

POSITION STATEMENT

We sincerely apologise to our customers who have been affected by the disruption occasioned by the unlawful strike by the Kenya Airlines Pilot Association (KALPA) that commenced yesterday, 5th November 2022. We want to assure our customers that we are doing everything we can to get them to their destinations and to get cargo moving within the shortest time possible time.

I would like to give an update on today's operations:

Passenger Updates

- Since midnight this morning:
 - We have operated 4 flights out of Jomo Kenyatta International Airport (JKIA) to Addis Ababa, Ethiopia, Entebbe, Uganda, and Mombasa, Kenya. We will later operate flights to
 - 500 passengers are currently accommodated in various hotels in Nairobi to be distributed to other flights as soon as possible.
 - 56 flights have been cancelled.
 - 12,000 passengers travel have been disrupted

Cargo updates

- Since the strike took effect, we have not carried any fresh produce to the Middle East and Europe. On average we carry about 150tonnes of fresh produce. We have also not brought goods into the country mainly pharmaceuticals. On average we carry about 20tonnes per day of pharmaceuticals. This has also greatly impacted Intra Africa trade.

Strike Update

- We thank the pilots' fraternity who are members of KALPA that have ignored this unlawful strike and continue to support the airline's operations.
- Of the rostered pilots who have not reported for their flights, we have issued a cut off time before starting disciplinary process.

Spreading of Misinformation by KALPA officials

- KALPA has this evening released a media statement stating, *"In the current situation, Kenya Airways has only two (2) aircraft in the air being flown by four (4) pilots in management positions..."*and other unsubstantiated allegations of frustration. To clarify, 23 professional dedicated pilots are available and executing their flying duties. These are patriotic and committed Kenyans who are supporting the Pride of Africa and the economy. Today, we have operated 4 flights and expect to operate a minimum of 9 flights tomorrow.
- On engagements with KALPA, negotiations require good faith and compromise. Officials of KALPA are spreading misinformation that KQ Management is unavailable and unwilling to talk. On the contrary, KALPA officials have increased their demands showing unwillingness to negotiate through the issuance of "irreducible demands".



- We have had several engagements both at the KQ board and management level and most recently under the auspices of the Ministry of Labour & Transport. Below is a snapshot of the most recent meetings:
 - **On Friday 4th November 2022**, held negotiation meeting co-chaired by Cabinet Secretary
 - **On 31st October 2022**, the Ministry of Labour appointed conciliator invited both parties for a reconciliation meeting which KALPA refused to attend.
 - **On 25th October 2022**, we held a meeting chaired by the COTU Secretary General.
 - Prior to this, several engagements have been held since the beginning of the year and no issues registered as contentious.
- **Last evening at 09:21PM**, KALPA sent a return-to-work proposal. The proposal did not give even one concession of their original demands.
- **This morning at 01:34AM**, KQ responded and gave several concessions, on condition that they return to work as instructed by **10:30AM** this morning.
- **Today at 12:30PM**, KALPA responded. They, however, did not provide any substantive changes to their original demands.

From the above, KALPA are not approaching this conciliation in good faith. We are at a stalemate. Therefore, they are holding passengers, other employees, management and the economy at ransom. We reiterate that negotiations require good faith and compromise. KQ Management is open and willing to talk but the window of opportunity is closing.

Allan Kilavuka
Group Managing Director and CEO

6TH November 2022.