



AFRICA BUSINESS ETHICS CONFERENCE

5TH DECEMBER 2024 | VILLA ROSA KEMPINSKI | NAIROBI, KENYA.



THEME:
A BRAVE NEW AFRICA:
BUSINESS GROWTH IN TIME
OF ECONOMIC TURBULENCE

CATALOGUE
www.africa-abec.org

WELCOME NOTE



It is my honor to welcome you to the 2024 Africa Business Ethics Conference (ABEC), themed "A Brave New Africa: Business Growth in Times of Economic Turbulence." This event reflects our shared commitment to addressing ethical challenges and fostering sustainable growth in Africa's evolving business landscape.

Since its launch in 2019, ABEC has become a vital platform for dialogue and collaboration, uniting leaders from the private sector, government, civil society, and media. With the steadfast support of the Center for International Private Enterprise (CIPE) and our dedicated partners, ABEC has catalyzed meaningful discourse across the continent.

This year, as we convene in Nairobi, Kenya, I encourage you to embrace the opportunities for learning, networking, and collaboration that this forum offers. Together, let us champion ethics and innovation as pillars of Africa's business transformation.

*Welcome to ABEC 2024—
Let us Make It Unforgettable!*

A stylized, handwritten signature in black ink, consisting of a large 'F' followed by a long horizontal stroke.

Fatma Elmaawy
Founder & Convener



CONFERENCE HOST



CONFERENCE SPONSORS



Global Compact
Network Kenya



The Professional Body of HR Practitioners in Kenya



United Nations
Office on Drugs and Crime



CONFERENCE ENDORSERS



ABOUT THE CONFERENCE

BACKGROUND

Africa Business Ethics Conference (ABEC) is an annual conference that brings together the private sector, government, civil society and the media fraternity to discuss issues around business ethics.

This forum, mooted and organized by Milestones Resource Solutions was first hosted in 2019 after which there have been four iterations in various regions of Africa including East Africa (Kenya), West Africa (Nigeria) and Southern Africa (Botswana). Center for International Private Enterprise (CIPE) has been a core funding partner of each of these conferences that have enabled national discourse on the law, policy, strategies and opportunities around the issues of business ethics.

In each conference, different themes have been explored as detailed below. These overarching themes have provided opportunity to undertake advocacy, collaborate on interventions and provide platforms for the profiling of ethics initiatives

In each conference, different themes have been explored as detailed below. These overarching themes have provided opportunity to undertake advocacy, collaborate on interventions and provide platforms for the profiling of ethics initiatives

Since 2019, ABEC has grown significantly, starting with 222 delegates from countries like Kenya, the USA, Nigeria, Zimbabwe, France, and Mauritius. Adapting to a hybrid format in 2020, it continued to expand, attracting 430 delegates in 2021. Returning to an in-person format in 2023, ABEC welcomed participants from over 25 countries, including Botswana, South Africa, Kenya, Nigeria, Algeria, and the UK. This growth highlights ABEC's rising importance as a key platform for addressing ethical challenges in African business.

ABEC 2024

The 2024 edition is billed to be the pivotal gathering for top business leadership and management from across the continent under the theme 'A BRAVE NEW AFRICA: Business Growth in Time of Economic Turbulence'.





#ABraveNewAfrica

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Master of Ceremony - Joe Mukoko

Conference Registration, Coffee & Networking

7:30 am - 8:30 am

Introduction & Mentimeter Session

8:30 am - 9:00 am

Joe Mukoko

Welcoming Remarks

9:00 am - 9:20 am

Fatma Elmaawy - ABEC Founder & Conveener

Partners Remarks

Kenya Airways

9:30am - 9:40 am

Mr. Tom Shivo, Chief Human Resource Officer, KQ

Safaricom

9:50am - 10:00 am

Mr. Nicholas Mulila - Chief Corporate Security officer

Center For International Private Enterprise (CIPE)

9:40 am - 9:50am

Ms. Lola Adekanye - Deputy Reg. Director, Africa & Country Director, Nigeria, CIPE

UN Global Compact

9:20 am - 9:30 am

Ms. Judy Njino - Executive Director

Opening Remarks

10:00am - 10:15am

Ms. Jacqueline Mugo, EBS CEO & Executive Director Federation of Kenya Employers

KEYNOTE ADDRESS

9:30 am - 9:40 am

Hon. Abubakar Hassan - PS, State Department of Investment Ministry of Trade and Industry

PHOTO SESSION



#ABraveNewAfrica

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Health Break

10:30 am - 11 am

PLENARY 1: (High-Level Panel)

Lesson learning from two anti-corruption initiatives driven by the private sector in Africa

Presenters: Gloria Ndekei, ED, KEPSA Foundation
Soji Apampa, Co-Founder & CEO; Convention on Business Integrity

Moderator:

Panelists

David Mparutsa - ABSA Group, Africa
Tom Fox-Founder Compliance Podcast Network & Ethics 1st Advisory Committee Member, USA
11:00 am - 12:00 pm

BREAK OUT SESSIONS

Breakout I

Compliance, Anti-corruption, Ethics and Due Diligence Across Africa

Speakers: Mohammed Alidini - Shari'ah Compliance Manager, Takaful Insurance of Africa,
Mr. George M. Kiruthu VP of Compliance, Absa Bank Kenya PLC
Moderator: Catherine Mukoko, COO, Kenya Flower Council

Breakout II

Business Ethics in the Age of Tech Automation and AI

Speakers: Steve Nyikuli - Ingressive Venture Capital
Patrick Kinoti - HOD Ethics and Compliance, Safaricom
Mr. Habil Waswani, Head of Legal, KQ
Moderator: Kiplimo Kigen, KNCCI

Breakout III

The Role of the youth in creating an enabling ethical business environment; Empowering the youth to be the catalyst of an ethical business environment

Speakers: Feisal Abdi, President, Ethics Ambassadors Network, Kenya | Thomas Nudi, Ethics Founder Nudi Empire Foundation | Kevin Getobai, SDG Pioneer, GCNK
Moderator: Imaobong Akpan-Ita, CIPE Africa

Breakout IV

Research and its role in encouraging business ethics.

Speakers: Ben Kiragu, CIPE Country Director | Sheila Masinde, Executive Director Transparency International -Kenya
Moderator: : Lim Hazel, CIPE Programs Officer
12:00 pm - 1:00 pm



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Lunch Break

1:00 pm - 2:00 pm

Reporting from the Breakout Session

Breakout I: Ms. Annette Temu Seth - Confederation of Tanzania Industries

Breakout II: Ms. Lorraine Kithinji - UNGCK

Breakout III: David Murigu, Council Member, Ethics Ambassadors Network - Kenya

Breakout IV: Tshiamo Thapa, CEO, Collective Value Creation, Botswana

2:00 pm - 3:00 pm

PLENARY II

Private Sector Collective Action

Presenters: Mr. Francesco Checchi, Team Lead-Africa Anti-corruption Hub,
Stephen Kimenye - Programs Manager GCNK UNODC

Moderator: Rachel Muthoga, On Point Policy Advisors

Panelists

Tony Ngige - CEO Stealth Africa

Shaffi Manafa, Federation of Uganda Employers

3:00 pm - 4:00 pm

Conference Resolutions

Mr, David Mwendwa - On Point

4:00 pm - 4:10 pm

EXHORTATION SPEECH

4:10 pm - 4:30 pm

Prof. Midamba PhD, Professor of Defense and Foreign Policy, National
Defence College

VOTE OF THANKS

Fatma Elmaawy - Founder & Convener, Africa Business Ethics Conference
(ABEC)

SPEAKERS



**Hon. Abubakar Hassan
Abubakar**

*Principal Secretary
State Department of Investment
Ministry of Trade and Industry*

Hon Abubakar Hassan embodies the synergy of legal prowess, financial acumen, and investment expertise. His journey has been marked by an unwavering commitment to mobilize capital, allocate resources, and protect the interests of investors. His mandate as the PS is to develop and implement investment policies, and coordinate the promotion of private investment into the Kenyan economy both foreign and domestic investment with the aim of positioning Kenya as a preferred premier destination in Africa. Abubakar's mission is to ignite a transformative wave in the Kenyan economy. With a resolute dedication to the

Bottom Up Economic Transformation agenda. The state department for Investment Promotion aims at attracting private investments, both foreign and domestic, as the fuel to propel sustainable growth and unleash Kenya's true potential.



Ms. Fatma Elmaawy

*Founder & Conveener
Africa Business
Ethics Conference*

Fatma Elmaawy is the founder of the Africa Business Ethics Conference (ABEC), a platform addressing business ethics and combating corruption in Africa's private sector. As CEO of Milestones Resource Solutions, she specializes in ethical business practices, SME development, and strategic growth. Fatma is a Master Trainer with the International Finance Corporation (IFC) and CIPE, focusing on business ethics and sustainability, and has mentored organizations like the Cherie Blair Foundation. Her leadership experience includes key roles in the aviation industry with Kenya Airways, Emirates, and Qatar Airways, driving innovative growth strategies. With an MBA in

Strategy and Entrepreneurship from the University of Nairobi, Fatma is a thought leader championing ethical leadership and sustainable business practices across Africa. As the convener of ABEC 2024, she continues to empower businesses and inspire resilience.

SPEAKERS



Ms. Jacqueline Mugo, EBS
*CEO & Executive Director
 Federation of Kenya
 Employers*

Jacqueline Mugo, EBS is the Executive Director & CEO of the Federation of Kenya Employers. A lawyer by profession and advocate of the High Court of Kenya, she has rich experience in employment law, labour relations, strategic leadership, human resource, management, and governance, among others Jacqueline is serving as the president of the International Organization of Employers (IOE) being the first African woman to be elected in this position.

She is a titular member of the Governing Body of the ILO and serves as the Secretary-General of BUSINESS Africa Employers' Confederation, the employers' representative body in Africa.

At the national level, Jacqueline has served as a Board Member and Commissioner on a wide range of governance boards in the public administration, energy, labour, health, and education sectors. Her work has been recognized through various presidential and international awards.



Ms. Judy Njino
*Executive Director
 Global Compact Network
 Kenya*

Judy Njino is the Executive Director of the Global Compact Network Kenya, where she has led since 2013 in promoting responsible business practices aligned with the UN Global Compact's Ten Principles and the Sustainable Development Goals. She supports over 1,000 companies in integrating sustainability into their strategies, positioning the Network as Kenya's leading platform for mobilizing business action toward inclusive growth. Judy has extensive experience building partnerships with government, business, UN agencies, and donors. Previously, she managed the Responsible

Business Programme at Ufadhili Trust and implemented community projects with Samaritan's Purse. She holds a Master's in Project Planning and Management from the University of Nairobi and is a national expert on ISO 26000 – Social Responsibility.

SPEAKERS



Prof Noah Midamba

*Vice Chair of
the ICC
ICC Paris
(Appointed July 2024)*

Professor Noah Midamba is an internationally respected scholar in Defense and Foreign Policy with over 40 years of experience in academia and leadership. As the second Vice Chancellor of KCA University (2010-2021), he grew the institution into one of Africa's leading private business universities, increasing enrollment from 6,919 to 16,000 students. He has held senior roles in U.S. institutions, including Vice President at Kent State University and Chief International Officer at Youngstown State University. A passionate educator, strategist, and mentor, Prof. Midamba has contributed to policy formulation in Kenya and internationally, serving on key committees

and initiatives. He holds multiple advanced degrees, including a PhD in Defense and Foreign Policy, and has been recognized with numerous awards for his contributions to education and governance. Prof. Midamba is also a leader in fostering ethical practices and development through various organizations and media engagements.



Mr. Francesco Checchi

*Team Lead, Africa
Anti-Corruption Hub
UNODC*

Francesco Checchi has 10 years experience working in the area of anti-corruption and public administration reform. Since 2006 he has worked as Anti-Corruption and Public Accountability Specialist at the UNDP Regional Centre for Eastern Europe and the CIS. His work focused on promoting reforms of the public administrations in the countries of the region for enhanced transparency, accountability and anti-corruption, supporting the implementation of the UNCAC and providing capacity development assistance to specialized anti-corruption agencies. Mr

Checchi also led the development of international frameworks for exchange of best practices and peer to peer assistance among anti-corruption practitioners.

SPEAKERS



Ms. Rachel Muthoga

CEO & Founder

*On Point Policy
Advisors(OPPA)*

Rachel Muthoga is an Advocate of the High Court of Kenya with over 15 years of experience. She holds a law degree from the University of Nairobi and a Master's in International Legal Studies, focusing on Human Rights, from Georgetown University, where she received the LAWA Award. Rachel is the founder of On Point Policy Advisors, a consulting firm specializing in governance, policy, trade facilitation, and capacity building. Her firm provides services to international agencies, business associations, and local and global businesses. Recognized in the Top 40 Under 40 Women by Business Daily in 2015, she also received the International Olympics Committee Trophy Award for Africa in 2018 for her advocacy for women's rights and empowerment through sports. Rachel's work focuses on advancing leadership, education, and economic opportunities for girls and young women.



Ms. Imaobong Akpan-Ita

*Accountability, Governance, and
Integrity portfolio*

*Center for International
Private Enterprise*

Imaobong Akpan-Ita leads the Accountability, Governance, and Integrity (AGI) portfolio at the Center for International Private Enterprise (CIPE). She collaborates with partners across 13 sub-Saharan African countries to promote compliance standardization for small businesses and oversees a network of over 80 change agents fostering an ethical business culture in Africa. With expertise in governance and development, she designs initiatives that drive local private-sector-led solutions to strengthen accountability. Previously, Imaobong worked with Mumspring Global, focusing on neonatal mortality, and IMPACT

for Change and Development, advocating for women's and children's rights. She holds a degree in International Law and Diplomacy from Babcock University and is a certified Project Management Professional.

SPEAKERS



**Mr Soji Olusoji
Apampa**

CEO

The Integrity Organization Ltd

Olusoji Apampa is the CEO of The Integrity Organization Ltd. (Gte.), incorporating The Convention on Business Integrity Ltd. (Gte.) and CBI Innovations Ltd. He is a pioneer in ethics, anti-corruption, and corporate governance, leading the design and deployment of Nigeria's Corporate Governance Rating System (CGRS), a benchmark for listed companies on the Nigerian Stock Exchange. Olusoji has over a decade of experience in corruption prevention and compliance systems, including heading the Maritime Anti-Corruption Network (MACN) in Nigeria, representing over 100 global shipping companies. A graduate of Civil & Structural Engineering from the University of Sheffield, he also holds a Master's in Corporate Governance and Finance from Liverpool John Moores University.



Mr. Catherine Mukoko

**Chief Operations
Officer**

Kenya Flower Council

Catherine Mukoko is an expert with over 20 years of experience in strategic management to enhance the productivity and performance of individuals, institutions, and businesses. She has expertise in business development, curriculum development, anti-corruption compliance training for businesses, policy development, managing partnerships, gender empowerment and mediation. She is a holder of an MBA in Strategic Management and a Bachelor of Commerce Degree - Marketing Option) both acquired from Africa Nazarene University. Catherine is also a Certified Professional Trainer by the Institute of Human

Resource Management; Certified Danish Industries (DI) trainer of the Sustainable Development Goals; Certified Anti-Corruption Compliance Trainer - by the Center for International Private Enterprise (CIPE-USA); Certified Professional Mediator by the Dispute and Conflict Resolution International (DCRI) and a Member of the Learning and Performance Institute (LPI) – UK. She is currently the COO at the Kenya Flower Council having previously served at Kenya Association of Manufacturers and the Federation of Kenya Employers respectively.

SPEAKERS



Ms. Sheia Masinde

*Executive Director
Transparency International
Kenya*

Sheila Masinde has over 20 years' work experience in governance, programme management, media and outreach. She is currently the Executive Director of Transparency International Kenya (TI- Kenya), having served as Programmes Manager/Head of Programmes between 2015 and 2020. She joined TI-Kenya for the second time in 2014, as Research and Learning Manager, from BBC Media Action (British Broadcasting Corporation's international development charity) where she was the Communications and Training Manager. She first worked for TI-Kenya from 2009 to 2012 as the Advocacy and Communications Programme Officer. She has also worked at the Nation Media Group in the radio and online news sections, and I Choose Life Africa as Assistant Programme Manager.



Mr. Steve Suchi

*Chief Marketing Officer +
LP Relations
Ingressive Capital*

Steve Suchi is the powerhouse behind Marketing and LP Relations at Ingressive Capital, where he shapes transformative strategies across communications, investor relations, and market insights for the firm's \$25M Fund II. A recognized leader in Africa's venture ecosystem, Steve brings extensive experience from scaling early-stage companies, including his instrumental role in Chipper Cash's ascent to unicorn status. At Moringa School, he achieved a remarkable 4x revenue growth in just 2.5 years by driving sustained, quarter-over-quarter increases in student enrollment, solidifying his reputation as a catalyst for

growth. Dedicated to amplifying Africa's most promising startups, Steve focuses on high-impact sectors like fintech, edtech, and marketplaces. At Ingressive, he bridges the worlds of founders and investors, creating tailored engagement strategies and delivering powerful Market Trends insights that support transformative connections and advance the future of African entrepreneurship

SPEAKERS



Mr. Stephen Kimenye

*Programs Manager
Global Compact Network Kenya*

Stephen Kimenye is the Programs Manager at Global Compact Network Kenya (GCNK), where he leads capacity-building initiatives to help companies integrate the UN Global Compact's Ten Principles and the Sustainable Development Goals into their operations. With over a decade of experience in corporate sustainability, governance, and anti-corruption, Stephen has developed frameworks for businesses to address systemic corruption and promote ethical practices. Previously, he served as Head of Program Management at Arc Skills, managing Environmental, Social, and Governance (ESG) initiatives across Sub-Saharan Africa. Stephen's expertise includes project management, stakeholder

engagement, and advancing responsible business practices.



Mr. Ben Kiragu

*Kenya Country Director
Center for International
Private Enterprise*

Ben Kiragu is the CIPE Kenya Country Director with over 15 years of experience in private sector development. He has made significant contributions to fostering entrepreneurship ecosystems through policy advocacy, association management, MSME capacity building, and the development of market-driven solutions to enhance business sustainability. Ben also brings expertise in corporate governance, business ethics training, the digital economy, anti-corruption compliance, public policy advocacy, and program development. He has worked extensively with private-sector organizations to create innovative solutions that promote ethical business practices and sustainable growth. His leader

ship has been instrumental in building partnerships that drive impactful initiatives and strengthen governance frameworks across Kenya. Recognized as a leading practitioner in governance and MSME private sector development, Ben remains dedicated to empowering businesses and enhancing their competitiveness.

SPEAKERS



Mr. Joe C. Mukoko
Co-founder
Co-Founder

Joe C. Mukoko is a passionate and seasoned business development expert and co-founder at Co-Founder of the Afrikan MSME Collective which helps business leaders set up, stabilise, and scale businesses for sustainable success. He also serves as the Board Chairman of Life Africa Limited a Pan African Business Support Organization.

Leveraging on his expertise, Joe guides entrepreneurs to create sustainable and profitable business models that lead to successful enterprises in the dynamic business landscape. He has been able to impact sustainable growth in collaboration with other profes

sionals in the Enterprise Support sector to more than 50 SMEs over the last 3 years as a Business Advisor, Mentor ,Coach ,Learning and Development Professional, Moderator, Facilitator and Wellness Advocate. Joe is dedicated to empowering SME leaders with DIY tools in sales, change, and competitive intelligence for sustainable and profitable growth.



Mr. Thomas Nudi
Founder
Nudi Empire Foundation
(NEF)

Thomas Nudi is a social entrepreneur, philanthropist, and youth mentor, passionate about leadership, community service, and education. He is the founder of Nudi Empire Foundation (NEF), which focuses on community transformation and the UN's 17 SDGs.

Mr. Nudi co-authored "Leadership with Integrity: Higher Education from Vocation to Funding" (2021) and contributed to "The Two-Way Strategy: A Guide to Knowing the Right Business to Start and Manage Successfully." He has held roles as Executive Business Assistant at Karma Holdings, COO at RealStar Kenya, and currently works in the Finance Department at St. Paul's University. He holds a degree in

Business and IT from St. Paul's University and is pursuing a Master's in Transformational Leadership. Mr. Nudi has received numerous leadership awards, including the USLA 2019 and Utumishi Bora Award 2019. He is also affiliated with various leadership organizations such as the Africa Youth Leadership Forum (AYLF) and Kenya Christian Professionals Forum (KCPF).

SPEAKERS



Mr. Feisal Abdi

*President
Dedan Kimathi University
Ethics and Integrity Club*

Feisal Abdi is a driven individual with a passion for ethics, integrity, and community development. Currently a final year at Dedan Kimathi University of Technology (DeKUT) pursuing a Bachelor of Science in Criminology with a specialization in Cyber Security and Digital Forensics. Feisal is a dedicated student and a dynamic leader. He serves as the President of both Dedan Kimathi University Ethics and Integrity Club (DeEIC) and Ethics Ambassadors Network-Kenya, demonstrating his commitment to fostering ethical practices within his institution and beyond.

Beyond academia, Feisal is actively involved in building ethical societies. He has visited schools ranging from primary school level to tertiary level to mentor

young minds on good values. His efforts was recognized with the prestigious University's Award, a rare honor bestowed upon a selected few at DeKUT. He is also a recipient of the Anti-Corruption Advanced Certificate from the United Nations Office on Drugs and Crime (UNODC).



Mr. Kevin Getobai

*Farm Manager
Ololo Farm*

Kevin Getobai is an experienced regenerative agriculture expert with a strong background in Agro-ecology & project Management. He currently works as the Farm Manager at Ololo Farm, located at the edge of Nairobi National Park. He has trained farmers in Kenya and Uganda, including refugee farmers, on regenerative agriculture practices. He was recently recognized by the UN Global Compact Network as a 2024 SDG pioneer from his efforts in advocating for SDGs (Sustainable Development Goals) and promoting circularity in our Agri-food system with the help of insects called Black Soldier Flies (BSF). His efforts have seen Ololo Farm & Lodge committing to setting science based-targets of achieving Net- Zero for

Scope 1 & 2 (internal emissions) by 2030.

SPEAKERS



Mr. Mohamed Alidini

*Shari'ah Compliance
Manager
Takaful Insurance of
Africa*

Mohamed Alidini possesses 10+ years of provable success in administration, training and consultancy with a key focus on Islamic business transformation at all levels. He has a wealth of valuable and demonstrable and industry experience within the Education and Islamic Financial services (Islamic Bank, Takaful and Capital Market). Mohamed therefore possesses a wealth of valuable and demonstrable experience in Shari'ah Compliance aspects in the fields of Islamic Finance. He is also expert in Islamic Digital fields such as Islamic Fintech, Islamic Invest Tech, Blockchain, etc.) He is well-respected for connecting with stakeholders from

all professional levels, identifying untapped opportunities, and delivering innovative solutions. He holds a Master of Islamic Banking & Finance, Bachelor of Shari'ah & Laws, Bachelor of Commerce (Finance Option), etc.



Ms. Lola Adekanye

*Deputy Regional Director for
Africa and Country Director for
Nigeria
Center For International
Private Enterprise*

Lola Adekanye is the Deputy Regional Director for Africa and Country Director for Nigeria at the Center for International Private Enterprise (CIPE), overseeing diverse thematic programs. A recognized expert in anti-corruption, governance, and business integrity, she provides strategic leadership for the Accountability, Governance, and Integrity (AGI) portfolio across Sub-Saharan Africa. Lola co-leads Ethics 1st, a flagship CIPE initiative fostering accountable businesses and low-risk investment in Africa. She serves on high-profile committees, including CIPE's Anti-Corruption & Governance Center and the

Bretton Woods Committee, shaping global standards and policies. A licensed attorney in New York and Nigeria, Lola holds advanced law degrees from Georgetown University and the University of Warwick, as well as certifications in circular economy from Cambridge University. Her thematic expertise includes international financial regulations, business integrity, transparency, and regulatory efficiency.

SPEAKERS



Mr. George M. Kiruthu
Head of Financial Crime
Compliance
ABSA PLC

George M. Kiruthu serves as the VP of Compliance, MLRO, and Head of Financial Crime Compliance at Absa Bank Kenya PLC. With over 12 years of experience in financial crime compliance, risk management, and governance, he specializes in anti-money laundering, anti-corruption, and bribery risk management. George leads Absa's financial crime compliance strategy, ensuring adherence to local and global regulations, while overseeing anti-bribery, anti-corruption, and whistleblowing frameworks. Known for pioneering data-driven compliance solutions, he has built and mentored high-performing

teams and fostered strong relationships with regulators and law enforcement. A passionate advocate for governance reforms, George champions private-sector collaboration to enhance integrity and transparency across industries.



**CPA, CS Nicholas
Mulila; MBS**
Chief Corporate Security
Officer
Safaricom PLC

Nicholas Mulila is the Chief Corporate Security Officer at Safaricom PLC responsible for the Business Assurance, Enterprise Risk Management Strategy, Cyber Security, Data Privacy, Business Ethics & Compliance, AML/CTF Program, Insurance, and Physical Security. Nicholas has 24 years' experience in Strategy Formulation and Execution, Financial Management, Business Analysis, Risk Management and Corporate Governance. His dedication to the industry extends beyond his professional roles; he is a thought leader known for his forward-thinking approach and his commitment to leading by purpose. Due to his contribu

tion in Risk Management and Security efforts in the industry and the country, Nick was awarded state commendation of Member of the Burning Spear (MBS) awarded by former President Uhuru Kenyatta. Nicholas is passionate about transforming lives through collaboration and supporting underserved communities. Throughout his work, Nicholas continues to inspire and drive meaningful change in both the corporate world and the wider community.

SPEAKERS



Mr. Patrick Kinoti

*Head of Ethics and
Compliance
Safaricom PLC*

Patrick Kinoti is the Head of Ethics and Compliance at Safaricom. He is responsible for ethics management and compliance domains. Patrick's role covers the company's fraud management strategy, including corruption, bribery and fraud prevention, detection, and investigations. He also oversees compliance of business controls. He works with multiple stakeholders like business partners, suppliers, law enforcement agents to effectively manage ethical breaches of Safaricom process and policies. Currently he is working with a team of data scientists to develop data driven social models to identify outlier behaviors that

indicate possible fraud or compliance breaches. Prior to his current role, Patrick has worked in IT, Internal Audit, Money Laundering and Revenue Assurance roles.



**Ms. Daphne Tshiamo
Thapa**

*Managing Director
Collective Value Creation
Botswana*

Daphne Tshiamo Thapa, Managing Director of Collective Value Creation Botswana, is a Motswana entrepreneur championing ethical business practices and sustainable growth. As the 2023 Conference Director for the Africa Business Ethics Conference (ABEC), she has further amplified her impact on the African business landscape. With a background in Information Systems and a wealth of certifications, she leads transformative initiatives empowering SMEs through training, mentorship, and strategic partnerships. Daphne is a passionate advocate for business ethics, gender inclusivity, and sustainable entrepreneurship, driving positive change in Africa's business landscape. Her commitment to fostering a resilient, values-driven business community is evident in her work, making her a valuable asset to the African business ecosystem.

SPEAKERS



Mr Tom Fox
Founder
Compliance Podcast Network

Tom Fox is the founder of the Compliance Podcast Network and a leading expert in compliance and ethics. With over 15 years of experience as a General Counsel and Chief Compliance Officer, he now consults globally on anti-corruption, anti-bribery compliance, and international transactions, offering business-focused solutions to compliance challenges. Tom is the author of *The Compliance Handbook* (3rd edition) and the award-winning FCPA Compliance and Ethics Blog. His podcasts have received multiple accolades, including w3, Davey, and Webby awards. A sought-after speaker and contributor to platforms like Corporate Compliance Insights and the FCPA Blog, Tom is recognized as the "Voice of Compliance" and a dedicated compliance evangelist.



Ms. Lim Hazel Masiga
Program Associate
Center for International
Private Enterprise

Lim Hazel Masiga is a Program Associate at the Center for International Private Enterprise (CIPE), specializing in entrepreneurship, governance, and stakeholder engagement. She leads programs that strengthen small business ecosystems, advance the digital economy, and promote inclusive economic growth. Lim has successfully implemented initiatives to build the capacity of county chambers, advocate for reforms, and enhance organizational governance. She has also championed training programs for women's economic empowerment and fostered ethical practices through research and policy advocacy. Her work has empowered business communities across Kenya, enabling them to adopt sustainable and innovative solutions. A skilled moderator, Lim is passionate about driving social change, facilitating impactful dialogues, and inspiring inclusive development through private-sector initiatives.

SPEAKERS



Mr. Tom Shivo
Chief People Officer
Kenya Airways

Tom Shivo is a seasoned HR practitioner with twenty-seven (27) years working experience. He joined KQ from HF Group (Housing Finance), where he was the Group HR Director for 4½ years. Prior to this, he worked at Safaricom as the Head of Business Partners (Commercial Divisions); Airtel Africa as the HR Director (Talent Management) and HR Director at Airtel Nigeria. At Coca-Cola Beverage Africa (Nairobi Bottlers), he was the Country HR Manager for the Kenya business, and before that he was the HR Manager at The Nairobi Hospital. Tom holds a Master of Business Administration (MBA) degree in Human Resources

from University of Nairobi, a Bachelor of Education degree from Kenyatta University and a Higher National Diploma in Human Resources. He also holds an Advanced Leadership certificate from GIBBS Institute (Pretoria University) and Christ Church (Oxford University); and a Senior



Mr. Job A. Njiraini
Technical Lead
Africa Business Ethics
Conference

Job Njraini is the ABEC Technical Lead, blending business acumen with technological expertise and a strong commitment to ethical practices. He also serves as the Network Administrator for Wezesha Bishara, ensuring seamless digital operations and infrastructure reliability. Having completed a youth discipleship program, Job values personal growth and integrity in leadership. With experience as a social media manager, he has honed strategic marketing skills and gained insights into consumer engagement. Skilled in operations management, he excels in streamlining processes and optimizing work

flows. Passionate about innovation, Job integrates technology and business to create solutions rooted in ethics and excellence. He envisions a future where technology fosters not only success but also integrity in business operations.







ABEC



AFRICA BUSINESS ETHICS CONFERENCE

2025

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TALK TO US

info@africa-abec.org

abec2025@africa-abec.org

Phone : 0725 432 000

TWITTER: @abecafrica

FACEBOOK: ABEC Africa

LINKEDIN: ABEC Africa



CONTACT US

ABEC 2024

Conference Director - Catherine Mukoko

Email - abec2024@africa-abec.org

Phone - +254 723 936 698

www.africa-abec.org

info@africa-abec.org

abec2025@africa-abec.org

Phone : 0725 432 000

TWITTER: @abecafrika

FACEBOOK: ABEC Africa

LINKEDIN: ABEC Africa