



JANUARY - MARCH 2023
1st Edition

COSTARCHEM QUARTERLY NEWS

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Editor's Note



“What is the calculus of innovation? The calculus of innovation is quite simple: Knowledge drives innovation, innovation drives productivity, productivity drives economic growth.”

The future of technological growth and advancement is an ever evolving one which drives innovation, and ultimately becomes the force for success.

In breaking boundaries, it is with great pride that the Editorial team presents, on behalf of the humans of Costarchem, the first of many to come quarterly newsletter. The theme for this first quarter is “REVOLUTION OF INNOVATION”.

At the heart of innovation lies our core values of EXCELLENCE, INTEGRITY, COMMITMENT, COURAGE and most importantly CARE, which forms our business DNA.

This editorial piece gives insights to the activities of the brand, reinforcing key factors that align with best industry practices, solution driven mindsets, performance enhanced executions and creative directions, giving insights to the contribution of the brand, in response to environmental changes, courage in the face of innovation, corporate social responsibility and economic developments.

People and Process: “Innovation happens at the intersection of People, Process, Technology, Customer and Business Eco System”. In establishing innovative ideas and sustainable goals, people efficiency and process implementation will aid the success of growth and development.

This maiden edition comes packed with educational, informative and engaging contents, sure to keep you fixed.

A huge appreciation goes to the directors for engaging in our creative juices, the fantastic editorial team and contributors. Without you, this maiden dream will not be a reality and it's been a humbling journey to realization.

Catch you in Q2!

Irene Ntiakiet.



Integrity in Business: The Foundation of Successful Organizations

By **BALOGUN COLLINS**

Managing Partner Costarchem Nigeria

Integrity is a fundamental principle that should be the foundation of all businesses, regardless of their size or nature. Integrity is the quality of honesty and strong ethical principles, which is essential for building trust and credibility with customers, employees, and the wider business community.

Business integrity is not just a buzzword but a critical aspect of a successful organisation. Companies prioritising integrity are often recognised for their strong reputation, enhanced customer loyalty, and higher employee engagement. On the other hand, businesses that lack integrity are often seen as unreliable and untrustworthy and are often at a disadvantage in the marketplace.

One of the key aspects of business integrity is ethical behaviour. Companies that act with integrity consistently follow the laws, regulations, and ethical standards that are relevant to their operations. This not only helps to prevent potential legal issues, but it also demonstrates to employees, customers, and the wider community that the business is committed to operating in a responsible and ethical manner.

Integrity in business is also closely tied to transparency. Companies that are transparent in their operations and communicate

openly and honestly with their stakeholders are more likely to be trusted and respected. In today's interconnected world, companies are responsible for being transparent about their practices, policies, and values so that customers, employees, and other stakeholders can make informed decisions.

Indeed, integrity is the key that sustains businesses and helps them stand the test of time, growing from one generation to another. Companies with a strong reputation for integrity are more likely to be successful in the long term, as they can build strong relationships with their customers, employees, and the wider business community. They are also more likely to be able to secure investment and financing from those who share their values and beliefs.

One of the main benefits of having a strong reputation for integrity is customer loyalty. Customers are more likely to do business with companies they trust and believe are operating ethically. This customer loyalty is critical for business success, as it helps to build a stable customer base that is more likely to continue doing business with the company over time.

Another benefit of having a strong reputation for integrity is employee engagement. Companies that prioritize integrity are more likely to have employees who are proud to work for them and who are committed to their success. This helps to create a positive and productive work environment,

which is critical for business success.

Integrity is also essential for building a strong brand and reputation in the marketplace. Companies that prioritise integrity are more likely to be recognised for their strong reputation, which helps to set them apart from their competitors and to attract new customers and employees. This strong brand and reputation is an intangible asset that can help secure investment and financing for the business and help the business stand the test of time.

Another critical aspect of business integrity is accountability. Companies that are accountable are responsible for their actions and are willing to admit and rectify their mistakes. This helps to build trust and credibility with customers and employees, who are more likely to continue doing business with a company that is willing to take responsibility for its actions.

Integrity is the quality that sets successful companies apart from those that lack it.

- Collins Balogun



Integrity is increasingly being viewed as an intangible asset in the marketplace. It is a quality that sets successful companies apart from those that lack it, and it is an attribute that customers highly value, employees and investors alike. Companies that have a strong reputation for integrity are more likely to attract customers and employees who share their values and beliefs, and they are more likely to be able to secure investment and financing.

Investors and analysts are increasingly considering a company's reputation for integrity when making investment decisions. A company's reputation can significantly impact its valuation, and businesses perceived as unethical or untrustworthy are likely to have a harder time securing investment capital. On the other hand, companies with a strong reputation for integrity are more likely to be seen as good long-term investments, as they are likely to have a loyal customer base and dedicated employees, which are key drivers of business success.

In today's global marketplace, business integrity is more important than ever. Companies that operate with integrity are more likely to be successful in the long term, as they are able to build

“Companies that operate with integrity are more likely to be successful in the long term”

strong relationships with their customers and employees, and they are able to secure investment and financing from those who share their values and beliefs. Business leaders who prioritise integrity are well-positioned to build successful organisations valued by their stakeholders and recognised as leaders in their industry.

In conclusion, integrity is a critical factor in the success of businesses. Companies prioritising integrity, ethical behaviour, transparency, and accountability are more likely to succeed in the long term. Business leaders must consciously foster a culture of integrity within their organisations and promote

ethical behaviour and accountability at all levels of the business. By doing so, they will be well-positioned to build strong, trusted, and successful organisations valued by their stakeholders.





ANTHONY AJULO
Managing Partner, Costarchem Nigeria

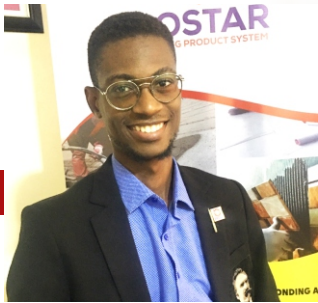
Speaking about his passion for excellence, Anthony noted that "At Costarchem, one key factor that differentiates us from others is we operate by a set of values and culture. One of our values is INTEGRITY; This we imbibe in ourselves as staff and our dealings with our clients. We also have a firm value of the culture of CARE where our mindset lies in the fact that every of our employee cares for one another. This we exhibit through our various partnerships and sponsorships. It is also what guides our Corporate Social Responsibilities Another culture which aids our astuteness in our business operations is COURAGE.

Our courage for innovation entails that we as a business are not afraid of taking up huge projects, or dreaming big. Having the courage to innovate has helped us attain a lot of firsts. For instance, we are the first indigenous Nigerian-American operated construction chemical company with presence in the United States, Nigeria, Ivory Coast, Ghana and whole of west Africa. We have also had the courage to innovation and growth. We used to import our products at the initial stage but now, we manufacture and ship to other African countries which has translated to more revenue for the government and community at large. In terms of

Costachem's innovation that has impacted the industry in general, the experienced Business Strategist said "We recognize the power of innovation and research. We were the first construction chemical industry to introduce the Crystalline waterproofing membrane into Nigeria. We are also one of the first to introduce the PCE concrete admixture and today, we stand tall on the pride of being one of the largest suppliers of PCE in whole of Africa."

In his view, "government needs to take urgent steps to address obvious challenges in the industry in order to fast-track economic development. Challenges at large, affects the general economy and different sectors. There are, however few things the government can do to make business easier, especially for manufacturers. Firstly will be restructuring of the Nigerian Ports; Years back, it used to be easier to import raw materials and finished goods which has not been the case of recent. It is paramount to ensure that inflation is not created in a bit to generate revenue, thereby making goods out of reach for consumers. It is expedient that the government looks into charges at the sea port and levies imposed by customs and terminal duty charges. All we require is that they give these sectors a human face. If these are implemented, I guarantee that there will be a visible reduction of costs more than 30%-40%, especially if this is done for importation of not just good but raw materials. A deliberate focus on raw materials import charges reduction will ensure that local manufacturers can produce more affordable products which can conveniently compete with imported foreign goods. This is very critical if we want growth in our economy.





Work Life Balance

By ATANE Clinton
(Technical Support Executive)

Work life balance has over time become a growing concern as some workers have achieved better time management than others and have gotten better results in other aspect of their life aside work alone. There are growing opposition to the current campaign that work life

balance has nothing to do with how much time we share to each part of our life but has everything to do with how well we can enjoy our work while doing it.

This article highlights two motions on the rising work life balance issues with the aim to understand the ideology behind both motions.

The first motion opposes the discrepancy between work and life thus requiring the need for a balance between them and the second motion acknowledges the barrier that separate a person's life form his work.

Motion One

This supports that there is no such case as work life balance required if a person sees work as just another dimension of life which he lives in and hence has to enjoy living his work life.

The concept of work life balance assumes that work is somehow separate from life. What sense does that make? Work and life are not two separate, mutually exclusive things. Work is a part of life. Work is one component / aspect of life and it doesn't take a math whiz to figure that out.



COMPREHENDING THE IDEALOGY OF WORK LIFE BALANCE

So if you're operating under the delusion that work and life are separate entities that should be in some sort of balance of one another, then you're on a fool's errand, and your work and your life as a whole both suffer as a result. Now, there's another problem with the idea of work life balance. It implies that work is bad, and life is good and we need to have enough of this good stuff called life to counterbalance all the ugly work stuff we have to do. That's a pretty depressing thought, isn't it? If you

don't get at least some joy or fulfillment from your work, you'll end up spending a huge portion of your life being stressed out, resentful, and generally unhappy.

My opinion about work life balance is often judged as too literally interpreted. Fair enough, now let's see what happens when we try to balance "the" everything else with work.

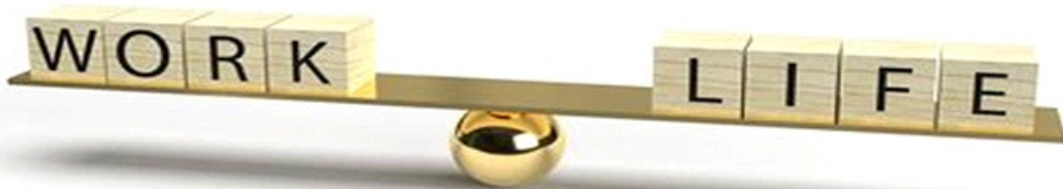
But first, we need to answer the following question. Other than work, what is worth spending time

and energy on in your life? Basic research suggests the following, health, family, friends, love, learning, relationships, faith, play, finance. etc. Relegation of these aspect of life to weekend and holidays has shifted our notion to believing that until we do these activities in a equal proportion to work we haven't achieved work life balance.

Often we fail to tell ourselves the simple truth that all fingers are not equal and our bias to work life balance is often fueled by our envy of those who can afford to live a luxurious lifestyle having to do all

the above listed excluding work without any financial implications. A key point to summarizing this motion is for everyone to come to the realization that not all fingers are equal, and some people will

have to work more than others. The primary focus is that you chose to accept this undisputable fact above will determine and shapen your view on work life balance.



In conclusion, the perception of work life balance is totally mis-understood and from the above detailed explanation we can conclude that work is a part of our life, and we can put work life balance into the perspective of creating an intentional time, set aside for other things while we are living and working. We ought to always enjoy our work and our work ought to let us live, only in this can we be fulfilled and enjoy work while we live, hence attaining a balance.



Motion Two

This suggest that there is a defining line between work and life hence a balance need to be attained.

We often allow work to take more time over other aspect of our life. Small interruptions we call it, just to text your boss from the grocery store, or emailed a colleague while on a picnic with your family will not cause any harm. But in the real sense there are real cost to these interruptions, and there are smart strategies we can all take to better protect our time. These moments seem so small at the time, and yet research suggests they add up to a tremendous loss. The constant creep of work into our personal lives can increase our stress and undermine our happiness.

A research activity recruited parents to visit a Museum with their kids. Some parents were told to check their phone as much as possible. Others were told to check their phone as little as possible. After the visit, Parents who used their phones reported that the experience was significantly less meaningful. They also felt much lonelier. In another study, tourists who were asked to have their phones out while visiting an iconic church remembered fewer details

a week later. In another research, employees who are paid for their performance spent increasingly less time interacting with friends and family, and more time interacting with colleagues and clients. These constant interruptions come at a cost to organizations as well. Research has shown that Companies lose 32 days of productivity each year to employee depression, and this is often caused by the stress and burnout of employees.



In view of the above Point, the first step that we need to take to proffering a lasting solution to work life balance is to reframe rest. Reflect for a moment about what you think about when you hear the word rest. Sounds amazing, right? But in my mind, I immediately worry about not being productive enough or letting down my colleagues. When we do have time off, we need to find ways in which we can enjoy the present moment and savor the leisure time that we have available, as opposed to seeing it as an unproductive barrier to our work. One specific strategy we can take is to treat our upcoming weekend like a vacation.

On Friday afternoon, jot down how you would act and behave as if you were on a holiday. Maybe you and your partner will buy a bottle of wine and watch online clips of the

Eiffel Tower. Maybe you'll visit a local cafe and listen to some live music. Or maybe you'll go for a long walk in the middle of the day. No phone and no agenda. The plan doesn't have to be expensive or extravagant. Another strategy you can take is to create clear boundaries for your time off. Instead of saying I'm out of the office, feel free to chat me whenever, I'll be offline. This statement context is wrong and would be better put as call me only if it's urgent.

Lastly, you can negotiate for more time to prevent work from creeping into your personal life. Often, workers find themselves negotiating for salary, but spoke almost nothing about negotiating for more time. We often cheat ourselves by not asking for more time or adjustable deadlines at work. If your client asks for a delivery on Monday morning, ask for an

extension until Tuesday afternoon so you don't find yourself working on your well-deserved weekend.

These are small but powerful changes to not only reframe rest, but to reclaim it once you discover the profound impact that these changes can have. You'll feel empowered to demand that others respect and accommodate your approach to time. Maybe they'll even feel inspired to piece together the fractured moments of their lives as well.

In conclusion, having a clear line between work and life is the first step to creating a balance thus making it easier to know when to work and when to rest and take a break off work. This also helps you to view work from another perspective as you step back from work itself.



Final summary

To both motion is that we all are different and what works for each person differs. For some people the first motion would yield optimal result and the reverse is the case for other people. The end goal is to find the motion that work best for each person and ensure that we work and live while not neglecting the other aspects of live because only having experienced all the multi-phased aspect of life do we really feel alive and fulfilled.



Panacea to Construction Disasters in Nigeria; a Technological Advancement Perspective

By FAWEHINMI Oluwatobiloba Daniel
(Technical Support Executive)



The horror of losing a loved one due to a building collapse could be quite devastating; such unforeseen contingency could have been avoided if only the appropriate technologies were inculcated. Recent Technologies such as imbibed at Costarchem has made the possibility of eventualities such as structural failure amongst other building

defects to be completely eradicated i.e zero percent! In a world of consistent technological advancement, Costarchem has carved a niche; creating ample solutions to a myriad of existing and foreseeable building deficiencies via extensive research, duly proffering specific, workable and quick fix remedies. Costarchem Nigeria is a leading

provider of construction chemicals in Nigeria, and they have played a significant role in the technological advancements in this field. The company has been at the forefront of developing innovative products that offer sustainable solutions to the challenges faced in the Nigerian construction industry.

One of the key technological advancements that Costarchem Nigeria has embraced is the development of environmentally friendly products. The company has invested in research and development to create sustainable construction chemicals that have minimal negative impact on the environment, while still providing the required performance. This has resulted in the introduction of products such as eco-friendly waterproofing solutions, green concrete admixtures, and low VOC coatings.

Costarchem Nigeria has also developed specialized chemicals that offer enhanced durability and performance. For instance, the

company has developed high-performance concrete admixtures that improve the strength of concrete and enhance its waterproofing properties. Additionally, the company has introduced products that protect against corrosion and improve the lifespan of buildings and infrastructure.

The use of nanotechnology in the construction chemicals industry is another area of significant advancement that Costarchem Nigeria has embraced. The company has leveraged nanotechnology to develop products such as Krystal 2600, which practically infuses waterproof capacity into

concrete; the way it functions is that when it comes in contact with water, it forms insoluble crystals, thereby blocking the pores and capillaries in the concrete; making it impossible for water to penetrate. Also, a good example is the Costar 2k, an hydrophobic water proofing membrane, which can be applied to cured concrete and walls, to impart waterproof capability.

“The company has leveraged nanotechnology to develop products such as Krystal 2600, which improves the strength and durability of concrete.”

In conclusion, Costarchem Nigeria has played a significant role in the technological advancements in the construction chemicals industry, with a focus on sustainability, durability, and performance. The company has developed innovative products that offer sustainable solutions to the challenges faced in the

Nigerian construction industry. By embracing new technologies and investing in research and development, Costarchem Nigeria has positioned itself as a leading provider of construction chemicals in Nigeria, providing cost-effective solutions to the challenges of building and maintaining infrastructure.



Life Cycle Assessment Sustainable Construction Technology

From The Marketing Manager's Desk



28% of the world's CO2 emissions come from operational emissions which range from cooling, heat, and light buildings with 11% being "upfront" carbon associated with materials and construction processes throughout the entire building lifecycle.

Sustainable construction means using renewable materials when constructing, as well as reducing energy consumption and waste.

The EPA defines green building as "the practice of creating structures and using processes that are environmentally responsible and resource-efficient throughout a building."

Sustainable construction doesn't end when the building is complete; the building itself should have a reduced impact on the environment over its lifespan. This means that the building design should incorporate elements that have an ongoing positive influence on the building's environmental impact. These can include proper insulation to prevent heat loss, solar panels to reduce energy consumption, and building materials with a long lifespan.

It is key for the construction industry to aid in building a world that improves the lives of future generations by

using eco-friendly methods. Working sustainably involves meeting demands of the expanding population, as well as supporting the environment in the long-term. The primary goal of sustainable construction is to reduce the industry's impact on the environment.

According to World GBC, the rate of survey respondents who reported that they would build 60% or more of their projects green is expected to increase from 27% to 47% by 2022. What this implies is that interest in green building is appreciating, with investments in sustainable construction and development projects increasing.

COSTARCHEM, is a leader in the construction industry, with over 100 products serving the foundation to roofing solutions. The company offers the most comprehensive products, which are critical to construction structures, in improving overall performance.

Our expertise spans throughout entire building structures, road, bridges and rig constructions. Solutions include, Concrete Admixtures, Water proofing admixtures (running into the 4th generation Crystalline mix), Flooring, Adhesives, Sealants, Structural Grouts and anchors, Decorative mortar, Vapor Remediation, Corrosion protection, Repair and Bonding agents, Surface treatment and Insulation.



Healthy Alternatives to CAFFEINE

By **MONDAY OBERHIRI**
(Digital Marketing / Graphics)



For a lot of people, caffeine is a stimulant for staying awake and active, but there are several side effects that make the consumption of excess caffeine far from ideal.

Having too much caffeine too often may lead to anxiety, insomnia, digestive problems, breakdown or loss of muscle mass, high blood pressure, elevated heart rate, and fatigue. These can cause several health complications and lead to other medical conditions.

Also, the acidity level in caffeinated products like soda and energy drinks, and even coffee, may cause heartburn, diarrhea, and nausea.

However, there are various natural alternatives that will help you stay awake without doing any damage to your body. Here are some options, outside caffeine, that will help you stay alert when you need to.

- **Drink water:** Sipping caffeine can give you a temporary energy boost, but drinking water is much healthier and more effective

in keeping you alert. Dehydration makes focus and concentration difficult, so water works for improving productivity.

You can add lemon and berries to make it more interesting. Also, you can snack on foods that contain plenty amounts of water, such as fruits and vegetables.

- **Exercise:** Your body produces a lot of energy when you exercise. Daily exercise is very helpful in maintaining a healthy sleep schedule. Try doing some aerobics for like 30 to 40 minutes, take a walk around your neighborhood, or you could try some push-ups if you want to stay awake. The good thing about exercise is that, beyond helping you stay awake, your body stays trim and fit.

- **Take a shower:** A cold or lukewarm bath will refresh and energize you after a long day. You can also splash water on your face at intervals when you start feeling drowsy. Brushing your teeth, too, will help you stay alert for longer

- **Use daylight:** Darkness or dimly lit spaces signal your body to release sleepy hormones like melatonin. So, if you need to stay awake at night and sleep during the day, control your exposure to sunlight and natural daylight. This can help reset

your sleep patterns if necessary, with the extra benefit of reducing eye strain from exposure to the sun's ultraviolet rays.

- **Take a brief nap:** Taking a series of small naps throughout the night may help you stay alert. Short naps can be restorative, and they reduce sleepiness and improve performance. Try to catch 15 to 20 minutes of sleep during a break. If you're driving through the night, pull into a rest stop for a quick nap. Use an alarm clock to make sure your nap doesn't become a snooze fest.

- **Take frequent breaks:** Prolonged, sustained attention and concentration can make you feel quite fatigued. In fact, the quality of your work is likely to suffer and you will be prone to making mistakes. To counter these tendencies, it is advisable to take frequent short breaks when working. These interruptions will allow a return to sustained focus.

- **Switch tasks to challenge your mind:** Monotonous work is as harmful as sleep loss for alertness. At work or home, try to reserve more stimulating tasks for your sleepy times. Or switch to more engaging responsibilities when you feel yourself nodding off.

10 Signs of a Positive Workplace

From The Human Resource's Desk

Positive workplaces tend to exhibit a common set of traits that foster excellence, productivity and camaraderie. Here are 10 characteristics of a healthy workplace to look for:

- 1. Positive Values** A positive mission statement outlines the goals and demonstrative behavior that exemplify the highest commitment to quality and service to each other, the company, customers and shareholders. The company sets out to achieve its goals in ethical, honest ways with an elevated sense of purpose to improving the planet and humanity.
- 2. Relaxed and Productive Atmosphere** People enjoy coming to work and feel appreciated, acknowledged and rewarded. Signs of fear, domination, bullying, sexual harassment and intimidation are absent. Creativity, productivity and thinking outside the box flourish.
- 3. Commitment to Excellence** Employees give 200 percent. They strive to be the best and to deliver top-quality products and services. They take responsibility for their actions and decisions.
- 4. Open and Honest Communication** Everyone communicates in a cards-on-the-table manner, solving difficulties in a positive way. They don't play nasty revenge games when given difficult feedback. Instead, they view feedback as an opportunity for growth.
- 5. Cooperation, Support and Empowerment** Can-do, go-the-extra-mile and win-win attitudes are evident. Employees have a sense of camaraderie, cooperation and empowerment. Healthy competition exists without vengeful, spiteful backstabbing.

6. Sense of Humor Employees keep things in perspective, have fun and laugh. Laughter generates endorphins, our natural antidepressants.

7. Compassion, Respect and Understanding Kindness and understanding prevail when employees face challenges such as accidents, illnesses, personal tragedies and natural disasters. People will usually go the extra mile for others when they're treated well and with understanding, compassion and respect.

8. Flexibility The company and its employees embrace change, accommodate new trends and technology, and incorporate new skills. They know if they don't, the business will end up a dinosaur. As the saying goes, "Change is the only constant."

9. Positive Reinforcement People need acknowledgment, appreciation and gratitude to be motivated. Genuine compliments, rewards, bonuses, raises, promotions and certificates of achievement are oil in the machinery. The company thanks employees regularly in these ways.

10. Emphasis on Health, Family and Environment The company offers health insurance, with health, programs. The office itself features natural and recessed lighting with incandescent bulbs rather than halogen or fluorescent. The organization is environmentally-aware by encouraging solar power and recycling.

Credit: Aditya Tiwari

Motivation



Poem

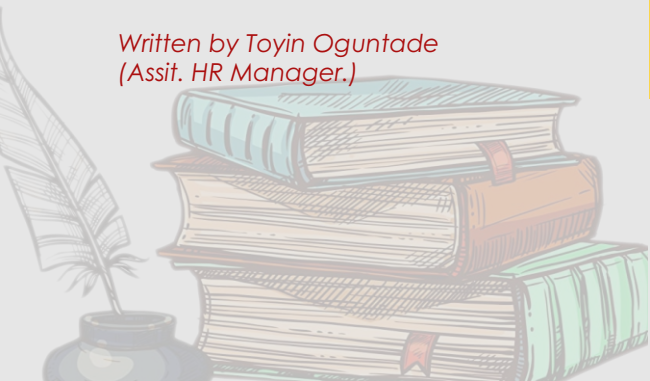
The journey ahead may seem so long,
And doubts within you may be strong.
But take a step, and then another,
For every small step leads to another.

Your path may twist, it may turn,
But with perseverance, you will learn
That obstacles are simply a test,
A chance to prove that you're the best.

So do not fear the road ahead,
Or worry that you'll be misled.
For in your heart, you know the way,
And you will reach your goal someday.

Remember that the journey is the prize,
And let your passion be your guide.
For with each step you take, you'll see,
The person you were meant to be.

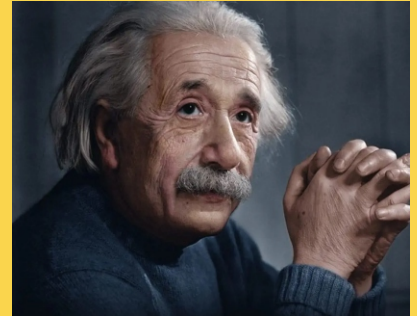
*Written by Toyin Oguntade
(Assit. HR Manager.)*



**DID YOU
KNOW?**



Albert Einstein once said:
"Everyone is a genius.
But if you judge a fish by
its ability to climb a tree, it will live
its whole life believing that it is
stupid"



Albert Einstein, an icon in the world of science, a theoretical scientist of German descent who created the general theory of relativity, had symptoms of autism; he had difficulties learning a language and he would rather stay alone. Suprising?! Yet he achieved fame as a scientist. The contribution of Einstein's work to scientific philosophy is likewise well known. In 1921, He won a Nobel Prize in Physics. He was accepted for who he was and achieved extraordinary feats in science without stigma.

The theme for World Autism Awareness Day in 2023 is **"Transformation: Toward a Neuro-Inclusive World for All"**, which is an appeal to increase

public awareness of autism and to accept and support autistic persons in our immediate environment and the world at large. We were all flawed in some way at some point, but someone let us fly by overlooking our flaws. Everyone would go home pleased if we can learn to accept and live with those showing symptoms of autism.

Costarcares!

Performance as Promised.

- Concrete Admixtures
- Waterproofing Admixtures
- Waterproofing Membranes
- Decorative Mortar
- Tiling Solutions
- Concrete Repair
- Flooring Solutions
- Surface Treatment
- Waterstop
- Insulation
- Expansion Joint Sealant



PROJECTS



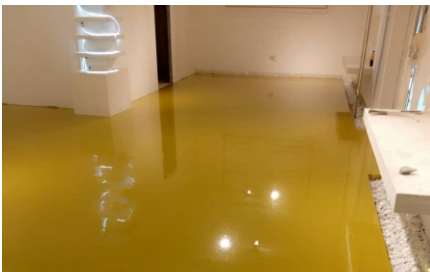
PU roof slab Waterproofing
Charvet Construction



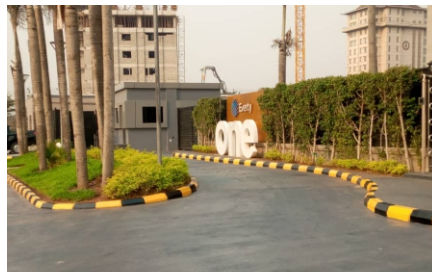
Waterproof fountain walls
Shoreline, Ikoyi



Swimming pool waterproofing
Empire Court, Lekki



Epoxy flooring
Tec Expert, Victoria Island



Carpark flooring
One Every, Oniru



Polyurea coating
Water corporation, Enugu



Monolithic floor hardener
Arbico site, Cocacola Mushin



Flat roof Waterproofing
Protea Hotel Lagos.



Roof Insulation
Lekki Lagos.



Roof waterproofing
White Orchid Hotel, VI Lagos.



Polyurethane waterproofing
Ponti Itaware site, VI Lagos.



Expansion Joint Sealant
Shapoorji, Lekki Phase 1

2022 in Retrospect



EXHIBITION / TRAINING



ACAN SYMPOSIUM & BUSINESS FORUM



NIOB LAGOS (SHIFTING LANDSCAPE)



NIA ANNUAL BUSINESS MEETING



NISTRUCTE 2022 CONFERENCE, ABUJA



PRODUCT TRAINING

AWARDS



26TH ANNUAL CED FORUM AWARDS



QUALITY PRODUCT SERVICE AWARD



TVC SPECIAL RECOGNITION AWARD



APPRECIATION AWARD, SOGUNLE PRIMARY SCHOOL

INTERVIEW / AWARDS



TVC INTERVIEW WITH COLLINS BALOGUN



TVC INTERVIEW WITH ANTHONY AJULO



COSTAR MID YEAR AWARDS

CSR / OFFICE EVENTS



SOGUNLE SCHOOL INTER-HOUSE SPORT PROJECT



SOGUNLE BACK TO SCHOOL PROJECT



INTERNATIONAL DAY OF CULTURAL DIVERSITY



CHRISTMAS DAY GIFTING



VALENTINE'S DAY CELEBRATION



END OF THE YEAR PARTY





Strategy, Bootcamp & Team bonding



The BIG NEWS!



Count down to



GAME TIME!

How well do you know our product?

SOLVE THE PUZZLE

A	D	H	E	S	I	V	E	A	S	M
M	O	O	P	L	C	O	S	T	L	E
O	A	C	O	A	T	I	N	G	S	M
R	D	P	X	T	S	C	R	P	E	B
T	V	E	Y	E	H	O	P	R	A	R
A	D	M	I	X	U	E	Y	I	L	A
R	O	Q	M	T	F	T	U	M	A	N
S	R	U	B	I	T	U	M	E	N	E
E	K	O	W	U	I	K	A	R	T	W
A	S	T	P	G	N	I	L	I	T	O

HINTS

ADHESIVE, EPOXY, COATINGS, LATEX, SEALANT, BITUMEN, PRIMER, ADMIX, MEMBRANE, PUTTY, GROUT, MORTAR, TILING

CHATout to
Our New Bie

Name:
FAWEHINMI Oluwatobiloba Daniel

Job Role:
Technical Support Executive

Department:
Technical Support

Hobbies:
Traveling, music and reading

Height:
5ft, 5inch

Congratulations

Happy Birthday!

MFON ADEOLA
JANUARY 17

JOAN ONOJA
FEBRUARY 27

STELLA EZEADOR
MARCH 24

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