

# The Baati Digest

Quarter Three  
**Newsletter**  
July - September 2023



**UGANDA  
BAATI**

# George Arodi

**Uganda Baati  
Business Head**



*Dear esteemed Colleagues,*

I hope this message finds you well. As we reflect on our journey, it brings me immense joy to acknowledge the significant strides we've made together as a team and as partners of Uganda Baati. Our shared dedication and unwavering commitment have paved the way for remarkable achievements, and I couldn't be prouder of what we've accomplished.

Uganda Baati has always stood as a beacon of excellence in the industry, and our collective efforts have further fortified this reputation. Through innovation, reliability, and a steadfast commitment to quality, we've not only met the needs of our customers but also exceeded their expectations. As we continue to provide top-notch building solutions, we also contribute to the growth and development of the construction landscape in Uganda and beyond.

Our success wouldn't have been possible without the incredible teamwork displayed across every department. Each member of the Uganda Baati family has played an integral role in our accomplishments. It's the synergy of our diverse talents and perspectives that sets us apart and empowers us to face any challenge that comes our way. Looking ahead, the path is bright with possibilities. We are poised to embark on new ventures, explore emerging markets, and introduce innovative products that will redefine the construction sector. Our dedication to sustainability and responsible business practices will remain steadfast as we strive to make a positive impact on both our community and

the environment.

I want to express my deepest gratitude to our partners, customers, and stakeholders for placing their trust in Uganda Baati. Your continuous support fuels our passion and drives us to continuously raise the bar. Together, we have built more than structures; we have built lasting relationships and a legacy of excellence.

Let's embrace the future with optimism, courage, and the same united spirit that has brought us this far. As we celebrate our achievements, let's also look forward to the remarkable journey that lies ahead. Together, there's no limit to what we can achieve.

***Thank you for your  
unwavering dedication and  
for being an integral part of  
the Uganda Baati family.***

A member of the



# Ian Rumanyika

**Head of External and Corporate Affairs**



***Dear Readers,***

In this edition of the Uganda Baati newsletter, we are thrilled to shift our focus from products and projects to the heart of our organization – our people and our vibrant culture. Beyond the roofing solutions that shape our skyline, it is the individuals within our UBL family and the shared values that define us as a cohesive unit.

Our journey has been more than just business; it's been about creating a community that thrives on diversity, inclusivity, and mutual respect. The dynamic tapestry of cultures and backgrounds that our team members bring to the table enriches our work environment, sparking innovation and fostering a global perspective that sets us apart.

In these pages, you'll find stories that showcase the remarkable individuals who dedicate themselves daily to uphold the Uganda Baati legacy. From the factory floors to the executive suites, each person contributes their unique skills and insights to drive our collective success. We take immense pride in our culture of collaboration, where every voice is heard and valued, leading to a harmonious synergy that propels us forward.

But it's not just about the workplace – it's about the communities we touch, the lives we impact, and the shared commitment to making a positive difference. You'll read about our efforts to give back to society, whether through sustainable initiatives or social responsibility programs, underscoring our belief in using our influence for the greater good.

As we delve into the stories that illuminate the essence of Uganda Baati, we invite you to reflect on the incredible mosaic of talents and traditions that shape our identity. Let's celebrate the personal victories, the collaborative milestones, and the moments that remind us that we are more than a company – we are a family united by a shared purpose.

***Thank you for joining us on this journey of discovery, as we explore the heartbeat of Uganda Baati through the lens of its people and culture.***

A member of the





## From the Human Resource Manager's Desk: Uganda Baati's journey to building diversity in the workplace.

*Paraphrasing the words of one writer, thus 'The beauties of nature come in all colors. The strengths of humankind come in many forms. Every human being is wonderfully unique. All of us contribute in different ways. When we learn to honor the difference, and appreciate the mix, we find harmony'*

**U**ganda Baati Limited is a very diverse workplace – and increasingly has the company continued to make diversity and inclusion part of its culture.

As we will use the term here, diversity refers to the great variety of human characteristics that make us similar or different from one another. Aspects of diversity may include Sex, Race, Ethnicity, Age, Abilities, Care giving / Parental status, Religion, Values, Class background and marital status.

The above characteristics are to the effect that as individuals we are different from each other in many possible ways and that we can learn things from people whose ideas, beliefs, attitudes, values, backgrounds, experiences, and behaviours are different from our own.

The company has taken initiatives to drive and manage diversity;

Different social backgrounds but same people. The company's workforce over time has been a composition of employees from different social backgrounds, suffice to note Kenya, Sudan, Congo, India to name but a few. I remember the testimony of one of our employees Mr. Charles Opiyo a graduate from Gulu, Northern Uganda. His journey to Uganda Baati Limited as he shared his story was amazing. He did not ever think of being selected as a graduate trainee from an upcountry University to a company in Kampala. He has grown through the ranks to become a planning resource within the Operations department.

Different education qualifications but achieving common goal. When the company opened its doors in 1964, the gates were wide open for everyone as long as he had a skill to contribute to the running of our operations. We had artisans, operators and other shop floor employees who had basic education but grew in the ranks overtime to run the first galvanised line in East Africa. The efforts of our first employees have been complimented by graduates in areas of finance, sales, supply chain, marketing, human resources to name but a few.

Women taking over roles formerly held by men. When I take a look at the demographics of the company, Uganda Baati's story in empowering women is worth mentioning. The story of Ms. Erinah Masiga, an industrial chemistry graduate and the first female Finance Manager in the company is amazing. Our gender ratio has continued to grow with female employees composing of 31% of the workforce.



Initiatives in social interactions. The company has in place social clubs that drive diversity; book readers, fitness, baking and cooking, parte after parte to name but a few. Making friends with others of different backgrounds is often one of the most fulfilling experiences of an employee. We believe that such small efforts to meet and interact with others outside the working environment broaden our horizons and we learn about others different from ourselves.

Learning from the past. We have carried out a number of employee engagement surveys in the workplace and we have drawn lessons from them. One key issue that can stifle diversity is failure by leaders to mingle with subordinates or departments working in silos. It breeds the culture of "Us Vs Them". While consistently encouraging employee bonding sessions, cross functional visits and market storms, we have broken barriers and our employees understand what happens in every function.

What our new employees' experience. Mark it that every year we hold a unique event dubbed "joiners one on one with the CEO". This event is your opportunity as an employer to get feedback on your working environment from the eyes of your recent hires. It is the questions asked and the feedback from the senior team that make a new hire walk away with a better understanding of who we are irrespective of our diversity. Taking part in honest conversations challenge our notions of the workplace and give each other an opportunity to know how we view people from all walks of life.

The future. Our journey to diversity will be more meaningful if this is reflected in our hiring decisions. As a company taking initiatives that cast the net and give opportunities to groups such as refugees will unlock public opinion that is sceptical about such groups, yet there is great potential in tapping into their skills and qualifications.

Putting all of this together, one will undoubtedly agree to the idea, as the great statesman president Obama said, that if you're willing to work hard, it doesn't matter who you are, or where you come from, or what you look like, or where you love -- you can make it in life if you're willing to try." Uganda Baati Limited remains a company where everyone, unique or similar, as they have an opportunity to grow and contribute to our success.

Amon Aruho  
Human Resource Manager





### CUSTOMER FIRST

Our commitment to prioritizing the customer experience is unwavering, as we acknowledge that our success is intrinsically linked to the satisfaction of our customers. This guiding principle drives us to not only listen attentively to their needs but also to provide premium products and services that consistently exceed their expectations. It's not just about meeting their requirements, it's about delighting them at every touchpoint.

### EXCELLENCE

Excellence is the standard we set for ourselves in every endeavor. We firmly believe that good is never good enough when we can strive for greatness. Our pursuit of excellence propels us to continuously innovate, refine our processes, and consistently deliver the highest quality products and services. We challenge the status quo, eagerly embrace change, and remain agile in an ever-evolving world.

### PARTNERSHIPS

We understand that collaboration is the backbone of success. Cultivating robust partnerships with our customers, suppliers, and stakeholders is a cornerstone of our culture. These relationships are founded on trust, mutual respect, and shared objectives. Together, we accomplish more, learn from one another, and drive collective growth.

### INTEGRITY

Integrity serves as the bedrock of our organization. We conduct ourselves with the utmost honesty, transparency, and ethical conduct in all our interactions. Trust is paramount, both within our team and in our external engagements. Our integrity is non-negotiable, ensuring that we always choose the right path, even when faced with difficult decisions.

### CARE

Furthermore, our deep care extends to the well-being of our employees, customers, communities, and the environment. This commitment goes beyond profit margins. We prioritize safety, sustainability, and social responsibility. We invest in the growth and happiness of our people and take proactive steps to make a positive impact on the communities we serve. Environmental stewardship is not an obligation but a responsibility we wholeheartedly embrace. These values, seamlessly intertwined, define the essence of Uganda Baati's unique culture.



A member of the



# EMPLOYEE SPOTLIGHT

For Q3 Employee Spotlight, we are happy to present to you the exceptional employees. They have been an integral part of our team, consistently going above and beyond to drive excellence in their role.

We are immensely proud to have them as valued members of our organization, and their passion and commitment continue to inspire us all. Join us in celebrating the team for their outstanding contributions and unwavering dedication to our shared mission. **Congratulations!**

## EMPLOYEE RECOGNITION AWARDS - Q2 2023



### Employee of the Quarter

★ Vicent Mutamba ★

*(Recognizing your exceptional dedication and contribution)*



### Exceptional Performance

Edith Karungi

*(Consistently delivering outstanding results)*



### Excellence

Annet Nansirumbi

*(For setting the standard and surpassing expectations)*



### Customer Focus

Allen Namutebi

*(Going above and beyond to ensure customer satisfaction)*



### Partnerships

Charles Lubwama

*(You have proven your invaluable contribution to collaborations that bring shared success)*



### Integrity

Peter Gwambuga Taire

*(For upholding honesty and ethical values at all times)*



### Care

Arnold Amany

*(Demonstrating compassion and empathy towards colleagues and customers)*



### Health & Safety

Damalie Ndagire

*(Prioritizing the well-being of all in the workplace)*



## ONE-ON-ONE WITH OUR STUDENT INTERN



*In a concerted effort to foster a brighter future for Uganda, Uganda Baati has a Graduate Trainee program under its CSI-Education pillar aimed at skilling the young people of our nation. Through workshops, vocational training programs, and mentorship opportunities such as internships. This is to equip them with practical skills that are essential for success in today's competitive world. Babiryte Magarete Marcreen is a beneficiary of the program and below is what her experience while at Uganda Baati.*

### What motivated you to intern at Uganda Baati?

The internship at Uganda Baati offered a transformative learning experience, fostering skill development, networking, and a deep understanding of organizational operations and challenges, ultimately cultivating adaptability and a versatile skill set for future professional pursuits.

### Can you share your most memorable experience so far?

The internship at Uganda Baati went beyond daily tasks, encompassing participation in environmental efforts, receiving valuable career guidance, and mentorship, leading to self-discovery of strengths and interests, while also fostering strong connections with colleagues and leaving a lasting impact on a collaborative work environment.

### What specific tasks or projects have you worked on during your time at Uganda Baati?

In my internship at Uganda Baati, I undertook a multifaceted role that involved tasks ranging from generating quotations and facilitating customer visits to managing online payments and ensuring accurate data entry for the finance department.

### How has your role as intern helped the company achieve its goals?

During my internship at Uganda Baati, I made substantial contributions by offloading tasks from full-time employees, expanding the workforce's efficiency, increasing total sales volumes through customer interaction, assisting in achieving growth-oriented goals, and contributing to effective financial management through online payment processing.

### What valuable skills or knowledge have you acquired through this internship?

My internship at Uganda Baati has greatly improved my professional communication, time management, and customer handling skills, leading to increased efficiency and confidence in accomplishing tasks.

### How has the experience influenced your career aspirations and future?

My internship has been transformative, equipping me with a diverse skill set in communication, networking, computer proficiency, and collaboration, while also providing valuable insights into professional etiquettes and adaptability in a professional environment.

### How would you describe the work environment and company culture at Uganda Baati?

Uganda Baati fosters a collaborative and inclusive work environment, emphasizing open communication, work-life balance, and professional growth opportunities, making it an exceptional workplace.

### How has the team and mentors supported you during your internship?

The team and mentors during my internship have been invaluable in providing unwavering support, accessible guidance, and constructive feedback, which have significantly contributed to my growth and learning journey.

### Have you faced any challenges during your internship and how have you overcome them?

My Uganda Baati internship presented challenges that led to the development of resilience, problem-solving, time management, and communication skills, ultimately fostering personal and professional growth for handling similar situations in the future.

### How have these challenges contributed to your overall learning and Resilience?

These experiences at Uganda Baati have significantly honed my problem-solving skills and bolstered my confidence, patience, and adaptability in navigating professional challenges.

### What advice would you give to interns joining Uganda Baati?

For incoming interns at Uganda Baati, I recommend approaching the experience with enthusiasm, curiosity, a strong learning mindset, proactiveness, inquisitiveness, and task initiative, embracing mistakes for growth, prioritizing effective communication, and actively cultivating relationships and networking for long-term professional benefits.

A member of the





# Social Programs and Initiatives:



Uganda Baati has been diligently running to address the diverse needs and challenges faced by our community. Through our unwavering commitment to social responsibility, we have embarked on numerous initiatives aimed at fostering positive change.

Our community outreach programs have empowered society by providing shelter to underprivileged at Sanyu Babies' Home and office units to Uganda Police and DIT, ensuring a safe environment for all. Additionally, under our healthcare initiatives we participated in the Annual Cancer Run, promoting the well-being of cancer patients who lack easy access to healthcare facilities.

We take immense pride in our environmental conservation projects, where we launched a campaign called "Safal Eye in the Wild" which aims to ignite conversations and raise awareness about environmental conservation through the power of photography. These endeavors stand as a testament to Uganda Baati's dedication to building a stronger, more resilient community for all. Please enjoy these snapshots capturing the essence of our transformative initiatives.



Uganda Baati team pose for a group photo with the Sanyu Babies' Home team after the home visit.

A member of the





# Social Programs and Initiatives:



Uganda Baati team pose for a photo after Rotary Cancer Run kit handover



Uganda Baati's staff led by Ian Rumanyika hand over office units to Uganda Police Duty free shop in Nsambya

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# Social Programs and Initiatives:



(L-R) DR Patrick Byakatonda, Managing Director at DIT and Ian Rumanyika, Head External & Corporate affairs at Uganda Baati at the handover ceremony at DIT offices.



The different Uganda Baati team with the different partners that took part in the Uganda Baati health camp



Rotary Club of Kololo appreciated Uganda Baati for its generous contribution towards the Nyamifura Primary School classroom block project completion

A member of the





## Education and Skill-Building Initiatives at Uganda Baati - Empowering Employees for a Brighter Tomorrow

We are committed to fostering growth and development within our workforce, our skill-building program is designed to equip our dedicated team with the tools they need to excel both personally and professionally. Through a series of tailored educational modules and skill-building workshops, employees have the opportunity to expand their knowledge base, enhance their skill sets, and unlock new potentials.

This initiative reflects our unwavering commitment to nurturing a thriving, empowered community within Uganda Baati. We believe that investing in our employees is not only an investment in their future, but also in the future success of our company. Together, we are building a brighter tomorrow, one skill at a time.



A member of the





# BAATI'S HOLISTIC HAVEN

## 5

## HEALTH & WELLNESS TIPS FOR YOU

### 1. Take a daily walk

Get your exercise in and boost your creativity when you get outdoors and take a walk. Research shows walking benefits the body in numerous ways including increased flexibility, decreased obesity risk, and even improves immunity.

### 2. Get your sleep

The less sleep you get, the more likely you will feel quick to anger, anxiety, and a host of other unpleasant feelings. Plus, lack of sleep reduces your body's ability to fight off infections, leaving you more vulnerable to illness. Aim for 7 to 8 hours of sleep per night; do your best to settle into a relaxing bedtime routine an hour before you want to hit the sack.

### 3. Drink more water

When you stay hydrated throughout the day, you keep your energy levels up and ward off headaches. Keep a reusable water bottle nearby and set an alarm to go off every hour to fill it up again. If you feel lethargy or a headache coming on, down some water before heading for the coffee pot or soda machine.

### 4. Find workouts you love

Do your best to move your body daily. Ideally, you want to aim for at least 30 minutes of exercise each day. You're more likely to stick with it if you do an activity you love, whether it's yoga, walking, kickboxing, salsa, or something else.

### 5. Make time for play

Just as playtime is important for kids, it's important for adults, too. Take time away from work to focus on doing activities you love. Whether it's dancing, working out, taking a language class, or something else that excites you, put it on your calendar and make it a habit.

A member of the





## RECOMMENDATIONS - 5 SELF-CARE HELP BOOKS

1. Braving the wilderness - By Brené Brown
2. The Self-care project - By Jane Hardy
3. A year of Meditation: Daily Moments Peace, Joy, and Calm - By Nora Day
4. More Than Enough - By Elaine Welteroth
5. Good Vibe, Good Life - By Vex King







# BRAINZILLA CORNER

## THE GAME OF 5



### RIDDLE

I am a bird, I am a fruit and I am a person. What am I?

### FUN FACTS

You can't hum while you're pinching your nose.

*Go ahead and try!*



# NEWBIES Party



We're delighted to extend a warm welcome to the newest members of our Uganda Baati family! To celebrate their arrival and integration into our vibrant team, we're hosted an exclusive Newbies Staff Party. It was an eventful evening of camaraderie, fun, and the chance to forge new connections within our close-knit community.

It's was a fantastic opportunity for our fresh talent to get to know their colleagues and become acquainted with the unique culture that sets Uganda Baati apart. With exciting activities, delicious treats, and a warm atmosphere, we ensured that every new member felt right at home. It was such a memorable evening as we collectively embarked on the exciting journey together. Welcome aboard, and let's make lasting memories!





## Baati Birthdays - Celebrating Our Stars!

Birthdays are special, and so are you! Your passion, commitment, and hard work are the foundation of our success, and for that, we are truly grateful.



## Baati's Blissful Beginnings- Newlywed Nook!

Love is a journey, and today, we're overjoyed to celebrate the union of our own! To our newlywed staff member- Jerome Muhumuza, may your days as a couple be filled with laughter, your hearts be full of love, and your adventures together be nothing short of extraordinary. Here's to a lifetime of happiness, understanding, and unwavering love.

***Congratulations on finding your forever!***



A member of the





## Galvanized Gourmet- Baati's Kitchen chronicles

Are you looking for a different way to make your chicken?  
We got you!

### **Mango Chicken Stir-Fry**

#### **Ingredients:**

- 2 boneless, skinless chicken breasts, thinly sliced
- 2 ripe mangoes, peeled, pitted, and diced
- 1 red bell pepper, thinly sliced
- 1 small red onion, thinly sliced
- 3 cloves garlic, minced
- 1-inch piece of ginger, grated
- 1/4 cup soy sauce
- 2 tablespoons honey
- 2 tablespoons olive oil
- Cooked rice/noodles/posho (ugali) for serving
- Fresh cilantro leaves for garnish (optional)



## Instructions:

1. Marinate the Chicken: In a bowl, combine the minced garlic, grated ginger, soy sauce, and honey. Add the sliced chicken and let it marinate for at least 20 minutes.
2. Heat the Pan: Heat the olive oil in a skillet/sauce pan or wok over medium-high heat.
3. Cook the Chicken: Add the marinated chicken to the hot pan. Stir-fry for about 3-4 minutes until the chicken is cooked through. Remove the chicken from the pan and set it aside.
4. Sauté the Veggies: In the same pan, add a little more oil if needed. Add the sliced bell pepper and red onion. Stir-fry for about 2-3 minutes until they start to soften.
5. Combine Everything: Return the cooked chicken to the pan. Add the diced mango and stir everything together. Cook for another 2-3 minutes until the mango is heated through.
6. Serve: Serve the Mango Chicken Stir-Fry over cooked rice or noodles. Garnish with fresh cilantro leaves if desired.  
Enjoy this delightful Mango Chicken Stir-Fry! The combination of juicy mangoes with tender chicken and vibrant veggies creates a burst of flavors that will surely tantalize your taste buds. Happy cooking!

*Enjoy this delightful Mango Chicken Stir-Fry! The combination of juicy mangoes with tender chicken and vibrant veggies creates a burst of flavors that will surely tantalize your taste buds. Happy cooking!*

A member of the



# Campaign Spotlight

SAFAL Eye in the Wild (SEIW) combines photography and conservation, aiming to create meaningful engagements and sustainable partnerships in built environment markets. The campaign by Uganda Baati strives to establish strong connections with internal and external communities, showcasing corporate responsibility. This year's focus is on highlighting the impact of drought and the role of resourcefulness and innovation in combating it.

*The Gold award winner will receive USD 3,000, the Silver award winner USD 2,000, the Bronze award winner USD 1,000 and People's choice USD 500*

In times of  
**DROUGHT**  
make every shot count

**SAFAL EYE IN THE WILD**  
PHOTOGRAPHY COMPETITION

#DroughtInFocus  
\*T & Cs apply

A member of the





## Re-introducing our Lifestyle product collection

- these shingles seamlessly blend aesthetics with practicality. Whether it's enhancing the visual appeal of your living space or adding a touch of luxury to your daily routine, our lifestyle range is tailored to elevate every facet of your home. Explore the art of refined living with Uganda Baati's lifestyle products, where every detail speaks of sophistication and quality. Elevate your lifestyle, one exquisite piece at a time.

Discover the collection at Uganda Baati showrooms or visit e-shop on [www.shop.ugandabaati.co.ug/](http://www.shop.ugandabaati.co.ug/) today!



**Lifestyle**

**SHINGLE & CONTENTED!**

Lifestyle Shingles are all about beauty that is secure in its uniqueness and quality.

Ask me about lifestyle or visit [shop.ugandabaati.co.ug/](http://shop.ugandabaati.co.ug/)

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# Photo Gallery

Enjoy a collection of captivating images showcasing UB'S campaigns, and events that took place from July to September.



Uganda Institution of Professional Engineers (UIPE) team pose for a photo with the Uganda Baati team during the courtesy visit.



Uganda Investment Authority (UIA) board chairman Morrison Rwakakamba visits Uganda Baati

A member of the







UIA Board chairman Mr. Morrison Rwakakamba checking out Uganda Baati product showroom



Staff enjoy a Kodak moment at the 2023 Rotary Cancer Run.



A member of the







A stone laid in appreciation of the donors.



Sales team flash smiles at the Safal Eye in the Wild Campaign launch

A member of the







Uganda Baati team pose for a group photo with the Sanyu Babies' Home team after the home visit.



Plant a tree, save the planet. Uganda Baati staff, National Forestry Authority team, and Kasese District leaders during the replanting exercise in Mubuku Central Forest Reserve.

A member of the





# NEWBIES Party



*Our Business Head is a man with many talents.*



A member of the







*Cld in red like the dress code called for, new staff share light interaction moments during the new joiners' party in the lounge room.*

A member of the







Victory Achieved: We were honored to receive the "Outstanding Steel Design" Award! At the Consumers Choice Awards.



A member of the







*Was that a GOOOAALLLLLLL.....???* You can catch all this action at the corporate games where our staff participate religiously.



A member of the







A few highlights from the Fundi training in Mbale District - Eastern Uganda



**THE UGANDA BAATI  
FUNDI TRAINING**  
*Mbale Edition*

Do not miss out on valuable knowledge and insights from our industry experts. Come through and improve your practical and technical Fundi skills.

 Wash and wills | 10th AUGUST





## Until next time...

We would like to express our heartfelt gratitude to the pillars of our success – our valued customers, dedicated staff, invaluable partners, and the vibrant community that surrounds us. Your unwavering support and trust in our mission are the driving forces behind our ability to empower individuals and work towards a brighter future. Thank you for being the beating heart of our journey, and here's to the incredible things we will continue to achieve together.

A member of the





#### **About Uganda Baati Limited:**

Uganda Baati Limited is a member of Safal Group, Africa's largest manufacturer and supplier of steel roofing and allied products. Founded in 1964, Uganda Baati was the first company in the East African region to set up an ultra-modern galvanizing line. With branches in Tororo and Arua and 13 showrooms across the country, Uganda Baati is the country's leading manufacturer and supplier of roofing sheets and allied building products