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A photograph of two young students in a chemistry laboratory. The student on the left, wearing a red shirt, is using a glass dropper to add liquid to a test tube held by the student on the right, who is wearing a green shirt. The green shirt has a school crest that reads 'JORULEM MIXED SEC. SCHOOL' and '2012'. In the background is a chalkboard with some faint writing. On the table in the foreground are various lab equipment, including a white bottle with a tube, a graduated cylinder with purple liquid, and other containers.

**Partnering to
drive change**

TULLOW
Oil

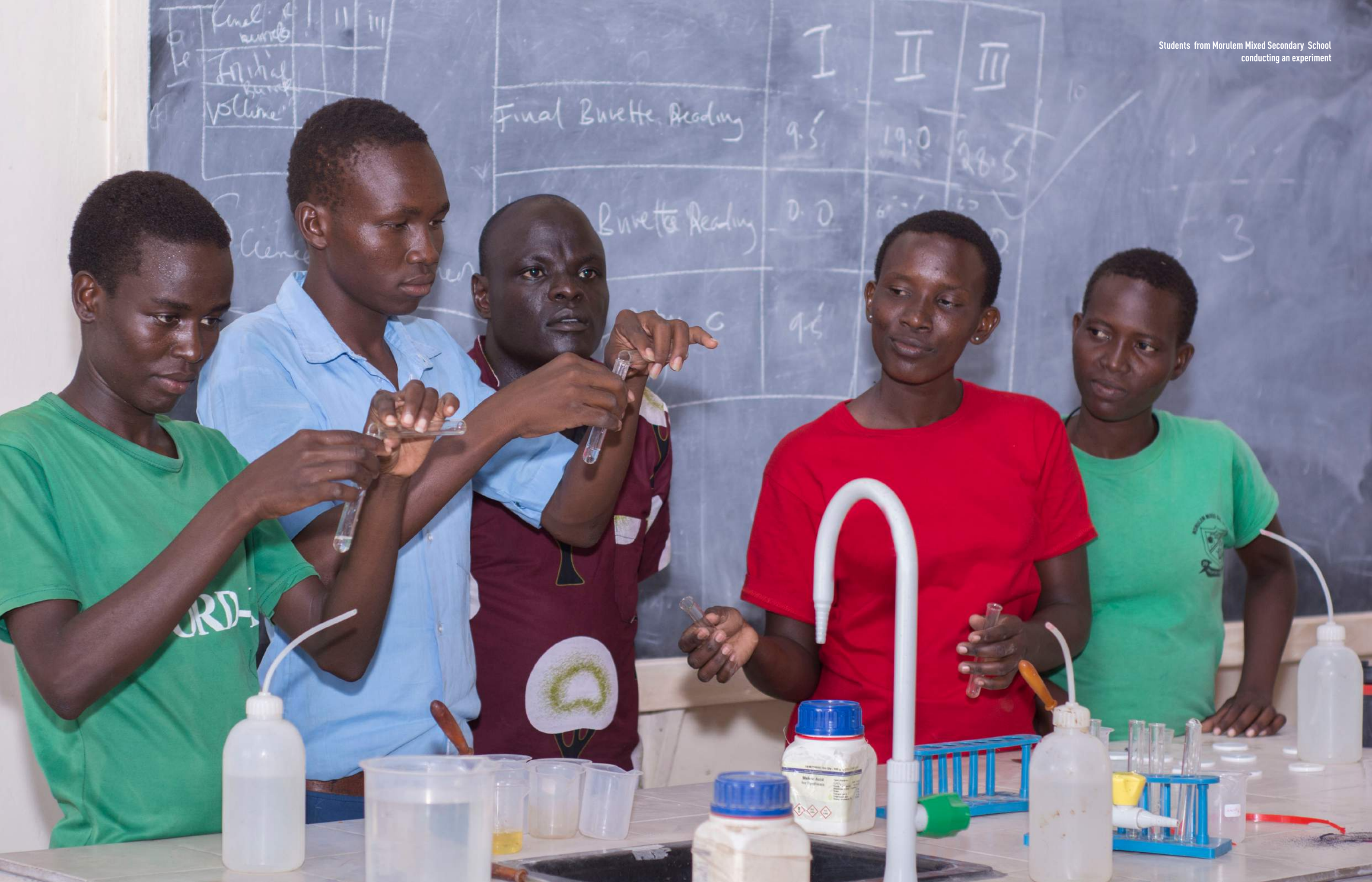


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FOREWORD



Turkana County is one of the most arid regions in the country and also one of the poorest. Since pre-independence, Turkana County has been left out of the mainstream economic agenda meaning that little has been done for decades to change the lot of the community whose main economic mainstay is nomadic pastoralism. This is the reality that confronted Tullow Oil when we began exploration in this county.

Yet we recognised that the Turkana Community would be one of the most important partners in the journey to oil production. Working with other partners, we therefore embarked on a journey that would help to uplift the lives of the people that we were going to work with and live amongst for the foreseeable future.

“ We recognised that the Turkana Community would be one of our most important partners”

We have worked to contribute to the standards in water, health, education and environmental conservation. What you will read inside these pages are the outcomes have been bred from the partnerships we have forged in order to uplift the wellbeing of the host community.

You will learn about what a dormitory meant for Uhuru Girls High School and a laboratory for Morulem Mixed Secondary School or water for the people of Kode Kode and Kataboi.

The partnerships we have forged also meant injecting more life to Kataboi Dispensary. You will also learn about the nine members from the local community who benefited from specialised training at Al Mansoori in the United Arab Emirates and much more. We hope you enjoy reading it.

HOW PARTNERSHIPS ARE POWERING TRANSFORMATION

At Tullow Oil, we work to maximise the participation of local businesses within our supply chain to ensure the oil and gas sector creates positive impacts on the economies and lives of local communities where we operate

The Turkana people say that *Ejok aelo a ng'iputiro eloose alogita kaapei* (The bond between warthogs is stronger when they hunt together.)

Loosely translated, this proverb is used to help us understand the importance of coexistence.

No matter what our varying opinions may be, we need each other. In addition, the Turkana people also say that *Emam itwaan emakar epaai* which loosely translates to mean that no man is an island. This wisdom that reinforces partnership is expressed in nearly all African communities; sticking together, bound to a common cause or creed.

When Tullow arrived in Turkana some eight years ago to prospect for oil, we were cognizant that for us to succeed in finding oil, it would take more than our technical expertise.

Tullow acknowledged that building partnerships with various stakeholders would be a key ingredient in our success – partnering with the community, the local leadership, the government and other corporations to derive value together.

Partnerships tie up with our sustainability approach which helped us focus our commitment on managing the impact of our operations while creating shared prosperity for shareholders,

governments, citizens, employees, communities and industry partners.

“We aim to support local companies to grow and develop so they can secure business from other international companies”



Creating this long-term value requires an innovative and progressive approach to our social investment.

Over the last few years, we have retooled that approach with a deliberate commitment to working and collaborating with other partners to better leverage our investments and maximise the value of our investments.

Tullow seeks to deliver shared prosperity through our business activities in the countries and communities where we work through optimising local content and building suppliers’ capacity, building local skills and developing people, and by ensuring that we have focused socio-economic investment that enhances local economies.

This edition of Ustawi Magazine focuses on the partnerships with stakeholders in the delivery of our social investment projects in Kenya in general and Turkana specifically.

As Tullow, we know that by partnering with other like-minded corporates we can leverage our individual and collective resources and expertise to create a catalytic effect bigger than our individual sum and potential.

We see multi-stakeholder partnerships as crucial in underpinning sustainability



2,000

Barrels per day to be delivered to Mombasa everyday under EOPS



230

Vocational training scholarship we seek to award in 2019/2022 in our partnership with KCB Foundation



2 of 3

About 2 out of every 3 Tullow and contractor workers in Kenya are from Turkana

in our social investments be it in our collaboration with KCB Foundation to provide 230 vocational training scholarships and 130 secondary school scholarship 2019/2022, or when we work with Oxfam to deliver a water project or partnering with KenGen Foundation on environmental conservation in Turkana and West Pokot or when we empower Community Water Users Associations to manage boreholes.

Our partnerships don’t end at physical projects. We continue to do remarkable work with partners such as Invest in Africa, Technoserve, Asante Africa Foundation and the Lundin Foundation in empowering and building the capacity of local companies to participate in our value chain.

Together with these organisations, we have conducted business skills training for Turkana-based business owners which has not only improved their ability to compete for business but also facilitated access to capital.

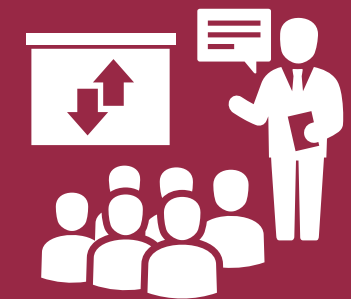
Moving forward, we will continue to deliver a social investment strategy built on the pillars of tangible benefits, transparency, and sustainability.

Martin Mbogo, OGW
Managing Director, Tullow Oil Kenya



EDUCATION

Tullow Oil is spearheading the push towards a better educated population by improving the infrastructure, and awarding scholarships to students from disadvantaged backgrounds.



580

Number of students at Uhuru Girls High School. This is an increase from 360 learners in 2015



72

Number of girls who can be accommodated at the new dormitory at Uhuru Girls High School

FURNISHING A FUTURE



Construction of a modern 72-capacity dormitory at Uhuru Girls High School has not only given students a better learning environment, it has increased student enrolment

When it was started in 2006, Uhuru Girls High School was supposed to plug an existing education gap for girls in Turkana.

By 2015, the time Beatrice Njogu was posted there as the principal, there was more than enough evidence that Uhuru Girls High School had fulfilled its role.

The population had grown to 445 students, which although good, had created an additional problem – the three dormitories available were built to accommodate 360 girls.

As a result, the administration had resorted to utilizing every space available in the dormitories.

“We were not able to space the beds as required by the Ministry of Education, which lays out guidelines for dormitory spacing,” said Ms Njogu.

Introduced by the Ministry of Education in 2008, the Safety Guidelines for Disaster and Risk Reduction in schools were prepared in the wake of a spate of school strikes and fires in dormitories, some of which were fatal.

The guidelines require every school to have blueprints of the buildings, classrooms, dormitories and hallways.

Dormitory doors should be at least five feet wide and should open outwards. The dormitories should have emergency exits at the middle and back and windows must be without grills and should be easy to open outwards. Fire extinguishers and fire alarms should also be fitted in the dormitories and clearly marked.

The congestion at Uhuru Girls was therefore, against these safety guidelines and a health challenge.

“If one student had a cold, everyone ended up catching it. Besides, the girls did not have adequate spaces to keep their belongings,” said Ms Njogu.

The school management wrote a proposal to Tullow Oil, requesting the company fund construction and equipping of a new dormitory to accommodate the burgeoning student population.

“We received a positive response in 2015. The contractors came here and I took them to the site that had been demarcated for the construction,” recalls Ms Njogu.

Construction of the dormitory ended in 2018 and apart from furnishing the facility with safety features as recommended by the Ministry of Education, Tullow also equipped the new dormitory with beds.

“The dorm is spacious and very modern. It has bathrooms, toilets and a laundry area,” said Ms Njogu.

According to Lydia Wanyonyi, the boarding mistress, the new dorm has freed up space in existing dormitories.

“The new one can accommodate 72 girls. Compared to the older ones, this one even has a fire exit, a feature that is not present in the other dorms,” says the Chemistry and Biology teacher.

Reverend Samson Akoru has been the chairperson at Uhuru Girls for six years. He thanks Tullow for the kind gesture.

“The dorm reduced congestion and we are thankful to Tullow for providing a modern facility.”

Ms. Njogu appreciates Tullow for the work they are doing in the community.

“With the dorm, we were able to increase the student population by admitting more girls. This is in line with the current policy from the Ministry of Education, as well as the government, that there should be 100% transition of learners from primary to secondary school. We celebrate Tullow for making this a reality.”

The number of students has reached 580. The institution admits learners from far-flung area in the expansive Turkana County and students from other counties like Trans Nzoia and Uasin Gishu.

Students are happy about the new dormitory, and other facilities at the school which they say will go a long way in making their stay and learning much more easier.

“I wanted to study in a different environment. I also chose this school because it has excellent facilities,” says the Form Two student Bianca Kibet from Eldoret.

Form Four student Daphine Lomaniko comes from Lokitang in Turkana North. By bus, it’s an eight-hour journey. “From Lokichar to Lodwar Town is three hours; from Lodwar to Lokitang’ is five hours.”

She too does not mind the distance because she enjoys the learning at Uhuru Girls.”



“Apart from furnishing the facility with safety features as recommended by the Ministry of Education, Tullow also equipped the new dormitory with beds.”
– Ms Beatrice Njogu



Students at the dormitory



CHANGING THE COURSE OF LEARNING

Teaching and learning of science subjects has improved significantly at Morulem secondary school after Tullow funded the construction and equipping of two laboratories

Teacher Oliver Masafu carefully pours a clear liquid into a test tube. Using surgical precision, he tears off a piece of litmus paper and drops it into the tube. He then looks at the group of students surrounding him and explains what's happening to the keen learners.

As the paper turns from white to red, his eyes dart from one student to another, to see if they have understood. They have to because the national secondary school examinations are just around the corner.

"We were conducting a qualitative analysis test for organic compounds," the chemistry and agriculture tutor tells his students.

A while ago, these and other experiments would not have been possible until Tullow Oil built two laboratories, these and other experiments would not have been possible. Before, the most the science teachers at Morulem Mixed Secondary School in Lokori, Turkana County could do was teach scientific theories and then demonstrate what they had taught the learners using the few apparatus that were available.

For the learners at the boarding school, the theoretical concepts never materialized.

"For sciences, one has to teach the theory, then prove what you are teaching using a practical experiment. Otherwise, whatever you are teaching remains an abstract idea," says Alfred Avedi Kamadi, the deputy principal.

The secondary school was started in 2012 as

a 'Harambee' school. It was sponsored by an organization called Morulem Water Irrigation Scheme (MOWA).

"We only had two high schools in Turkana East—Kangi'tit Girls and RCEA Lokori Boys High School. Therefore, all the students from Morulem, Katilia and Lotubai attended these schools, which meant they had to walk for long distances," says Mr Ayedi.

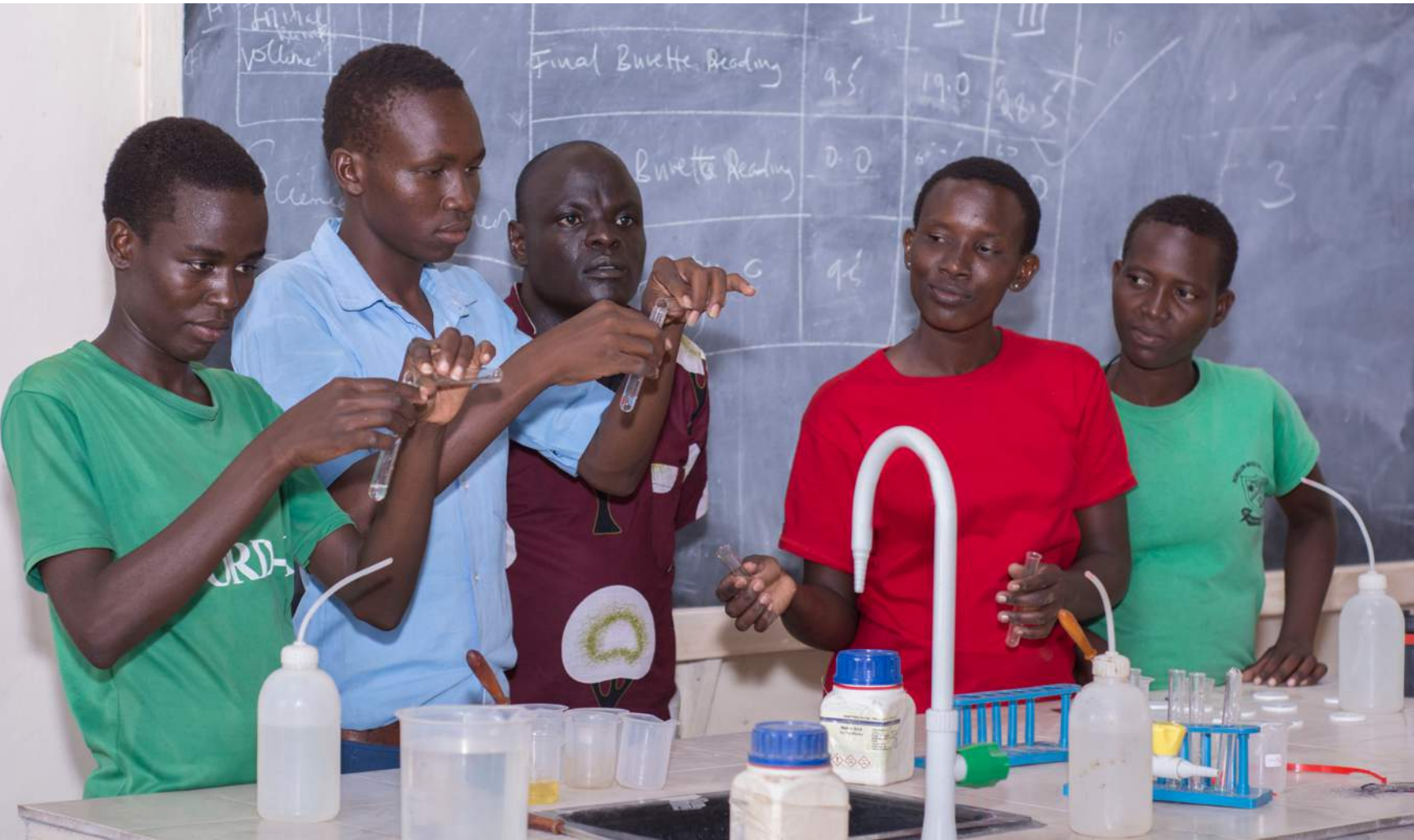
As such, the construction of Morulem secondary school was a relief not only for the students, but for the community too. However, the institutions lacked facilities necessary for smooth learning, key among them being a laboratory.

"A laboratory is a must in a secondary school because you use it in instruction of subjects such as chemistry, physics and biology. However, construction and equipping of a lab requires huge amounts of funds. Other than the structure, you will need chemicals, stools, sinks, fire extinguishers, gas, a storage room, constant supply of water, which is scarce in this area, and even the hiring of a lab technician," says Mr Avedi.

With no lab, teachers had to improvise while teaching.

"Without the physical structure, the students barely understood what you were talking about. Moreover, the few existing apparatus like burettes and pipettes were always being damaged since we did not have a storage room," Mr. Masafu says.

Construction of the laboratories began in 2016. Unfortunately, construction was not over by the



“After school, I want to become a nurse so that I can help people.”
- Pamela Lobuin

between a well equipped school and success in examinations. That’s why many parents want to transfer their children to Morulem Mixed Secondary School,” says Mr. Avedi.

For the 2018 candidates, they have never felt more ready to write the national exam.

“We’ve been conducting a lot of practical experiments in preparation for the examinations. Personally, I never liked sciences but this changed after the labs were built. Now, biology is my favourite subject,” says 20-year-old Pascal Kinyang, who wants to study medicine.

Pamela Lobuin, 20, also appreciates the kind gesture. She says her journey towards joining nursing school has begun. “The laboratories have been of great help to us since we can undertake practicals. We now expect good results in sciences and in all other subjects,” she says.

Each of the two laboratories can accommodate 15 students. With a current population of 465, the school administration hopes to get funds to construct two more facilities.

Now that the labs are up and running the next hurdle, Mr. Avedi says, is the hiring of science teachers. “Our school needs an additional 12 teachers to plug the deficit but, we are indebted to Tullow Oil for the construction of these laboratories and the development they have brought to our community,” he says.

time students were sitting their Kenya Certificate of Secondary Education examination. This meant that, like in previous years, biology and chemistry practical tests would be conducted in classrooms.

According to the deputy principal, excitement was palpable when the doors to the labs were opened for the first time in 2017. Form Three students were the first to learn in the new laboratory. “The other students stood by the windows, trying to catch a glimpse of what was happening. They were extremely excited,” he says.

Other than the immediate benefit to students, the school also saw an upsurge of enrolment of students, especially from Form Three and Four students from other schools. And for the first time, the school’s administration hired a physics teacher.

“In this area, community members believe that there is a correlation



30

Number of students who can be at the laboratories in one session



Year when the laboratories were opened



Alfred Avedi, deputy principal, Morulem Mixed Secondary School.

“The community believes that there is a correlation between a well equipped school and success in exams. Since we now have facilities of note, people want to admit their children here,”
- Alfred Avedi



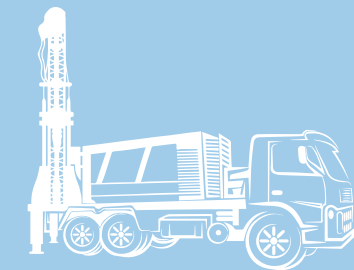
WATER

Water is life and nowhere is this seen more than in Turkana County. A water reticulated system funded by Tullow Oil and partners is improving access to water, increasing disease prevention, and increasing economic activities for the Turkana people. We are also building the capacity of users associations to help them manage community projects.



KES50M

The amount that Tullow funded the project



KES10M

Amount donated for drilling of the borehole



Tullow provided technical support for the implementation of the project.



6,000

Number of residents who now have access to piped borehole water

WATER HAS BEEN A GAME CHANGER

Tullow has funded drilling of boreholes in Turkana which have brought forth numerous benefits such as increased food security, reduction of water borne diseases and reduction of cattle theft

The economic mainstay of Turkana County is livestock keeping. This is an activity that is often at the mercy of the vagaries of the weather.

When the rains fail, most of the residents are left facing destitution as livestock perish. This reality is pushing the County Government of Turkana to get more people to mix livestock keeping with agriculture.

The major challenge to this paradigm shift remains lack of water for both irrigation and domestic use. According to Emathe Namuar, the Executive Committee Member for Water, almost all available water is underground making it expensive to access.

“As a county government, we have many financial obligations and therefore we are unable to provide everybody with water. This is why we are partnering with private entities such as Tullow Oil to provide solutions,” says Namuar.

As part of its social investment programme, Tullow has been providing financial resources to drill, rehabilitate boreholes, and truck water to areas suffering severe shortage.

So far, Tullow has invested around Ksh200 million to drill more than 30 boreholes around the county.

“In areas where water is now available, we are encouraging people to adopt irrigation to grow food crops to improve nutrition and boost food security. Indeed some residents have taken farming to a commercial scale,” he says.

“Food security is a precursor to development. Hungry people can’t be expected to engage in economic activities. Their minds will be preoccupied with getting food. This is why we find efforts by Tullow Oil to boost food security a most welcome development,” he says.

In Nakukulas area, Tullow Oil has contracted Barefoot Solutions to establish a demonstration farm to teach community members about farming and crops such as bananas, sweet potatoes have been doing well. Namuar says some residents near water points are already practicing what they have learnt.

Last year, Barefoot Solutions worked with a local community group in Kapese on an experimental fodder production farm. Napier grass has done well in the one-hectare farm and the first crop is ready for harvest.

It is hoped that the community group, Kapese Young Stars, will pass on what they have learnt to residents living near water points.

“This kind of success is particularly exciting. It means that our people will no longer be wholly dependent on naturally occurring pasture that dries up when rain fails. We expect fodder production to increase as our development partners such as Tullow increase access to water that can be used for irrigation,” says Namuar.

He says other than uptake of agricultural activities, the county has recorded a decline of waterborne diseases, which means residents are enjoying better health.

“This, coupled with increased food security and better nutrition is good for the community,” he says.

Another important aspect of water availability has been improved security in a region that has had problems of cattle rustling.

Mr Namuar says that every prolonged drought is followed by an increase in livestock

theft as communities try to restock.

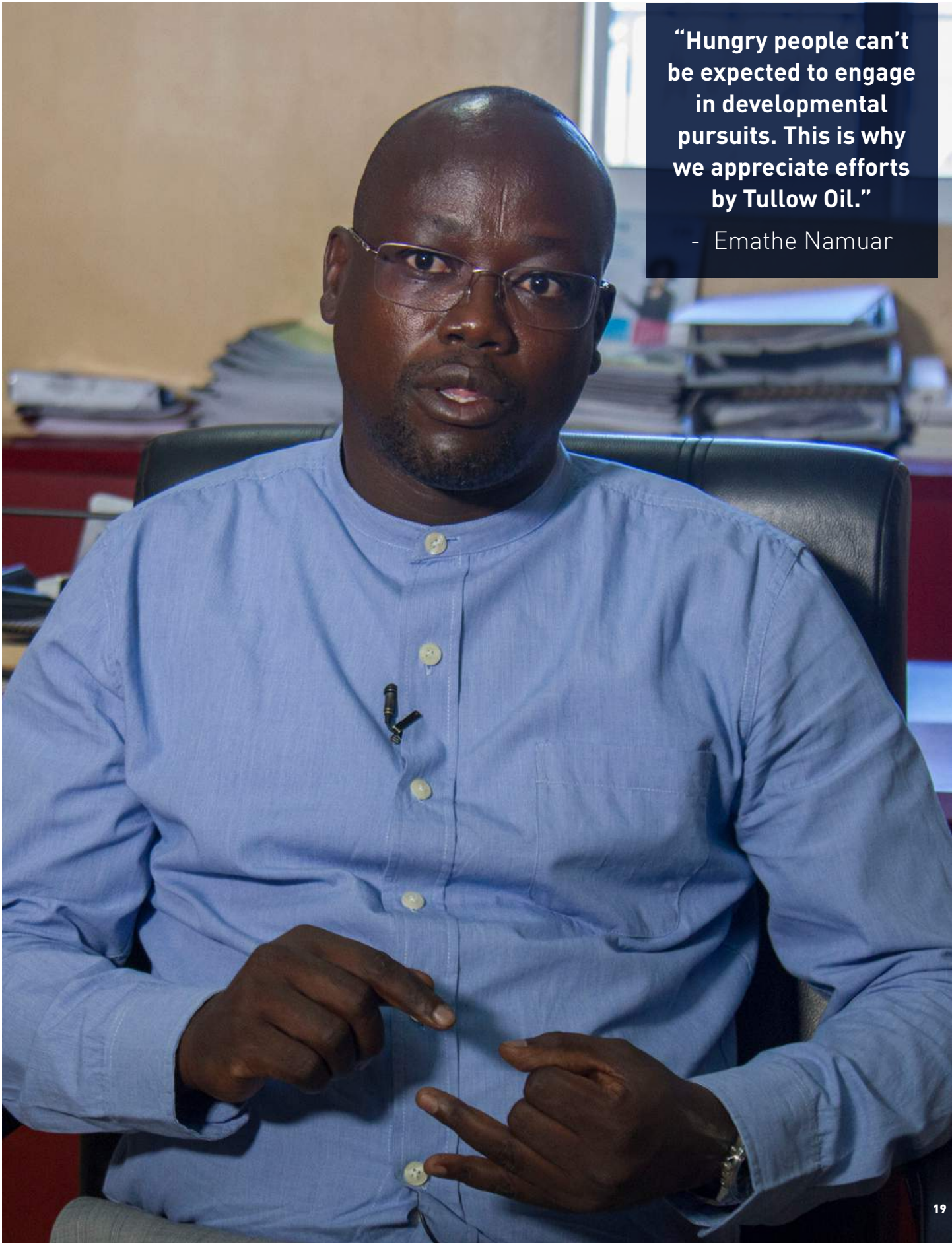
“As we get more water and fodder to sustain our livestock even during times of drought, we expect cases of cattle rustling will reduce because the risk of our people losing their animals is minimised,” he says.

“In areas where water is available, we are encouraging people to adopt irrigation to grow food crops”

- Emathe Namuar, County Executive Committee Member for Water

“Hungry people can’t be expected to engage in developmental pursuits. This is why we appreciate efforts by Tullow Oil.”

- Emathe Namuar



For many years, members of the Kode Kode community would walk for 20 kilometres to Kalapata in search of water

The Kode Kode watering point is a hive of activity. Although there's animated chatter from the people who have brought their livestock to the watershed, their banter is occasionally drowned by bleats from goats and brays from donkeys.

The herders have led their treasured livestock here to quench their thirst and cool off from the unforgiving heat that defines Turkana County.

Also in the fray, is a group of young Turkana men. They are busy heaving plastic pipes onto a motorized cart which is fastened to a tractor.

"The pipes will be transported to different areas of Kode Kode. Through my company, Nakuprat Contractors and General Suppliers, I won the tender to dig the trenches where the pipes will be laid," says David Losinyono.

How did all this start?

Peter Echiwa, a local, paints a graphic picture of how it was before.

"I was born here. For many years, we used to walk 20 kilometres daily to Kalapata in search of water for our families and our livestock," he says.

"In 2014, we requested Tullow Oil to drill a borehole to ease our struggles," he adds.

Tullow listened to their grievances and embarked on delivery of water using bowsers from Lokicheda. He says the

company provided a water tank at Kode Kode that would be filled with water every three days.

According to the oil company, delivery of water to the community was one of the obligations that Tullow had to fulfill before prospecting for oil.

"During exploration and appraisal, the communities within our areas of interest had no access to water. As a social license to operate, there was a component that Tullow had to supply water for the communities. There being no infrastructure within the areas of operations, Tullow, in collaboration with the communities, delivered water using water bowsers," Johanna Ekwam, the Water Delivery Lead at Tullow Oil, says.

But after assessment, he says the company realised that supplying water using bowsers was not sustainable.

"We decided to engage the government and the community to ensure that residents would have water from a more sustainable source," says Ekwam.

The community formed a group. "They formed the Kochodin Water Resource Users Association (KWRUA). The members were from Lopii, Lokomosing, Nakukulas, and Lokicheda," recalls Johanna.

The group was taken for a three-day training course in Lodwar on how to write proposals, how to manage water sources and conserve water, among others.

After the training, Tullow, the County Government and KWRUA embarked on the Nakukulas-Lokicheda Water Reticulation Project.

"After we identified the location, and after feasibility tests, we involved the community and the county government. We did this to give them a sense of ownership. We fully funded the project and then gave the two stakeholders full control," says David Ndago, Tullow's Water Management Supervisor.

After drilling of the borehole was complete, the water was piped to Kode Kode.

"We carried out surveys in Turkana South and East since these were the areas that needed water most. We settled on Kode Kode because it was a central area. The community didn't have any objection to the proposed location," says Peter.

The water project will be serving a population of 67,000. These are communities living in Nakukulas, Lokicheda and Katamanak.

In line with Tullow's policy of local participation, the services and manpower needed to keep the water project up and running were provided by local companies.

"We advertised and local companies started applying for tenders. Local



KES50m

Amount that Tullow Oil invested in the Nakukulas-Lokicheda Water Reticulation Project



67,000

People who will access water from Kode Kode.

No more a pipe dream

A water project funded by Tullow pipes clean water to more than 11 villages, ending the woes of thousands of villagers



companies dug the trenches for laying the pipes and supplied the pipes. It's only the water tank that was not supplied and installed by a local firm," says Epero Kevin, a member of KWRUA's managing committee.

Tullow funded the project to a tune of Sh50 million, donated Shs10 million for drilling of the borehole and provided technical support for the implementation of the project.

Water from the borehole is piped to 11 villages. All that community members have to do is lead their animals to the water points, a far cry from having to walk long distances. "There are plans to pipe water to more villages," says McLewis.

Besides, there is a second phase of the water reticulation project north of Kode Kode which will cover Kalapata and Kamarese.

"We have a provisional funding of Sh35 million. We are currently engaging with the county government and the community. Other areas we have been engaging in terms of water supply are Kataboi and Nakaalei," says Johanna.

Tullow also financed another water project in Lokori. Due to the burgeoning population brought about by constant development in the area, the existing water sources had become stretched.

"Lokori has seven villages. The water wells that were sunk by the county government and a local church could not sustain demand," says Mary Loiba, a local.

Additionally, people here also depended on the nearby River Kerio. The water was not safe for human consumption. Besides, when

11
Number of villages
that have access to
piped water from the
borehole



drought struck, the river would dry up and locals had to dig through the sand to look for water, which was unfit for human consumption.

To solve the problem, Tullow piped water from a borehole in an area called AP Line to an elevated tank they installed in Lokori Town. "We used to fetch water from the River Kerio. But since the tank was installed, people here can easily access water. Health and sanitation has also improved says Robert Itaok, another resident.

And because Tullow Oil believes in sustainable solutions, the company also dug a borehole to pipe more water to the tank. "We drilled a borehole which is close to River Kerio. But it's capped; it's not in use. We shall be handing it over to the Government of Turkana County," says David Ndago, Tullow's Water Management Supervisor.



"We did some surveys in Turkana South and East since these were the areas that needed water. Kode Kode was perfect because it was central,"
- Peter Echiwa





WITH CLEAN WATER, THE DIFFERENCE IS CLEAR



For residents of Kataboi village, having clean water just outside their homes and schools means students can concentrate on learning and herders don't have to move out in search of water which lessens the chance of conflicts

Amido Robello readily admits that taking care of some 300 students in a boarding school is never an easy task, even under the best of circumstances.

But when a school is located in a semi-arid area that suffers crippling and perennial water shortage, a school head will always be treading on the edge of disaster.

"When you don't have enough running water in the school, it means students have to walk for several kilometres to fetch water for cooking, bathing and for general cleaning," says the principal of Kataboi Girls High School in Turkana North, Turkana County.

This is where her worries begin. First, as an educator, the school hours lost as students go in search of water sits heavily on her mind because this will have a direct impact on their performance.

Secondly, the area is prone to insecurity and whenever the girls venture out of the school, they have to be accompanied by the school watchmen.

"It is a nail biting experience for teachers. In an area with many guns in the wrong hands, you can never relax until the girls are safely back in school," says Ms Robello.

This has been her experience for many years until the Kataboi Community Water Project, which was jointly funded by Tullow Kenya and Oxfam, was completed.

Kataboi Girls is one the many institutions that have benefited from the water project. "Now that we have sufficient water for our needs, the girls can concentrate on their studies and performance is improving," says Ms Robello.

The project has been a game-changer for the Kataboi community too. But it has been a long journey that has seen efforts by government and NGOs to keep the project alive come to a screeching halt for various reasons.

Flex Lokuno, the chairman of Kataboi Water Users Association, recalls that the project that was started in the early 1980s by the national government, collapsed before the end of that decade due to lack of funding.

"Government withdrew their support and the project stalled. We went back to the



Year when Oxfam and Tullow Oil revived the Kataboi Community Water Project



68

Water outlets from where residents of Kataboi can access water

6,000

Number of residents who now have access to piped borehole water



life we had always known - digging for water in dry riverbeds or walking to Lake Turkana," says Mr Lokuno.

The project was revived in 2014 by Tullow Kenya and Oxfam. The two firms provided funds to drill a borehole and for the installation of solar panels to power the pump. The new pump hummed into life in October 2014. Today, there are 68 water outlets and every home has access to tap water within 500 metres.

"About 6,000 members of the community are benefiting from the project. Besides water for domestic use, some residents are growing vegetables in kitchen gardens which is improving nutrition for families," says Lokuno.



"Government withdrew their support and the project failed. We went back to the life we had always known - digging for water in dry riverbeds or walking to Lake Turkana"

- Mr Lokuno



“With the Tullow project serving the community adequately, herders from Kataboi no longer need to move their animals in search water. This means potential sources of conflict are avoided.

-Daniel Ngugi, Assistant County Commissioner



Kataboi Girls Secondary School Principal Omaid Robella with some of the students in class.

For Stephen Imo, a plumber, the project is a double blessing. Like his village mates, he is not only enjoying clean water but he is also the technician hired by the community to maintain the pump. “After primary school, I joined a polytechnic where I trained in plumbing. Unfortunately, I couldn’t find plumbing jobs within the community because without piped water my skills were not required,” he says.

When the project was revived, Imo was the candidate of choice for the technician’s job. His job is to service the pump, repair the piping system and oversee water distribution. With a steady monthly income, he says, his quality of life and that of his family is much better. In an area where conflicts over natural resources are always on the cards, the Kataboi Water Project has brought relief to security chiefs.

“The economy of this community revolves around livestock farming. When water is scarce, herders keep on moving further and further in search of water. If they move into areas where they will be regarded as intruders, a confrontation can turn bloody,” says Daniel Ngugi, the assistant county commissioner.

He says with the Tullow project serving the community adequately, herders from Kataboi no longer need to move their animals in search of water. This in turn means potential sources of conflict are avoided.

Ngugi adds that with the availability of water, people have more time to concentrate on other economic pursuits, school enrolment has increased and school performance has improved.



BOREHOLE THAT REVIVED HOSPITAL FROM ITS DEATHBED

Even as she settles down for the interview, it is clear that Mercy Koech is in a hurry. She answers questions in rapid fire responses with surreptitious glances at her watch every now and then. Her mind is obviously on the patients she should be attending to. It is only when she begins to talk about hospital deliveries that she relaxes and becomes animated about her work at this facility inTurkana North, Turkana County. What really excites her is the increased number of mothers coming to deliver at the facility and the fact that in the last one year, Kataboi Dispensary, where she is the clinical officer, hasn’t lost a baby or a mother during delivery. “People may never realise it, but

availability of running water can dramatically change service delivery at a health facility in a matter of months,” she says, her face lighting up as she narrates how a Tullow Oil funded water project has transitioned the dispensary into an oasis of hope for expectant mothers. She recalls the hazards of trying to provide maternity care without clean running water. It meant that hospital personnel would have to cajole the local community to go out and draw water either from dry river beds or Lake Turkana, which is kilometres away. And whereas there were always members of the community willing to assist, the dispensary lacked a reservoir where the water could be decontaminated at a single point.

“A delivery room requires lots of running water not just to bath the mothers and their babies but also to clean the hospital and equipment. Without running water, the delivery room becomes unhygienic, which is a recipe for disaster,” Mercy. Given the state of affairs at the maternity room, expectant mothers opted for unskilled deliveries at home. This exposed mothers to life threatening situations whenever complications occurred during child birth. “To make matters worse, this is an area with a poor road network and poor mobile network and a mother in distress has little hope of getting evacuated for emergency medical intervention,” Mercy says. When the Kataboi Water Project became operational in 2014, everything changed. Mercy recalls that when news about the clean and hygienic maternity room went out, expectant mothers started trickling in. The benefits are numerous. “Today, even expectant mothers from the neighbouring community deliver at this facility. Child mortality has gone down and our indicators are positive,” she says. She adds that access to running water has also reduced pressure on the health facility because more people are embracing hand washing and drinking clean water which has reduced incidences of water-borne diseases such as diarrhea and cholera. “Hand washing is critical to the health of the community. For instance, a single case of cholera can put the entire community at risk. We haven’t had any scares for some time now,” the clinical officer says, adding that access to water has had a positive impact on staff morale. “When your staff are comfortable, they are likely to step up service delivery which has happened here. We are grateful to Tullow Oil for assisting us to meet the expectations of the community,” she concludes.

GIVING LOCALS SKILLS IN OIL DRILLING

Residents of Turkana are being trained in skilled labour to work in Tullow Oil rigs, thereby increasing participation of the community

With dark sunglasses, brown leather boots, orange overalls and a white safety helmet, Jairus Lobuin is the embodiment of the no-nonsense work environment that values safety highly.

He works as a production operator at the Ngamia Eight well site, and it's hard to imagine that in 2017, he was whiling away time in Lokichar Town, jobless and broke.

"When Tullow Oil started operations in Turkana, they contracted a firm called New Port Africa to provide security. I was hired as a radio operator in October 2012 and was dispatched to Ngamia One well site," he recalls.

Unfortunately, in 2015, Jairus, his colleagues and staff in other firms were rendered redundant when Tullow began scaling down operations in drill sites because globally, oil prices had slumped.

"I was jobless for two years until I saw an advertisement at Tullow's offices in Lokichar. A company called Al Mansoori was looking to hire production operators. It was December 2017. I applied and after one month, I was called for an interview in Lokichar Town," he said.

Although he possessed the needed qualifications, he felt he needed blessing from his grandmother. So on the day of the interview, Jairus passed by her house to get a blessing.

"She asked me to get her tobacco. She scooped it and then applied it on my legs, hands and then told me to apply the rest on my face," he recalls.

The interview was oral and written. "It

"Tullow is doing more than employing locals. They are involved in all facets of the community: they have built health and education centres and contributed to the growth of local businesses"
- Eric Meya

was centered around rigs and other equipment used in mining oil. Although I had no prior experience, I had read widely," he said.

Out of 58 interviewees, Jairus was among the nine candidates who were picked. After a month, he was told that his name was on Tullow's notice boards in Lokori, Lokichar, Nakukulas and Lodwar.

"I couldn't believe the news and had to see it for myself. I rushed to Lokichar and indeed my name was among the successful candidates. After two years of unemployment, this was a huge blessing," he says.

Through a partnership with Tullow, Al Mansoori absorbed the nine locals and took them for training. They started out in Kapese. Here, they were taken through a three-day training on safety. They were later taken to Abu Dhabi in the United Arab Emirates (UAE) for advanced technical training.

"I boarded an aeroplane for the first time when I was 31. I've never felt so excited," he said.

Along with Jairus on this journey was Eric Meya, another production operator. He too was born and raised in Lodwar. He previously worked as a roustabout (an unskilled laborer, especially on an oil-drilling rig) with Marriot Drilling Group in Ekales Three, an oil well in the Lokichar Basin.

"Because I was green, this role involved a lot of on-job training. I did not mind because I had always wanted to work in an oil field," he said.

"In August 2017, my contract ended. I later joined Al Mansoori through a local outsourcing firm called Amailo Investments Company. We were installing equipment like rigs on well sites."

Later, his supervisor, Nasser Sulaiman, encouraged him to apply for the production operator's position. Like Jairus, he did so in December 2017, went for an interview and was among those who were shortlisted.

"We joined Al Mansoori on March 12, 2018 and later flew to the UAE for specialized training between May 17 and June 14th" say Eric.

In Abu Dhabi, they were taken to refineries and sites where on and off shore drilling is conducted.

"After that exposure, we now have the skills to run this project without supervision," a confident Jairus says.

Jairus and Eric are thankful to Tullow

"We have the skills to run this project without supervision because of the training,"
- Jairus Lobuin



Oil for encouraging other contracted companies to partner, train and work with locals.

"Tullow is doing more than employing locals. They are involved in all facets of the community: they have built health and education centres and contributed to the growth of local businesses," says Eric.

The duo and their colleagues are looking forward to more specialized training for two weeks in Egypt from January 2019.

"They will train in sampling, testing and production of oil. They'll travel to Egypt in batches of two. We want production to commence on the Ngamia III well. That is why we have to upskill them," says

Nassir Sulaiman, the Al Mansoori Project Supervisor in Kenya.

As for Nassir, he enjoys working in Turkana County and working with locals. "The locals are hardworking, responsible and friendly. Our head HR manager will be coming soon. He wants the team to sign new two-year contracts because the current ones, that were six months long, have lapsed."

Since Tullow is digging more wells, Nassir says that there are plans to hire more locals. "There are plans by Tullow to drill 300 more wells. That means we'll have to bring in more equipment, meaning we'll offer training to locals who we shall eventually hire," he said.

GROWING LIVELIHOODS THROUGH BUSINESS INCUBATION

Tulow and its partners are training business owners about the various business stages to help their enterprises grow

Angeline Ereng’ makes a grand entrance at the Tulow Resource Center in Lokichar on her motorcycle. A year ago, she did not know how to ride let alone own one. Life took a turn for the best after the 25-year-old, undertook a business and entrepreneurship course offered by Technoserve, an organization contracted by Tulow Oil to train locals in Turkana County.

Since graduating in 2017, the widowed mother of four has been applying the lessons she learnt at the training. “We were taught how to keep records, order for stock, communicate with customers, save and generally, how to sustain a business,” she says.

To put what she learnt into practice, she opened Mama Akidor Shop in Town Chini, a village near Lokichar Town. She sells cereals and ornaments.

She says she approached entrepreneurs with similar enterprises and they agreed to joining hands to buy stock from suppliers in bulk.

“Instead of each person ordering for goods individually, we decided to do it together. By approaching suppliers as a group, we got better prices,” she says.

To further cut costs, the group decided to nominate one person who would travel to Chepereria and Ortum, both in West Pokot and Kitale to buy stock.

“After contributing, we would hire a vehicle and then have all members list down the products they need. One person would go to the market, buy the goods, and redistribute to each of us,” she says.

Proceeds from her cereals shop enabled her purchase a motorbike. When she is not using it as a boda boda, she uses it

The resource centre is well equipped and training lessons are offered for free. The trainees come to the resource centre for the three-hour lessons on Tuesday mornings”
- Mr Ekitui, a Trainer of Trainees

to ferry goods around Lokichar. She is happy that she’s been able to meet her family’s needs.

At the heart of the training programme is Elphaz Ekitui, a trainer of trainees. (ToT). After graduating with Diploma in Public Relations from Kisii

University, he interned with the Turkana County Government’s Department of Communication before joining Technoserve in November 2017.

He underwent a three-day training in entrepreneurship, leadership, writing business plans, understanding clients, merchandising, supply chain and finance management, record keeping and licensing of businesses.

With that, he was empowered to impart the lessons learnt to locals keen on starting a business or those who needed to grow their businesses.

“The trainees come to the resource centre for the three-hour lessons on Tuesday mornings. Apart from training, there is also mentorship which involves me visiting their businesses. I advise them on how they can improve and also get to answer any questions they might have,” says Elphaz.



Angeline Ereng’

“During training, we emphasize the need for registering businesses. This is because, if a large company was to come looking to partner with local businesses, they would insist on working with registered enterprises,”
- Elphaz Ekitui

Although he works alone, Elphaz says he enjoys seeing people growing their businesses, helping themselves and others. He’s thankful to Tulow for creating the opportunity and space to impact change.

“The resource centre is well equipped and training lessons are offered for free,” he says.

But for one to take part in the training, one has to have a registered business.

“During training, we emphasize on the need to register businesses. This is because, if a large company was to come looking to partner with local businesses, they would insist on working with registered enterprises,” says Elphaz.

The students receive certificates after three months. At the moment, there are 25 entrepreneurs attending the training. The number could be higher, but some of the trainees are nomads.

“Sometimes they attend and sometimes they do not since they move around a lot. It is also encouraging that most trainees are women. A number of men feel that starting businesses is not part of their tradition, so they leave it to women. But we have been slowly sensitising them to change,” he says.

Moses Lokiles is the exception. He owns a shop and is in the process of registering his business.

With the nuggets of wisdom that he’s getting from Techoserve, Moses started

training his wife. She now runs their shop when he’s running other errands.

“I am the chairperson of a youth group called Lokichar Huduma Sacco. We are 1,350 members and we meet once a month. It was started in February 2017.”

At every meeting, Moses talks to members about entrepreneurship and being self-reliant instead of seeking employment.

“Members have started taking loans at an interest of one percent per month from the Sacco to either start businesses or to replenish their stock. None of them has ever defaulted,” he says.

Another beneficiary of the training is Regina Lokuno, 50. With multi-colored necklaces adorning her neck and a pronounced gap in her teeth. She started her business in 2013 and named it Eng’orok Investments. Like Angeline, she too sells cereals. However, her business was barely making any profits until she received the training in 2017.

“I was taught how to source for markets for my goods, how to talk to my customers, record keeping and many other important lessons,” she says.

The mother of seven has never stepped into a classroom. “I am looking for someone who can help me learn how to read and write.” Even with this challenge, at least the training has helped her learn the ropes of running a business.



Elphaz Ekitui, business counselor at Technoserve.



Regina Ekai



ENVIROMENTAL RESTORATION AND CONFLICT RESOLUTION



Number of indigenous trees planted at the
Emong site



Sites that Tullow has identified for restoration in
2019. These include Ekosowan, Etiir, Agete Two and
Ekales Three

RECLAIMING OIL SITES IN TURKANA

After extraction, a team of biologists and environmentalists move in to restore the land to its former state by planting indigenous trees

Long before the rigs were set up in the different parts of Turkana where Tullow Oil operates, planes fitted with special equipment flew over the land, tracing the presence of sedimentary rocks and valuable hydrocarbons.

With the land delineated, teams went to the identified sites to do the seismic studies that would give the surveyors a good idea of where to drill for oil.

But what happens when all this opening up of the earth and the trampling of the environment yields nothing of substance?

That is where Peter Muriuki, the environment advisor at Tullow Oil, steps in. His job entails converting the scarred land back to a state as close as possible to the one before the oil company set foot there.

At places like Emong, the immense tawny plain of wind-combed grass, flat-topped thorny trees and rusty, rugged rocks is breathtaking.

The beauty of the table-flat landscape makes one momentarily forget about the scorching heat that defines Turkana County. What visitors would find astonishing about this slice of outdoor paradise is that it was once a Tullow Oil well site.

Emong has undergone what Muriuki refers to as 'Plug and Abandon' programme through which abandoned drill fields are reinstated to their former states.

Muriuki works with Tullow's EHS - the Environment, Health and Safety department.

"The company is committed to



400

Number of trees planted in Emong area, which Tullow Oil is rehabilitating.

safeguarding the environment and also to making sure we are compliant with national and county laws and regulations, particularly the environmental aspect," he explains.

Muriuki and his crew get involved when the sub-surface team identifies a possible drill site.

"This team studies the environmental and social perspectives of the area. For instance, the team has the mandate of recording data like the number of people who live in the area, what kind of environment is here, the number of trees in the area of interest and also, if there are any endangered species in the location. The latter exercise is conducted by biologists. If the species is fully dependent on the identified environment for survival, the whole operation will be abandoned," he said.

Sometimes, though, directional drilling (practice of controlling the direction and deviation of a wellbore to a predetermined underground target or location) is carried out. This usually happens when there is something

extremely sensitive on the surface.

"For the Emong' site, directional drilling did not take place," he says.

For Emong, the investment did not make a return as there was no oil to be found, prompting the team to start clearing out. They plugged the drilled hole using cement and removed all equipment from the site. From there, the environmental team stepped in to restore the site.

For this, they engaged a local community based organization called Apei based in Lokichar Town. The group primarily plants trees for sale and the Tullow Oil team told them they wanted to plant indigenous trees.

Working together, environmentalists from Tullow and the CBO studied the area and came up with a plan to plant 400 trees.

"We decided to plant trees by utilizing a two-by-two metre spacing method. This would be enough for Emong's 10 acres."

Muriuki did a survey to determine the type of trees to plant. From there, the team from Tullow and Apei planted indigenous tree species like Ebei, Edome, Etiir, Ewoi, Ekalale, Emayan, Edapal and Ekunoit.

Apei was tasked with approaching the locals who reside near the site. They gave them the job of digging the holes and planting of the trees.

"We watered the trees four times a week. Say, if we watered today, we would skip tomorrow. We worked with the CBO because they understand the environment better. But anyway, we stopped watering them when the rains started," said Muriuki.

According to him, once the area is fully



restored, people are free to move in or graze their livestock.

For the pastoralist Turkana community, trees are an integral part of the environment. Not only do they provide food and shade to their livestock, they are also a source of firewood.

"There is also another major benefit. When there is drought, the Ewoi tree produces nuts that are ground by the community into flour. They use it to make ugali. The nuts are referred to as Ng'itet."

Tullow does not draw any financial benefits from restoration.

"Our aim is to purely stick to our

environmental commitment by restoring former well sites the way we found them."

The restoration programme will be replicated in other former sites starting in 2019.

Already, four of these locations have been identified. Since Tullow also has a firm belief in partnering with locals, Apei has already been notified and will come on board once the exercise kicks off.

"The sites are Ekosowan, Etiir, Agete Two and Ekales Three."

"Our aim is to purely stick to our environmental commitment by restoring former well sites the way we found them."

- Peter Muriuki

USING DRAMA TO PASS ON THE MESSAGE

Tullow has contracted a drama group which re-enacts the messages that the oil company wants to communicate to the community

Seated in a thatched-roof gazebo in the Lokori Community Centre grounds, visitors are usually easily startled when their discussions are disrupted by protesting youth carrying twigs showing up at the gates.

Clarrison Ing'olan responds to the concerns with a smile that creases his weather-beaten face, and an explanation: "What you are witnessing is a skit being enacted by Loyifam, a theater group based here in Lokori. Loyifam stands for Lokori Youth Interdenominational Faith Ministry."

Clarrison, who is the Tullow Communications Coordinator in Lokori, says that the group enacts any activity that Tullow Oil wants to undertake. For instance, if the company wants to start drilling in the surrounding area, they will relay the information to Clarrison weeks before the drilling exercise.

He then informs the group who imitate the exercise (in this case drilling) that will be undertaken by Tullow Oil in the form of a short play.

"The skits run for between 10 to 15 minutes. By performing to audiences in churches, schools and village barazas, the youth group is able to communicate to the community what will be taking place at the Tullow Camp," he says.

Started in 2015, the 15-member (three women and 12 men) theatre group has

enacted a number of plays touching on different thematic areas. By using gestures, props and local language, Loyifam has become a popular way of passing messages to the locals.

"If Tullow wants to advertise for jobs in catering, drivers or even inform people about trucks that will be passing through Lokori, they use Loyifam to pass on the message. The plays work because they are a form of entertainment. The residents are also able to relate to what's being dramatized."

Clarrison saw the need for such a group because of the disruptions that used to happen at Tullow's camps. According to the former primary school teacher, residents, especially youth, used to go to the camps and forcefully demand for jobs.

"They used to see vehicles coming and going from the enclosed sites. Besides, they were curious since the drilling areas were always a beehive of activity and they had no idea what was going on," he says.

"But, since we engaged the group, the disruptions stopped because the locals became aware of what was happening at the camps," says Clarrison.

Stephen Lepapa is the chairperson of Loyifam. According to the 32-year-old, the group does not only perform skits, but also spreads the gospel around the community and sensitises the locals about hygiene.

"We have also worked with World Vision to pass messages on HIV and other health issues like sanitation and cleanliness which helped lower cases of cholera and diarrhea. We also talked about peace and cohesion, the importance of education and informed learners in different schools about their rights," he says.

He says even after World Vision left the area, the group still carries out these activities. They have extended these services to far-flung places of Turkana County like Lokitang.

Stephen says that when Tullow came, they were able to use plays as a communication tool that would tackle community grievances.

"For example, instead of everyone going to the camp to complain about something like unemployment, we are asked to perform a skit around the topic of communication. Through the skit, we embed a message about how Tullow Oil has built a resource centre where they can take their complaints," he says.

The partnership has been a game-changer. For their effort, the thespians are paid KSh2,000 for every performance.

Cathy Akaiyeteri, 20, is one of them. "The money helps me meet my basic needs," she said.

Loyifam members are hoping to replicate this mode of communication in other



"I am grateful for the development in Lokori. We now have more schools, internet, water and jobs"

- Stephen Lepapa

areas of the vast county because it works and also provides employment and exposure to youth.

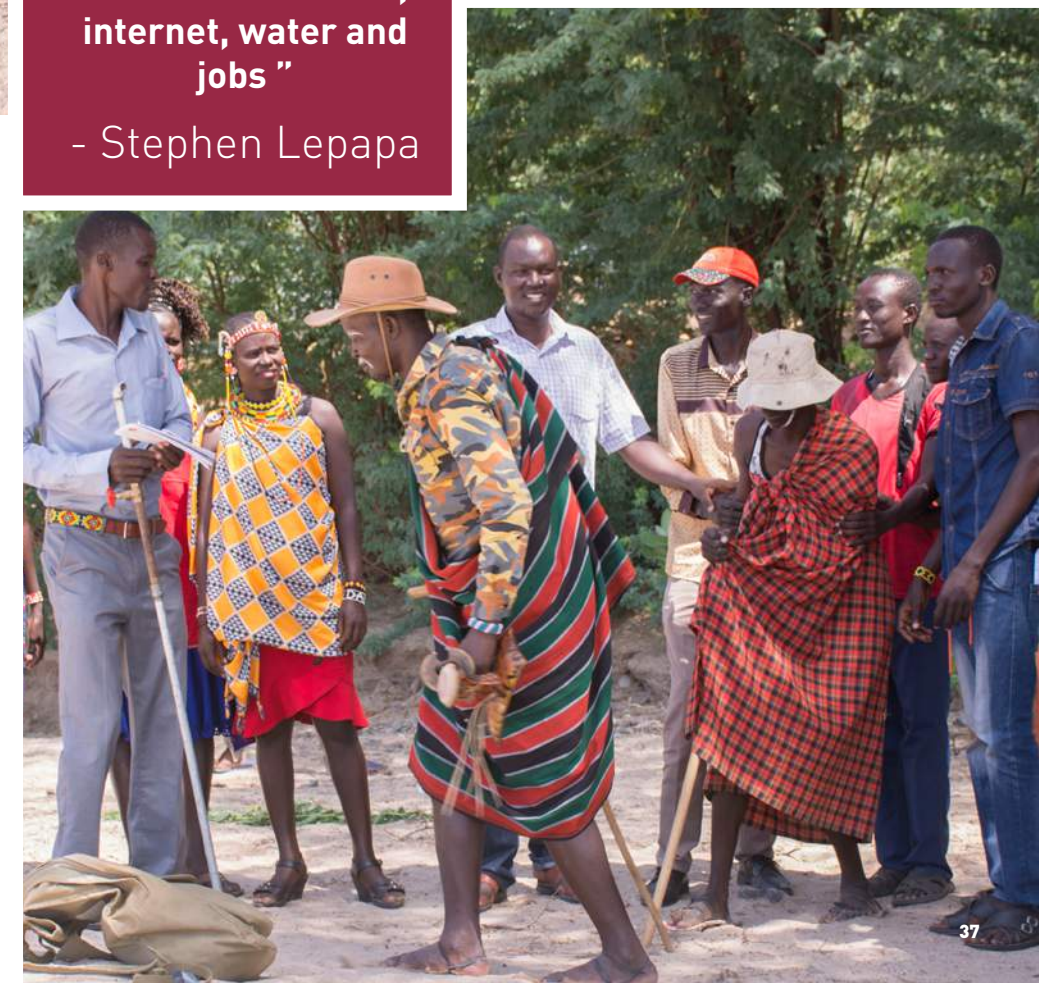
"Anyone can become a member as long as he or she is disciplined," Stephen says.

Stephen is currently pursuing a Diploma in Human Resource Management course at Kibabii University, Bungoma County. He uses Tullow's Lokori Community Center to study for his online course.

"I started in 2016. I'll be graduating in December 2018."

Throughout that period, he's been using the Centre, which has computers and hi-speed internet, to access his assignments and exam results.

"I am grateful for the development that Tullow has brought to Lokori. We now have more schools, internet, water and jobs," he said.



GRIEVANCE RESOLUTION: WE PAY LIKE FOR LIKE

Tullow has established a grievance resolution mechanism to ensure that the company responds and resolves any issues that the community might raise

The cycle of activities in Joseph Nakweei Lokamar’s household is predictable. Every morning, one of his children is tasked with taking the family’s cattle to graze.

One day in August 2018, one cow in his herd of five did not return in the evening and in a community where livestock is valued, that was an unprecedented disaster.

When Lokamar was informed of the missing animal, he stopped whatever he was doing and rushed home.

“I joined the others in looking for the animal. But darkness set in, we had to continue the next day,” he said.

Later that evening, he received a call.

“People who work at Tullow’s Etom One Well had stumbled upon the carcass of my cow. Lochwa is a place where people know each other. This means the news of the disappearance had been shared,” he said.

It turns out, Joseph’s cow had passed through an opening in Etom One’s fence and died while inside the compound.

When he got to the scene, Joseph sought for information from those present, but no one knew what had caused the death.

Although he was angry, he was happy that Tullow Oil employees had gone to the trouble of finding out who the owner of the animal was. Moreover, the company had engaged veterinarians from the county government to determine the cause of death.

After investigations, they determined

Since they went to the trouble of contacting me and were willing to reimburse me for something that was not their fault, we came to an agreement. I accepted their offer”

- Joseph Nakweei



that the cow died after ingesting plastic material.

Then began the process of compensation. The process was initiated by Noah Lokamar the grievance officer by doing a formal grievance registration, later while on his off- rotation, his colleague Mr. Jonah Namulen (Grievance officer) came in and picked the matter for investigation and closure with support from the stakeholder engagement officers (Vivian Lotomei and Maurice Emman).

The grievance management department was established to handle, among others,

issues and/or complaints from the local community and stakeholders.

“I asked for 10 cows as compensation. However, Tullow said that they could only pay one cow. Since they went to the trouble of contacting me and were willing to reimburse me for something that was not their fault, we came to an agreement. I accepted their offer,” says Joseph.

Joseph was previously a Village Socialization Officer (VSO) on behalf of Tullow for six months. His role included relaying any developments that Tullow wanted to communicate to the locals.



“The most affected are the pastoralists who graze their animals in far-flung areas and hence do not get the message. Of note is that we never pay in cash. We pay like for like”

- Noah Lokamar

“We register, handle and investigate incidents, manage grievances and compensate people who have strong cases that qualify for compensation,” says Noah.

They have handled numerous cases especially related to livestock.

“For instance, if a Tullow vehicle knocks down a goat, we register a grievance, investigate first to determine the validity of the matter. We then compensate the claimant with a goat (Like for Like) if he/she has all the reason to warrant compensation. This process takes two to three days,” he says.

To ensure efficiency, the grievances team works with the Environment Health and Safety (EHS) Department and the Asset Protection Team.

“We investigate if there was negligence on the owner’s part to ensure people do not lodge false claims. Such due diligence has ensured 95% success rate,” says Noah.

However, to avert all this, the teams-FSEOS and Communication ensure they communicate all of Tullow’s upcoming projects to the communities through elders and chiefs.

“The most affected are the pastoralists

who graze their animals in far-flung areas and hence do not get the message,” he says.

Apart from livestock, other grievances include complaints about employment at Tullow, contractor payments and pollution.

“For pollution, we do not pay. We just take steps to remedy the situation. For example, if there’s odour emanating from drill sites, we do dosing (pouring chemicals) to get rid of the smell,” Noah says.

He says the grievances process may take three days to a month. However, Daniel Omondi’s - a driver with Tullow - complaint was settled in three hours.

“It was in December 2017. The contractor had not paid my December salary. I launched my complaint at 7:30am. By 9:30am, my salary had been paid,” says Omondi.

In Lokichar, the grievance office has files for resolved grievances from 2014 to 2018. In 2015, the cases had risen from 24 in 2014 to 259 the following year.

“Tullow was just starting out drilling in 2014, so people didn’t know about grievance resolution because we had not done many awareness sessions. But in

2015, almost everyone knew about the grievances office. This is also the time when the drilling rigs were reduced; hence contractors were scaling down their workforce. There were many complaints; people were demanding payments and benefits. They also wanted to know why there was no more work. The rigs were being demobilized and contractors were also reducing their workforce,” says Noah.

Because of the sensitive nature of the issue, the Grievances Office escalated the issue to the Grievances Committee in Nairobi. They involved other stakeholders like the County Government of Turkana, local leaders, the Ministry of Labour and the Ministry of Energy. After deliberations, the discussion culminated in the Eldoret Agreement of 2015.

“The Agreement meant that we had to pay the redundancy package to staff who had worked for certain periods of time. Not everyone was paid,” he says.

But when does an issue become sensitive? According to Noah, “a grievance is deemed sensitive when the issue halts or threatens to stop Tullow’s operations and or if a complaint or complaints costs the company significant amount of money,” he added.



GUARDING OUR FUTURE

A security firm that is made up of retired army chiefs provides security to Tullow offices and guards 10 oil fields

Visitors unfamiliar with military language are bound to get puzzled when Calistus Ekiro announces with aplomb, “The change-over takes place at 1600 hours.”

The guard force commander at Ekosowan Security Services Limited usually asks visitors to witness the exercise.

Not one to waste even a single second, Calistus arrives at the main gate of Tullow’s Kapese Camp at the stated time.

He watches keenly as the guards stand in line and proceed to perform a traditional and mandatory marching drill.

After they are done, he has a short discussion and then dismisses them.

Their shift has just ended. “Our organization values discipline,” he says.

Calistus was one of seven like-minded individuals who got together in 2014 to establish Ekosowan, which is what the Turkana call a buffalo.

They hoped to provide private security services in Turkana County and to take advantage of the new opportunities

2018

The year Ekosowan officially took over from KK Security.



emerging from the investments made in the oil and gas industry.

“We had professionals who had worked in the military. These are the likes of Colonel Lojore, the CEO, Retired Captain Merimug, the Operations Manager, and Retired Inspector Nicholas Ekai, the Director. They are based in Lodwar,” says Calistus.

Ekosowan Security started their operations in Lodwar Town. With the founders’ experience in the military and the diligence and work ethic that comes with it, they bid for and won contracts to guard private and public places.

Among their initial contracts were guarding the governor’s residence, the Turkana County Government headquarters and commercial entities like hotels.

They thus began to build a network and develop their experience while increasing their manpower.

An even bigger opportunity would come about later, when Tullow Oil announced plans to hire a local security company in line with its policy to provide jobs to local contractors.

“When they were starting out, Tullow’s security was being provided by New Port Africa, between 2012 and 2013. Then K.K Security took over from 2013 to 2018,” says Calistus.

KK Security is a national company but Tullow was also keen on developing local content and building capacity. Ekosowan emerged the best of 15 local companies.

“It was a competitive process. But we had an edge over the other bidders because of our experience and understanding of security issues in Turkana,” says Captain (Retired) Jonathan Meirmug.

Ekosowan officially took over from K.K Security in April 2018. But there was a caveat: “The only requirement was that we partner with a company that had national or international experience. As such, we brought back K.K Security Group,” says Captain Meirmug.

Given that K.K Security Group was an established organisation, it was resolved that they would handle our payroll, and provision of guard uniforms and office furniture. “This joint venture with K.K Security will end after two years,” says Calistus.

Additionally, K.K Security also aids Ekosowan in training guards. “We have our own training grounds in Lodwar but we take the recruits to KK Security’s facility in Nairobi County.”

As for winning the Tullow Oil contract, Captain Meirmug said it was a god-sent opportunity because they were able to



“I am happy working here because the pay is good.”

- Salome Loupe

increase their staff by over 200. It also provided the company with an additional revenue stream, which was vital for its expansion.

“We also sub-contracted another local company to help us provide the required services. In this respect, we are empowering others. This kind of engagement helps to create employment and provide stable incomes for individuals, their families and the community,” says Captain Meirmug.

One of the individuals who have gained from such employment is Salome Loupe, a local. Having previously worked with K.K Security since 2014, she was absorbed by Ekosowan after the local company took over security services.

“I am happy working here because the pay is competitive. Besides, I appreciate the three-watch-system we have. This is where we work 10 days at night, 10 days during the day and then have 10 days off in a month. Also, if I feel unwell, I’ll attend the camp’s clinic and get treated at no cost,” says Ms Loupe.

Mathew Nadiko Ekaram, from Lokichar, has also benefited from employment. He is now a supervisor at the Kapese Camp.

“My duties include reporting incidents, deployment, inspection and supervision of guards,” he says.

He too started working for K.K Security, in October 2013. He can now comfortably take care of his wife and three children and assist members of his extended family.

Ekosowan has also won over other clients. Currently, they are guarding the facilities of some NGOs operating in the County.

Calistus oversees 117 staff. “These are five drivers and 112 security personnel who are guarding 10 oil fields including Tullow’s offices,” he says.

At the moment, Ekosowan is undergoing auditing for ISO certification. Captain Mermug is confident they shall be ISO certified by 2020.

“Tullow is an international company that demands international standards. This means we have had to fine tune our services to global standards. Through our experience with Tullow, we can now provide services to clients both in the local and international market,” he says.



Calistus Ekiro of Ekosowan Security.





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