

Subject: Urgent Alarm Regarding Operational Structure Between Platinum Outsourcing, AGL/ANT, and Principal Contracting Companies

I wish to raise a serious and urgent concern regarding the operational relationship between Platinum Outsourcing Company and Africa Global Logistics (AGL/ANT), particularly in contracts executed for principal companies such as Kenya Breweries Limited (KBL), Kenya Ports Authority (KPA), and CFAO Mobility Kenya.

This communication serves as an alarm regarding operational practices and employment arrangements between Platinum, AGL, and the principal contracting companies. It is written in good faith to request transparency, fairness, and accountability.

There have previously been media reports mentioning Platinum Outsourcing in connection with delayed or problematic payments to KNEC exam markers. Concerns were also raised last year regarding outsourced drivers linked to CFAO Mobility Kenya, where frustrations emerged over employment terms. These recurring issues suggest that the operational structure requires closer examination.

Employment and Operational Identity Concerns

Operationally, staff are deployed wearing AGL/ANT uniforms and branded identity, giving the clear external impression that they are AGL employees. Internally, however, their legal contracts are signed under Platinum Outsourcing Company. This creates confusion and potential misrepresentation: clients and principal contract holders believe they have contracted AGL/ANT to execute duties, yet the staff on the ground are legally tied to Platinum.

We respectfully ask:

- Are principal contract holders fully aware that staff wearing AGL uniforms are legally contracted under Platinum, not AGL?
- When employee qualification documents are submitted for compliance verification, why are the actual employment contracts not equally disclosed?
- Do principal companies verify the employment terms under which operational staff are engaged?
- Are they aware that hiring and termination decisions may be executed under Platinum while operational identity remains AGL?

Payment Structure and Timelines

Concerns also arise regarding payment delays. Observations indicate that KBL staff and some AGL personnel are paid promptly, while staff contracted under Platinum, despite

performing duties under AGL contracts and uniforms, reportedly experience delays. The payment flow appears layered: from KBL to AGL, then from AGL to Platinum, and finally to deployed staff. Reports suggest that deductions or internal adjustments may occur before Platinum-contracted workers receive their dues.

This raises critical transparency questions:

- Are principal companies aware of the full payment chain?
- Do they audit whether funds allocated for operational staff reach the workers fully and on time?
- Is there full disclosure of subcontracting arrangements?
- Is AGL hidden behind Platinum in employment and labour matters while remaining operationally visible?

Welfare Disparities and Equity

While all personnel operate under AGL uniforms and contribute equally to operational performance, differences reportedly exist in welfare provisions. Some staff receive meal tickets that allow choice of meals such as chicken or meat, while others, performing the same duties under the same branding, reportedly receive repetitive basic meals such as ugali with sukuma wiki or rice with dengau daily, year after year.

This raises questions of fairness and dignity:

- How can staff under the same operational identity be treated differently in welfare provisions?
- Do principal companies know that internal arrangements differentiate staff in ways that affect morale and equality?
- Are they aware that hiring and termination may be executed quietly under Platinum while operational identity remains AGL?

Potential Internal Awareness

It is alleged that certain senior individuals within the contracted structure may be aware of or maintaining this layered arrangement. If true, this could explain why separation between Platinum and AGL operations becomes difficult to openly address.

Acknowledgement of Responsiveness

We acknowledge that CFAO Mobility acted swiftly at a point when concerns arose, and that responsiveness is appreciated. However, broader structural and operational issues remain unaddressed.

Evidence and Further Information

Audio records and payment sheets reportedly exist showing how payments are instructed and processed through senior offices. These materials can be shared through appropriate investigative channels if necessary. More information may be provided in due course.

Urgent Requests

We urgently request that principal contracting companies:

1. Conduct independent verification of employment agreements governing deployed staff.
2. Audit payment chains to ensure transparency, fairness, and timely disbursement.
3. Review welfare parity among all staff performing similar duties.
4. Confirm full awareness of subcontracting structures.
5. Ensure ethical labour standards are upheld across all operational levels.

This matter deserves immediate scrutiny to protect staff welfare, corporate integrity, and the reputation of all organizations involved. Staff continue to work diligently under challenging conditions while wearing AGL uniforms, giving the impression of direct employment, which may not reflect the legal employment reality.

This communication serves purely as an alarm calling for transparency, fairness, and accountability.