

THE HADCO TIMES

THE NEWSLETTER OF HADCO GROUP OF COMPANIES

ISSUE 41: JULY-DECEMBER 2022



MITTCO OPENS ITS STEELPAN MANUFACTURING FACILITY



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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

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MITTCO OPENS ITS STEELPAN MANUFACTURING FACILITY ON WORLD STEELPAN DAY 2022

Thursday August 11, 2022 was a historic day for steelpan musicians and supporters globally, as Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) officially unveiled its state-of-the-art steelpan manufacturing facility before an esteemed audience which included the Honourable Paula Gopee-Scoon, Minister of Trade and Industry, the Honourable Farley Augustine, Chief Secretary of the Tobago House of Assembly, His Worship, Alderman Junia Regrello, Mayor of the City of San Fernando, Ms. Gillian Benjamin, Head Brand and Marketing (Ag), the Executive of Pan Trinbago Inc, other specially-invited guests and the media.

MITTCO is a steelpan manufacturing company that promotes the reliable artisan production of steelpans using a combination of traditional and cutting-edge manufacturing processes.

The company's mission is to provide the best musical instruments and service to music and steelpan enthusiasts in both domestic and international markets. This is accomplished through collaborating with experienced and dedicated steelpan craftsmen, using only the highest quality raw materials. The establishment of MITTCO as a full-service pan ecosystem generates year-round employment through the larger steelpan fraternity.

MITTCO's goal is simple: to keep the authenticity of steelpan manufacturing alive, here where it belongs, in its country of origin.

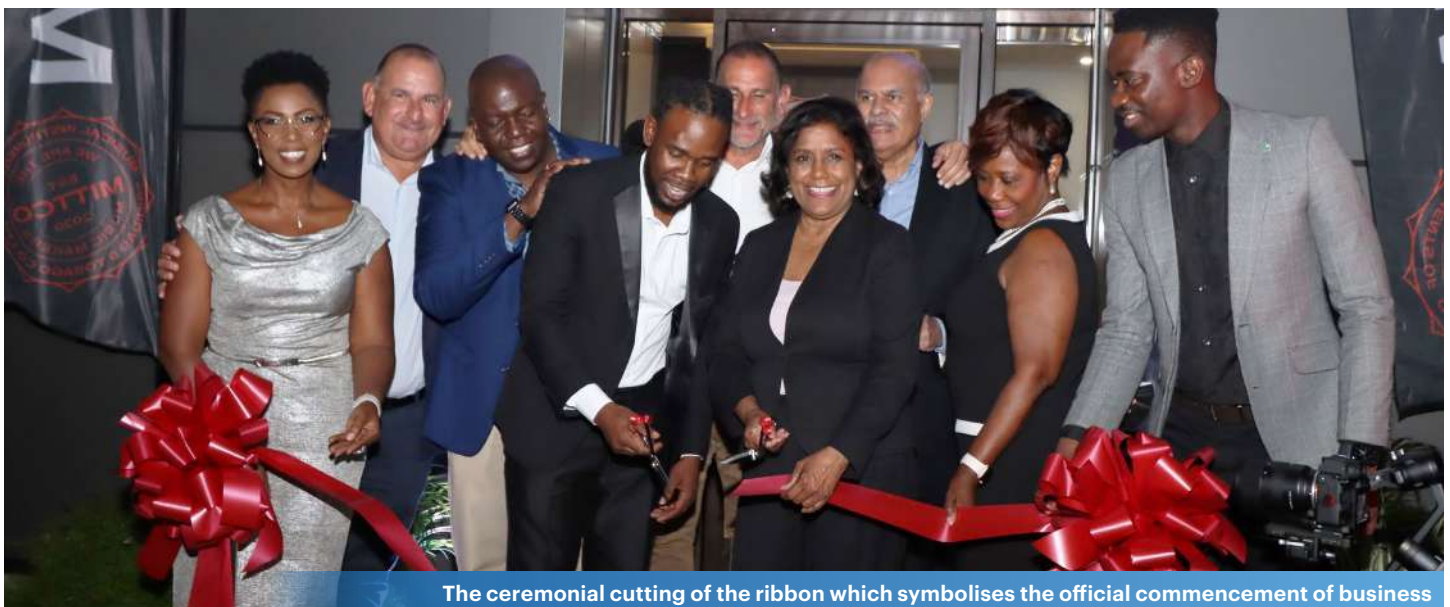
The company is the brainchild of Akua Leith, a former Fulbright Scholar and current Musical Director of the National Steel Symphony Orchestra of Trinidad and Tobago. The company is co-founded by Akua, Master Tuner Mario Joseph,



Group shot of some of the highly skilled technicians who are directly responsible for the production of MITTCO's steelpans

Businessman David Hackett, and Group co-Chief Executive Officers of HADCO Group, John Hadad, Robert Hadad and Joseph Hadad.

The company's head office is located at Lot 3A and 3B e Teck Diamond Vale Business Park, Diamond Vale, Diego Martin.



The ceremonial cutting of the ribbon which symbolises the official commencement of business

MITTCO JOINS THE BIGGEST PARTY IN SPORTS

The HERO Caribbean Premier League – *the biggest party in sports*, was introduced to an entirely new level of energy when Musical Instruments of Trinidad and Tobago Limited (MITTCO) became one of their Official Sponsors, naming the MITTCO steel pan the Official Musical Instrument of the CPL.

MITTCO’s melodic performances on their state-of-the-art steelpans were broadcasted to CPL’s fan base in all six countries – St. Kitts and Nevis, Saint Lucia, Barbados, Jamaica, Guyana and Trinidad and Tobago, beaming into homes, business places and recreational spaces in the cricket viewing realm worldwide from August 31 - September 30, 2022. Joshua Regrello – The “Panman” and Johann Chuckaree were two of the Pannists on the talented team that kept the fans entertained during the tournament.

Both CPL and steelpan fans alike were able to visit MITTCO’s booths and learn more about the manufacture of steelpans in Trinidad and Tobago.



(L-R): Johann Chuckaree, Pannist, Natalie Black O'Connor, Head of Marketing and Communications, CPL, and Akua Leith, Director- Sales and Business Development, MITTCO



MITTCO’s set up at the Brian Lara Stadium for the HERO CPL 2022



Cricket fans partying with MITTCO at HERO CPL

CREAMERY NOVELTIES IN ACTION AT CPL

Creamery Novelties, the Official Ice Cream of the Hero Caribbean Premier League (CPL), ensured that even tastebuds danced with excitement at the tournament for the first season in the contract.

The Creamery Novelties team worked assiduously, ensuring that their executions were flawless for each game. Fans were treated to delicious Creamery Lollees, which were greatly appreciated by all, especially during the games played in the heat of the day. There were designated Creamery booths where attendees sampled products, while Brand Ambassadors distributed Lollees to fans in the stands.

Creamery-branded flags, rags, and paraphernalia were all in motion, waving to the massive action of T20 cricket and the sweet sounds of Caribbean music. The Creamery Lollee Mascot took centre stage, bringing the energy with his creative dance moves and antics that added to the good vibes and excitement of the biggest party in sport.



Creamery Lollee Mascot bringing the vibes



Fans pose with the Creamery Ambassadors who ensured everyone had their favourite flavour



Creamery ladies sharing joy at the cricket tournament in Saint Lucia

CREAMERY'S HERO CPL PROMOTION

Everybody wins with Creamery! As the Official Ice Cream of the Hero Caribbean Premier League (CPL), Creamery Novelties left no freezer empty when it came to promoting their partnership with CPL.

Throughout the month of August 2022 Creamery Novelties rolled out a nationwide and regional "Enter-to-Win" Competition which allowed customers to purchase a predetermined value in Creamery Novelties products for a chance to win Hero CPL 2022 tickets.

To ensure optimum execution of the campaign, the brand engaged their merchandisers to submit best-in-class photos of CPL/Creamery branded freezers for a chance to win tickets as an incentive. In-store push promotions were also done across the four countries hosting the CPL tournament – Saint Lucia, St. Kitts and Nevis, Trinidad and Tobago and Guyana, to encourage customers to participate. The team at Creamery worked to heighten the visibility of the competition via social media and newly installed/uploaded billboards, both static and digital, to showcase Creamery Novelties as the Official Ice Cream of the Hero CPL.



Lovely Creamery Brand Ambassador promoting "Buy & Win" in Guyana

CREAMERY NOVELTIES CELEBRATES NATIONAL ICE CREAM DAY

Creamery Novelties celebrated National Ice Cream Day 2022 with a full weekend of promotional activities aimed at giving back to their loyal customers.

An assortment of ice cream novelties was distributed to shoppers at JTA Supermarkets at all locations, with DJ Jus Jace – 'The Trini Technician' who was present at JTA C3 Center on Saturday July 16, 2022, to amplify the vibes as customers made their way to collect their free Creamery Novelties.

On Sunday July 17, 2022, Ice Cream Sandwiches and Cornettos were distributed to customers at The Price Club Supermarket in Chaguanas to make their shopping experience a little sweeter.

Massy Stores also joined in on the celebrations and ran a flash sale on assorted flavours of Creamery's 2-Litre tubs from Friday July 15, 2022, to Sunday July 17, 2022. Additionally, Creamery Novelties extended their National Ice Cream Day celebrations with sampling and special offers of their new No Sugar Added Ice Cream at S&S Persad's locations from Friday July 22, 2022, to Sunday July 24, 2022. With decadent frozen treats to satisfy any craving, Creamery Novelties made sure that their presence was felt throughout the country as they celebrated with ice cream lovers nationwide.



CREAMERY NOVELTIES CELEBRATES TOBAGO CARNIVAL

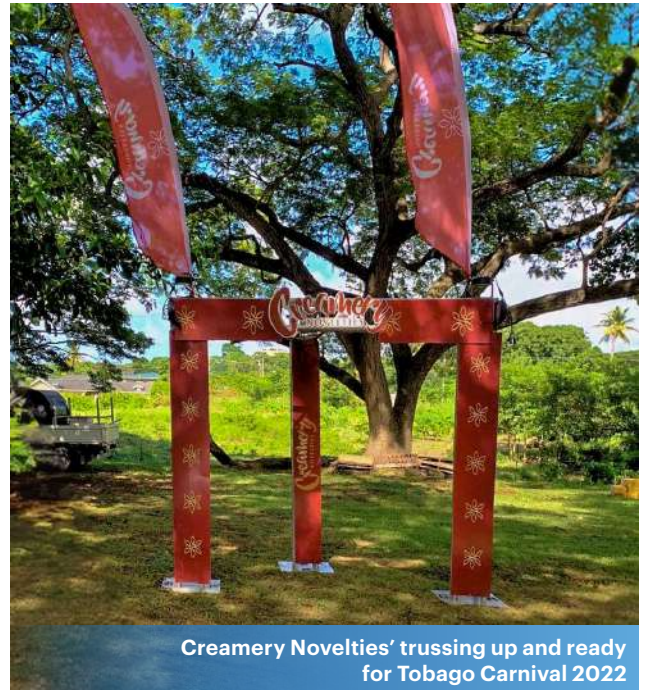
Tobago held its first annual Carnival in October 2022, welcoming thousands of party goers and mas revellers from Trinidad and the wider Caribbean to its beautiful shores.

Our sister isle was transformed into a mesmerising whirlwind of people, colour and sound, with none other than our very own Creamery Novelties on-hand to enhance the Carnival experience for both the inexperienced and veterans.

The sweetness didn't stop at mas with Creamery as they maximised their opportunity during Tobago's festive month of October through various activations outside of Carnival such as radio promotions, specials on Novelties and Gallons throughout the trade, *No Sugar Added* digital billboards at six locations throughout the island, rebranding of 55 Unilever freezers on the trade to Creamery Novelties and three trucks, as well as general branding of various storefronts.

Not forgetting the kids, they also partnered with *12 and Under* through giveaways and sampling, and *Cooking with Kids* with sponsored Creamery smoothie drinks and treats for the kids and cast. Additionally, the brand made donations to Heroes, and sponsored 2023 Calendar pages for Penny Savers Supermarket.

Creamery Novelties was pleased to be a prominent contributor to Tobago Carnival, with our sweet treats being distributed in a range of events, inclusive of bar crawls, parties, and pretty mas, allowing all who participated to *live a little!*



Creamery Novelties' trussing up and ready for Tobago Carnival 2022



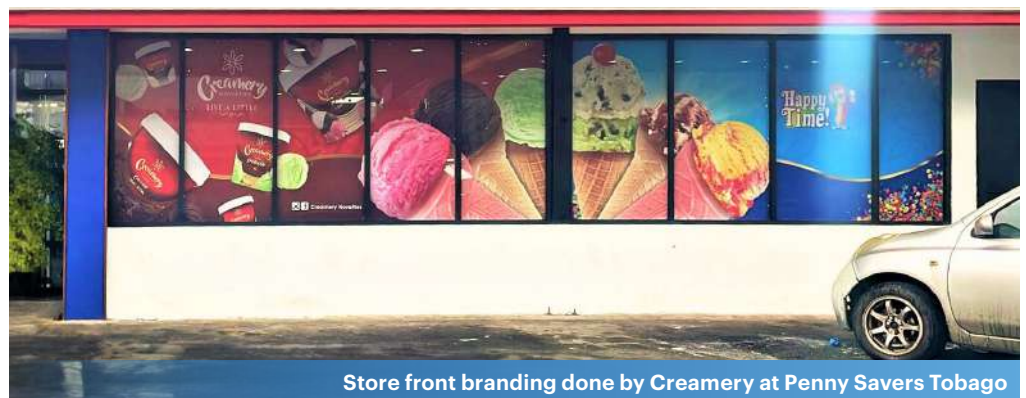
A patron at HUSH – an event in Tobago sponsored by Creamery – poses with her Lollee in glee



Creamery Novelties' sponsorship Ad for 12 & Under Tobago



Creamery sponsors Burna Boy Live in Tobago and TnT Morning Show



Store front branding done by Creamery at Penny Savers Tobago

CREAMERY NOVELTIES CELEBRATES INTERNATIONAL CHILDREN'S DAY 2022

The United Nations' *International Children's Day* is celebrated universally on November 20th every year.

Under this year's theme, *Inclusion for Every Child*, our Creamery Novelties crew made the decision to visit various residences for children and schools, as part of the brand's commitment to ensuring that even the most vulnerable around us can create happy and healthy memories and *live a little*.



Treats were provided to Living Waters Community, which cares for children with disabilities



Our Creamery Novelties mascot poses with the staff of Amica House and their delightful pet

CREAMERY NOVELTIES AND YOPLAIT YOGURT AT THE NATIONAL SPELLING AND VOCABULARY CHALLENGE 2022

Pamstar Promotions held its National Spelling and Vocabulary Challenge 2022 at Trincity Mall on Thursday July 29, 2022.

Creamery Novelties and Yoplait Yogurt were on hand to treat everyone to delicious yogurt and Lollies, while children aged nine to twelve competed fiercely for the Challenge Trophy.

Josee George of Lakshmi Girls Hindu College emerged as the winner, walking away with the coveted National Spelling and Vocabulary Challenge 2022 Trophy.

Participants were also awarded hampers and other lovely prizes for their efforts.



All sponsors and participants of the National Spelling and Vocabulary Challenge 2022

YOPLAIT TREATS AT THE MINISTRY OF THE ATTORNEY GENERAL AND LEGAL AFFAIRS

Yoplait executed promotions at the Ministry of the Attorney General and Legal Affairs on Friday August 2, 2022.

Employees and customers were treated to numerous flavours of Yoplait's delectable yogurt at the door of the Ministry's building, ensuring that the brand and its premium taste and quality remained top of mind for customers.



Somebody loves Yoplait – Employee of the Ministry of the Attorney General and Legal Affairs showing her adoration for Yoplait yogurt



A security guard is first in line at Yoplait's activation at the Ministry of the Attorney General and Legal Affairs

AMERICAS FOOD & BEVERAGE SHOW 2022

HADCO Limited attended the most recent Americas Food and Beverage Show (AFBS) 2022 on Monday September 12 to Tuesday September 13, 2022, in Miami.

The AFBS was held at the Miami Beach Convention Center where the team was able to meet featured suppliers and source new products to add to the Group's portfolio of products.

It was a great opportunity to rekindle old relationships as well as forge new ones after an extended period of lockdown due to COVID-19.



(L-R): Elma Ayen, Purchasing Manager, HADCO Limited, Felix Llibre, Managing Director, HEXCORP, Angela Mohammed, Operations Manager-Tobago, HADCO Limited, Joseph Hadad, Group co-Chief Executive Officer, HADCO Group, Robert Garcia, Business Development Manager, HADCO Limited, Neela Moonwha, Procurement Officer, One-Ocean Cargo LLC, and Amrish Ramgobin, General Manager, HD Café, Fresh Organics, Apadocas and Peppercorns

YOPLAIT CELEBRATES UNIVERSAL CHILDREN’S DAY WITH SANGRE GRANDE GOVERNMENT PRIMARY SCHOOL

On Friday August 12, 2022, the United Nations commemorated International Youth Day, with this year’s theme being *Inter-generational Solidarity: Creating a World for All Ages.*

Every year on November 20, Universal Children’s Day is observed to raise awareness about the global plights that many children encounter daily, with the aim of improving their welfare.

This year’s theme was “Inclusion for Every Child,” which sought to remind society that all children have the right to affection, love, understanding, adequate food, medical

care, education, protection from exploitation, and to thrive in an atmosphere of universal peace.

To commemorate the observance this year, HADCO donated 700 Yoplait yogurts to the students at Sangre Grande Government Primary School, as part of the school’s festivities.

Happy Universal Children’s Day from HADCO Group!



Students at the Sangre Grande Government Primary School are all smiles as they enjoy their Yoplait yogurt on Universal Children’s Day

HADCO COLLABORATES WITH KIND ON A BACK-TO-SCHOOL INITIATIVE

On Friday August 12, 2022, the United Nations commemorated International Youth Day, with this year's theme being *Inter-generational Solidarity: Creating a World for All Ages*.

It was on this significant day that HADCO Limited, in collaboration with Kids in Need of Direction (KIND), hosted a joint press conference announcing Yoplait's Back-to-School initiative at HADCO's Administrative Building, JRJ Warehousing Compound, Bhagoutie Trace, San Juan.

The collaboration between Yoplait and HADCO provided Back-to-School kits to 100 students from under-resourced communities across Trinidad. Items in the kits included books, knapsacks, stationery, shoes, and uniforms.

In his address to the media, Ethan-Ross Rampaul, Brand Manager, General Mills, iterated: "To operationalise this programme, Yoplait required a powerful civil society partner. We found that partner in KIND – KIND has very strong legs and long arms in this arena of outreach and social development regarding children, schools and

communities and we are very pleased to partner with them to provide these back-to-school kits."

Karina Jardine-Scott, Founder & Chairperson of Kids in Need of Direction (KIND) remarked that there is a critical need to ensure that underprivileged students were given an equal chance to access educational resources.

This initiative echoed the International Youth Day theme, *Intergenerational Solidarity: Creating a World for All Ages*, in that we must all work together to ensure that no one is left behind!

Yoplait contributes funding, product & manpower on a weekly basis to individuals, charities, schools, and communities across Trinidad & Tobago. As a family and community-based brand, Yoplait intends to continue this work to help build the social capital in the nation.



(L-R): KIND Founder and Chairperson, Karina Jardine-Scott and Former Brand Manager, General Mills, Ethan-Ross Rampaul

HÄAGEN-DAZS AT THE FRENCH EMBASSY

Bastille Day (the French National Day) commemorates the storming of the Bastille on July 14, 1789, a pivotal event in the French Revolution.

It is observed in France, French territories, and French Embassies around the world. The French connection with Häagen-Dazs is strong, with most of our ice cream being produced in Tilloy-lès-Mofflaines, France, southeast of the city of Arras. Häagen-Dazs was honoured to be invited, serving our decadent ice creams and refreshing sorbet innovations to the French Ambassador, His Excellency Didier Chabert, his wife, and their guests.



Our lovely Häagen-Dazs Brand Ambassadors



(L-R): Rita Toussaint, Permanent Secretary, Ministry of Foreign and CARICOM Affairs and His Excellency Didier Chabert, Ambassador Extraordinary and Plenipotentiary of the French Republic to the Republic of Trinidad and Tobago, and his wife, Marguerite Chabert

GENERAL MILLS' KICK-OFF

General Mills, the parent Company of Häagen-Dazs and Yoplait hosted its annual Kick-off conference with the HADCO team for the fiscal year 2023 at The BRIX in St. Anns, Port-of-Spain on Wednesday July 20, 2022.

This year General Mills used a Grand Prix Formula 1 racing theme throughout the event, as they outlined the plans for the year ahead and the exciting product launches and innovations that are sure to energise consumers. The mantra of the event was “we race as one,” drawing on the full experience and talent of the Sales, Merchandising, Management, and Leadership teams. All were inspired and challenged to work with one goal, one vision, and one passion towards excellence in customer experience, selling, problem solving and execution.

The General Mills F23 ‘Kick-off’ was punctuated by Question & Answer segments where the team shared their knowledge and experience of the rapidly changing marketplace, along with fun trivia exercises testing the team’s knowledge of Formula 1 racing. The evening ended with a cocktail reception at the Sugar High Roof-Top Lounge of the BRIX hotel where colleagues were able to unwind, recalibrate, and have fun.

General Mills is one of the largest food manufacturing companies globally and produces some of the world’s most recognisable and trusted brands, two of which HADCO is proud to represent. The relationship between HADCO and General Mills goes back over 20 years, and we are proud to move forward with continued excellence, offering innovative brands and unique experiences to our customers.

To echo the theme of the conference, *we race as one!*



Häagen-Dazs Brand Ambassadors ready to serve the team at the Kick-off



Group co-Chief Executive Officer, Joseph Hadad addresses the room at General Mills' Kick-off



The HADCO and General Mills teams relaxing after the conference on the rooftop at The BRIX

UNITED STATES EMBASSY'S INDEPENDENCE DAY CELEBRATION IN TRINIDAD

The United States Embassy in Trinidad and Tobago held its annual Independence Day celebration on Thursday June 30, 2022, marking the 246th anniversary of the independence of the United States of America.

The event took place at the U-PICK Farm in Chaguaramas and was attended by a select group of Legislators, Dignitaries, Industrialists, Media Personalities, Cultural Ambassadors, and C-Suite Executives. The cool open-air setting was enhanced by the arching bamboo overhead, the sweet sound of pan, and the brass of the Trinidad & Tobago Prison Services Band.

The embassy themed the event Mardi Gras in swinging Louisiana style, with beads, fabric, color, and masks decking the guests. The air was filled with the sounds of Neil Diamond, Bruce Springsteen, and Motown classics.

Our beautifully decorated base of operations quickly became the center of attention as guests wasted no time in obtaining their preferred flavour. HADCO Group wishes the staff of the United States Embassy in Trinidad & Tobago and all citizens of the USA, Happy Independence Day!



Our Häagen-Dazs Brand Ambassadors bringing joy to all attendees



Guests enjoying their delicious Häagen Dazs ice cream



United States Embassy's Independence Day celebration in Trinidad

HDC MENTAL HEALTH AWARENESS - HÄAGEN-DAZS

On Monday October 10, 2022, the staff of the Housing Development Corporation (HDC) was treated to Häagen-Dazs ice cream in commemoration of World Mental Health Day 2022.

World Mental Health Day raises global awareness of mental health issues to increase self-awareness and sensitivity to them.

The Housing Development Corporation (HDC) made mental health and wellbeing a top priority on the day. This year’s theme, “Mental Health in an Unequal World,” was a genuine reminder that workplace inequalities do exist, and we should do everything we can to help those who may be affected by this issue. HADCO supported their mission by providing decadent Häagen-Dazs mini cups in varying flavours to their staff.

May we all continue to shape a future where equal opportunities to experience good mental health are recognised, promoted, and protected; and where kindness, compassion and appropriate support and treatment for those who are struggling with mental health issues are the order of the day.



Staff members of the Housing Development Corporation (HDC) with bright smiles as they collect their Häagen-Dazs ice cream on World Mental Health Day 2022

HÄAGEN-DAZS SUPPORTS ALL WHITE CHARITY EVENT

Champion of white parties and renowned Trinidadian Cricketer, Dwayne Bravo hosted his annual DJ Bravo 47 All White Charity event at the Queens Hall’s Garden Theatre on Friday September 16, 2022.

Guests from many walks of life, including some of the HERO Caribbean Premier League (CPL) stars, were in attendance to support the occasion. Entertainment for the night was provided by a cast of all-star Deejays and local artistes such as Travis World Music, Erphaan Alves and the “Water Lord”, Iwer George. With their decadent ice creams and sorbets, Häagen-Dazs added a touch of sweetness and refreshment to the occasion. Patrons were especially drawn to Häagen-

Dazs DUO as it provided them the opportunity to indulge in “two flavours in one bite,” a sensation that is unmatched among ice creams.

The Häagen-Dazs family fervently supports this charity event, as all proceeds benefit under-resourced children, communities, and bursaries for differently-abled persons.



A patron at the event excited to try her Häagen-Dazs DUO sample



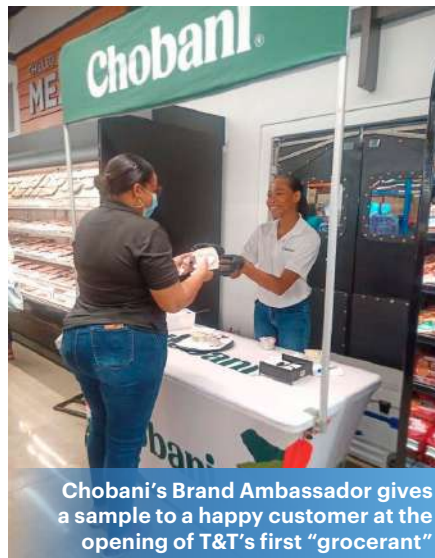
Our perfectly lit Häagen-Dazs set-up at 47 All White Charity event

FRESH START & CHOBANI AT THE GRAND OPENING OF T&T'S FIRST "GROCERANT"

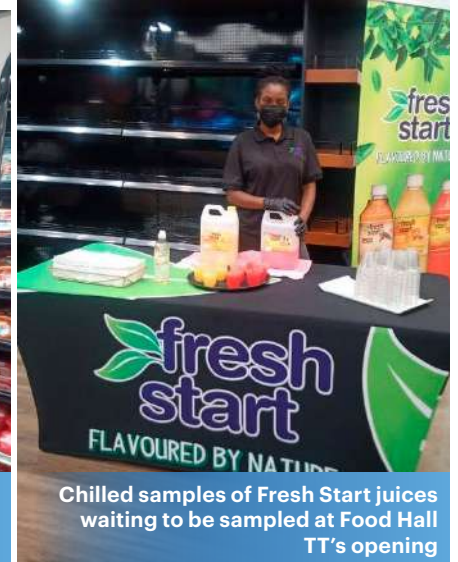
Food Hall TT – Trinidad and Tobago’s first restaurant and grocery concept, aptly coined “grocerant” opened their doors to the public for the first time on Friday August 12, 2022.

Fresh Start Juices and Chobani, both distributed by HADCO Limited, were delighted to be a part of the grand opening of the new shopping and dining experience conveniently located at Piarco Plaza.

Food Hall is officially a retailer of Fresh Start and Chobani’s full range of retail chilled products and as such, samples were available to patrons to enjoy at the opening. We look forward to a fruitful partnership with the innovative Food Hall!



Chobani’s Brand Ambassador gives a sample to a happy customer at the opening of T&T’s first “grocerant”



Chilled samples of Fresh Start juices waiting to be sampled at Food Hall TT’s opening

RBC RACE FOR THE KIDS

On Sunday October 9, 2022, HADCO Limited participated in the Royal Bank of the Caribbean (RBC) Race for the Kids.

HADCO’s brands - Yoplait, Fresh Start Juices and Grace Peanut Punch all supported this event through sampling and giveaways.

The RBC Race for the Kids is a global series of charitable running events benefitting children and youth-focused causes. To date, the series has seen over 325,000 participants who have collectively raised more than CAD \$74 million.

In the Caribbean, these races are held in Barbados, The Bahamas and Trinidad and Tobago. The Trinidad and Tobago edition supports the RBC Caribbean Children’s Cancer Fund and assists Caribbean youth, under the age of 16, who have been diagnosed with cancer. It funds care, treatment, and testing to fight the dreaded disease and has benefitted 250 children to date.



Supporters getting their Yoplait Yogurt, Fresh Start Juices and Grace Peanut Punch samples at the RBC Race for the Kids charity event



Fresh Start Juices’ Ambassador quenching the thirst of participants one sample at a time

HADCO SUPPORTS UWI GUILD FEST 2022

On Friday September 9, 2022, University of the West Indies (UWI) held their first Guild Fest after an extensive two-year pandemic period, and it was indeed a pleasure for HADCO to be a part of the festivities to integrate members into campus life beyond academics.

HADCO Limited supported the UWI Guild Fest 2022 through sampling of various brands such as Yoplait, Chobani, Emborg, Grace Foods and Fresh Start Juices – providing refreshing treats to all.



HADCO's brands set up all in a row to delight students attending UWI Guild Fest 2022 with delicious samples



Emborg sampling at UWI Guild Fest 2022



Staff members of the University of the West Indies pose with their Grace Peanut Punch samples

HIGH COMMISSION OF JAMAICA CELEBRATES INDEPENDENCE WITH GRACE FOODS

The High Commission of Jamaica held its annual Independence Day Celebrations on Friday July 5, 2022, and Saturday July 6, 2022, marking 60 years since Jamaica took charge of their nation's affairs.

Grace Foods, a homegrown Jamaican brand, was present on both days to provide the authentic taste of Jamaica and the Caribbean through sampling of delicious food and drinks that were created using Grace products.

The celebrations started on Friday at the residence of the High Commissioner of Jamaica in Maraval, where the Grace team prepared Jerk Chicken and Pork for attendees using Grace Jerk Seasoning, followed by Grace Tropical Rhythms-based cocktails at the High Commission of Jamaica in St. Clair on Saturday. The events were attended by a select group of Ministers, Ambassadors, Media Personalities and specially-invited Executives.



Grace Brand Ambassadors ready to serve guests

GRACE FOODS LAUNCHES PEANUT PUNCH

Grace Foods executed an exciting cross-country campaign during the month of October 2022 as they introduced their latest product offering – Peanut Punch to Trinidad’s market.

Glowing reviews from the public were expressed in our local dialect by peanut punch lovers everywhere as the terms ‘rich’, ‘creamy’, ‘smooth’ and ‘powerful’ were just a few of the descriptions given to describe the taste and experience.

The campaign included in-store sampling promotions and a sponsored episode of local YouTube series, “What Yuh Know”.



Daniel Loveless, Host of YouTube’s “What Yuh Know” series, promoting Grace Peanut Punch



Grace Peanut Punch sampling promotion

HADCO’S VISIT TO ROBERTS MANUFACTURING CO. LIMITED

Roberts Manufacturing Co. Limited is a producer of quality margarines, spreads, shortening, and soybean oil, with distribution to over 15 markets regionally and internationally.

The company operates from a 21-acre complex at Lower Estate, St. Michael in Barbados, which consists of three large manufacturing plants. It is equipped with a state-of-the-art laboratory which is managed by highly trained and qualified professionals in food safety. They are the manufacturer of HADCO’s locally distributed line of margarines, shortening, spreads, and soybean oil under the brand Country House.

Elma Ayen, Purchasing Manager, HADCO Limited and Kimberly Fraser, Trade Marketing Manager, HADCO Limited, both visited Roberts Manufacturing to meet with the Roberts’ team and witness the inner workings of the plant. They experienced the complete process from the sourcing of raw materials to the assembling of ingredients, the testing of margarine batches, to the boxing and preparation of goods for shipping.

We are pleased to work with Roberts Manufacturing, as their culture prioritises quality and safety in their operations - key elements in the way that we do business at HADCO.



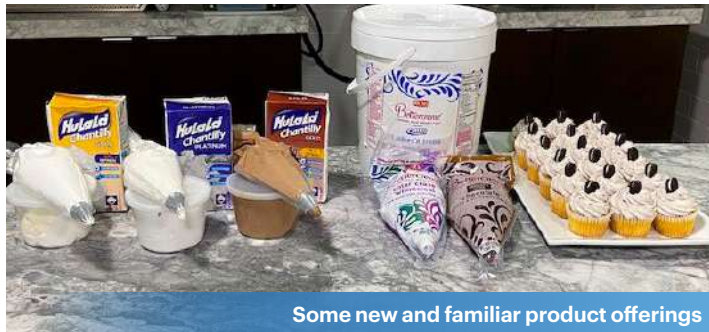
(L-R): Kimberly Fraser, Former Trade Marketing Manager, HADCO Limited and Elma Ayen, Purchasing Manager, HADCO Limited in their safety gear as they tour the manufacturing plant at Roberts Manufacturing Co. Limited

RICH'S WELCOMES ITS DISTRIBUTORS TO BUFFALO

While Buffalo is known as the second largest city in New York, it is also home to Rich's Product Corporation, which is a family-owned food company that is dedicated to 'inspiring possibilities.'

From Wednesday November 30 to Friday December 2, 2022, Rich's hosted a Product Seminar for its various Distributors from Trinidad and Tobago, Costa Rica and the Dominican Republic. Ursula Joseph-John, Brand Manager represented Trinidad and Tobago, as HADCO is the exclusive Distributor for Rich's products locally.

Activities included product knowledge development and market tours to store fronts such as Tim Hortons, Walmart, Lexington Co-op, SPoT Coffee and Butter Block Bakery and Patisserie.



Some new and familiar product offerings



Ursula and her colleagues get inspired by the ingredients in the kitchen

FOOD & BEVERAGE

FOOD & BEVERAGE DIVISION

HADCO COMMENCES OPERATIONS IN COVE ECO-INDUSTRIAL AND BUSINESS PARK TOBAGO

On Friday July 1, 2022, HADCO Limited officially began operations at a new cold storage rental facility in Cove Eco-Industrial and Business Park Tobago.

All frozen and chilled distribution operations which were originally hosted at KELEC Electrical's facility in Shaw Park will now be carried out from the new rental facility at the Cove.

Angela Mohammed, Operations Manager for Tobago manages the daily activities and the staff of the facility, ensuring that staff are properly trained, inventory levels are well maintained, and customers are adequately serviced.

The Business Park shares Tobago's mantra of "Clean, Green, Safe and Serene", making it the perfect fit for our operations, as we aim to aid in the transformation of Tobago's economy through sustainable business practices.

We extend our compliments to Angela and the Tobago team for their outstanding work on this venture. We are excited about the convenience and opportunities that will be afforded to the team as they work towards serving our Tobago customers even more effectively than before.



The team of Drivers responsible for servicing Tobago

HADCO SUPPLIES TOBAGO'S DESSERT CAFÉ – BOOSA

Tobago's newest dessert café, Boosa, opened on Thursday August 18, 2022, in Crown Point.

The newest sweet spot on our beautiful Sister Isle opened their doors with 95% of HADCO's ice creams and desserts available to consumers, with their primary brands being Creamery Novelties, Häagen-Dazs, and Nestlé. Boosa, formerly known as Scoops Dessert Café, is located in the heart of Tobago's tourism center, with ample outdoor seating and a welcoming atmosphere.

Congratulations to the Tobago team for earning HADCO the status of Boosa's preferred supplier all while adding a touch of sweetness!



Boosa Dessert Cafe's beautifully lit store front at night

HADCO BECOMES A PREFERRED SUPPLIER FOR THE FIRST CHOICE HOTELS FRANCHISE IN THE CARIBBEAN

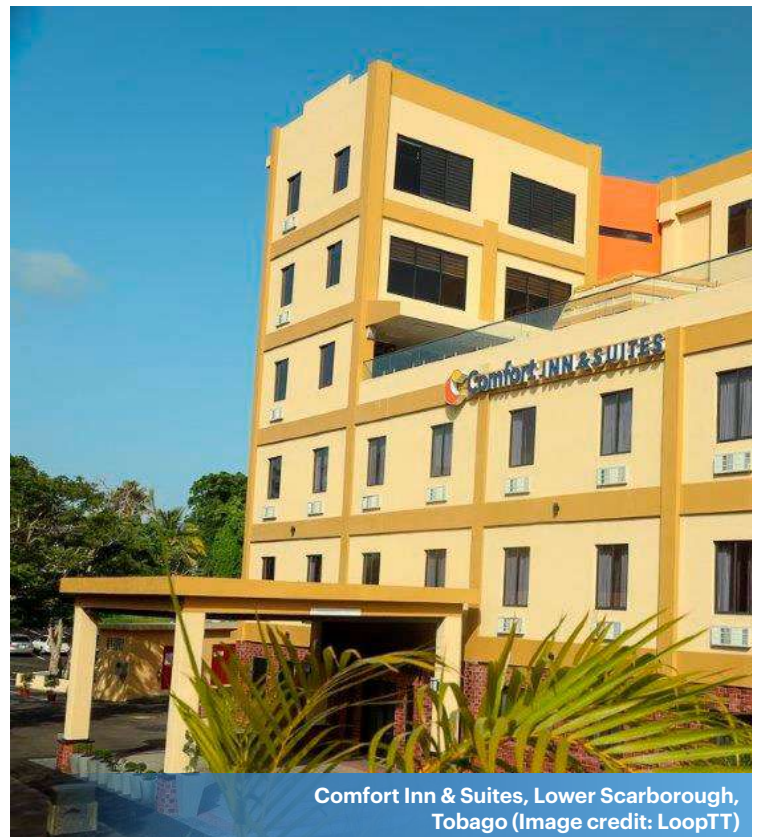
The first internationally-recognised Choice Hotels franchise in the Caribbean – Comfort Inn & Suites Tobago – officially opened their doors to the public on Thursday August 4, 2022.

This has been a major accomplishment for Tobago, and by extension HADCO Group, as Choice Hotels has selected HADCO Limited as their main food and beverage supplier and KELEC Electrical as their trusted electrical supplier.

Mr. Hemraj Beharry, General Manager at KELEC stated that it was a privilege to work with the team at Choice Hotels and he looks forward to a long and successful partnership. KELEC Electrical supplied the materials for the kiosk room, housing the hotel's main panel board and switch gears; the lighting and down-lighters for the walkways, and all materials (such as isolators and cables) for the air conditioning system throughout the entire building.

The first Comfort Inn & Suites in the Caribbean is also HADCO Limited's newest Food Service customer in Tobago as their main supplier of meats, dried goods, wine and spirits, fresh produce and ice cream and desserts.

Angela Mohammed, Operations Manager for Tobago is elated about the growth Comfort Inn brings to the company's Food & Beverage Division. HADCO's journey with the luxurious 74-room hotel promises continued success as they seek to marry true Tobagonian culture with traditional hotel experiences.



Comfort Inn & Suites, Lower Scarborough, Tobago (Image credit: LoopTT)

HAPPY CUSTOMERS IN THE SISTER ISLE

On Friday August 5, 2022, HADCO's Operations Manager – Tobago, Angela Mohammed visited The Pasta Gallery in Tobago, accompanied by Rachel Persad, Group Chief Financial Officer.

At their visit, owner Fabrizio Ceppi proclaimed his gratitude for the level of professionalism carried out not only by Angela, but also HADCO's delivery Drivers. He was extremely pleased with the service and regular supply of products, particularly that we offer alternatives for items that are out of stock. His appreciation for the facilitative nature of the company to meet his needs and schedule was extended to the Drivers through Angela together with an invitation to his restaurant for a complimentary dinner.

During her visit, Rachel Persad spoke with the Manager of Penny Savers Carnbee, who spoke highly of HADCO, Angela, and made special mention of Haseley Halls, Junior Manager, Food & Beverage, adding that he has

been an excellent addition to the team. Our Tobago team continues to go above and beyond to guarantee the HADCO name remains number one by providing unrivalled customer service, from on-time delivery to stepping in and aiding with packing and merchandising when their customers need it.

The Pasta Gallery and Penny Savers have both been two of Angela's customers – purchasing meats and other frozen goods, fresh produce, milk, pasta and wine from HADCO for over 10 years. In true HADCO fashion, our employees continue to prioritise customer satisfaction, and in that regard, we must commend Angela and the team in Tobago for a job well done in our sister isle.



Owner of The Pasta Gallery, Fabrizio Ceppi poses with Angela Mohammed, Operations Manager – Tobago, HADCO Limited in front of his restaurant



Haseley Halls, Junior Manager, Tobago Operations, packing strawberries in the chiller at Penny Savers Supermarket in Carnbee, Tobago

HADCO ADDS A NEW BRAND TO ITS WINE & SPIRITS PORTFOLIO

In October 2022, HADCO officially added another brand to its impressive portfolio of wines.

We have partnered with Pampa Wine Group, an international wine group with origins in the Argentinian wine industry to distribute several of their brands locally.

Pampa Wine Group has production in Argentina, Chile, France, Spain, and Italy, and imports and distributes wines on a global scale.

HADCO Group's Wine & Spirit Division will distribute the following lines: -

- Pampa Estate - Cabernet Sauvignon, Chardonnay, Pinot Noir and Malbec
- Pampa Reserve - Malbec
- Pampa Family Reserve - Malbec
- Five Latitudes - Cabernet, Red Blend, Pinot Noir, Chardonnay, and Sauvignon Blanc
- DaCastello Prosecco - Millesimato Extra Dry, Millesimato Brut

These wines are available at leading outlets nationwide and at our duty-free store, Apadoca's in Chaguaramas.



ELECTRICAL & LIGHTING
ELECTRICAL & LIGHTING DIVISION

HADCO POINT LISAS SURPASSES SALES TARGET IN 3M ELECTRICAL PRODUCTS

The Sales and Administrative staff at HADCO Point Lisas were awarded Peppercorn's vouchers by 3M for attaining and surpassing their Industrial Sales Targets in 3M Electrical products.

This gesture of gratitude was truly appreciated by all staff, and they intend to continue working towards meeting and surpassing targets and building fruitful partnerships with 3M and all other suppliers alike.

Congratulations to the team at HADCO Point Lisas for their outstanding performance!



(L-R): Anil Narine Singh, Manager-Industrial Sales and Inventory Control, Shamila Ramsaroop, Administrative Assistant, Debbie Ann Cooper, Industrial Projects Supervisor, Skeeter Joseph, Manager-Projects and Quality Control, Sheryl Ann Jack, Industrial Sales and Receivables Supervisor, Damian Mc Kenzie, Manager-Industrial Sales and Operations, Haniffa Chunilal, Industrial Sales Executive and Darrel Bachan, Business Development Officer

KELEC ACHIEVES ITS 20-YEAR MILESTONE

On Friday July 15, 2022, HADCO Limited trading as KELEC Electrical celebrated 20 years of business operations in our beautiful sister isle, Tobago after being acquired from previous owner, Mr. Pradeep Kumar in 2002.

Since acquisition, KELEC has built a reputation of reliability and trustworthiness while becoming deeply rooted in Tobago's soil.

KELEC Electrical is the preferred provider in Tobago for all electrical, lighting, and plumbing needs. They have grown beyond retail and now provide complete electrical solutions for commercial projects, including High Voltage Equipment, Pad and Pole Mounted Transformers, and Switchgear.

KELEC has completed commercial projects such as the Voltage Amperage and Frequency (VAC) system at the Magdalena Grand Hotel, as well as the supply of lighting fixtures and electrical fittings at the Prime Minister's

residence, the Administrative Building in Roxborough, the Taxi Corporation Building in Canaan, and the Chief Secretary's Office at the Tobago House of Assembly (THA). Their most recent project was the Caribbean's first Choice Hotel franchise, the Comfort Inn & Suites in lower Scarborough.

The Group co-Chief Executive Officers extend congratulations to the Management team of Mr. Hemraj Beharry, Mrs. Naleni Beharry and Mr. Javan Beharry for their diligent efforts over the previous twenty years in helping to make KELEC a household name.

HADCO Group wishes KELEC a Happy 20th Anniversary as they continue to light the path to success.



(L-R): The team that continues to drive KELEC's success - Hemraj Beharry, General Manager, Javan Beharry, Operations Manager, Naleni Beharry, Administrative Manager



Some of the lighting fixtures available at KELEC Electrical

HADCO EXPERIENCES MAKING MOVES AT WORLD TRAVEL MARKET LONDON 2022

HADCO Experiences was part of the Trinidad and Tobago delegation that participated in the World Travel Market London 2022.

Described as the ‘world’s largest travel trade show,’ the trade convention was held at London’s ExCel Exhibition and Conference Centre from Monday November 7 to Wednesday November 9, 2022.

HADCO’s very own Karen Battoo, General Manager of HADCO Experiences was part of the contingent that included representatives from Tourism Trinidad Limited (TTL) and the Tobago Tourism Agency Limited. During their visit, the team was able to meet with a wide cross-section of stakeholders, inclusive of representatives of various airlines, tour operators, travel agents and travel media, as part of this country’s overall strategy to secure an increase in international visitors to our shores.



(L-R): Carmen Roberts, Travel Writer and Television Presenter - BBC World News is all smiles following an interview with Karen Battoo, General Manager - HADCO Experiences



A cross-section of the media gathered at the Trinidad and Tobago booth

ONE OCEAN CARGO AND HEXCORP

HADCO's Logistics & Services Division is known to offer a variety of Cargo Management Services inclusive of Customs Brokerage, Freight Forwarding, Container Haulage, Bonded Warehousing services, and Regular Warehousing services for Frozen, Dry, and Chilled Goods.

Two companies in our Logistics & Services Division are One Ocean Cargo and HEXCORP, both located in Medley, Florida, USA. One Ocean Cargo is our Freight Forwarding and Warehousing Facility, and HEXCORP, a Distributor and Exporter of Electrical Supplies and Equipment serving the Construction, Industrial, and Electric Utility markets. During the month of September 2022, members of HADCO Limited visited One Ocean Cargo and HEXCORP.

We commend the Management and workforce at both companies for consistently going above and beyond for their clients in Central and South America and the Caribbean and look forward to their continued success.



One Ocean Cargo's Office team
(L-R): Felix Llibre, Managing Director, HEXCORP, Neela Moonwha, Procurement Officer, One Ocean Cargo, Ana Mazaira, Traffic and Logistics Coordinator, One Ocean Cargo and Kristy Llibre, Customer Service Manager, HEXCORP



(L-R): Ana Mazaira, Traffic and Logistics Coordinator, One Ocean Cargo, Kristy Llibre, Customer Service Manager, HEXCORP, Felix Llibre, Managing Director, HEXCORP, Angela Mohammed, Operations Manager - Tobago, HADCO Limited, Neela Moonwha, Procurement Officer, One Ocean Cargo, Elma Ayen, Purchasing Manager, HADCO Limited and Amrish Ramgobin, General Manager, HD Café, Fresh, Apadocas and Peppercorns



One Ocean Cargo's Warehouse Team
(L-R): Norberto "Papo" Cruz, Tony Rabago, Carlos Alvarez and Raul Villar



Felix Llibre, Managing Director, HEXCORP and Rachel Persad, Group Chief Financial Officer, HADCO Group during her visit

HAPPY TIME CONES APPROVED FOR HD CAFÉ SHOPS

Your favourite Happy Time ice cream cone is now available at all our HD Café shops!

On Wednesday September 21, 2022, Samanta Rangel - Food Safety & Quality Manager LACDM for General Mills, inspected our factory at Imanex Limited with Amrish Ramgobin, General Manager, HD Café and Shazaad Mohammed, General Manager, Imanex Limited. She was impressed by our facility, quality, and standards of practice. The inspection followed a quality audit conducted in 2021 and her physical inspection was the final stage.

As such, she gave her hearty approval for Happy Time ice cream cones to be sold at all Trinidad’s HD Café Shops. We are ecstatic about this decision, which bodes well for the promotion of our Happy Time brand as well as eliminates the cost of importing cones.

During her assessment of the Trinidad market from September 19 to 22, 2022, she also provided a much-needed refresher on Quality Training for HD Café’s team members. Refresher training has proven valuable in creating and maintaining an enjoyable experience for our customers; therefore, we were delighted to have Samanta share her knowledge and expertise with the team.



(L-R): Amrish Ramgobin, General Manager, HD Café, Samanta Rangel, Food Safety & Quality Manager LACDM for General Mills, and Shazaad Mohammed, General Manager, Imanex Limited

MITTCO HOSTS DELEGATION FROM INVESTT AT THEIR FACTORY

On Friday September 7, 2022, a special delegation from InvestT – Franka Costelloe, Chairperson of InvestT, and Marc Sandy, Business Facilitation Officer at InvestT visited Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) to tour the facilities.

During the tour, exciting discussions took place around how MITTCO can work with InvestT to promote the National Instrument and establish future investment opportunities.



(L-R): David Hackett, VP of Legal & Compliance, MITTCO, Franka Costelloe, Chairperson of InvestT, Mario Joseph, Master Tuner, Marc Sandy, Business Facilitation Officer, InvestT and Nicholas de Freitas, General Manager, MITTCO

MITTCO SERENADES GUESTS AT COLAC RECEPTION

In keeping with the company’s commitment to improve the ease of access and image of the steelpan internationally, Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) had the opportunity to attend a reception for guests of the Working Party of Latin America and the Caribbean of the Council of the European Union (COLAC) on Saturday November 19, 2022.

The event was held on the rooftop of the European Union’s Headquarters and included representatives from the Government and Diplomatic Core. As part of the evening’s activities, guests were charmed by an exclusive steelpan performance from MITTCO’s Brand Ambassador, Duvonne Stewart.

COLAC is an advisory body that was established to manage European Union Relations with countries in the Caribbean and Latin America. According to a press release from the Ministry of Foreign and CARICOM Affairs, COLAC’s recent visit to Trinidad and Tobago ‘signals a desire for increasing engagement with this country and the wider English-speaking Caribbean Region.’



Global Steelpannist and MITTCO Brand Ambassador, Duvonne Stewart during his set



A stunning display of our National instrument at the reception

FUTURE PROOF 2022 – BUILDING A CIRCULAR ECONOMY

On Wednesday September 28, 2022, HADCO Group participated in Future Proof 2022, a conference hosted by the Trinidad and Tobago Sewerage and Waste Management Company (SWMCOL).

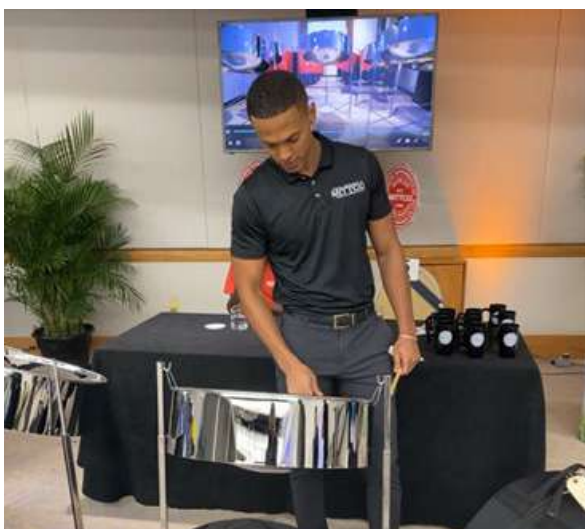
Future Proof created a space for the various stakeholders to showcase what actions are being taken to positively impact the waste management landscape, and their efforts in building a circular economy.

Innovators, academics, manufacturers, policy makers and other valued stakeholders came together to educate each other on how we can work together as a country to foster and sustain innovation in the waste management sector, facilitating a shift from landfilling to resource maximising through mini presentations, panel discussions and exhibitor booths. The feature address was presented by the Minister of Public Utilities, the Honourable Marvin Gonzales, and the panel discussion comprised of seven delegates from organisations representing key stakeholders in the Zero Waste Movement.

HADCO’s Recycling Division companies, New Age Recycling Limited and Ecoimpact Co. Limited, along with our steelpan manufacturing company, Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) were in attendance to demonstrate their support for the conference’s discussions on Eco-innovation for Sustainable Waste Management.



Kevin Whiteman, Managing Director of HADCO’s Recycling Division (left) in conversation with Mr. Alan Cooper, Senior Policy Analyst at the UN Development Programme



Jordan Warner, Marketing and Corporate Communications Supervisor, MITTCO sets up the display



Attendees visit HADCO Recycling Division’s booth at Future Proof 2022

HADCO'S RECYCLING DIVISION ATTENDS THE CARIBBEAN GREEN INFRASTRUCTURE CONFERENCE

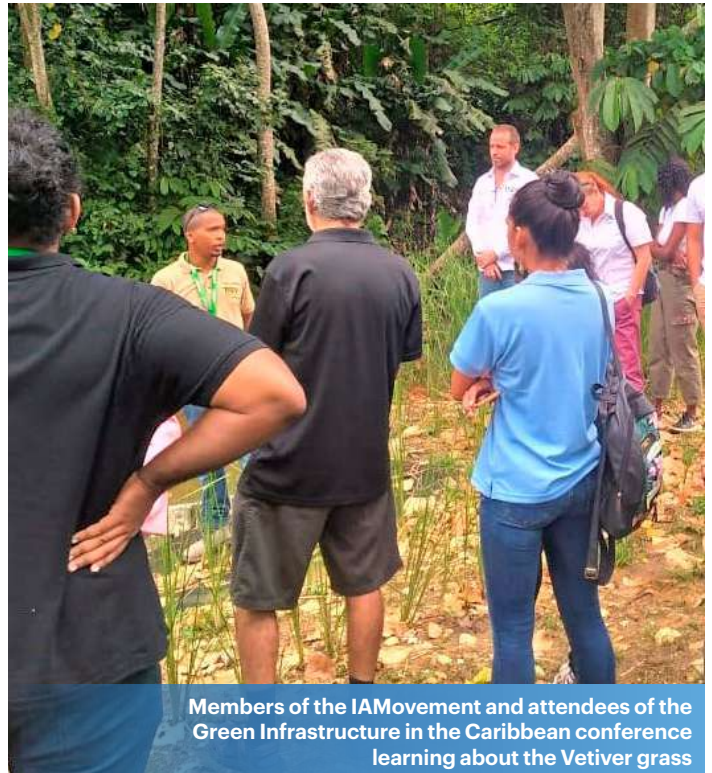
HADCO's Recycling Division participated in the IAMovement Conference titled 'Green Infrastructure in the Caribbean - Investing to Scale: The Vetiver System (VS) Case Study' on Tuesday 25 and Wednesday 26 October, 2022.

The conference was centred around *Green Infrastructure and Green Finance*, with a variety of featured speakers presenting on the two key thematic areas. Green Infrastructure solutions were discussed, which included alternative green engineering solutions such as reforestation and conservation, both of which are recognised as important elements in our toolbox of solutions as we move towards a more regenerative future.

On day two, the Green Infrastructure Conference started off virtually with the online sessions focusing on physical aspects of the Vetiver System in Costa Rica and South Africa. This was followed by a visit to Mandela Park where the Recycling Division had a booth set up for public visits; and additional site visits to Moka - The Summit, and Santa Cruz Police Station.

Additional uses identified for the Vetiver root included its use in cupboards to keep insects away and keep clothing smelling fresh. It can be used to make wine and soaps as well as furniture and accessories such as handbags, jewelry etc.

HADCO's Recycling Division is pleased to have joined the inaugural Caribbean Green Infrastructure Conference (CGIC) 2022 as a Network Partner!



Members of the IAMovement and attendees of the Green Infrastructure in the Caribbean conference learning about the Vetiver grass



Members of IAMovement during the last site visit at Gasparillo Road, Santa Cruz, posing in front of the Vetiver grass

HADCO ACQUIRES NEW COMPOSTING MACHINE

HADCO has purchased its first composting machine, the Ecorich Elite II Composter, adding another initiative to its expanding recycling portfolio.

The Ecorich Elite II produces an average of five to ten pounds of composted waste from 50 pounds of organic waste (fruits and vegetables).

The machine was stationed at JRJ Warehousing Compound, where it was tested primarily on produce by composting damaged and ruined fruits and vegetables that were no longer fit for consumption. It was fed daily for seven days before the compost was extracted and used as top dressing across the garden areas of HADCO's Administrative building, providing the benefits of mulching and reducing soil erosion.

The composter will be relocated to HADCO Experiences at Asa Wright Nature Centre where it will be used indefinitely. Raw seafood/meat cuttings, spoiled fruits and vegetables,

coffee grounds and biodegradable filters, nut shells, small leaves and cuttings, sawdust, wood chips, hair, fur, grass cuttings and small domestic plants are examples of organic waste that will be added to the machine for composting.

Recycling recognises the intrinsic value of abandoned materials as valuable resources, and in nature, all waste can be repurposed in the ecosystem. In this regard, HADCO's composting project is simply one of many on the path to adopting, practicing, and implementing a "zero waste" lifestyle.

In the words of late philosopher Buckminster Fuller, "Pollution is nothing but the resources we are not collecting."



HADCO's first Composting Machine



Composted material yielded from organic waste

INTERNATIONAL SCHOOL OF PORT OF SPAIN VISITS ECOIMPACT

On Thursday November 10, 2022, students from the International School of Port of Spain (ISPS) visited Ecoimpact Co. Limited's facility in Diego Martin where they were given a grand tour by Kevin Whiteman, Managing Director of HADCO's Recycling Division, and Marguerite Simon-Williams, Operations Manager of Ecoimpact.

The students, whose ages ranged from 17-18 years, were privy to Ecoimpact's process of collecting, processing, and packaging waste vegetable oil (WVO) for export.

Students of ISPS are encouraged to participate in academic as well as extracurricular educational activities,

and Ecoimpact was happy to be a part of this initiative to educate them on the process of recycling waste vegetable oil; as it is consistent with our goal of increasing public awareness about the collection and recycling of WVO to produce alternative fuel.



Kevin Whiteman, Managing Director of HADCO's Recycling Division explains how the centrifuge works in the process of recycling WVO



Students of ISPS observe the WVO collected by Ecoimpact before it starts the recycling process

FIRST AID TRAINING

In maintaining proper protocol and ensuring the safety of all employees at HADCO Limited, the Health, Safety and Environment department conducted a two-day First Aid Training on September 26 - 27, 2022.

The training was facilitated by Mr. Jody Lee Noel of Jaric Environment Safety and Health Services, with a mixture of staff from various departments including Administration, Sales and Electrical, and staff from JRJ Warehousing Compound.

The training involved first-time certification and re-certification, which are both valid for three (3) years.



First Aid Trainer, Mr. Jody Lee Noel addresses his trainees for the day

FORKLIFT DRIVER SAFETY TRAINING

The HSE department at HADCO Limited also conducted Forklift Training for all staff at HADCO's JRJ Warehousing Compound on Monday September 12, 2022, and Monday September 19, 2022.

The training was led by Dave Gajadhar, Managing Director of D.G Inspection Services Ltd.

It consisted of a theoretical session and written examination, followed by a practical exam held at JRJ Warehousing Compound. Both sessions were supervised by Ramchandrar Samuel, HSE Coordinator at HADCO Limited. It is imperative that all Forklift Drivers undergo proper safety training as this minimises accidents on the job and material loss through damaged goods, whilst keeping everyone in the work area safe.



The second group of Forklift Drivers undergoing the theoretical part of the training session



A Forklift Driver being guided during his practical exam on forklift driving

MITTCO AND PAN TRINBAGO HONOUR LOCAL STEELBAND LEADERS

Motivated by the intrinsic value of gratitude in community relations and within the workplace, Mrs. Beverley Ramsey-Moore, President of Pan Trinbago and her team successfully hosted the administration’s first Steelband Leaders Recognition and Appreciation Ceremony at the VIP Lounge of the Queen’s Park Savannah from 5:30 p.m. on Sunday August 21, 2022.

Representatives of over 168 registered steel bands attended the event, which was supported by the Ministry of Tourism, Culture and the Arts, Tourism Trinidad Limited, the National Carnival Commission, the Inter-American Development Bank, HADCO Group and the National Lotteries Control Board.

New kid on the block, Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) was also a

main sponsor of Pan Trinbago’s Iconic Awards, which were distributed to bands that have been in operation for a minimum of 60 years. The bands that received the sponsored awards were Trinidad-based Casablanca Foundation Steel Orchestra, Hatters Steel Orchestra, Melodians Steel Orchestra, Tokyo Steel Orchestra and Our Boys Steel Orchestra from Tobago.



Akua Leith, Director - Sales and Business Development, MITTCO presents an Iconic Award to a representative of Tokyo Steel Orchestra



Ms. Danica Livingston of HADCO Phase II Pan Groove (right) receives a Certificate of Appreciation on behalf of the orchestra from Ms. Susan Worrell of the National Lotteries Control Board



A closer look at some of the MITTCO-sponsored Iconic Awards

HADCO PHASE II PAN GROOVE WOWS AT PAN TRINBAGO'S PAN AND POWDER PARADE

Downtown Port of Spain was the place to be on Wednesday August 24, 2022 for all those seeking a good time.

Popularly known as *Pan and Powder*, Pan Trinbago's annual steelband parade made a grand return to this year's schedule of activities for World Steelpan Month.

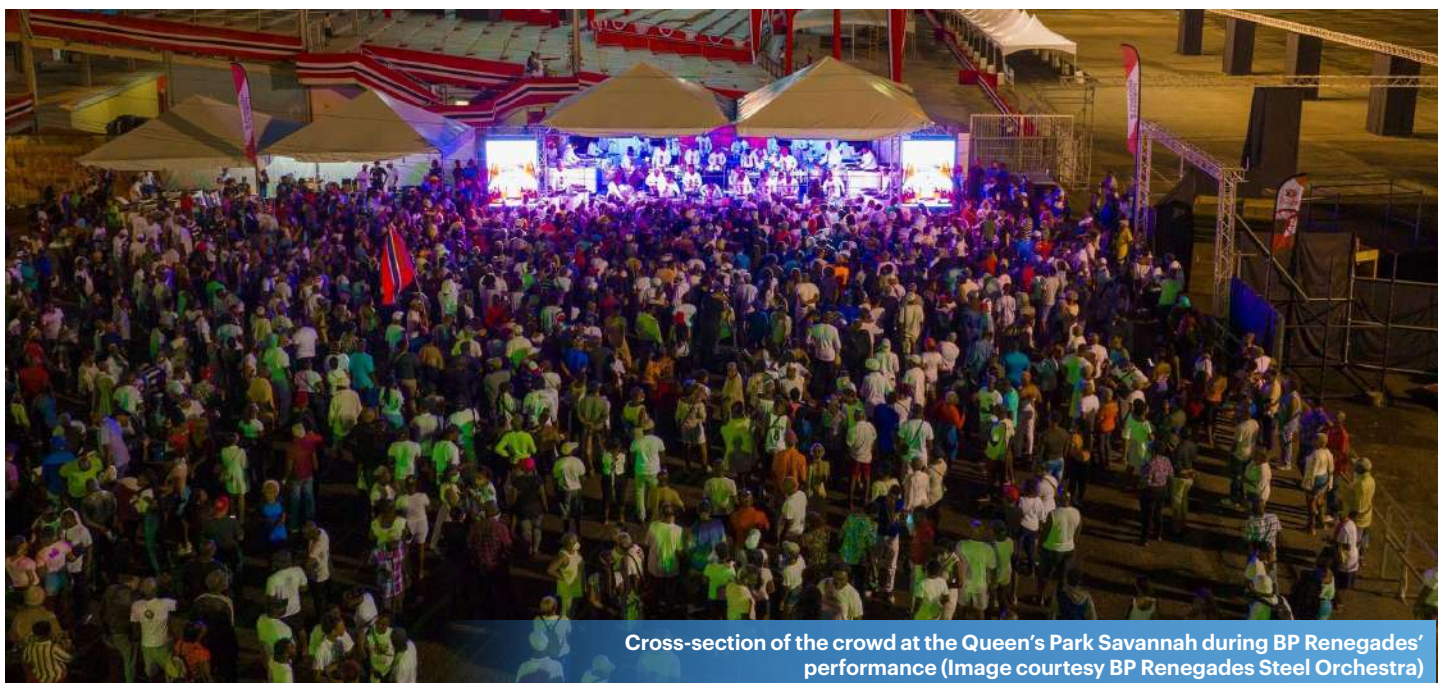
Our very own HADCO Phase II Pan Groove was amongst the eight bands that participated in the event, which saw revellers dousing themselves in baby powder and various shades of body paint. In response to a call from Pan Trinbago for all supporters to wear white, it was truly a spectacular sight to behold as the pavements transformed

into a sea of white, made even more memorable by the diversity and energy of the music.

HADCO Phase II Pan Groove used the opportunity to publicly pay tribute to two of its fallen soldiers with a 'Boogsie' Sharpe rendition of *Amazing Grace*. They were the late Barry Howard, one of the six co-founders of the orchestra and long-time friend and supporter, the late Victor 'Babu' Samuel of Halcyon Steel Orchestra, Antigua.



HADCO Phase II Pan Groove on the drag at the Queen's Park Savannah for Pan and Powder 2022 (Image courtesy of Trinidad All Stars Steel Orchestra)



Cross-section of the crowd at the Queen's Park Savannah during BP Renegades' performance (Image courtesy BP Renegades Steel Orchestra)

HADCO AND MITTCO CELEBRATE YOUTH IN STEELPAN

On Sunday August 28, 2022, HADCO was pleased to have participated in Pan Trinbago's Inaugural Youth Gala and Award Ceremony.

The event was held at the VIP Lounge of the Queen's Park Savannah, which hosted approximately 200 guests and special invitees.

MITTCO's Akua Leith, co-Founder and Director – Sales and Business Development was amongst the list of awardees who were recognised for their outstanding contributions to the enhancement of the steelpan fraternity. Below are a few images from the evening's event courtesy of Keiles Photography.



Dr. Len 'Boogsie' Sharpe was also there to show his support for the evening's proceedings



(L-R): Former Minister of Community Development, Culture and Gender Affairs, Joan Yuille-Williams presented Pan Trinbago Treasurer, Lauren Pierre with an award for her outstanding service to the steelpan fraternity

'BOOGSIE' AND FRIENDS REPRESENT MITTCO AT TIC 2022

The Trinidad and Tobago Manufacturers Association (TTMA) held its annual Trade & Investment Convention (TIC) at the Center of Excellence, Macoya, from Thursday August 25 to Saturday August 27, 2022.

The event was well attended by local and foreign businesses who made an impressive showing at the event to promote their products and services.

In its continued thrust to promote business activity, employment and export opportunities beyond the energy sector, the Trade and Investment Convention (TIC) was heavily endorsed by businesses and entrepreneurs in the fields of agro-processing and manufacturing.

For the latter, one such example is the recently commissioned steelpan manufacturing facility, Musical Instruments of

Trinidad and Tobago Company Limited (MITTCO). As part of the company's efforts to further expand its visibility and inspire meaningful dialogue, MITTCO hosted a display at the Opening Ceremony of TIC at the Torenia Hall, Center of Excellence on Wednesday August 24, 2022.

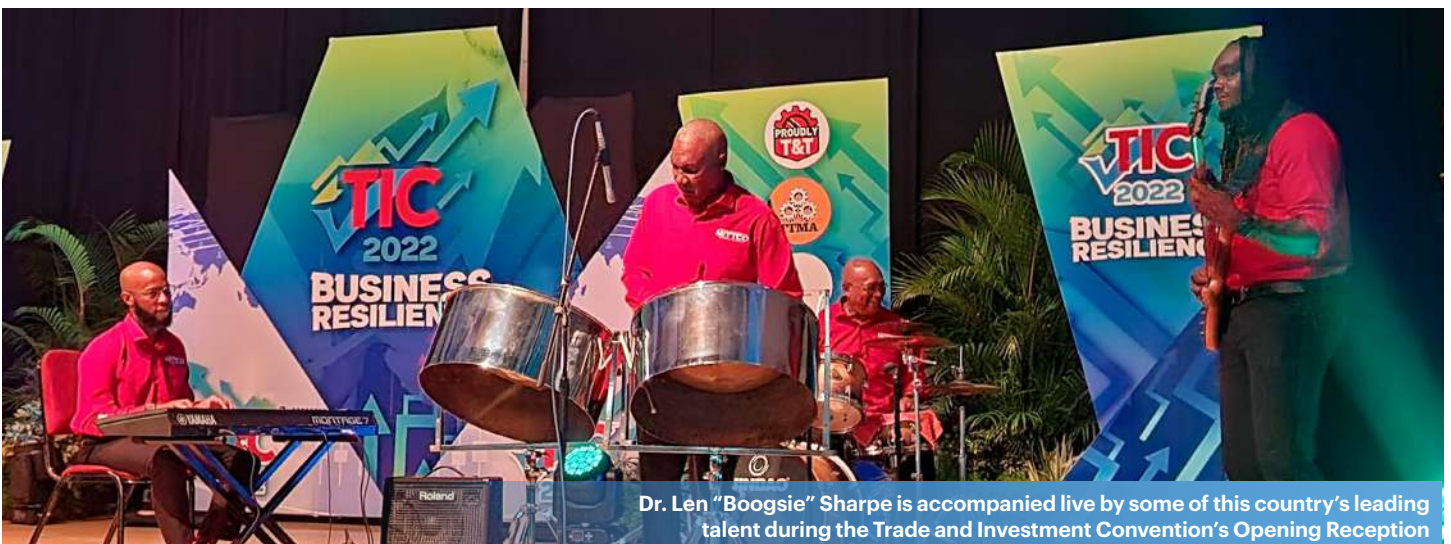
The company was also represented by the *Mozart of Pan*, the iconic Dr. Len "Boogsie" Sharpe and his friends, who provided live lounge music prior to the official start of the evening's proceedings.



(L-R): Rodney Alexander, Bass Guitarist, Adan Hagley, Keyboardist, Dr. Len "Boogsie" Sharpe, and Kenneth Clarke, Percussionist



MITTCO's display at the Trade & Investment Convention



Dr. Len "Boogsie" Sharpe is accompanied live by some of this country's leading talent during the Trade and Investment Convention's Opening Reception

SHELL INVADERS J'OUVERT CELEBRATIONS

As part of the festivities for the annual Republic Day J'ouvert, which is hosted by Shell Invaders Steel Orchestra, Dr. Len "Boogsie" Sharpe and HADCO Phase II Pan Groove were presented with a commemorative plaque, highlighting the occasion of their Golden Jubilee.

The presentation took place at Shell Invaders Pan Yard at 147 Tragarete Road, Port-of-Spain at 4:00 a.m. before a jubilant crowd of 500 musicians and members of the wider public. This number quickly grew throughout the morning as eight steel orchestras, inclusive of HADCO Phase II Pan Groove, took to the streets of Woodbrook and St. Clair, providing the main source of entertainment.



Besties chipping along the j'ouvert route



(L-R): Beverley Ramsey-Moore, President of Pan Trinbago, Desiree Myers, Chairperson - Northern Region of Pan Trinbago and Captain, Shell Invaders Steel Orchestra, Dr. Len 'Boogsie' Sharpe, Michael Dinchong, Managing Director, Shell Invaders Steel Orchestra and His Worship Alderman Joel Martinez, Mayor of Port of Spain



HADCO Phase II Pan Groove was surrounded by hundreds of j'ouvert revellers along the route

DR. LEN “BOOGSIE” SHARPE ACADEMY VISITS MITTCO

As part of their continuous development as musicians, students and parents of Dr. Len “Boogsie” Sharpe Academy visited Musical Instruments of Trinidad and Tobago Company Limited (MITTCO) on Saturday October 8, 2022.

At MITTCO, they were treated to an informative tour of the steelpan manufacturing facility by Director-Sales and Business Development, Akua Leith. During the visit, MITTCO’s hallways were filled with much laughter and excitement but more so, a series of in-depth questions by the students, who were extremely fascinated with the manufacturing process and the use of technology to enhance quality and efficiency at the factory.

At the end of the morning’s activity, all were convinced that the future looks bright for steelpan manufacturing in Trinidad and Tobago.



Akua Leith, Director - Sales and Business Development describing the production process to curious minds



All smiles following their tour at MITTCO

HADCO PHASE II PAN GROOVE CELEBRATES 50 YEARS OF EXCELLENCE IN MUSIC

Saturday November 5, 2022 was a very special evening for HADCO Phase II Pan Groove as the band celebrated its Golden Jubilee in its pan yard, at 13 Hamilton Street in Woodbrook.

The steel orchestra attained this momentous milestone in August, but festivities were delayed until the completion of the first wave of refurbishment works at the facility.

Surrounded by the admiration and love of special invitees and supporters, inclusive of the five remaining co-Founders of the band, HADCO Phase II Pan Groove treated guests to a dynamic performance of its hits over the years. This was preceded by a riveting jam session from Dr. Sharpe and his friends, including Carlton ‘Zanda’ Alexander, Douglas Redon, Theron Shaw, Etienne Charles, Romaro Greaves and budding musician, Lemuel David.



Master of Ceremonies Akhenaton Simmons tests this guest's knowledge about the band's Panorama Championships



Bajan Saxophonist Romaro Greaves during his set with HADCO Phase II Pan Groove



Etienne Charles performing alongside Dr. Sharpe and Friends



(L-R): The band's co-Founders Selwyn Tarradath, Rawl Mitchell, Dr. Len "Boogsie" Sharpe, Anderson Phillips and Noel Seon. Third from left is Mrs. Gail Howard, wife of the late Barry Hewin Howard who was the sixth co-Founder

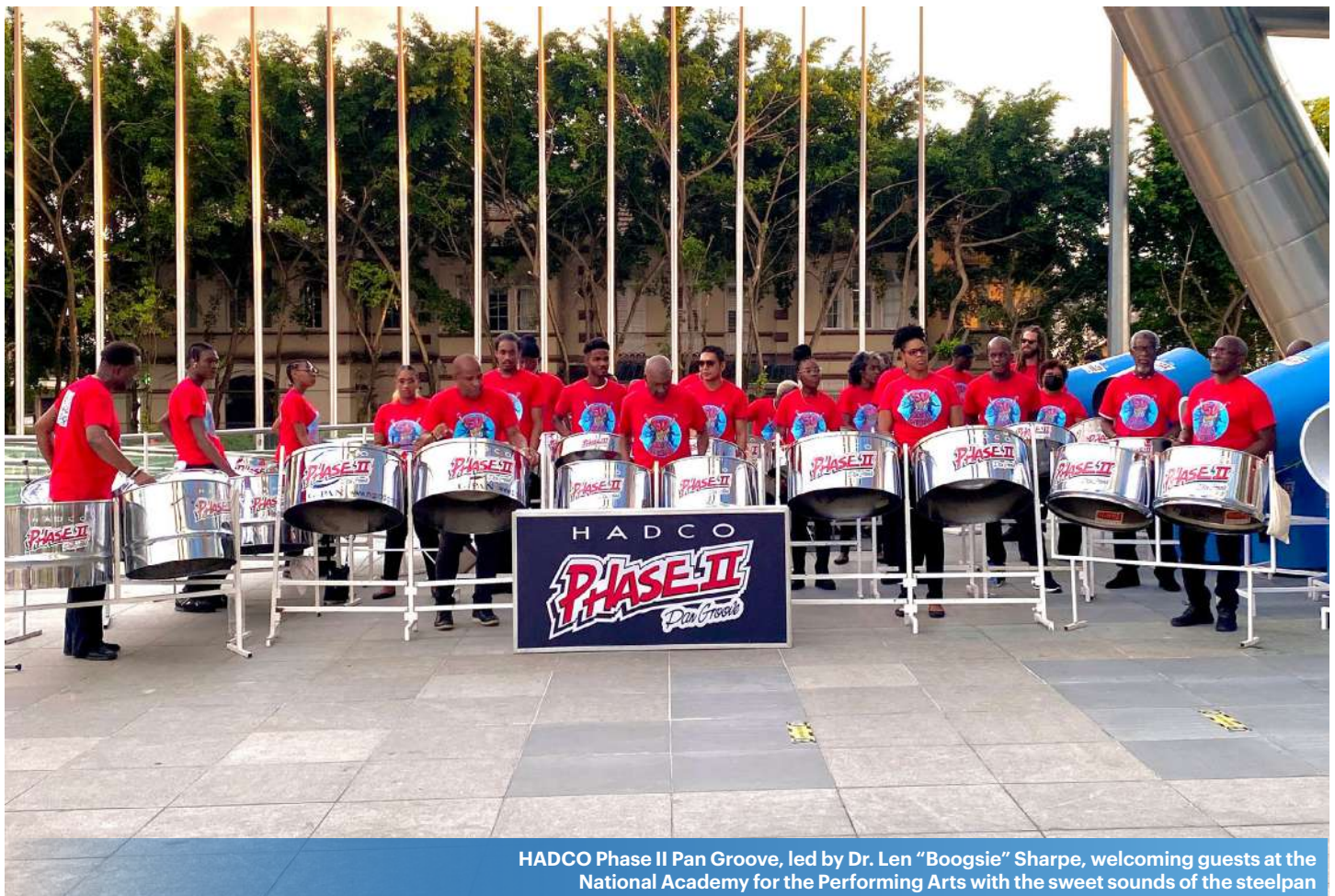
HADCO SPONSORS MISS WORLD TRINIDAD AND TOBAGO 2022

The Miss World Trinidad and Tobago 2022 finale was held at the National Academy for the Performing Arts (NAPA) on Sunday November 6, 2022. Upon arrival, guests were treated to the sweet sounds of the steelpan from none other than our very own HADCO Phase II Pan Groove, led by Dr. Len “Boogsie” Sharpe.

HADCO joined Franchise Holder Charu Lochan Dass as a sponsor this year, with Creamery Novelties, Fresh Start Juices and HADCO Phase II Pan Groove supporting the pageant girls on their journey. We also recognise and support Miss World Trinidad and Tobago’s mission to inspire and empower young women in Trinidad and Tobago to become the best version of themselves, echoing the theme of this year’s pageant - *Beauty with a Purpose*.



Charu Lochan Dass, Franchise Holder of Miss World Trinidad and Tobago gives her Feature Address



HADCO Phase II Pan Groove, led by Dr. Len “Boogsie” Sharpe, welcoming guests at the National Academy for the Performing Arts with the sweet sounds of the steelpan

MOUSIE'S AND CREAMERY NOVELTIES SHARE CHRISTMAS CHEER IN MORUGA

On Saturday December 10, 2022, Creamery Novelties and Mousie's pooled their resources together to assist the Ministry of Trade and Industry in sharing Christmas cheer with the children of Moruga.

The Ministry hosted a children's Christmas party at the Moruga Multi-Purpose Youth and Sport Facility from 12:00 noon to 6:00 p.m. Creamery Novelties sponsored 1,500 ice cream samples consisting of 700 units of Creamery 100ml cups and 800 assorted units of Creamery Lollee.

We commend the teams at Mousie's and Creamery for ensuring that the children of Moruga got to *live a little* by sharing in the delicious goodness of Creamery ice cream and novelties during the Christmas season.



(L-R): Member of the Moruga Community, Lennard Peters, Shop Manager, Mousie's UWI, Senator the Honorable Paula Gopee-Scoon, Minister of Trade and Industry and Aaron Samuel, Driver, HADCO Limited pose in front of the Mousie's truck at the Moruga Multi-Purpose Youth and Sport Facility

HADCO AND MOUSIE'S BROUGHT SWEET HOLIDAY TIDINGS TO CAMILLE'S CHRISTMAS CARNIVAL

Christmas is the season for caring and sharing.

The Honourable Camille Robinson-Regis, Minister of Housing and Urban Development and Member of Parliament for the Arouca/Maloney constituency, hosted her annual children's Christmas party, "Camille's Christmas Carnival," on Sunday December 18, 2022. The event catered for 1,000 children and was held at Bon Air Recreational Grounds in Arouca from 12:00 noon to 6:00 p.m.

HADCO Limited donated sweet treats distributed by our Mousie's truck, which was on hand to spread much needed holiday cheer to the children of the constituency.



The Honourable Camille Robinson-Regis, Member of Parliament for Arouca/Maloney and Lennard Peters, Shop Manager, Mousie's UWI



This young man receives a delicious Creamery Lollee at Camille's Christmas Carnival

TOKEN OF APPRECIATION FOR EXCELLENT SERVICE FROM THE SAN JUAN FIRE STATION

On Saturday September 10, 2022, the San Juan Fire Station received a call reporting a possible fire at HADCO's Administrative Office at Bhagoutie Trace, San Juan.

The officers at the station responded quickly and arrived on the site to discover that the triggering of the alarms was not caused by fire, and all was well.

As a mark of appreciation for their prompt response to the potential fire, Kevin Singh, Group HSE Manager, presented a LG UHD 55-inch television as a token of appreciation to officials at the San Juan Fire Station.

HADCO Group appreciates the Fire Service's rapid response and extends its gratitude to the dedicated staff at the San Juan Fire Station.



Kevin Singh, Group HSE Manager, HADCO Group (first from right) presents a television to the Fire Officers of the San Juan Fire Station as a token of appreciation for their prompt response

KARAOKE IN THE COURTYARD

After an extensive, but necessary two-year period of mask wearing and social distancing, HADCO Limited hosted its first staff event – *Karaoke in the Courtyard!*

The event was held as part of the company's 'Christmas in July' celebrations on Friday July 29, 2022, in the Courtyard of the Administrative Building in San Juan. Employees were able to showcase their charming voices on the joyously decorated stage for a chance to win a prize or simply unwind with their colleagues while creating priceless memories.

At the end of the night, the top three vocalists were Anastasia Pickering, Administrative Supervisor, Seleisha Johnson, Customer Service Representative, Food Retail Sales, and Ethan Ross-Rampaul, Former Brand Manager, General Mills, who each won a gift hamper filled with Country House products.

Karaoke in the Courtyard provided the ideal environment for everyone to gather as a group, eat, drink, sing, and have a good time! Congratulations to our winners - we look forward to many more events where we can all celebrate together.



(L-R): Karaoke winners, Anastasia Pickering, Administrative Supervisor, Ethan-Ross Rampaul, Former Brand Manager - General Mills, and Seleisha Johnson, Customer Service Representative - Food Retail Sales, HADCO Limited

CHRISTMAS IN JULY ARTISAN MARKET

On Friday July 29, 2022, the Corporate Communications Department hosted a 'Christmas in July' Artisan Market centered around Christmas themed arts, crafts and food.

This was held at the Administrative Building, where staff were able to visit and purchase their "Christmas" eats and treats. This mid-year initiative aimed to encourage and provide an outlet for those employees who own small businesses to promote their products and services.

The participation and support from staff surpassed expectations as the options available at the Market were endless and included sponge cake, black cake, sweetbread, cinnamon rolls, nuts, preserved mango and plum, pepper sauce, seasonings, stuffed potatoes, sorrel, homemade wines, oils, candles, teas, soaps and greeting cards.

It truly felt like Christmas in July as the halls were decked with colourful balloons and employees came out in their "Christmas" wear and jolly spirits. The event created an atmosphere of comradery in the office as all departments joined forces to ensure it was a success!



Joanna Arvelay, Administrative Supervisor, Peppercorns/Fresh Organics sets up her lovely display exhibiting her Stuffed Potatoes for sale



Alison Wilson, Housekeeping Supervisor, HADCO Limited, with her display of artisanal assorted candles and soaps



Housekeepers Simone Willie and Carissa Grant at their Christmas in July vendor's table

DIVALI AT HADCO GROUP

On Friday October 21, staff members of HADCO Group vested in their beautiful Indian wear, commemorated Divali, the Hindu *Festival of Lights* which was celebrated on Monday October 24, 2022.

Divali symbolises the victory of light over darkness and is an auspicious holiday filled with happy moments, celebrated with family and friends.

Here is a look at some staff members throughout HADCO Group in their ethnic wear.



HADCO Limited staff members adorned in their ethnic wear in commemoration of Divali 2022



Lighthouse staff members dressed in authentic Indian wear as they welcomed Divali 2022

LONG SERVICE AWARDS 2022

The foundation of a company’s success lies in the commitment of its employees, which is apparent at HADCO as our diligent employees contribute daily to making HADCO’s culture of excellence a way of life, assuring our continued growth.

In this light and in the spirit of gratitude, HADCO Group held its annual Long Service Awards (LSA) for the first time since the beginning of the COVID-19 pandemic from Tuesday November 15 to Thursday November 17, 2022. Employees celebrating milestones of five (5), ten (10), fifteen (15), twenty (20), twenty-five (25) and thirty (30) years of service at HADCO were recognised during the three-day award ceremony for their continued dedication and loyalty at our Administrative Building in San Juan.

Our Group Chief Human Resources Officer, Lily Akien, who was also a recipient of an award for 20 years of service, officiated on each day. Each awardee received personal appreciation for their service, taking a walk down memory lane as Lily shared their most memorable moments during their years at HADCO. Employees were featured in their various department groups, along with their Managers and Department Heads, demonstrating camaraderie and togetherness.

We congratulate them on their achievements and look forward to many more Long Service Award ceremonies in the future.



Maureen Bowen, EAP Provider for HADCO Group opens with a prayer



Cheers! We raise a glass to many more years of prosperity together



Adelle Pulchan, General Manager, Electrical & Lighting Division (second from left) with members of her team from the Purchasing and Electrical Departments



Award Recipients from Peppercorns and HD Café



The awesome members of the Human Resources Department responsible for the planning and execution of the Long Service Awards



Lighthouse team members share a moment with Adelle Pulchan, General Manager, Electrical & Lighting Division, HADCO



Sales Representatives in the Food & Beverage Division, Edward Joseph (left) and Joseph Solozano (right) strike a pose with Lily Akien, Group Chief Human Resources Officer (middle)



Adelle Pulchan, General Manager, Electrical & Lighting Division, HADCO and Kenrick Charles, Senior Supervisor, HADCO Point Lisas

LONG SERVICE AWARDS 2022



The hardworking members of the Merchandising Team



These gentlemen from the Food Warehouse strike a pose with Lily Akien, Group Chief Human Resources Officer, HADCO Group



Longstanding members of the Merchandising team with Lily Akien, Group Chief Human Resources Officer (second from right)



The hardworking members of the Electrical & Lighting Division after receiving their awards



Kevin Whitman, Managing Director, Recycling Division (centre, standing) with recipients of the Recycling Team



Administrative Team Awardees from HADCO with Lily Akien, Group Chief Human Resources Officer (second from left)



Richard Crawford, Warehouse Manager, Food & Beverage (left) with Wilton Forestine, Warehouse Supervisor and Daniel Pierre, Warehouse Manager/Inventory Manager



Robert Garcia, Business Development Manager, Food Service (second from left) with awardees of the Food Service Department



Awardees from the Merchandising, Food Sales and Food Service Teams



Award Recipients from the Food Warehouse are all smiles as they strike a pose with Lily Akien, Group Chief Human Resources Officer (fourth from right)



Rachel Persad, Group Chief Financial Officer (second from left) with members of her team from the Treasury and Couriers Departments



Kevin Whitman, Managing Director, Recycling Division, with awardees from Ecoimpact

KELEC STAFF RECEIVE THEIR LONG SERVICE AWARDS

On Friday November 25, 2022, Adelle Pulchan, General Manager of HADCO's Electrical & Lighting Division paid the staff at KELEC Electrical in Tobago a very special visit.

Following HADCO's Long Service Awards held at the Administrative Building in San Juan, Adelle presented long-standing employees at KELEC with their awards and a lovely team lunch.

The staff at KELEC continue to surpass expectations in customer service and sales, and we thank them for their years of dedication and hard work.



The team at KELEC pose with their Long Service Awards

(L-R): Hemraj Beharry, General Manager, Javan Beharry, Operations Manager, Naleni Beharry, Administrative Manager, Adelle Pulchan, General Manager – Electrical & Lighting Division, Douglas Murray, Heavy-T Driver, Stacey Ottley, Administrative Assistant and Turrel James, Customer Service Representative



Adelle Pulchan, General Manager of HADCO's Electrical & Lighting Division presents a Long Service Award to Naleni Beharry, Administrative Manager at KELEC

THAT'S IT FOR THIS ISSUE OF **THE HADCO TIMES** SEE YOU AGAIN FOR ISSUE 42!



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