



INTERNATIONAL NETWORK FOR CORPORATE SOCIAL RESPONSIBILITY

CERTIFICATIONS CONSULTANTS AUDITORS

**SUSTAINABILITY EXPERTS- QUALITY,
HEALTH, SAFETY, SOCIAL & ENVIRONMENT**



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ABOUT US



International Network for Corporate Social Responsibility (IN-CSR) is an international team of Corporate Sustainability and Responsibility (CS&R) Consultants and Corporate Human Rights Advocates working to promote best practices in Sub-Saharan Africa.

Registered as a non-Governmental Organisation in Nigeria (No 99264), we have a network of Sustainability Experts – Social Responsibility, Environmental Management, Occupational Health and Safety, Risk Management, Quality Assurance, Business Continuity among others - who are industry experts in sustainability strategies – implementation and auditing, using both national and international platforms in compliance with different Environmental Laws such as the National Environmental Management Act (NEMA) in South Africa and the Environmental Impact Assessment (EIA) Act No. 86 in Nigeria; Banking Regulations including the Nigerian Sustainable Banking Principles (NSBP), Principles on Social and Environmental Risk Management and Regulatory Frameworks like the King IV Code of Corporate Governance.

We are experts in a number of other guidelines such as the Extractive Industry Transparency Initiative (EITI), the G20 High Level Principles, International Finance Corporation (IFC) Guidelines, the World Bank Good Practice Guidelines, Africa Finance Corporation (AFC Guidelines), the Consumer Protection

Framework, the Governance Code, the Nigerian Stock Exchange Sustainability Disclosure Guidelines, as well as international standards - ISO Standards, SAI Standards, IEMA and SA 8000 platforms, etc.

Our management audits are benchmarked on world's most accepted sustainability auditing platforms - SA 8000, ISO 14001 and 45001 while sustainability reports are usually based on GRI Standards except when specifically required on other platforms. We provide businesses and Governmental agencies with globally certified management standards and due diligence studies including ESG, ESIA, ESMP, HSSE-IA & MP.

IN-CSR is the host of the International Conferences on Business and Human Rights and has worked with leading organizations' such as Dangote Group Plc., the Central Bank of Nigeria, AIICO Insurance Plc., Zenith Bank Plc., Centre for International Governance and Innovation (CIGI) Canada, Green Energy International, the Federal House of Representatives Abuja, Oil and Gas Free Zones Authority, National Human Rights Commission of Nigeria (NHRC), the Government of Tanzania, among others on a wider range of sustainability projects.

Our experts have collectively completed over a hundred environmental and social due diligence projects globally and hundreds of management audits. We have also worked on key developmental projects and made several representations to the international

community including the United Nations (U.N), Economic Community of West African States (ECOWAS), and the Senate of Federal Republic of Nigeria on a range of environmental and social impact issues.

IN-CSR was appointed by the National Human Rights Commission of Nigeria to lead the review of the National Action Plan (NAP) on Business and Human Rights working in partnership with the senior management of Nigerian Stock Exchange (NSE), key stakeholders of the Organised Private Sector (OPS) and Judges from the National Industrial Court of Nigeria (NICN).

We recently trained high-level delegates from several organisations including the National Information Technology Development Agency (NITDA) on Digital Responsibility and Telecommunications and have successfully completed Environmental Audits on over 80 branches of select branches of Zenith Bank Plc. and First City Monument Bank (FCMB) Ltd. in compliance with the National Environmental Standards and Regulations Enforcement Agency (NESREA) requirements. Our team has also completed full integration of ISO 26000 Social Responsibility Guidance Standard in two global companies – IHS Nigeria Plc. and Seplat Energy Plc. - both of which involved extensive stakeholder identification, mapping, prioritisation, and engagement.

Our values are: Integrity, Professionalism and Fairness.

OUR SERVICES



CONSULTANCY

With a combined experience of over 35 years in Sustainability Management, our team of consultants are readily available to assist with implementation, project assessments, consultation on globally recognised management standards and advisory services to Governments, Enterprises, Regulatory Bodies, Civil Society Organisations and the general public in areas such as:

- ISO Management Systems – Implementation and Auditing
- Environmental and Social Impact Assessments (ESIAs)
- Social Impact Assessment and Auditing (SIAA)
- Cumulative Impact Assessment (CIA)
- Integrated Sustainability Management Systems (ISMS)
- Integrated Health, Safety, Social and Environment (HSSE) Impact Assessment
- Integrated Health, Safety, Social and Environment (HSSE) Management Plan
- Social Responsibility Standards incl. Community Mapping & Engagement, etc.
- Environmental Management Standards incl. Soil, Air and Water Quality Studies
- Occupational Health & Safety Standards incl. specialist work processes and procedure design and documentation
- Risk Management Standards incl. Project sites, Enterprise, and Supply Chain Risk Assessments
- Quality Management Standards incl. Product / Service Quality
- Compliance Management Systems
- Service Management Systems
- Project Management Systems
- Food Safety Management Systems
- Supply Chain Management Systems
- Management Systems for Sustainable Development in Communities
- Stakeholders Engagement Program/Mapping
- Human Rights Due Diligence
- Company / Product Risk Assessment for Insurance Companies, Investors and Lenders

ISO MANAGEMENT SYSTEMS CERTIFICATIONS



ISO MANAGEMENT SYSTEMS CERTIFICATION

In partnership with the Professional Evaluation and Certification Board Management System (PECB MS), we specialise in Management Systems Certifications for both persons and organisations on a wide range of international standards.

PECB is a certification body for persons, management systems, and products on a wide range of international standards. As a global provider of training, examination, audit, and certification services, PECB offers its expertise on multiple fields, including but not limited to Information Security, IT, Business

Continuity, Service Management, Quality Management Systems, Risk & Management, Health, Safety, and Environment. We help professionals and organisations show commitment and competence with internationally recognized standards by providing this assurance through education, evaluation and certification against rigorous, internationally recognised competence requirements.

Our mission is to provide our clients comprehensive services that inspire trust, continual improvement, demonstrate recognition, and benefit society as a whole.



ENVIRONMENTAL AND SOCIAL DUE DILIGENCE/STUDIES

**Environmental and
Social Impact Assessment
- Insights from across
the region**



Our multi disciplinary team of experts will assist you with the relevant ESIA, EIA, CIA and SEA studies to assess the potential impacts of your project on the natural environment and human activities. We combine the evaluation of the economic aspects of a project on the natural environment and human activities based on cost benefit ratios - with the environmental and social consequences of undertaking the project in line with national and international legislation.

The Due Diligence approach designed for financial institutions is a cost-effective technique for understanding the risks and liabilities associated with a transaction or investment, whilst ensuring compliance with laws, standards, company and lender policies and procedures.



**Environmental and
Social Impact Assessment
- Insights from across the region**

DELIVERABLES



- Advising on the need for Environmental Impact Assessment (EIA), Environmental and Social Impact Assessment (ESIA), Cumulative Impact Assessment (CIA), Strategic Environmental Assessment (SEA) understanding of planning issues and legislative requirements.
- Defining project description, sources and impacts of environmental disturbances, evaluating alternatives.
- Describing the project environment, including the fauna, flora, air, soil, water, socio-economic and cultural heritage.
- Assessing the nature, scoping of potential impacts (temporary and permanent, local and regional) and proposing mitigation measures based on them.
- Facilitating the permitting process and public consultation.
- We conduct tests on petroleum, chemicals, production materials, mining, agriculture, power, pharmaceuticals etc; to predict and assess the potential impacts on environmental aspects of your project or operations, in line with best practices.



ISO 26000 Implementation Project Site Visit at Seplat Energy



Environmental Audit exercise at FCMB Branches



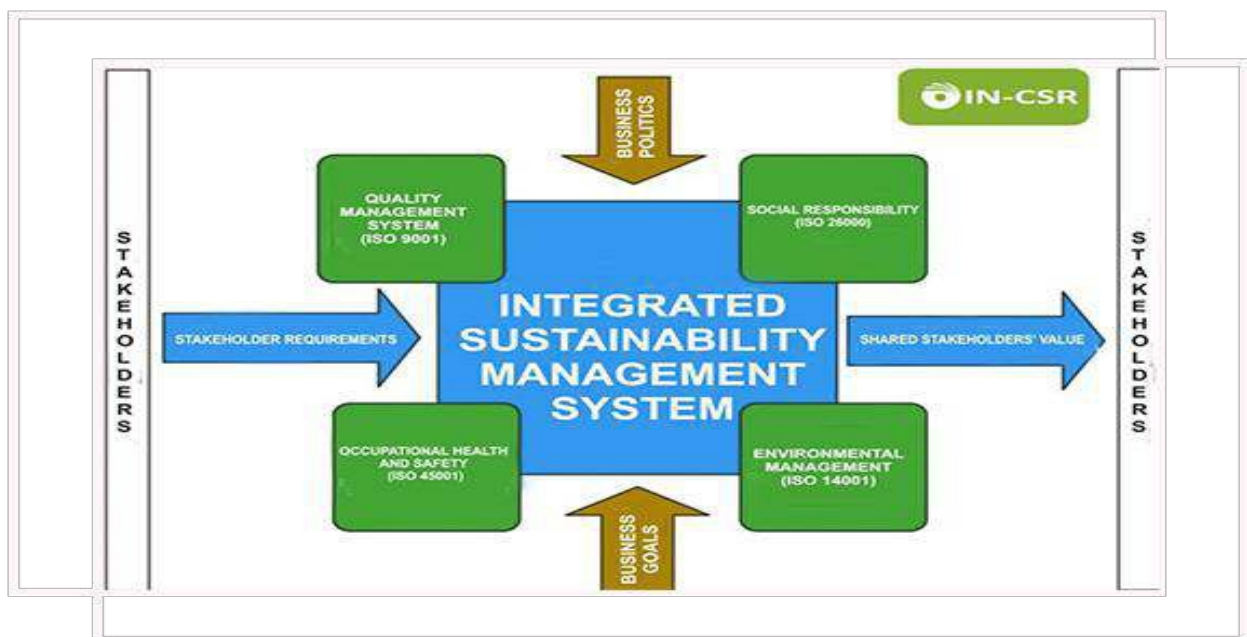
ISO 26000 Implementation Project Site Visit at IHS Nigeria

ENVIRONMENTAL MANAGEMENT SYSTEMS (EMS)



In line with ISO 14001, we provide an organisation with environmental management system framework. This includes an EMS plan and, a system and database which integrates procedures and processes for training of personnel, monitoring, summarising, and reporting of specialised environmental performance information to internal and external stakeholders of an organisation.

This should not be confused with EIA which is a pro-active assessment of the possible positive and negative impacts that a proposed project may have on the environment and communities of people.



SOCIAL PERFORMANCE MANAGEMENT (SPM)

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Social performance management (SPM) is about making an organisation's social mission a reality, whatever that mission is. At IN-CSR, our team of experts will help define, implement and measure how effectively your organisation achieves its stated social goals and create value for stakeholders; that include integrating management systems, processes and products that will translate your organisation's social mission into practice, implement and measure how effectively your organisation achieves its stated social goals and creates value for stakeholders.

We will help you integrate management systems, processes and products that will translate an organisation's social mission into practice.

SOCIAL RETURN ON INVESTMENT (SROI) AND IMPACT ASSESSMENT

We also provide organisations with Social Return on Investment (SROI) assessments which are an outcomes-based measurement system that helps organizations understand and quantify the social, environmental, and economic value they are creating.

Developed from traditional cost-benefit analysis and social accounting, SROI is a participative approach that is able to capture in monetised form, the value of a wide range of outcomes, whether these already have a financial value or not. An SROI analysis produces a narrative of how an organisation creates and destroys value in the course of making change in the world, and a ratio that states how much social value (in ₦/\$) is created for every ₦1/\$ of investment.



Field Assessment –
Pollution Issues in
Host Community -
Baseline Study,
Orisunbare
Community
In Apapa Iganmu,
Lagos State.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT (OH&S)



Occupational Health and Safety (OH&S) focuses on primary prevention methods of hazards while dealing with employees at the workplace and the virtual offices. The risk factors at the workplace, at home working virtually and several other determinants such as the health status of the workers, group/lone working, driving for work, use of work equipment, overuse injuries of the hand on the computer, muscle and joint problems, eyestrain, behavioural problems including aggressive behaviour, display screen equipment (DSE), slips, trips and falls, stress account for work accidents.

We help organisations design OH&S frameworks, policies, plans, processes, procedures that suit the activities, as well help put a system in place for assessment and continual improvement(s).

Improving occupational health and safety standards in your organisation will ensure better brand image, good business and higher employee morale.



Field OH&S Assessment headed by
Mr. Eustace Onuegbu - Lead Auditor

PROFESSIONAL DEVELOPMENT TRAINING/CERTIFICATIONS

We help professionals and organisations show commitment and competence by providing them with valuable education, evaluation and certification against rigorous internationally recognised standards, such as:

- ISO 26000: Social Responsibility
- ISO 14001: Environmental Management
- ISO 45001: Occupational Health & Safety
- ISO 9001: Quality Management System (QMS)
- ISO 21500: Project Management
- ISO 22000: Food Safety Management Systems
- ISO 20400: Sustainable Procurement
- ISO 31000: Risk Management
- ISO 37301: Compliance Management
- ISO 20000: Service Management Systems
- ISO/IEC 27001: Information Security
- ISO 28000: Supply Chain Security Management System
- ISO 37101: Management Systems for Sustainable Development In Communities
- ISO 22301: Business Continuity
- ISO/IEC 17025: Testing and Calibration







When it comes to training, it's important to cover the basics and set a good foundation. However, only covering the basics or “check-the-box” solutions could leave your people short on skills, as the content often lacks the connection back to their specific job roles and responsibilities. When learners can't connect the training content back to their daily responsibilities, they are often unable to apply the new knowledge they received.

By adding solutions tailored and customised to your organisation's unique needs, you can create more opportunities for your people to close the skills gap both within the organisation and in all your business relationships. By giving your people the skills, they need to feel and perform successfully, they can be better positioned and motivated to help your organisation achieve the goals you've established while still improving bottom-line. Our team will work with you to design specialised training programs either as part of our consultancy service or as a stand-alone project.



CSR Practitioners' Training facilitated by Eustace Onuegbu – President, IN-CSR, Greg Gardner – CEO, Arche Advisors USA, and Hon. Justice Nelson Ogbuanya – Judge, National Industrial Court of Nigeria (2016)

RECENTLY CUSTOMIZED STAFF TRAINING PROGRAMS

- Sustainable Insurance - ESG Guide for Underwriters and Risk Managers
- Sustainable Manufacturing – Managing Direct and Indirect Environmental and Social Risks
- Sustainable Banking – Managing Direct and Indirect Environmental and Social Risks
- ESG Guide for Investors in the Extraction Sector
- Social Impact and Risk Assessment
- CSR Practitioners' Training
- Social Responsibility – Principles and Practices in the Public Sector
- Integrating CSR Principles in the Maritime Industry
- Corporate Sustainability and Responsibility – Strategies for Sustainable Agriculture
- CSR, Business Ethics and Corporate Governance
- Sustainable Procurement – Effective Supply Chain Management
- Understanding the Concepts of Human Rights Due Diligence

Testimonial



**Training on Sustainable Banking:
Managing Direct and Indirect Environmental
and Social Risks.**

The training covered a lot of ground on ESG issues and information, delivered in concise chunks that were easy to absorb. The structure was clear, logical and effective. In-CSR has obviously put a lot of thought and expertise into designing it and it showed through the presentation. Although the session was condensed as requested by us, they ensured no important and relevant aspects were left out.

I appreciate the way it was tailored specifically to our industry, thus allowing for the recipients to be able to relate to the concepts introduced.

Opportunity was given to react and respond to topics covered at different points throughout the training, unlike sessions with other trainers that leave the Q&A to the very end, at which point some of the momentum may have been lost.

It was an important and a professionally structured session that I would recommend to any organisation that is actively seeking and determined to 'do things the right way'.

**- Abi Shobanjo, Head, Corporate Responsibility & Sustainability
AIICO Insurance PLC**

August 2020



OUR CORE VALUES

Accelerated Economic Growth and Sustainability are the core values that drives our vision and actions. IN-CSR helps organisations to make significant strides in reducing its footprint and developing innovative solutions to make progress beyond meeting compliance requirements and meeting its sustainability goals.



LOOKING FOR THE PERFECT CSR PROJECT FOR YOUR COMPANY?

At IN-CSR, we help corporates strategise, implement, and track their CSR projects through data-driven intelligence and interventions. We help organisations bring about positive change in the society by engaging in CSR initiatives and outreach programs. It is a win-win situation for companies: they get to do good and increase brand awareness while at it.



Donor Funded Development Projects and Programmes

Our Thematic Areas:

- Corporate Human Rights and Access to Justice
- Public Policy and Good Governance
- Environmental Stewardship
- Access to Affordable Healthcare
- Promotion of 21st Century Learning
- Empowerment and Entrepreneurship
- Women and Children
- Innovation for Sustainable Art & Culture

Donor funded projects for social development involve a complex network of stakeholders - the funding agency, the implementer (usually an NGO) and the target beneficiary. IN-CSR's international team of experts allows funders to leverage on their development agendas more strategically. We not only execute projects and programmes effectively, but we also provide your agency with a Social Return on Investment (SROI) report which many organisations are unable to.



IN-CSR CONFERENCE 2018



NAP on Business and Human Rights Review Workshop hosted by IN-CSR in partnership with NSE and National Human Rights Commission of Nigeria



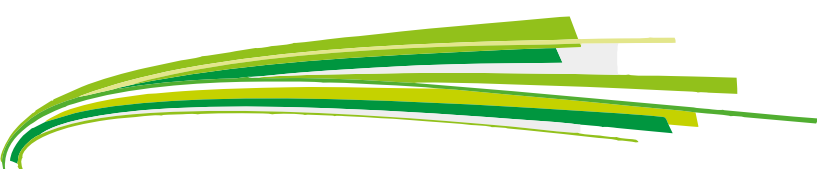
Our Experts

EUSTACE ONUGBU CMSC, FSPIN, CMC – President and Lead Consultant

Eustace Onuegbu is board level management consultant, an accredited ISO Management Systems Auditor, Partner, and a member of the Global Advisory Group on Business and Human Rights. He is an expert in Corporate Sustainability – Strategies, Implementation, and audits – benchmarked on both national and international standards. Eustace is a certified Management Systems Consultant - the foremost ISO 20400 Sustainable Procurement Certified Lead Manager in Africa and ISO 26000 Social Responsibility Certified Master Auditor and Implementer in West Africa. He is also an ISO 14001 Environmental Management, ISO 45001 Occupational Health and Safety, ISO 9001 Quality Management, ISO 31001 Risk Management, ISO 37301 Compliance Management, and ISO 22301 Business Continuity – Senior Lead Implementer, Facilitator and Master Auditor with the Professional Evaluation and Certification Board (PECB), Canada, a Distinguished Fellow and Vice Chair of the Executive Council of the Association of Sustainability Professionals of Nigeria (ASPN), and a Fellow of the Institute of Management Consultants (IMC), Nigeria. He is presently serving as the President of International Network for Corporate Social Responsibility (IN-CSR) - a hybrid organisation working to promote corporate sustainability best practices in Sub-Saharan Africa as well on the board of several other Civil Society Organizations (CSOs).

Eustace has worked with leading organizations such as IHS Towers; Total Energies Plc; the Financial Reporting Council of Nigeria (FRC); Dangote Industries Ltd; Zenith Bank Plc; Centre for International Governance and Innovation (CIGI) Canada; Central Bank of Nigeria (CBN); Voices4Change/UKAID; University of Lagos; The Federal House of Representatives, Abuja; Oil and Gas Free Zones Authority (OGFZA); Green Energy International; National Human Rights Commission of Nigeria (NHRC); the Government of Tanzania, among others on Sustainable Development frameworks including Sustainable Banking, Consumer Protection and Financial Inclusion, Corporate Sustainability and Responsibility Standards, and Corporate Governance. He has also worked on key developmental projects and made several representations to the international community including the United Nations, African Union, ECOWAS, and The Senate of Federal Republic of Nigeria on a wide range of environmental and social impact issues such as Access to Quality Education, Decentralized Renewable Energy Systems as a solution to the Country's Energy Challenges, Sustainable Agriculture – Implementation and Impact Assessment, Deforestation and its Effects on Global Warming (NASS Committee member), Localizing Global Frameworks on Sustainable Supply Chain and Procurement, Sustainable Finance, Sustainable Insurance, Pollution and Waste Disposal Challenges; Business and Human Rights Due Diligence, etc.



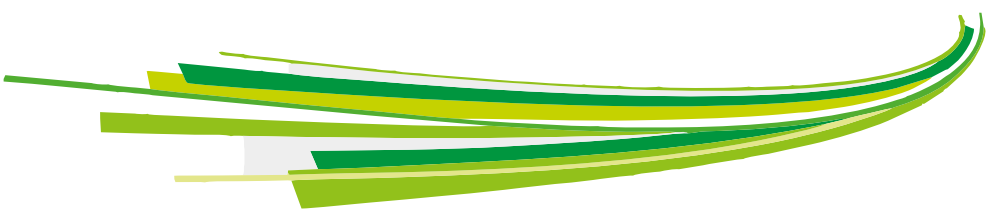


He has published extensively on Corporate Sustainability and Responsibility including industry leading articles such as -

1. Proactive Human Rights Due Diligence as Business Investment – January 2016
2. 10 Costly Mistakes of Sustainability Implementation and Reporting in Nigeria - July 2019
3. Integrating Sustainability Principles into Business Continuity Plan: Mitigating COVID-19 Impacts in Africa – April 2020
4. Corporate Sustainability – How Organizations Can Accelerate Long-term Shared Stakeholder Value Leveraging Short-term COVID-19 Rebuilding Efforts – May 2020
5. The Many Definitions of Corporate Social Responsibility (CSR) and Sustainability: What They Are and What They Are Not – A Practitioners' Guide – June 2020 (Co-authored with Eunice Sampson)
6. Disruptive Sustainability Innovation for Long Term Business Growth, (Unpublished, Tekedia Mini MBA Handbook) – June 2020. (Reviewed March 2021)
7. The Intersection Between Effective Corporate Social Responsibility (CSR) and Sustainable Development Goals (SDGs) – Centre for Sustainable Development, Nnamdi Azikiwe University, Awka – February 2021.

Eustace was in July 2019 appointed by the National Human Rights Commission of Nigeria to lead the review of the National Action Plan (NAP) on Business and Human Rights working in partnership key stakeholders from the Organized Private Sector (OPS) and justices from the National Industrial Court of Nigeria (NIC). In February 2021, he was invited to join the United Nations Working Group on Cross Border Cartels as the only civil society member from West Africa. In August 2021, Eustace representing his organisation (IN-CSR) partnered with the Professional Evaluation and Certification Board (PECB), Canada and Action on Sustainability UK to launch the first Sustainability Supply Chain Academy in Africa, endorsed by the Federal Ministry of Industry and Investment.

He is an avid advocate of instituting global best practices in the conduct of Corporate Sustainability and Responsibility (CSR) in Africa, the initiator and host of the International Conferences on Business and Human Rights in Africa. Eustace holds a degree in Marketing from Abia State University in Nigeria, another in International Business and Management from Amsterdam School of Business, The Netherlands, and a post graduate degree in International Human Rights Law from Birmingham City University in the United Kingdom. He is also a Doctor of Business Administration candidate with specialty in Sustainability at Monarch Business School, Switzerland.



ISRAEL CHOKUWENGA - Head of Southern Africa Operations

Israel Chokuwenga is a Social Scientist who has spent the last 19 years working to acquire extensive knowledge and experience in the field of Social Performance, Social Responsibility and Sustainability.

He has successfully and directly managed the Murowa Resettlement project in Zimbabwe and was the Regional Advisor for the Rio Tinto, TeteMwaladzi Resettlement project in Mozambique including the Rio Tinto Richards Bay Minerals Expansion and Resettlement Project in South Africa. He worked to establish Social Performance Management systems for extractive industries in Planning for Positive Legacies, Social Responsibility, Environmental Stewardship and Business Integrity.

As the former group head - Health, Safety, Social and Environment (HSSE) specifically focusing on Social Performance at Dangote Group Plc., he worked as a sustainability champion and was involved in the development of the sustainability programs for Dangote Cement Plc. He holds a PECB ISO 26000

certificate as a Lead Implementer and Lead Auditor. He is also a GRI trained reporting practitioner.

Over the years, he has strengthened his skills in Land Acquisition, Social Investment strategies, Social Impacts Assessment, Social Performance Auditing, Human Rights Due Diligence. Apart from the above, he is also familiar with the implementation of the IFC Standards and Social Performance Standard such as the IRMA Standard.

As part of the Global Security Fellows Initiative, Senior Research Fellows at Cambridge University, he co-authored a book, Migrants, Citizens and the State in Southern Africa. During the Mozambique internal conflict, he was appointed by the Government of Zimbabwe to head one of the five refugee camps. This gave him invaluable experience and expertise in coordinating emergency programmes involving populations in distress. He also earned experience in dealing with UN Organizations such as UNHCR, UNICEF and WFP, and other international relief organizations.





DR. RITA N. OZOEMENA – Executive Secretary, IN-CSR

Rita N. Ozoemena is a Senior Lecturer and Coordinator, Legal Division of the Free State Centre for Human Rights (FSCHR), South Africa. She is an Advocate of the High Court of South Africa and member of the Johannesburg Society of Advocates (JSA). In the legal practice, she is involved with strategic or Impact litigation to promote access to justice and protection of human rights particularly for the vulnerable within the Free State Province and South Africa in general.

Her academic research interests are in the area of business and human rights, gender justice and the right to development in Africa and she has published in those areas. Her multidisciplinary research focus area has placed her in a position to critically engage with issues of law, society, and development within the framework of the African Human Rights System. She had served on the Board of Amnesty International, South Africa and later became the Acting Executive Director. She currently is the Executive Secretary of the International Network on Corporate Social Responsibility (IN-CSR) and worked with a number of organisations and institutions in Nigeria including the University of Lagos on the Intersection between Human Rights and Corporate Responsibility.






FYNERAY MBATA, BSC (HONS), PGD, MBA, FISPOBN, MASSE, MNSE, MIIA, MFPAN, CHENY, CIRSM

Fyneray Mbata is an experienced and capable professional with broad skills and wide exposure covering health, safety, security, and environment. He has a BSc in environmental microbiology from the Rivers State University of Science and technology, a postgraduate diploma in project management and a Master of Business Administration in project management both from the Federal University of Technology Owerri (FUTO). He is currently a Masters in crisis/disaster management and development studies candidate at the Aldersgate University, Philippines. He started his career as a corps lecturer in the College of Education, Agbor, then a secondment Base Safety Officer and Safety coordinator in Warri Operations & Alcon Nig. Ltd., Port Harcourt, a Project Manager of Safety and Training at West African Oil Services (WAOS) NIG Ltd, a manager, Community Affairs at Health Safety Environment & Security, DEC Oil & Gas, a professional Incident Investigation Consultant at Shell Dev. Coy Ltd, a manager, health, safety and environment and subsequently a Manager, Environmental Sustainability Affairs at MTN Nigeria before joining IN-CSR.

He has held professional positions as Pioneer Member, Telecommunication Technology Sustainability Working Group (TTSWG); Chairman, Board of Fellows, Chartered Institute of Risk and Safety Management; member, Board of Trustees; Emergency, Crisis and Risk Management Institute, Nigeria. He is an E-Waste Producer Responsibility Organization of Nigeria (EPRON) Member, EPRON Board and Director of Administration Member, EPRON Finance & Admin Committee Member, EPRON Advisory Council Producer Registration and Enforcement Committee Member, EPRON Advisory Council Education and Awareness Committee, Member, Board of Fellows and Director of Communication; Professional Leadership Practitioners Institute, Institute of Safety Professionals (ISPON); formerly Nigeria Institute of Safety Professionals (MNISP) PRO-2002 –to-2004, PH Branch: -Duties include Marketing of training programs, client relations, publications of Institute's journals and Monthly Newsletters etc. L1-L3 Competency training Resource Person: - developed a training module on HSE Communications and facilitated same training to all Shell contractor Personnel under the L1-L3 Competency development programs and to other NISP-clients.


Fyneray has also successfully completed the following professional trainings: NEBOSH IGC Certified/NEBOSH Diploma, ISO 14001 EMS Certified Lead Auditor, ISO 18001, OHSAS Certified Lead Auditor, ISO 22301 Business Continuity, Management certified Lead Auditor, ISO 9001 QMS Certified Lead Auditor, ISO TL 9000 Telecom QMS Certified Lead Auditor, ISO 50001 – Energy Management, Systems Certified Lead Auditor, ISO 26000 – Social Responsibility, ISO 31000 – Lead Risk Manager (LRM), Telecom Mini-MBA, Crisis and Incident Management certification, Chartered Institute of Environmental Health Certification Chartered Manager of Quality and Operational Excellence, Agile Scrum Foundations Professional Certification SFPC, ITIL4 Foundation Certification, Conducting ESIA





study in line with IFC Requirements and Agile Scrum Master Professional Certification.

He has many professional recognitions and awards to his name and has been involved in some voluntary and community work, he has affiliation with a good number of professional bodies with some research works and publications to his name. Some of his HSE sustainability initiatives include:

- Driving ISO- 14001 Environmental Management System in MTNN across the entire regions nationwide; which includes – development and reviews of applicable standards, manual, processes, and procedures towards attaining the certification; mobilization of volunteers and stakeholders for embedding of the EMS program in the company; awareness campaigns via the use of multi-media platforms to sensitize staffers and ensure deepening.
 - Under his helmsmanship, MTNN has the following Awards: Green Initiative Award – by Ecofest Nigeria in recognition of MTNN's contribution to Environment and Sustainable Development – Nov 2011 Award for Excellence for Environmental Sustainability – by Nigerian Society of Engineers, in recognition of MTNN's outstanding services and contributions towards the promotion of Environmental initiatives
 - During the World Environment Day 2015, to demonstrate his passion to inspire and encourage young players in Environmental conservation and sustainability, made financial endowment for Society of Environmental Toxicology and Pollution Mitigation (SETPOM) Student Research Awards
 - Set up a system for controlling and monitoring efficient use of energy, reusing and recycling wherever applicable
 - Ensuring compliance with all applicable environmental legislations, especially in the area of pre- site deployment EIA Studies, EMP monitoring, periodic environmental regulatory monitoring and reporting, and supported Lagos State E-waste Monitoring and compliance programs
 - Also facilitated Environmental Auditing Projects in well over 12188 MTNN sites across the regions in line with the requirements of National Environmental Standards and Regulatory Agency (NESREA). The 1st compliance episode was achieved in 2010 with the 2nd compliance episode completed in 2014.
 - Managed and delivered all Environmental Assessment studies in over 7322 sites from year 2011 to 2013 across the six geo-political zones of the country.
 - Under his watch as the environmental focal point for the Company, MTNN was the 1st Telco to ensure Site Environmental monitoring were carried out on yearly basis to meet minimum regulatory requirements.
 - Currently championing efforts to birth Nigerian Genco-Telco HSE Network to create Synergy amongst sectorial HSE, Regulatory & Sustainability players in Power Generation Companies and Telecommunication Companies to ensure cross fertilization of ideas, have a firm ed works and promotion of best-in-class HSE practices
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AFOKE IGWE – CS&R Expert


Afoke is a Policy engagement and advocacy specialist. Having received specialized trainings in Corporate Social Responsibility (CSR) Conflict Management, Community advocacy programming, environmental justice, and mainstreaming gender into development planning from PCEB, Canada, Africa Centre for Peace and Security Training Addis Ababa, Ethiopia, as well as the Autonomous University of Barcelona. Recently, she worked with Green Energy International, a leading indigenous oil and gas company to develop key policies that would strengthen relationship between the company, host communities and related stakeholders. In addition, she worked with the Facility for Oil sector Transformation (FOSTERII), a DFID funded program in Nigeria, geared towards promoting extractive benefits for Nigerians.

She has extensive experience in Stakeholder Management, Advocacy & Policy Development, Project Management, Research and Curriculum development, while working with several local and International Organizations. For instance, her work in FOSTER and CORDAID Nigeria was focused on strengthening oil sector reforms and create a better environment for the poor in oil bearing communities. She facilitated several capacity development workshops for communities, policy makers, development partners and related stakeholders to deepen their understanding on local communities' issues in relation to the PIB as well as environmental and development issues in the Niger Delta.

Afoke also worked with Nigeria's largest coalition of NGOs on Oil Spill and Gas Flaring-NACGOND, to facilitate an oil spill prevention mechanism between communities, oil companies (Shell & Chevron) and other stakeholders in the Niger Delta. She has worked with some of Nigeria's renowned environmental reforms & development experts / organizations and built expertise on how to influence social norms and attitudes of oil producing communities, galvanize public support through social marketing and behavioral change initiatives, towards promoting good governance, thereby improving the democratic space between citizen, private sector and policy makers.

In areas of Technical Competencies/Skills, she has a broad range of skills in Policy Development & Advocacy, Stakeholder Mapping & Analysis, Grassroots Research, Baseline Surveys, Project Management, and Environmental/Socio-cultural Conflict Assessment. She also provides environmental research assessment and methodologies employed in proffering workable solutions, skills analysis in environmental monitoring and reporting for researchers, NGO's and community people, organises focus group discussions for community mobilization. She is Involved in Journal publications and career counseling and coaching for young environmental scientist. She is proficient in geographical referencing programs, MS Word, Basic MS Excel, PowerPoint with excellent communication and interpersonal skills.

Afoke's future goals and research interest is geared towards understanding how people in their different predicaments and with different opportunities learn to move towards productive, sustainable, and equitable futures. She has a BSc and a Master's degree in Geography & Environmental Management and blessed with a Husband and two Children.






Isaac Dayo Eniayewuni – Lead Field Assessor

Isaac Dayo is an energetic, ambitious person who has developed a mature and responsible approach to any task that he undertakes, or situation that he is presented with. With an experience in the area of Health, Safety and Environment, (HSE), he is excellent in working with others to achieve a certain objective on time and with excellence.

Isaac had his tertiary education at Ondo State Polytechnic, Owo, Ondo State, where he obtained both OND and HND in computer science. He proceeded to the Scholar International Institute of Technology, Delaware, United State, where he also obtained a diploma in Environmental Science and Technology, as well a Diploma in Industrial Safety Engineering in 2018 and 2019 respectively. In 2003, he got a Certificate in Radio Presentation from Medianet Company Limited, Kumasi, Ghana. He also has a diploma in Basic Computing, Hardware and Software Maintenance & Installation, Proficient use of Windows O.S., Microsoft Office Suite and Visio, Adobe PageMaker, Photoshop and Coreldraw from Sophil Computer Technologies, Lagos, Nigeria obtained in 2005, another certificate in Video and Audio Editing with the use of Adobe Premier, 2d Animation with Anime Studio in 2009 from Wellwind Media, Lagos, and Certificate in Geography Information System from Georion GIS Solution, Lagos, Nigeria in 2019.

Between 2012 to 2020, he has obtained various professional certification including –

- 2012 Health, Safety and Environment (HSE) Level 1 and 2
 - 2014 Advanced Health, Safety and Environment (HSE) Level 3
 - 2018 Environmental Management Systems (Osha Academy)
 - 2020 Onshore, Offshore Health, Safety and Environment
 - 2020 Oil and Gas Fundamentals
 - 2020 Personal Protective Equipment Awareness (The Knights of Safety Academy) 2020 Fire Safety Induction Certificate (The Knights of safety Academy)
 - 2020 The Safety Data Sheet Awareness Certificate (The Knights of Safety Academy) 2020 Asbestos Awareness Certificate (The Knights of Safety Academy)
 - 2020 Hazardous Substance Routes-to-Entry Certificate (The Knights of Safety Academy)
 - 2020 Hazard Communication Awareness Certificate (The Knights of Safety Academy) 2020 ISO 14001:2015 Environmental Management System Awareness Certificate (Knights of Safety Academy)
 - 2020 ISO 9001:2015 Quality Management System Awareness Certificate(The Knights of Safety Academy)
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- 2020 Working in Confined Spaces Awareness Certificate (The Knights of Safety Academy)
 - 2020 Spillage Response Awareness Certificate (The Knights of Safety Academy) 2020 Slips, Trips and Falls Awareness Certificate (The Knights of Safety Academy)

Isaac worked with Mediaimpact Limited (Media Partner) as a graphics designer and event manager between 2005-2010, then moved on to KlassyKlicks Limited (Media Partner) from 2010-2012. From 2012-2015, he was with Niceties Environmental Limited (Environmental Officer) and since 2015 until recently before joining IN-CSR, he worked with Spatial Ecosystems Limited as an Environmental Technician.

He has worked on so many projects as Environmental and Social Impact Assessment (ESIA), some of which include -

- Etisalat BTS in Southwest – 2012, Environmental and Social Impact Assessment (ESIA) for Etisalat BTS in North - 2012, Environmental and Social Impact Assessment (ESIA)
- MTN BTS in Southwest – 2013, Environmental Audit (EA) on Etisalat BTS in South West & North 2013-2014,
- Environmental Audit/ Evaluation for WAPCo facility -2014,
- Environmental and Social Impact Assessment (EIA) for Harvestfield Agro-chemical Company -2014,
- Environmental Audit (EA) on Etisalat BTS in Southwest 2014-2015, Environmental Monitoring Report and Audit for PZ Cusson -2015,
- Environmental Monitoring Report for African Cycle -2015,
- Environmental Audit (EA) for IHS and Etisalat BTS in Nigeria -2015,
- Environmental Audit (EA) for IHS and Etisalat BTS in Nigeria -2016,
- Environmental and Social Impact Assessment (ESIA) for ATC BTS in Southwest Environmental Audit (EA) for IHS and Etisalat BTS in Nigeria -2016,
- Environmental and Social Impact Assessment (ESIA) for ATC BTS in Southwest Environmental Audit (EA) for IHS and Etisalat BTS in Nigeria -2017,
- Environmental and Social Impact Assessment (ESIA) for ATC BTS in Southwest -2017,
- ESIA for ATC BTS in Northeast Environmental Audit (EA) for IHS in Nigeria
- ESIA for ATC BTS in Northeast Environmental Evaluation Study for Pillar Oil Limited (OML),
- Environmental and Social Impact Assessment (ESIA) for Axxela CNG Plant, Environmental and Social Impact Assessment (ESIA)
- Etopo Refinery, Environmental and Social Impact Assessment (ESIA) for HarvestfieldAflasafe Plant Environmental and Social Impact Assessment (ESIA)
- ATC BTS in Northeast Environmental Audit (EA)
- IHS BTS in Nigeria, Environmental Evaluation Study for Seplat Oil Limited (OML), Environmental and Social Impact Assessment (ESIA) for Fradro Limited CNG Plant, Environmental and Social Impact Assessment (ESIA) for Ebonyi State Airport/ Olympic stadium -2020,
- Environmental and Social Impact Assessment (ESIA) for Open Metropolitan Fibre Network in Southwest 2020,
- Etisalat BTS in Southwest -2021, Environmental and Social Impact Assessment






Daniel Tochukwu Nwosu Esq. AICMC – Compliance and Programs Admin Officer

Daniel Tochukwu Nwosu is a Barrister and Solicitor of the Supreme Court of Nigeria. He holds a Bachelor of Laws from the University of Lagos and a Barrister at Law from the Nigerian Law School. In addition to these, Daniel Nwosu is an Associate of the Institute of Chartered Mediators and Conciliators and holds a certificate in Project Finance.

Daniel Nwosu has advised on key transactions like the establishment of Africa's first Sustainable Supply Chain and Procurement School and routinely advises the Board of Directors of Nigerian technology companies on regulatory compliance, risk management, technology development, procurement, and sustainability.

Daniel is an Associate Counsel at Blackburn Legal in which capacity he advises and represents companies on commercial transactions and litigation across Nigeria's industries. He is also the legal adviser of the International Network for Corporate Social Responsibility (IN-CSR). Daniel is a Sustainability advocate and has participated in various ISO courses such as ISO 26000 (Social Responsibility), ISO 31000 (Risk Management) and ISO 22301 (Business Continuity).

He has contributed to several journals and has published articles on technology law, corporate finance, and sustainability





Patience Efi Ehinlaiye- *Sustainability Analyst*

Patience Ehinlaiye is a dedicated and highly resourceful environmentalist and sustainability analyst who hold a Bachelor's degree in Animal and Environmental Biology from the University of Benin and a distinction at the Master's degree level from the prestigious University of Lagos, Akoka, Lagos focusing on Environmental Toxicology and Pollution Management. She is certified in Health, Safety and Environment (1, 2, 3).

Patience has participated in several key sustainability projects on areas such as Environmental impact assessments, Environmental and Social due diligence and risk management, ESG awareness and education programs, bioremediation, and toxicity testing. She has participated in ISO 26000 Social Responsibility and Sustainability Implementation project for our client - a global brand.

Patience is a problem solver and innovative thinker who have driven diverse environmental initiatives to foster environmental protection and sustainability such as the IthinkE-waste project, a not-for-profit organization whose objective is to create and promote awareness on proper e-waste management practices in Lagos and consequently Nigeria.

Patience is a member of the Society for Environmental Toxicology and Pollution Mitigation (SETPOM) and the British International Safety Organization (BISO). She is also an active member of Plogging Nigeria whose goal is to develop fit people in clean communities.

Patience is also a prolific writer with interest in environmental issues bordering on corporate Sustainability - ESG, corporate social responsibility (CSR), circular economy, Sustainability reporting, climate change, waste management and Sustainable Development Goals (SDGS 6, 11, 13, 14, 15 & 16). Patience envisages a future where individuals and businesses can find a balance between economic growth, social development and environmental protection.






MERCY ERHI MAKPOR PhD – Head, Funded Projects, and Partnerships

Mercy ErhiMakporis a Senior Sustainability and Corporate Social Responsibility (CSR) Consultant as well as the head, Funded Projects and Partnerships at IN-CSR. She is also a researcher in the School of Economics and Management, University of Minho, Portugal. Her research area is in Ethics and Corporate Social Responsibility with specificity to the supply chain mapping, third party relationships, stakeholder engagements, and effective CSR integration in the Oil and Gas sector. Her other interest is in the area of Human development at micro and macro levels, where she focuses on individual and institutional responses to social, economic and environmental issues with the possibility of reaching and sustaining mutual grounds for human growth and development.

She has had years of experience conducting research and working with professionals from some of the biggest research teams in Canada under the Teasdale-Corti Team Grant and host others from Europe under the European Commission.

Mercy has lectured, chaired and made presentations at both national and international conferences, seminars and workshops on issues such as: Ethical conduct, Service Level Agreement Management, CSR Reporting, CSR – Social, Economic and Environmental Challenges as well as Sustainable Development. Amongst them are: Gender advocacy and Sexual Reproductive Health and Rights. She also takes great interest in counselling, programme facilitation, leadership and team building practices. Her core competencies rest on analysis of qualitative data, project design and implementation, as well as in monitoring and evaluation of programmes. She has a degree in Accounting from the University of Benin, Nigeria; a Master of Art in International Economy and Business from Corvinus University of Budapest, Hungary and a Doctorate degree in Business Administration focusing on Corporate Social Responsibility from University of Minho, Braga, Portugal.






SHEYI ADENIYI – Associate

Sheyi Adeniyi is a trained Biochemist, a Chartered Chemist, a HSEQ & Risk Management Professional with over twelve (12) years professional work experience. He is a PECB certified trainer, certified to train ISO 9001, ISO 14001, ISO 31000 and OHSAS 18001; with over 979 hours cumulative training experience. Over this period of his professional work experience, he has strategically developed, established, implemented, maintained and continually improved processes and procedures necessary for the effective operation of risk management system (ISO 31000), quality management system (ISO 9001), environmental management system (ISO 14001) and occupational health and safety management system (OHSAS 18001) in a number of leading organizations both in Nigeria and other African countries.

He has a strong ability to replicate these and many more, in any organization. He is an experienced internal auditor / lead auditor, with over 6,500 hours cumulative audit experience. He had worked as a Laboratory Analytical, Environmental and Production Chemist, involved in planning and execution of field sampling operations, EIAs, PIAs, laboratory analysis of collected field samples and writing of reports for the entire operation.






LATA IYER – Lead Auditor and Stakeholder Engagement

Lata Iyer is a certified SA 8000 Advanced Auditor and an established Practitioner and Consultant on Sustainability / Corporate Social Responsibility (CSR). She has been in the field for over 15 years and has worked in several parts of the developing world. She joined the profession at a time the entire corporate world in the west was grappling with the vexing task of monitoring the burgeoning manufacturing sector in China. Working for CSCC, Los Angeles (now Specialized Technology Resources, Inc.), a leading global provider of socially responsible supply chain consulting services, she had a rich exposure and learned about Sustainability Standards and best practices.

Lata has monitored and conducted audits in 30 plus countries alongside some of the best in the industry. She is presently on freelance with Arche Advisors USA and IN-CSR Africa working on reporting and assurance, supply chain management and monitoring, sustainability engagements including stakeholder engagements around Africa and Asia. She is regularly invited to speak on Sustainability and CSR and was recently the keynote speaker at the MS University, a leading educational institution in India.





QUEEN-ESTHER ODE – Associate

Queen-Esther Ode is a highly productive business development professional with a Master's degree in Economics from the World Bank Africa Ace Centre of Excellence, Centre for Food Technology and Research, Benue State University, and a Member of the Institute of Management Consultants, Nigeria. She is also an ISO 26000 Social Responsibility Foundation Practitioner.

As a former Programs Officer for New Idea Management Consultants, she project-managed fellowship induction programmes from planning to execution in three states of Nigeria, and was part of the team that created a functional and organisational re-alignment plan for the Nigerian Communications Commission (NCC). She also optimised the company's cost, improved organisational effectiveness and employee productivity by automating data gathering and analysis processes. Currently, she is the Programmes Coordinator for the International Network for Corporate Social Responsibility (IN-CSR) and has worked with the team that reviewed and redrafted the National Action Plan (NAP) on Business and Human Rights.

She also coordinates the planning and implementation of trainings/awareness programmes on Corporate Sustainability and Responsibility (CS&R), Corporate Human Rights, and Environmental, Social and Governance (ESG) Due Diligence.

Queen-Esther is a Women Deliver Young Leader, contributing her quota towards achieving gender equality and advocating for the rights of women and girls. She is also a volunteer head at the Nigerian Women Trust fund, working towards ending violence against women and girls.





MOOPELOLA MOSHOOD – Programs Admin Officer

Mopelola Moshood is an Environmental Scientist with 6 years of experience. She serves as a technical consultant on environmental policies to ensure regulatory compliance, perform environmental assessments and provide remediation recommendations in accordance to environmental laws, assist in inspection and permitting environmental data gathering including methodology, water, air, soil, sand, social economic and interpret to determine whether contamination existed in accordance to environmental laws, assist in monitor Environmental Impact Assessment (EIA) and Post Impact Assessment (PIA) regulatory compliance and prepare detailed scientific reports or presentations based on findings.

Mopelola Moshood holds a Bachelor of Science degree in Microbiology from Leadcity University, Ibadan, Oyo State in Nigeria. She participated in some technical courses where she acquired more certificates such as Certificate of participation on Integrated Approach towards Sustainable Development held at The Energy and Resources Institute (TERI) New-Delhi, India. Certificate of Completion for the Award of Risk Assessment Practical Application (HSE Level 2) by the United Kingdom SHE Organization. Certificate of Completion on Open Online Course on Gender and Environment by the One United Nation Climate Change Learning Partnership (UNCC: Learn) and Certificate of Completion on Global Environmental Management by Technical University of Denmark through Coursera online study center among others. Mopelola Moshood is a sustainability advocate and has participated in other professional trainings such as ISO 14001.






Dilshan De Silva – Management Systems Auditor

Dilshan is a management systems consultant for ISO 9001/14001/22000/27001/45001 Management Systems with more than 20 years of experience in the construction, engineering, printing, apparel, and footwear sectors. He has a Master's in Business Administration and is Lead Auditor for ISO 14001:2004, ISO 9001:2015, ISO 22000:2005, OHSAS 18001:2007, ISO 27001:2013, ISO 17025 and OHSAS 18001:2007. He has further completed the SA 8000 basic & advance lead auditor course from Social Accountability International.

In the last three years, Dilshan has conducted more than a hundred ISO 9001/14001/22000/HACCP audits. Throughout his career, Dilshan has conducted more than 100 social & environmental audits for different fashion brands such as Nike, McDonald's, Amazon, Patagonia, Fair Trade USA, J Crew, Pentland, Polo Ralph & Dicks Sporting Goods in Sri Lanka, India, and Bangladesh. This includes environmental assessments in the areas of textile and apparel processes, energy, water-saving, wastewater, air pollution, chemical management, waste management as well as ZDHC (Zero Discharge of Hazardous Chemicals). Dilshan is approved verifier to conduct SLCP audits & he is an APSCA registered auditor for social compliance.

Dilshan possesses in-depth knowledge of the manufacturing and technical processes within the construction, engineering, apparel, IT, Printing, Automobile, and footwear sector. Dilshan has five years of experience in conducting environmental aspects and impact studies, environmental objective setting and legal compliance evaluations for many construction, engineering, and printing companies in Sri Lanka. He has conducted quality food safety, health & safety and environmental management systems training to many companies and also trained internal auditors to conduct QMS/EMS/FSMS audits to maintain their management systems. In addition to this, he reviewed corrective action plans submitted by the facilities for social compliance and environmental audits and provided support to brands on closing their audit findings. Dilshan is a freelance auditor for the International Network for Corporate Social Responsibility (IN-CSR) and their partner Arche Advisors in sub-Saharan Africa



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