

THE HADCO TIMES

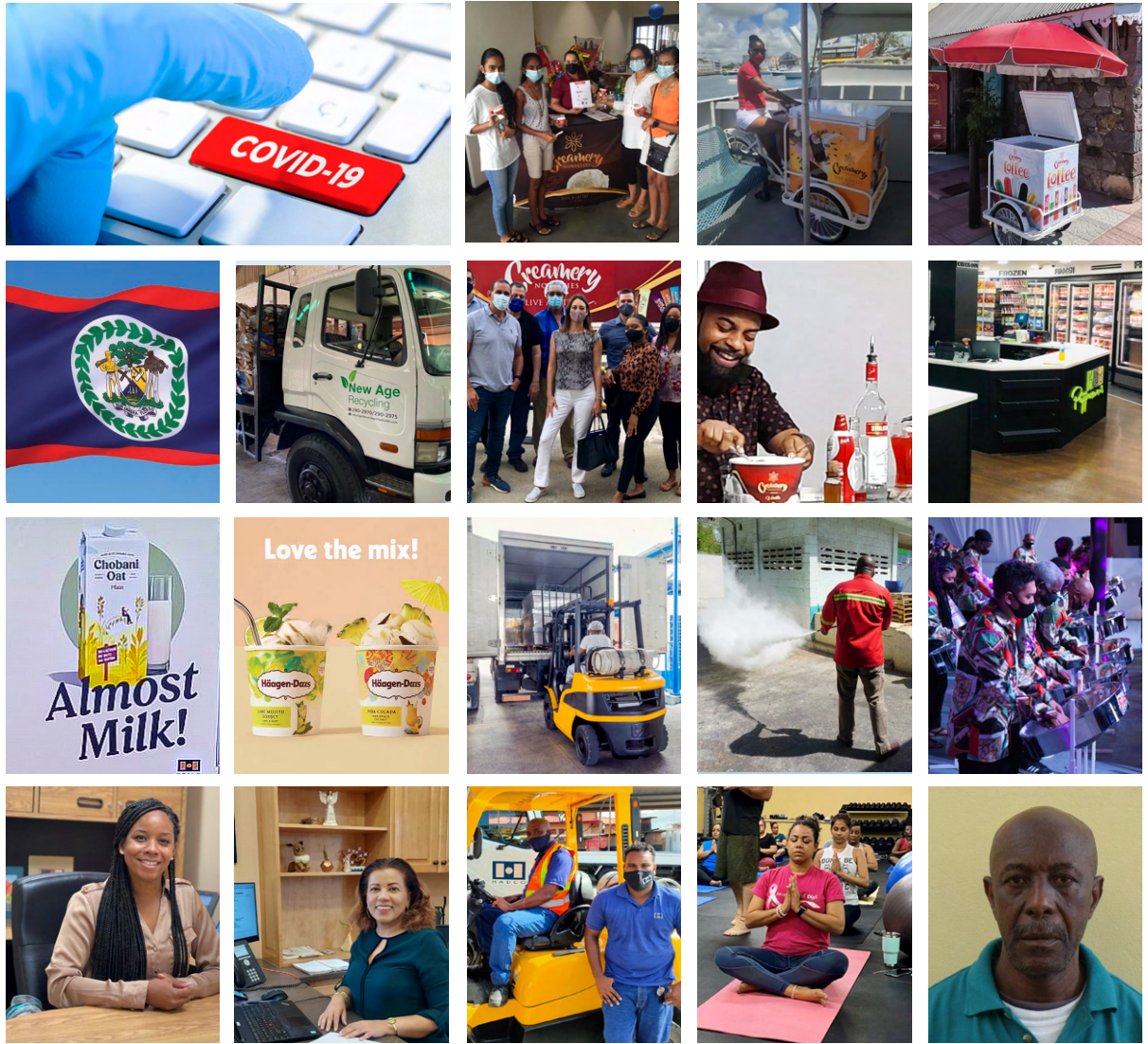
THE NEWSLETTER OF HADCO GROUP OF COMPANIES

ISSUE 38: JANUARY-JUNE 2021

EFFECTS OF COVID-19 ON BUSINESS OPERATIONS



FEATURES



HADCO GROUP OF COMPANIES



OUR VISION

A diverse and innovative company, empowered employees, integrated processes, and a brand image that makes us the preferred choice of customers

OUR MISSION

Enriching our stakeholders' quality of life, setting trends and providing superior brands and services

OUR CORE VALUES

- Accountability
- Customer Satisfaction
- Honesty and Integrity
- Employee Wellbeing and Growth
- Collaborative Culture
- Respect and Tolerance for All

HEAD OFFICE

JRJ Warehousing Compound
Bhagoutie Trace
San Juan
Trinidad & Tobago, W.I.

CONTACT

- ☎ (868) 675-7628 Ext. 1314
- ☎ (868) 675-2641
- ✉ Feedback@HadcoLtd.com
- ✉ Info@HadcoLtd.com

ONLINE

- 🌐 www.HadcoLtd.com
- 📱 [f](#) [in](#) [ig](#) [yt](#) HADCO Group

EDITOR

Corporate Communications Department,
HADCO Group

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EFFECTS OF COVID-19 ON BUSINESS OPERATIONS

It is no secret that globally, businesses continue to grapple with the crippling effects of the COVID-19 pandemic on their daily operations, which has affected the livelihoods and well-being of their employees and wider society. With an employee complement of over 1000 persons across its various subsidiaries, HADCO Group was certainly no different.

In an unprecedented scenario experienced worldwide, we have been guided by the directives of the Government and Health Officials in determining the necessary actions required for the survival of our employees and the Group as a whole.

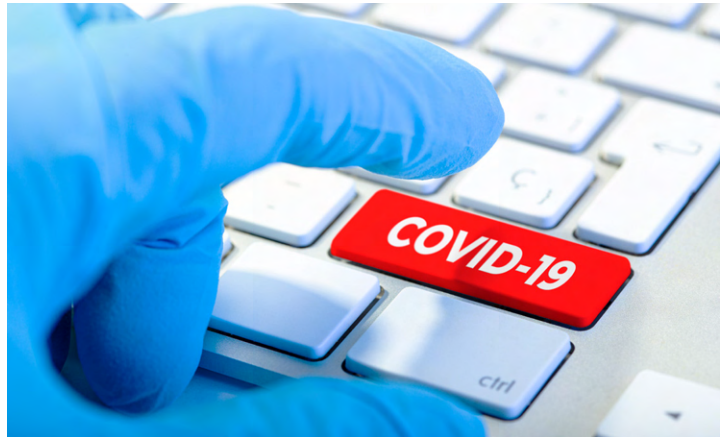
CHALLENGES

Due to restrictions imposed by the Government, several locations and departments throughout the Group were affected. This included our Electrical & Lighting Division, which is comprised of Lighthouse Limited, Nova Lighting Limited and HADCO Limited which either operated at a reduced capacity or were closed. Apadoca's, our duty-free shop at Crews Inn, has been closed since March and staff were deployed to Peppercorns. Ecoimpact Co. Limited, HD Café Limited, Mousie's Ice Cream Parlour and HADCO's Food Service Department were also closed.

With restaurants and bars closed, customers cancelled their outstanding orders which resulted in plummeting revenues from Food Service and delays in the collection of outstanding payments. Our challenges were further exacerbated by delays in shipping and increased freight costs, as cargo lines were themselves faced with delays in containers returning to the various supply ports for re-stuffing. Orders already in transit could not be cancelled, which led to an overstock of inventory and subsequently, expired goods. We mitigated this by offering goods to staff at reduced prices and donating to various organizations who were involved in pandemic relief efforts.

We have also been confronted with increased prices from suppliers, which along with the increase in shipping costs have affected our profit margins. We had no choice but to pass the increases along to our customers as we could no longer absorb them.

Unfortunately, several employees throughout the Group also tested positive for COVID-19, which affected the productivity of the respective areas. All positive cases were closely monitored by Dr. Asante Le Blanc following the protocols of the Ministry of Health. This has been well managed and ensured that there was minimal spread overall.



Despite these challenges, HADCO Group remained committed that we will not reduce staff to mitigate increased expenses. Thankfully, we have been able to maintain this mandate thus far and with God's grace we hope to continue along this path.

VACCINATION DRIVE

In keeping with the Government's 'Vaccinate to Operate' campaign which encourages citizens to become vaccinated in the fight against COVID-19, HADCO Group has been doing its part to promote vaccination of its workforce.

As part of our internal strategy, communication is sent to staff regularly to provide information and updates on vaccination sites and procedures, and we have taken the lead through our HR Department to procure appointments for all interested staff members to get the vaccine.

As at 30th June, 206 employees have been vaccinated, with 37 persons having received their second dose which represents 22.5% of the Group's employees. Our aim is to get 75% of our employee base vaccinated by the end of the 3rd quarter of 2021.

We continue to aggressively encourage our staff to get vaccinated to preserve our workforce and to maintain our operations in the current climate.

HSE MEASURES TO COMBAT COVID-19

Upon entry to our compounds, sanitizer is provided, and temperature checks are done by security to ensure that all persons entering the compound have normal body temperatures. Sanitizers are also provided in communal areas for all staff.

We have introduced mandatory face shields for staff to be worn together with a mask for added protection. Face shields have been provided for all staff in the Group as an added measure to curb the spread of COVID-19.

The recommended health measures are strictly implemented to curb the spread of the virus, ensuring that operations continue seamlessly.

A SPECIAL FATHER'S DAY TREAT!

Massy Distribution Guyana is the authorised distributor of Creamery Novelties Ice Cream in Guyana.

On June 16th and 18th 2021, customers at Massy Stores Mega and Massy Stores Mini in Guyana were treated to complimentary Creamery Novelties Mini Cups in Strawberry, Vanilla, Coconut and Chocolate. Over 200 patrons enjoyed these special treats which were distributed as part of Massy Stores' Father's Day celebrations.



A Massy customer receives her sample of a Creamery mini cup of ice cream



Deciding on a flavour to surprise dad



Receiving a sweet little treat while they shop

BARBADOS JUST GOT SERVED

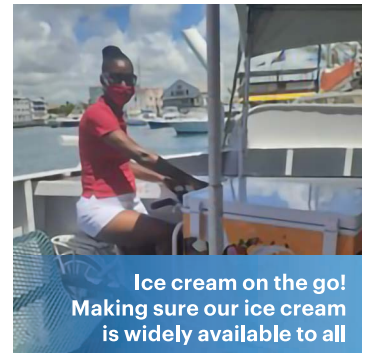
In December 2019, Creamery Novelties entered into an official agreement with Massy Distribution Barbados, appointing the latter as the authorised distributor of Creamery Novelties Ice Cream in the Trident Isle.

With its delicious taste and competitive pricing, Creamery Novelties is now a top selling brand in Barbados. Massy Distribution has done an excellent job by becoming Creamery Novelties' highest selling distributor in the CARICOM due to its concerted marketing blitz and aggressive trade deals at major stores.

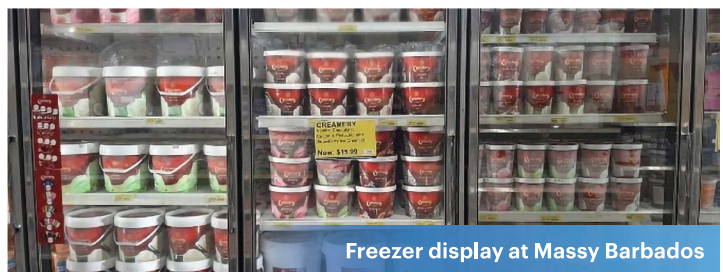
Not only does Massy distribute Creamery Novelties, but they are also the official distributor for our Happy Time Cones in Barbados. Truly the perfect pair!



A PriceSmart employee gets ready to serve up some deliciousness



Ice cream on the go! Making sure our ice cream is widely available to all



Freezer display at Massy Barbados

DOMINICA LIVES A LITTLE WITH CREAMERY NOVELTIES

In 2020, Creamery Novelties became a popular household brand in Dominica. Our sole distributor, HHV Whitchurch, successfully launched an ice cream parlour, "Sweet Novelties" which retails Creamery Novelties ice cream exclusively.

Patrons can choose from a wide selection of flavours including Vanilla and Pistachio to Rum & Raisin and Grape Nut, which may be paired with our Happy Time ice cream cones for a delicious and satisfying crunch. Customers

can also select a treat from our diverse line of novelties, including Lollee, Milkee, Choco-Bar and several others. Despite the challenges COVID-19 has brought, this sweet spot provides a little fix for life's temporary downfalls.



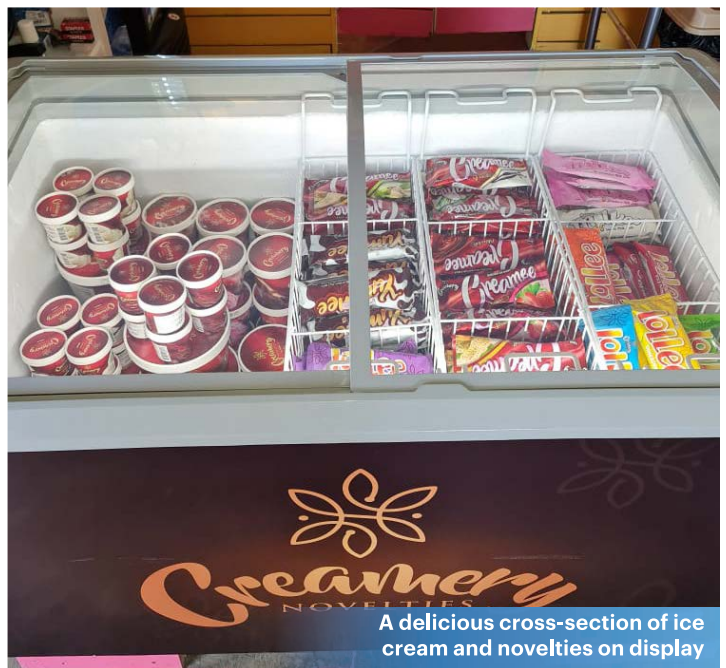
Sweet Novelties, located along Dame Mary Eugenia Charles Boulevard in Roseau



Deciding on a delightful flavour to accompany her waffle cone



Ice cream lovers can give into their temptations in a relaxing atmosphere



A delicious cross-section of ice cream and novelties on display

SUNSHINE ICE CREAM

In 2018, Creamery Novelties exported a 20ft container to our very first authorised distributor, Sunshine Ice Cream Limited in Antigua and Barbuda, signalling the beginning of the Creamery craze in the Caribbean region.

Sunshine Ice Cream has launched various initiatives that have contributed to the brand’s success in their market. Weekly sampling sessions and competitive trade deals are just two of the activities that have enabled Creamery Novelties to become a household name. Mr. Eugene Barreto (Managing Director, Sunshine Ice Cream), better known as ‘The Ice Cream Man of Antigua’ strongly believes in the quality of our ice cream and novelties; and he continues to import and distribute all new Creamery Novelties’ creations.

While Creamery Novelties can be found in major retail outlets throughout Antigua and Barbuda such as Epicurean, XPZ and

Gloria’s; Mr. Barreto’s competitive advantage is his well-known ice cream truck and his retail store front. Popular flavours such as Creamery Novelties’ Coconut and Vanilla are thoroughly enjoyed, and our new breakthrough flavour, Grape Nut, has gained traction and is now one of the most sought-after flavours on the island.

Today, Creamery Novelties’ shipments to the land of 365 beaches has increased to one 40ft container every four weeks. We are excited to continue building our brand in this beautiful island and indeed the entire Caribbean as we expand our offerings to delight our customers’ tastebuds!



The Management and staff of Sunshine Ice Cream

BELIZE IT OR NOT...HAPPY TIME CONES ARE NOW AVAILABLE IN BELIZE!

In April 2021, we celebrated our first shipment of Happy Time cones to the Central American tropical paradise of Belize.

Our sugar, wafer and waffle cones are being distributed by Frozen Treats, a leading local distributor of popular ice cream brands like Mars, Breyers, Blue Bunny and North Star. We will continue to work with Frozen Treats to ensure that Happy Time cones become a household name in Belize.





CREAMERY NOVELTIES CELEBRATES OUR 3RD YEAR!

Creamery Novelties began with a vision to provide a distinctive and delicious array of ice cream and novelties to Trinidad and Tobago. Three years later, the company has become a feather in the cap of HADCO Group of companies, having showed tremendous growth and evolution in a relatively short space of time.

In May 2018, the company officially entered the ice cream market with three classic flavours: Chocolate, Coconut and Vanilla. These were offered in 1 Gallon and 2 Litre sizes, along with 120 ml Creamee Ice Cream Bars.

The reception we received was nothing short of phenomenal. Premium taste and affordability made Creamery Novelties a household name locally. This remarkable welcome inspired the creation of the additional exciting flavours and expansion of the range that would rapidly follow. From our hopeful emergence with three flavours and one ice cream bar, our delicious assortment is now comprised of fourteen flavours ranging from Peanut and Pistachio to Rum & Raisin and Cookies & Cream. Our range of novelties now includes ice cream bars, milk ice bars, flavoured ice bars, ice cream sandwiches and ice cream cone products.

Within five months of operation, we exported our first shipment to the neighbouring twin-isle of Antigua and Barbuda. The reception there was overwhelmingly positive, spurring our endeavours to grow the Creamery Novelties brand in the Caribbean. Our efforts have yielded incredible results, as we currently export to eight countries within the CARICOM region and are aiming to expand our distribution channels to North, Central, and South America soon.

In September 2020, we opened Creamery Novelties Campus, an expansion of our pre-existing production and storage facilities at Diamond Vale Industrial Estate in Diego Martin. The entire campus is on approximately 140,000 square feet of land and is the home of both Creamery Novelties Limited and Imanex Limited, our sister company, which manufactures Happy Time wafer, sugar, and waffle cones.

The cold storage which was enlarged by 11,800 square feet, consists of three freezers and a chiller, and can accommodate increased storage of finished ice cream and frozen novelties. Dry storage was also increased by 28,683

square feet for raw and packaging materials, and a 2,800 square feet spare parts/machinery storage warehouse was added.

The Campus also consists of a two-level building which contains offices, workstations, a training room, a smart conference room, a change room, a kitchen, and a maintenance workshop.

Our increased capacity has afforded us the ability to satisfy growing demand both locally and regionally, by reducing the lead time on orders by an entire week, while also reducing the risk of disruptions to the supply chain by facilitating increased storage of raw materials and packaging.

We are heartened to know that adults and children of all ages enjoy Creamery Novelties ice cream, bars, and novelty items, and have made every effort to cater to varying needs, as most of our flavours are available in six sizes: - 11 Litres, 1 Gallon, 2 Litres, 1 Litre, 1 Pint and Mini Cups. These are perfect for enjoyment at birthday parties and functions, schools, parks, outings, beachside, and in the comfort of your home. The COVID-19 pandemic may have restricted our ability to visit these places, but the indulgence in a delicious scoop of ice cream or novelty to celebrate the memorable occasions in life has continued unabated.

As at the end of 2020, Creamery Novelties was the most profitable company in the Group and the third largest contributor to revenue; maintaining this momentum in 2021 thus far. Celebrating 3 years in business as of May 2021, we acknowledge that the resounding success of Creamery Novelties would not be possible without our resourceful, dedicated, and talented team working tirelessly to make the dream a reality. We are proud of their efforts and are excited to continue working together to build Creamery Novelties into a legacy of taste and quality that would serve as a blueprint for excellence in the Manufacturing sector of Trinidad and Tobago.

NEW KIDS ON THE BLOCK



Creamery Novelties Grape Nut Ice Cream

Grape Nut joined Creamery Novelties flavour portfolio! A favourite in the Jamaican market, Grape Nut ice cream is made with vanilla ice cream and Grape Nut cereal. This unique blend will be a niche item locally and regionally. It is available in a 1 Gallon tub and was first introduced to our local market on 3rd May 2021.

Creamery Novelties Neapolitan Ice Cream

The wait is over! You can now enjoy Creamery Novelties Neapolitan - 3 delectable flavours of ice cream; Chocolate, Strawberry and Vanilla swirled into one. This flavour was introduced on 26th April 2021. 1 Gallon and 3 Gallon tubs are currently available, and 2 Litre and 1 Litre tubs will be added for all to enjoy in the near future.



Milkee Peanut and Milkee Soursop Bars

Introducing Milkee Peanut and Milkee Soursop! Creamery Novelties welcomed two exciting new flavours to the Milkee range. These popular flavour profiles were formulated in Creamery's milk ice format in light of the overwhelmingly positive feedback of the Milkee range of products.

Live A Little and grab one at your nearest supermarket today!

VISIT BY THE TRINIDAD AND TOBAGO MANUFACTURERS' ASSOCIATION

On Tuesday 23rd February 2021, Executives from the Trinidad and Tobago Manufacturers' Association (TTMA) paid a visit to Land Ice & Fish Limited (LIF), Ecoimpact Co. Limited, Creamery Novelties Limited and Imanex Limited to better understand our subsidiaries and their operations.

The group also got a sneak peek of our newest project, a steelpan manufacturing company, Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) located at e Teck Diamond Vale Business Park.

At each subsidiary, the visitors interacted with staff, toured the facilities, and witnessed the production processes first-hand. At Creamery Novelties and Imanex, they were treated to samples of our delicious novelties and cones.



Creamery Novelties' Management and TTMA's Executive team following their tour of Creamery Novelties' and Imanex's facilities, which also included a quick visit to Land Ice & Fish and Ecoimpact

RECYCLING

RECYCLING DIVISION

LAUNCH OF RECYCLING TIMES

The Recycling Times is a monthly newsletter which was launched in April 2021 to educate, promote and build an understanding of HADCO Group's Recycling Division, their mission and services.

It is a part of the Division's Communications Plan which seeks to highlight global environmental issues that our companies, Ecoimpact and New Age Recycling (NAR), aim to tackle within Trinidad and Tobago.

This newsletter is disseminated to our internal and external stakeholders and published on the subsidiaries' websites. Its purpose is to feature recycling solutions to encourage stakeholders to adopt eco-friendly practices and integrate sustainability into their business model and daily routine.

Recycling benefits everyone. It is our hope that communicating our initiatives to more stakeholders will increase participation and open new economic opportunities for everyone. This uptake would translate into greater productivity and competition for businesses and improved livelihoods for all Trinbagonians.



Welcome to HADCO Group's Recycling Division

The HADCO Group of Companies has aligned itself with United Nations Global Goal #12 - Responsible Consumption and Production Patterns with the expansion of our Recycling Division.



"OUR RECYCLING COMPANIES PROVIDE HASSLE-FREE SOLUTIONS FOR THE B2B SECTOR."

Kevin Whiteman - Managing Director, HADCO Group - Recycling Division.

The Division consist of three subsidiaries; New Age Recycling, Ecoimpact and the operations of Caribbean Battery Recycling, each targeting a different area.

We believe it is vital that the business community supports the growing recycling culture in Trinidad and Tobago by responsibly disposing of their waste materials.

Our recycling companies provide hassle-free solutions for the B2B sector such as free waste materials collection.

REDUCING OUR ENVIRONMENTAL FOOTPRINT



Ecoimpact, our waste vegetable oil (WVO) recycling company, has diversified its operations to include the recycling of lead-acid batteries. The company has been managing the operations of Caribbean Battery Recycling (CBR) for the past year and is in the process of acquiring its assets. This undertaking facilitates the execution of our growth strategy of pursuing strategic and accretive acquisitions.

Ecoimpact’s mission is to “educate stakeholders on the importance of lessening their environmental impact and provide them with solutions to do so.” The operational management and ongoing asset acquisition bring a new customer base to Ecoimpact. Both corporate and residential stakeholders produce high volumes of waste. This presents the company with the opportunity to significantly expand its environmental reach.

The added service of recycling used lead-acid batteries provides stakeholders with a disposal solution which reduces their environmental impact. The impending acquisition of the portfolio of assets, coupled with Ecoimpact’s experienced management team is expected to limit the impact and exposure of this hazardous waste material, extend the company’s environmental reach, and continue its growth strategy. These assets will complement the company’s high-grade recycling facility and are expected to generate annualised revenue of USD 1.2 million.

HADCO Group’s Recycling Division’s subsidiaries, Ecoimpact and New Age Recycling are presenting environmentally conscious commercial and residential stakeholders with the opportunity to engage in recycling via easy access to a range of services. One aspect of the services offered is collecting, processing and responsibly disposing of a wide range of recyclables including wastepaper, cardboard, TetraPak, aluminium cans, lead-acid batteries and WVO FREE of charge. This move aligns with the Recycling Division’s continued organic growth, extending its reach into new and adjacent markets whilst pursuing its mission “to build a cleaner environment by promoting sustainable consumption and production.”



Fresh bales of cardboard and waste paper being delivered



A delivery of lead-acid batteries being removed for processing and disposal



One of the many sizeable boxes of lead-acid batteries



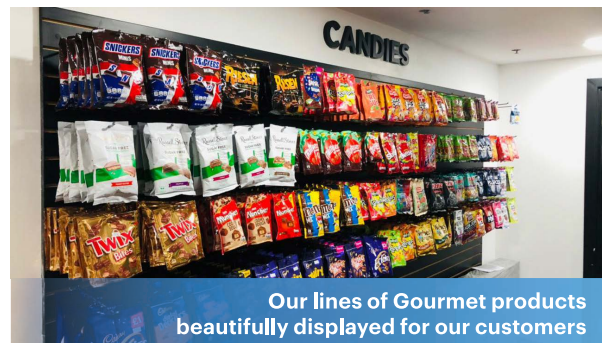
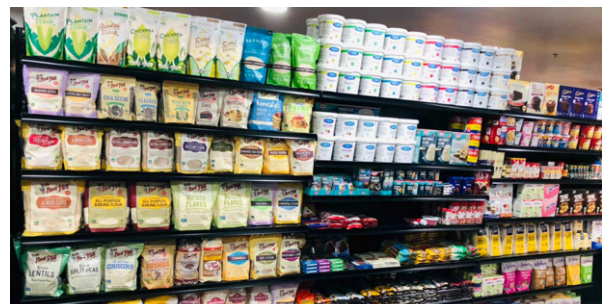
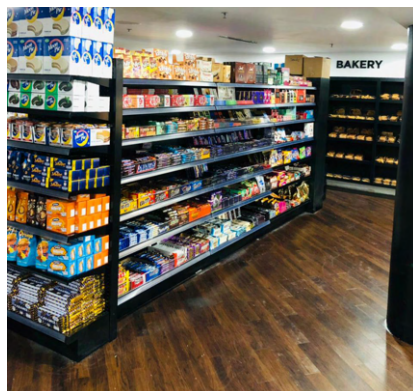
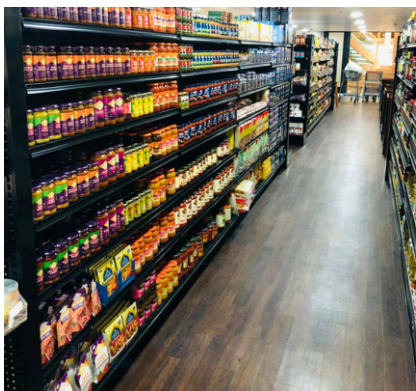
Containers of used vegetable oils that were collected

OUR NEWLY RENOVATED PEPPERCORNS STORES

Renovations were completed at our Peppercorns stores in Ellerslie Plaza and West Mall in February 2021. The stores were upgraded to a modern and spacious layout to facilitate more shelves for expanding product lines and allow customers to shop in comfort.

We would like to congratulate the entire Peppercorns team on the successful expansion of The Falls at West Mall and Ellerslie Plaza branches with minimal downtime. We have added local produce and grab and go food items to our repertoire of gourmet goods to accommodate the increasing and shifting demands of our consumers.

A very special thank you to Amrish Ramgobin, General Manager, Peppercorns, Curtis 'Sharky' Gill, Maintenance Supervisor, HADCO Limited and his team for their dedication and perseverance in meeting and overcoming all challenges to accomplish this.



Our lines of Gourmet products beautifully displayed for our customers

THE FALLS AT WESTMALL - CUSTOMER APPRECIATION

On the UN's International Day of Happiness, Saturday 20th March 2021, The Falls at Westmall treated 600 patrons with a complimentary novelty bar from Creamery Novelties. In the first instalment of a four-week long campaign, shoppers were delighted to receive our delicious treats which included Choco-Bar, Milkee, Lollee, Creamee and Ice Cream Sandwich. This initiative indeed added a sprinkle of happiness to shoppers!

In these difficult times, let us take every opportunity to be happier and kinder, together.



Mall patrons enjoying their sweet surprise

CELEBRATING DADS AT HOME WITH CUP OF JOE AND CREAMERY NOVELTIES

For the month of June, Creamery Novelties sponsored Cup of Joe's dessert segments titled "Celebrating Dads at Home Sweet Home" with exclusive recipes highlighting recently launched flavour profiles in Season 7 of the popular cooking show.



Episode 1 featured Creamery Novelties' Neapolitan Ice Cream in a fun Ice Cream Sandwich recipe



Episode 2 highlighted a Spiked Shake using Creamery Novelties' Milkee Peanut



Episode 3 showcased Creamery Novelties' Grape Nut and Peanut Ice Cream in a Nutty Banana Sundae recipe



Episode 4 starred Creamery Novelties' Vanilla Ice Cream in a Vanilla Float

Creamery Novelties' recipes from Season 7 on Cup of Joe can be viewed on Cup of Joe's Caribbean YouTube Channel: <https://www.youtube.com/c/CupofJoeTT/videos>.

Mixologist Tyrone Benjamin whips up a spiked dessert shake with Milkee Lollies from Creamery Novelties. Try his recipe below.

SPIKED MILKEE SHAKE

- 2 oz St Remy VSOP
- 2 Creamery Novelties Milkee Peanut Lollies
- 2 oz dark stout
- 2 oz milk

For Garnish:

- Fresh zest of nutmeg
- Cinnamon Stick



Tyrone Benjamin

- STEP 1:** Remove the Creamery Novelties Milkee Lollies from the stick and place in a blender.
- STEP 2:** Add the rest of the rest of the ingredients and blend until smooth.
- STEP 3:** Pour into glasses, garnish with the grated nutmeg and cinnamon stick. Serve immediately.

SPOT OUR CHOBANI OATMILK BILLBOARDS!

In May 2021, our Marketing team officially launched a Chobani Oatmilk Billboard Campaign which runs until July 2021.

Chobani Oatmilks arrived at HADCO in October 2020, but unfortunately, due to COVID-19 restrictions, the usual sampling promotions could not be executed. We waited and hoped for a better outcome for 2021, but regrettably the situation worsened, and restrictions increased.

We didn't give up – we needed to get Chobani Oatmilks out there! We needed to tell everyone about these delicious and healthy milks. Dairy free, yet so creamy? We had to find a way to share this amazing product with the rest of the country.

Chobani Oatmilks are made with the simple, natural goodness of oats. It is plant-based and vegan-friendly, created without dairy or lactose. Oatmilks are an excellent source of calcium, and a good source of vitamins A and D. If you haven't tried it yet, what are you waiting for? Experience the delectable goodness of a glass of Chobani Oatmilk today!

Our digital billboard ads are at the following locations:

- Churchill Roosevelt Highway, St Augustine (East)
- Busy Corner Intersection, Chaguanas
- San Fernando Bypass Road, San Fernando
- Wrightson Road, Port of Spain

You can also catch us on the HADCO Static Billboards!



Chobani Oatmilk billboards outside our warehouse compound on the Churchill Roosevelt Highway in San Juan

HÄAGEN-DAZS' SPARKLE

In May 2021, General Mills launched their latest innovation in the Häagen-Dazs line -Sparkle.

Sparkle consists of two refreshing cocktail flavours: Lime Mojito Sorbet and Pina Colada, both containing alcohol. The campaign was appropriately referred to as the Mixology campaign as these flavours offer a unique "mix" of ice cream and cocktails.

Both flavours are only available in pints at retail stores and Häagen-Dazs Shops. The Mixology flavours are limited edition or "In and Out Products," meaning that they are not here to stay but only available for a limited time.

Due to COVID-19 restrictions, the only initiatives used

to market the Sparkle line were Social Media platforms and Influencers. The flavours flew off the supermarket shelves and each successive shipment was sold out within weeks. The Mixology flavours are the best performing innovations we've brought to the market in the past three years, having sold 1,156 cases to date since the beginning of the campaign. Evidently, Trinbagonians appreciate the concept and taste of the flavours.

General Mills usually releases product innovations every fiscal quarter and based on the success of Sparkle, we look forward to tasting their next offering!



DISTRIBUTION PARTNERSHIPS- GROWING OUR PORTFOLIO OF LOCAL BRANDS

As we continue to diversify and evolve, HADCO Group is pleased to announce the inclusion of seventeen homegrown brands to our stellar product catalogue, which includes our very own local brands, Creamery Novelties and Happy Time. They are as follows:

NAME OF COMPANY	BRAND	PRODUCTS
Montano's Chocolate Co. Ltd	Montano's	Chocolate
Cocoa Republic Limited	Cocoa Republic	Chocolate Bars/ Drinking Chocolate/ Cocoa Powder
Cedros Atlantic Waters Limited	Avani's	Frozen Vegetables/Purees/Fries
Farm & Function Limited	Farm & Function	Frozen Fruits
Yogurt Land Limited	Yogurtland	Frozen Yogurt
Budget Buster Chemicals Limited	Budget Buster	Disinfectant/All Purpose Cleaners
Tropical Spring And Bottling Limited	Caribbean Spring Water	Spring Water
Jzad Estate Limited	Jzad	Frozen Cassava And Corn
The Sweet Beet Juice Limited	Sweet Beet	Peanut Butter And Almond Butter
Adam's Gourmet Sauces Limited	Adam's	Sauces-Garlic, Honey Mustard Etc.
Hello Green Products Limited	Vegware	Packaging (Environmentally Friendly)
Charlie's Delights Limited	Charlie's Delights	Frozen Veggie Burger
Orange Communications Limited	Sahar Cuisine	Pita Bread
Centro Brands Limited	Say Cheese	Frozen Pizzas
Fresh Start Limited	Fresh Start	Juices
Amare Probiotics Limited	Amare	Kombucha/Kefir
Trinidad Tissues Limited	Trinidad Tissues	Bathroom Tissues/Paper Towels/Napkins

The continued shortage of foreign exchange to facilitate the purchase of imported goods has highlighted the need to preserve and allocate resources in areas that will yield the highest return.

The COVID-19 pandemic has further brought to light the need to engage in local partnerships as part of our business model as we explore new ways in which to demonstrate support for local brands.

This has built camaraderie in the local community, as local vendors are happy to have the infrastructure and resources of HADCO Group supporting their brands, while we have benefitted by filling gaps in our product range.

We aim to further grow our local brand offering to represent 25% of our distribution portfolio by the end of 2021.

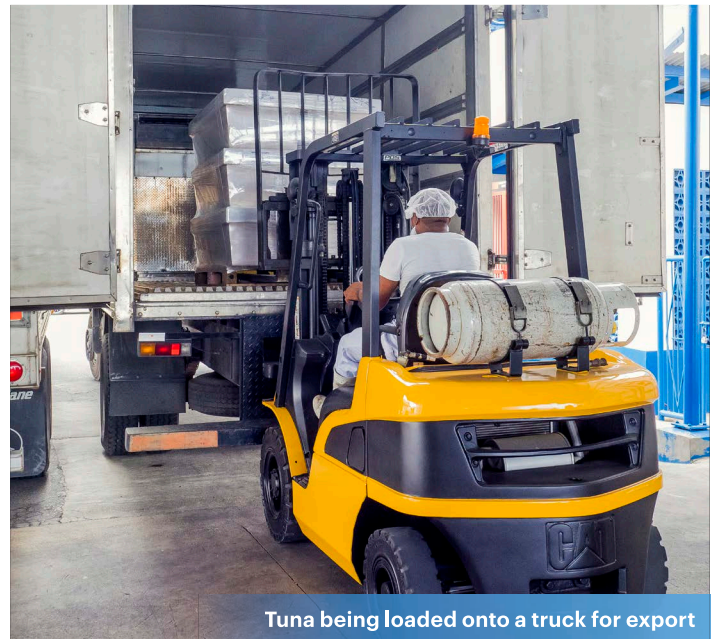
LAND ICE & FISH BREAKS RECORD!

Land Ice & Fish continues to prove a worthy investment for HADCO Group as the subsidiary broke record in April, and again in May by offloading and transshipping more than 600,000 pounds of tuna. 621,810 pounds were exported in April 2021 and 653,441 pounds in May 2021.

The last time the company exceeded 500,000 pounds was in September 2020 when 528,382 pounds were exported. We also acquired eight new suppliers from Grenada and three new suppliers from Venezuela between January and June.

We are pleased to report that in the second quarter of 2021, 177 trips were offloaded from a total of 82 new and repeated Fishing Vessels.

Land Ice & Fish remains committed to ensuring the highest quality and efficient service consistent with the rest of HADCO Group.



Tuna being loaded onto a truck for export



Grading LIF's fresh tuna

HSE DEPARTMENT'S TRAINING SESSIONS

In keeping with our mandate of continuous training and development for Hadconians, the Health Safety and Environmental (HSE) Department conducted the following training sessions whilst observing COVID-19 regulations:

- Fire Warden Training
- Food Badge Training
- Forklift Training (Ecoimpact & Caribbean Battery Recycling)

These training sessions are important for staff to develop and improve the skills necessary for the execution of their respective roles within the company.



Fire Warden Training



Food Badge Training



Forklift Training (Ecoimpact & Caribbean Battery Recycling)

HADCO PHASE II PAN GROOVE - ANOTHER PHASE

HADCO Phase II Pan Groove hosted its first ever virtual concert which premiered on Sunday 31st January 2021.

Prior to its premiere, the concert quickly became one of the most anticipated productions of the season for steelpan enthusiasts and music lovers globally. Boogie and HADCO Phase II Pan Groove did not disappoint as the headline acts, offering soulful renditions of new and classic Phase II favourites. This was complemented by feature guest performances from Johann and Johanna Chuckaree, steelpanists Joshua Regrello and Duvonne Stewart, The Lydian Singers, Voix Riches and soca sensations, Olatunji Yearwood and Nailah Blackman.

Another Phase was also available on Pay-Per-View due to overwhelming demand. The concert ran from Saturday 3rd April 2021 at 8pm for a period of two weeks. The platform provided viewers with the option to watch the concert at their convenience. Tickets were available at www.SunTixx.com at a cost of US\$10 each.

HADCO Group was proud to have been the title sponsors of this world class concert through its Creamery Novelties and Country House brands.



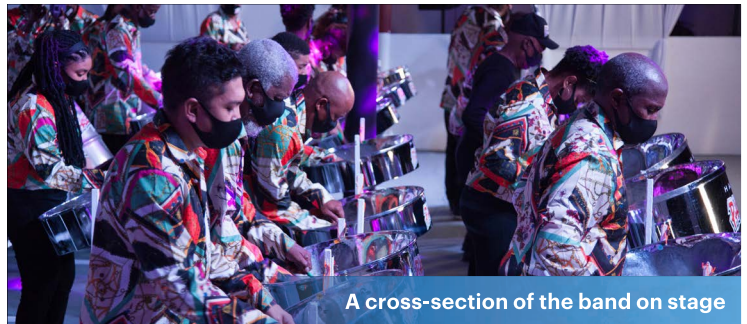
Nailah Blackman during her rendition of 'More Sokah'



Johanna Chuckaree on the piano and Johann Chuckaree on the pan as they make a sweet melody



Olatunji Yearwood sings HADCO Phase II's tune of choice, '2020 Vision'



A cross-section of the band on stage



The Lydian Singers are all smiles before their performance



Centre: Former Minister of Community Development, Culture and Gender Affairs, The Honourable Joan Yuille-Williams with performers of Voix Riches

HADCO PHASE II PAN GROOVE HELPS CELEBRATE RESILIENCE IN STEELPAN

HADCO Phase II Pan Groove joined Pan Trinbago in satisfying steelpan lovers’ Panorama tabanca by celebrating PAN Resilience!

This Pay-Per-View virtual concert series showcased Trinidad and Tobago’s medium and large band finalists from the 2020 edition of the National Panorama Competition.

The country’s top medium bands took over the stage, “Keeping the Vibes Alive” on Sunday 7th February, 2021.

HADCO Phase II Pan Groove, along with other large bands, graced the stage with “The Sweetest Pan in the World!” on Saturday 13th February, 2021.

This concert was able to virtually satisfy steelpan yearnings around the globe!



The riveting sounds of steel on stage

HADCO’S ELECTRICAL & LIGHTING DIVISION — LENDING A HELPING HAND

HADCO’s Electrical & Lighting Division stepped up and assisted the religious organisation, Hope Worldwide with equipment and labour, in their mission to provide aid to St. Vincent & the Grenadines.

The country was severely affected by the devastation caused when the La Soufriere volcano began erupting on Friday 9th April.

On Wednesday 16th June, two Hadconians, Junior Sylvester, Driver and Forklift Operator, and Brandon James, Driver, of the Electrical & Lighting Division, HADCO Limited, assisted Hope Worldwide via the Barataria Community Centre with their humanitarian effort by loading pallets of donated goods onto shipping containers headed to St. Vincent & the Grenadines.



L-R: Junior Sylvester, Driver & Forklift Operator - HADCO Limited and Brandon James, Driver - HADCO Limited

MOTIVATIONAL CORNER

KEEP THE HOPE. BE THAT LIGHT. — ADELLE PULCHAN

As we navigate through these unprecedented times, it can be easy for us to become distracted and distressed by all the negativity that bombards us, but we have a choice.

We can choose to filter what we spend our time listening to, looking at, what we read, and what we choose to ponder on. Why not make the choice to focus on what brings you joy and contentment?

Remember that pail of ice cream you enjoyed making as a child? Why not pull out that old pail and share the experience with your home circle? You just might have the next best Creamery recipe! Why not bake a Christmas fruit cake in June and share it with your loved ones?

When the world looks ugly, dig deep within and be thankful for your blessings. Make a list of the good in your life. While we cannot physically surround ourselves with positive people at the moment, we can reach out: make a call, cheer someone up. Be that person to bring light and joy and hope.

Before we know it, the heavy downpours will become a drizzle, the valleys will turn to mountains and the dark of night will be replaced by the rising sun. Within each of us is the unquenchable spirit to not only survive but to thrive! "And he always checks that he carries three things with him: faith, hope, and love." - Paulo Coelho, Warrior of the Light.



Adelle Pulchan - General Manager, Electrical & Lighting Division - HADCO Limited

EMPLOYEE HIGHLIGHT

INTRODUCING TTMA'S NEWEST MEMBER

In March 2021, the Trinidad and Tobago Manufacturers' Association (TTMA) welcomed a new member to its Export Marketing Committee - HADCO Group's Export Manager for Manufacturing, Adanna Taylor.

The Export Marketing Committee is responsible for seeking the interests of exporters within the TTMA, of which HADCO Group is a member, by sourcing and developing new opportunities for export readiness within the membership.

Additionally, the Committee is tasked with providing relevant information with regards to various export markets including a database for export purposes, inclusive of technical regulations, standards, and registration procedures. The Committee also organizes Trade Missions based on members' needs and ongoing negotiations, market information and education.

The Committee includes representatives of invited private sector businesses, exportTT, Eximbank and the TTMA. Adanna is excited about this appointment and the prospect of sourcing new markets for HADCO Group's exports, in conjunction with TTMA's group efforts. We congratulate Adanna on her appointment!



Adanna Taylor, Export Manager, Manufacturing Division - HADCO Limited

FITNESS CENTRE — YOGA & HIP HOP DANCE CLASSES

HADCO Group’s Fitness Centre began offering free Yoga and Hip-Hop Dance classes to Hadconians in February 2021.

In keeping with the Ministry of Health’s COVID-19 guidelines, only a limited number of staff participated in these 45-minute classes to ensure that physical distancing was maintained. Interested persons registered for classes on a weekly basis due to the limited space.

The Yoga classes were conducted by Troy Hadeed of Beyond Yoga (previously known as One Yoga Trinidad). Practicing yoga has numerous benefits to one’s mental and physical health. One Yoga Trinidad provides *“An understanding of yoga that encourages us to take our practice beyond the yoga mat, and into our lives - it is only in going Beyond that we become yoga, the embodiment of absolute union and infinite love.”*

The Hip Hop Dance classes were conducted by Adrian Daniel of Hip Hop Unite Trinidad and Tobago. In addition to the health benefits, it also allows for artistic expression and builds confidence.

Due to the second lockdown and State-of-Emergency, classes ended in April 2021 but we look forward to resuming our fitness activities soon!



Troy Hadeed leading the yoga class



‘Hadconians’ getting a move on!

CONDOLENCES

REMEMBERING ANTHONY ‘FOOTS’ JOSEPH

We are deeply saddened by the loss of our valued colleague, Anthony Joseph, fondly known as “Foots” who passed away on Friday 26th February 2021.

Anthony joined the HADCO family on 3rd January 2006, as a Food & Beverage Trainee Supervisor at JRJ Warehouse and was promoted on 1st January 2007 to Warehouse Supervisor. In 2014 he was awarded another promotion, this time to Wine & Spirits Warehouse Supervisor.

During his time of over 15 years in JRJ Warehouse, he contributed much to the development of HADCO’s Food & Beverage and Wine & Spirits Divisions. He generously gave of his knowledge, his expertise, his skills and his time. He was one of the most diligent Supervisors and according to his friend Indar Manbodh, ‘Foots was a great friend who always went out of his way to lend a helping hand, both professionally and personally.’



The late Anthony Joseph, affectionately called ‘Foots’

He was very trustworthy and dependable, and was loved by so many, especially his colleagues who admired his work ethic and saw it as one to exemplify. He was always punctual, extremely dedicated to HADCO, and enjoyed his work.

His passing was a tremendous loss for his daughter, family, friends and HADCO. Our prayers and thoughts are with his family during this difficult time. We will miss Anthony deeply and are grateful for the fond and beautiful memories we have shared together.



📍 JRJ Warehousing Compound, Bhagoutie Trace, San Juan, Trinidad & Tobago, W.I.
☎ (868) 675-7628 📠 (868) 675-2641 Ext. 1314 ✉ Feedback@HadcoLtd.com
✉ Info@HadcoLtd.com 🌐 www.HadcoLtd.com 📺 📷 📱 HADCO Group