

PRESS STATEMENT

Kenya Airways Successfully Concludes Collective Bargaining Agreements (CBAs) Negotiations

Nairobi, 11th December 2023 – Kenya Airways PLC is pleased to announce the successful conclusion of negotiations of four out of five Collective Bargaining Agreements (CBAs) with the support of our social partners, the most recent being the Kenya Aviation Workers Union (KAWU) in Kenya. Other unions we have engaged with through the year include the General Transport, Petroleum, and Chemical Workers Union (GTPCWU) in Ghana, the National Union of Air Transport Employees (NUATE) in Nigeria, and the Amalgamated and Transport General Workers' Union (ATGWU) in Uganda.

This achievement is a testament to the collaborative efforts of both parties, particularly dating back to the challenging period brought about by the COVID-19 pandemic, which profoundly impacted the aviation sector.

Kenya Airways also acknowledges the resilience and dedication of our unions in navigating these challenges and complexities in our industry today. This achievement reflects our commitment to fostering a harmonious and collaborative work environment. The signing of this agreement signifies a shared vision of progress, mutual respect, and a commitment to the well-being of our employees. It is a testament to what we can accomplish when we come together, listen to one another, and work towards a common goal.

Speaking during the signing ceremony with KAWU officials, Kenya Airways Group MD and CEO, Allan Kilavuka, stated, "KAWU has been extremely patient and supportive of management's effort to turn around the airline. They have worked with us to systematically address the welfare of our employees. We both agree that we have a convergence of mind to ensure that the airline is sound and sustainable and therefore guarantee the future of our people."

Kenya Airways further commends KAWU and their leadership, led by Secretary General Moss Ndiema, for their understanding of the economic realities and the importance of affordability and sustainability of these agreements as integral to ensuring the continued success and continuity of the airline.

In response, the Secretary General expressed satisfaction, stating, "KAWU is pleased that, after 8 years since 2014, we have successfully negotiated the long-awaited CBA. We firmly believe that the offer presented by Kenya Airways management is the best achievable under the current economic conditions, serving as a testament to the positive industrial relations at Kenya Airways."

Key points addressed in the CBAs included staff welfare, fair compensation, affordability, and sustainability.

The recently concluded CBAs will be effective in December 2023 and are set to run for the next two years, 2023/4 to 2025, providing a stable framework for both Kenya Airways and KAWU. The agreement will give the KAWU membership a 22% increment on their basic salary, among other allowances, over the two-year period. This period will afford both parties the opportunity to focus on our shared goals and objectives while upholding the welfare and interests of our dedicated workforce.

Kenya Airways is committed to fostering a collaborative and mutually beneficial relationship with our social partners, including KAWU and looks forward to further strengthening the partnership in the years to come. We appreciate the professionalism, dedication, and constructive approach demonstrated by KAWU throughout this negotiation process.

As we celebrate this milestone, Kenya Airways remains resolute in its commitment to providing exceptional service to our valued customers and contributing to the growth and development of the aviation industry in Kenya.



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About Kenya Airways

Kenya Airways, a member of the Sky Team Alliance, is a leading African airline flying to 42 destinations worldwide, 35 of which are in Africa. In 2022 the World Travel Awards recognized KQ as Africa's Leading Airline, Africa's Leading Airline Brand, Africa's Leading Airline - Business Class, and Africa's Leading Inflight Magazine (Msafiri). In 2023 KQ was awarded Best Airline Staff in Africa at the prestigious Skytrax World Airline Awards. KQ's fleet comprises of wide-body Boeing aircraft that includes its flagship B787 Dreamliner and narrow-body Embraer E190 aircraft.

The on-board service is renowned worldwide and the lie-flat business class seat on the wide body aircraft is consistently voted among the world's top 10. Kenya Airways takes pride in being at the forefront of connecting Africa to the World and the World to Africa through its hub at the new ultra-modern Terminal 1A at the Jomo Kenyatta International Airport in Nairobi.

For more information go to www.kenya-airways.com or call our 24-hour Customer Services Desk: +254 20 327 4747, Twitter: @KenyaAirways, Facebook: KenyaAirways, Instagram: OfficialKenyaAirways

For media enquiries, please contact:

Kenya Airways Corporate Communications:

- Kanyingi.kuria@kenya-airways.com
- Corporate.communications@kenya-airways.com

