAWRENCE IBOI
  - IFESAMI ALEXANDER
  - OKORO FRANK
  - SAMUEL OMOSIGE

- **Finance**
  - FRANCA OGHABON
  - FELICIA ISITOR
  - MATHEW MACAULAY

- **Plantation**
  - ROLAND UNGUBO
  - ANSLEM UGUOKE
  - BASSIE EYO
  - IGNAITUS NWAASORO
  - OSARODION IMASEKHOMAN
  - FRIDAY OGWU

- **Rubber Factory**
  - AIGBOVO MONDAY

- **Admin**
  - DANIEL NWOKOH
  - BOSEDE AKINMOHUN

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**DON’T FORGET THE WHISTLE BLOWING POLICY**

**POLICY STATEMENT**

IF ANY EMPLOYEE DISCOVERS ANY ACT OF FRAUD, EXTORTION OR SABOTAGE COMMITTED BY ANY PERSON WHOSOEVER AND PROMPTLY REPORTS THIS DISCOVERY TO MANAGEMENT, THE WHISTLE BLOWER WILL BE Rewarded WITH 10% OF THE ANTICIPATED VALUE OF THE FRAUD RECOVERED. (Value to be determined by the company).

THE COMPANY PLEDGES TO PROTECT THE IDENTITY OF THE WHISTLE BLOWER (i.e any one who reports fraud, extortion or sabotage).

Employees with vital information of fraud, extortion or sabotage should send such information in confidence to info@okomunigeria.com or send text to 08060361068 or information box at the Club House.

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Blessed are those who spent their December Salary in December, for they knew the true meaning of Endurance and Recession in January.