



## Kipsigis Community Clans

P.O. Box 763 - 20200 KERICHO, KENYA or

P.O. Box 315 - 40200 BOMET, KENYA

Cellphone: 0101 440056

Marcie Frost (Marcie.Frost@calpers.ca.gov)  
CEO, CalPERS  
400 Q Street  
Sacramento  
CA 95811 USA

10/6/2024

### Human Rights Violation against Indigenous People in Kericho Kenya

1. CalPERS is the largest investor in **CVC Capital Partners Fund VIII**.
2. In 2022, CVC Capital Partners Fund VIII acquired ekaterra (now renamed **Lipton Teas & Infusions**)
3. We are **Kipsigis Community Clans Organization** representing the voice of the indigenous 1.5 million Kipsigis people in Kericho and Bomet counties in Kenya. Between 1902 and 1963, our Kipsigis Community Lands in Kenya were forcefully taken by the British colonial Government and given, or leased, to European White Settlers. A portion of this land is currently operating as a tea estate for Lipton in Kericho, Kenya.
4. On 7<sup>th</sup> May, Lipton announced the sale of its tea estates in Kenya, Tanzania and Rwanda to Browns Investments (of Sri Lanka). This transaction includes the sale of the tea estate on our ancestral land. It has been announced **without** the **free, prior, and informed consent** of the local community stakeholders including the **Kipsigis Community Clans Organization**. Furthermore, our local community has offered to match the other bidder to buy the tea estate under community ownership. Our offer was ignored and then rejected. These are acts of discrimination against a marginalized indigenous community.
5. CalPERS Governance & Sustainability Principles (p. 26) contains commitments to “Universal Human Rights” including “our support for universal human rights and, particularly, those of our employees, **the communities within which we operate**, and parties with whom we do business. This includes **free, prior, and informed consent** as a standard in relation to Indigenous Peoples’ rights.”
6. CalPERS has a reputation of active ownership and a long history of constructively engaging companies confidentially through in-person meetings, correspondence, and by telephone.
7. CalPERS has a fiduciary duty to California’s public employees to minimize risk in its portfolio. If Lipton proceeds with this transaction without the **free, prior, and informed consent** of the local community it will create significant hostility between the local community and Lipton. This will create a large and increasing risk for the Lipton brand and your investment in Lipton.
8. By virtue of your investment in CVC Capital Partners Fund VIII, you are the leader of the single largest investor in Lipton Teas and Infusions. We call on you to protect your investment in Lipton by ensuring that Lipton respects universal human rights and adheres to the policy of securing free, prior and informed consent of the local community in this transaction.

Thank you.

Yours Faithfully,

Signed:

John K. Rop  
**Chairman**

Signed:

Joseph K. Kimetto  
**Secretary General**

Signed:

Joseph K. Towett  
**Treasurer**

**FOR AND ON BEHALF OF KIPSIGIS COMMUNITY CLANS ORGANIZATION / PARTNERS**