

20<sup>th</sup> November 2019

To whom it may concern

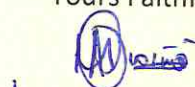
**RE: REFERENCE LETTER- ESGRAY COMPANY LTD GYM MANAGEMENT AND WELLNESS PROGRAM**

This is to confirm that Esgray Company Ltd T/A South Fitness has been our consultant on Gym management and Employee Wellness Programme. Some of the programme attributes they have been involved in include;

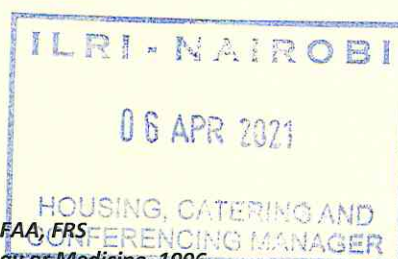
1. Comprehensive fitness Programmes through a variety of gym classes such as Zumba, Aerobics, yoga, CrossFit etc.
2. Culture and Care- Helping in formulating Wellness Policies that will enable our staff engrain a Wellness Culture. Some of the initiatives they have engaged us in include: Spa Day talks with guest speakers for Men Issues and Women geared discussions.
3. Health Risk Assessment and Clinical Coaching/ follow up on employees with identified Health Risks for mitigation and rehabilitation purposes.
4. Health Awareness and Advocacy- They have continually hosted initiatives that have helped to drive top of mind awareness through activations during our medical week and activities such as intercorporate fitness and sports engagements
5. Coaching and Support on psychosocial issues affecting Employees through webinars and one on one consultation with the psychosocial team.
6. Continued engagement on Physical and Nutritional Well-Being of employees at the Work Place through interactive online platforms.
7. Ergonomics and Occupational Safety and Health for both employees and the Work Environment.
8. Capacity building on Health, Well-being and related health issues- Wellness Ambassadors.

We are happy to recommend Esgray Company Ltd to any organization looking to Drive and Engage in a Wellness Programme that is Multi-faceted and Objective based.

Yours Faithfully



Mbithi Patrick (ILRI)  
Housing, Catering & Conferencing Manager



*Patron: Professor Peter C Doherty AC, FAA, FRS  
Animal scientist, Nobel Prize Laureate for Physiology or Medicine-1996*

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