

INNS PAPER

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001.
Layeni Phiri
Managing Partner

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Introducing Inns Paper:
Reflecting on a Month of Legal Progress

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At August Hill & Associates, we remain deeply grateful to our clients, whose trust and support have allowed us to serve you with excellence since our inception in January 2021. Today, I am delighted to share the first edition of the Inns Paper - a quarterly newsletter that keeps you informed about legal developments, key areas of interest and our dedicated team of lawyers.

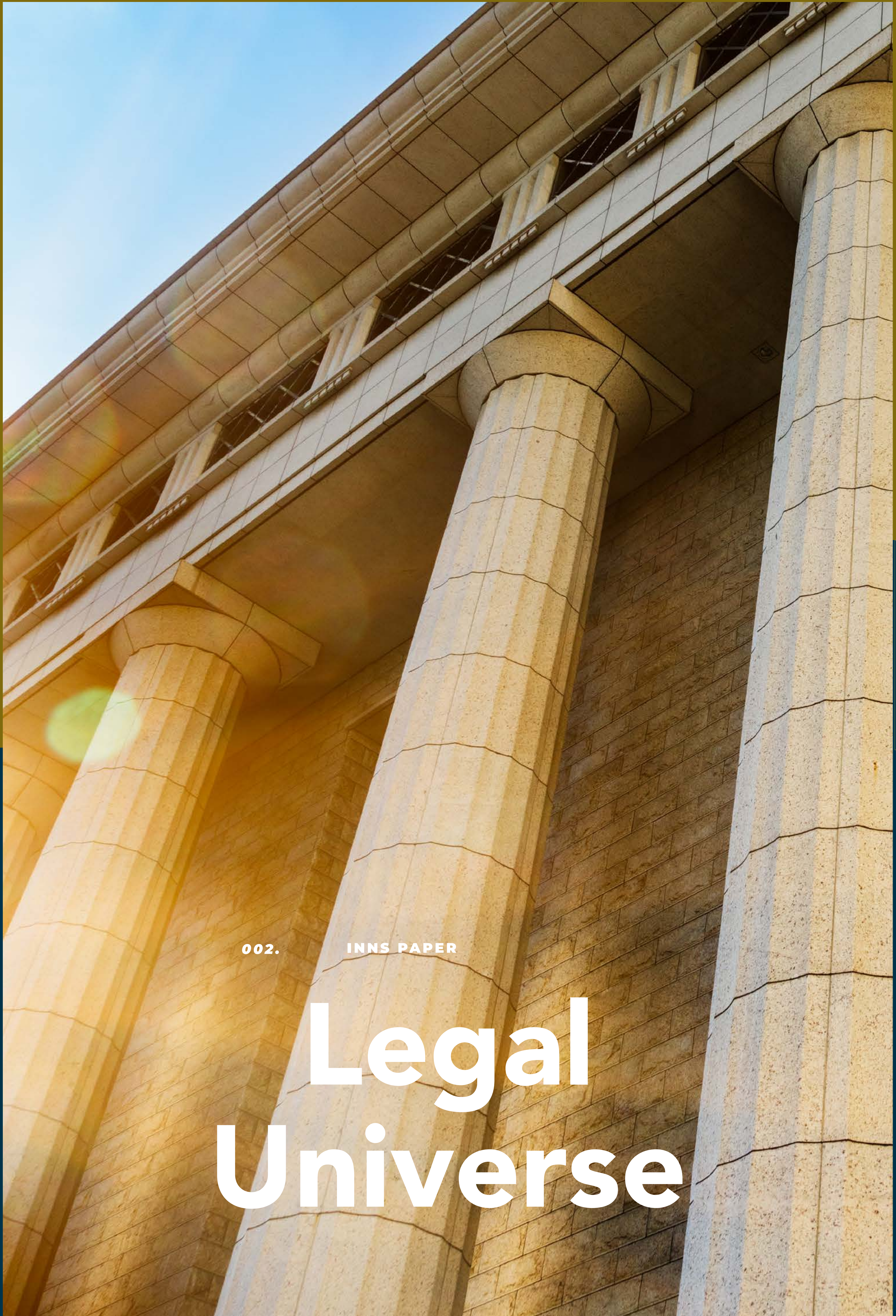
In this special retrospective edition, we look back on March's celebration of Women in Law - a time when we honoured the strides made by bold trailblazers who reshaped our legal landscape. Reflecting on those days, we remember how far we've come: from an era when Zambian women were seen merely as temporary staff expected to step aside upon starting a family, to today's environment, where courageous pioneers continue to champion women's rights and redefine the boundaries of legal excellence.

In every issue of the Inns Paper, you can look forward to:

- An update on legislative changes and landmark cases – in this edition, we examine how the legal reforms of 2024 are already influencing our 2025 landscape.
- Reminders of important compliance dates to help keep your business on track.
- A spotlight on a topical legal issue.
- An overview of our firm's community engagement efforts, detailing what we have achieved and what you can anticipate in the year ahead.

As we move forward, we remain committed to progressing together - ensuring that both our long-standing and new clients benefit from exceptional service, strong relationships and a shared vision for a just and dynamic future in law.

Layeni Phiri
Managing Partner



002.

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Legal Universe

Significant Supreme Court Decisions and Legislative changes

In an ever-evolving legal and regulatory environment, staying informed is essential for businesses, professionals and individuals alike. The year 2024 ushered in significant legislative reforms and court decisions that shape Zambia’s regulatory framework - impacting areas such as data protection, taxation, climate change, financial transactions, and criminal law. These changes not only introduce new compliance requirements but also present opportunities for growth, risk mitigation and enhanced governance. Understanding and adapting to these developments is crucial for maintaining legal compliance, protecting business interests and fostering a culture of accountability. Below is a summary of the key legislative changes and judicial rulings that define Zambia’s legal landscape in 2025.

Supreme Court Decisions

Labour matters

In Jonathan Banda & 102 Others v Rainbow Investments Limited and Zalawi Haulage Limited, the Court emphasised that contract terms govern employees’ employment status. Workers initially engaged as independent contractors were only entitled to employee benefits for the period they were formally employed and not for the period for which they had signed contracts stating that they were independent contractors.

Land matters

Boundary Disputes

In Susan Bright Cormack v Alex Mulundu, the Court affirmed that land boundary disputes should be resolved by the Surveyor General reviewing survey diagrams rather than cancelling certificates of title. The ruling reinforces the Surveyor General’s authority in verifying land boundaries.

Rental Increment dispute

In Kapembwa v National Pension Scheme

Authority Limited (NAPSA), the Supreme Court ruled that tenants disputing rent increases must challenge them in court under the Rent Act rather than unilaterally paying a lower amount. Failure to do so may result in liability for the full increased rent.

Conveyance Dispute

In Ratoyar Ltd & Ors v Luken Investments Ltd, the Supreme Court held that the Turquand rule does not protect a buyer when there are significant flaws in a seller’s internal approval process. If required authorisations are improperly executed, the sale may be declared invalid.

Arbitration decisions

In Road Development Agency v Safricas Zambia Limited, the Supreme Court reaffirmed the position that arbitral awards are binding and cannot be reopened by the courts, reinforcing the finality of arbitration decisions.

Legislative changes - 2024

Minerals Regulation Commission Act No. 14

In 2024, Parliament enacted the Minerals Regulation Commission Act No. 14, introducing significant reforms to its mining legal framework.

Key changes introduced included:

- 1. The establishment of the Minerals Regulation Commission (MRC):** The Act replaces previous departmental oversight with the MRC, a centralized body responsible for regulating and monitoring mineral resource development and management.
- 2. Unified Licensing Process:** All mining and mineral processing license applications are now processed solely by the MRC, streamlining procedures for investors.
- 3. Expanded Opportunities for Local Operators:** The maximum area for small-scale mining licenses held by local companies has increased from

400 hectares to 1,000 hectares, promoting greater local participation.

4. Artisanal Mining Partnerships: Foreign investors can now partner with artisanal miners, subject to MRC approval and the miner’s consent, fostering collaboration and investment at the grassroots level.

5. Compliance Enhancements: The Act mandates that license holders survey and demarcate their areas within 180 days of grant and register a pegging certificate with the MRC. Non-compliance may result in license cancellation, reinforcing the “use it or lose it” principle to prevent speculative holdings.

6. Government Participation: The Act allows the government to acquire interests in greenfield exploration areas before licensing, potentially securing a “free carry interest” in mining ventures, thereby increasing state involvement in the sector.

7. Local Content and Employment: Mining companies are now required to employ and train Zambian citizens and promote local content. A draft statutory instrument mandates that at least 25% of annual budgets for core mining goods be allocated to local suppliers, aiming to boost domestic economic benefits.

These reforms aim to enhance regulatory oversight, promote local participation and ensure the sustainable development of Zambia’s mining sector.

Zambia’s Data Protection Legislation
Zambia’s Data Protection Act of 2021 safeguards individuals’ personal data by ensuring its lawful, fair and secure processing. It upholds privacy rights, fosters trust in digital transactions and sets compliance requirements for businesses handling personal data.

In 2024, the Data Protection General Regulations were introduced to provide detailed guidelines on data collection, storage, transmission and processing.

All organisations, regardless of size, must comply. Businesses processing personal data must register with the Data Protection Commission, with penalties for non-compliance. Data must be handled lawfully, transparently and securely, with safeguards in place to ensure accuracy and limit retention. Cross-border data transfers require stringent security measures and processing sensitive data necessitates explicit consent and enhanced protections.

The Act defines personal data as any information that identifies an individual—such as names, ID numbers, location data, or personal attributes. It applies to data controllers, including businesses and organisations that determine how personal data is processed. Medium and large businesses must appoint a Data Protection Officer, while smaller businesses can designate a trained staff member.

Respecting data subjects’ rights: These are such as access, correction and deletion of personal data - is essential. Failure to comply may result in financial penalties, reputational damage and loss of customer trust. However, embracing data protection enhances credibility and strengthens a business’s competitive edge. It is as such beneficial to ensure your organisation is compliant.

The Green Economy and Climate Change Act, 2024

The Green Economy and Climate Change Act champions sustainable development through climate change adaptation, low-emission growth and green economy initiatives. It establishes the Department of Green Economy and Climate Change, supported by a Council and Technical Committee to provide policy direction and oversee implementation. The Act underscores climate resilience and emission reduction, guiding the development of National Adaptation and Mitigation Plans.

A key provision is the creation of an Inventory Management System to track greenhouse gas emissions, along with the establishment of emission standards.

The Act also regulates carbon credit trading, where carbon credits are initially owned by the state until formally authorised for trade, ensuring structured carbon stock management.

For ordinary citizens, the Act introduces incentives for climate action and integrates climate change education into the national curriculum. It also enforces penalties for non-compliance, ensuring adherence to environmental standards. The creation of the *Green Economy and Climate Change Fund* further supports sustainable projects and capacity building. By aligning with global commitments such as the Paris Agreement, the Act paves the way for a low-carbon, resilient future.

The Anti-Terrorism and Non-Proliferation (Amendment) Act, 2024

This amendment strengthens Zambia’s counter-terrorism framework by updating definitions of funds, terrorism, proliferation and their financing to include virtual and digital assets. It introduces stringent penalties, including life imprisonment for individuals and severe sanctions for legal entities involved in such activities.

The Act also establishes a designated centre to coordinate intelligence, investigations and countermeasures. Law enforcement agencies are granted expanded search, seizure and detention powers. A framework for targeted financial sanctions is introduced, covering national listing, asset freezing and delisting procedures.

By aligning with United Nations Security Council resolutions, the Act strengthens Zambia’s global commitment to combating terrorism and the proliferation of weapons of mass destruction.

The Penal Code (Amendment) Bill, 2024

On the horizon are the proposed changes to the Penal Code which seek to enhance legal protections in the following areas:

- To revised definitions and penalties for vandalism, including new offences for possessing, conveying, or receiving vandalised property.
- To strengthened laws against hate speech and actions inciting hatred based on race, tribe, ethnicity, religion and other grounds.
- To criminalisation of theft involving medicines, medical supplies, critical information infrastructure and electronic communications equipment.

Key Changes to Zambia’s Tax Legislation for 2025

These amendments are intended to modernise Zambia’s tax system, enhance compliance and support economic growth.

1. Property Transfer Tax Act

The tax rate for transferring land, shares, intellectual property and exploration mining rights has increased to 8%. Additionally, all property transfers now require a Tax Clearance Certificate to ensure compliance before finalisation.

2. Income Tax Act

A uniform 50% loss deduction limit now applies across all income sources. The Act also introduces changes to the Skills Development Levy, Advance Income Tax on remittances and exports and Corporate Income Tax rates. Exemptions have been expanded for collective investment schemes and private funds.

Furthermore, new tax rates for property letting and increased thresholds for presumptive taxation aim to streamline tax administration.

3. Mobile Money Transaction Levy Act

The Zambia Revenue Authority (ZRA) now administers the mobile money transaction levy, replacing the Bank of Zambia. Updated levy rates are determined based on transaction amounts, creating a structured and efficient taxation model.

4. Value Added Tax (VAT) Act

New Electronic Information System (EIS) requirements and regulations for cross-border electronic services improve international transaction tracking. The Act also simplifies input tax deductions and grants expanded enforcement powers, ensuring greater compliance.

5. Customs and Excise Act

The Act enhances efficiency by harmonising Tax Appeals Tribunal references and streamlining seizure and appeals processes. It introduces preclearance for imports, reduces duty payment deadlines and strengthens enforcement measures for unpaid duties. Specific penalties are also introduced for excisable goods manufacturers.

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Reflecting on a Month of Empowerment: Celebrating Our Trailblazing Female Advocates

Though International Women's Day has passed, we continue to celebrate the remarkable contributions of female advocates during what was a truly inspirational Women's Month. Today, as we look back on that pivotal time, our firm pays tribute to the brilliant women whose passion, dedication and resilience have forever transformed the legal landscape.



Chimwemwe Banda-Bwalya

Inspiring Journeys and Bold Aspirations

Chimwemwe Banda-Bwalya's story is one of evolving passion and steadfast perseverance. Initially drawn to teaching as a way to share knowledge and nurture young minds, her natural gravitation towards the arts eventually paved the way for a surprising yet perfect alignment with the law. Choosing a career in law immediately after high school, she embraced the blend of analytical thinking, problem-solving and effective communication that the legal field demands. Now, as a Senior Associate at August Hill & Associates, Chimwemwe not only secures wins in complex cases but also devotes herself to mentoring emerging advocates. Her interests, spanning employment law, banking and finance and construction law, continue to challenge and inspire her, proving that a strong foundation in determination and learning leads to a rewarding and influential career.

Mazuba Chumpuka

Similarly, Mazuba Chumpuka's journey reflects a dynamic balance between professional ambition and the many roles that enrich her personal life. Since being admitted to the bar in June 2020, she has quickly made her mark at AhA. Her exposure to corporate law ignited a drive to further her expertise, culminating in a master's degree in commercial law from the University of Zambia. Beyond the courtroom, Mazuba's dedication to her family – as a wife, mother, sister and daughter – offers her a unique perspective, blending empathy with resilience to enhance her legal practice. Her diverse focus across Corporate Law, Family Law, Probate and Administration of Estates, Intellectual Property Law and Labour Law underlines her unwavering commitment to balancing tradition with modern challenges.

The Feminine Strength in Law

Both of these accomplished advocates underscore the intrinsic qualities that have defined their careers: empathy, tenacity and the ability to inspire others. Their journeys serve as a reminder that the legal profession thrives on a tapestry of varied perspectives and life experiences. Whether through the mentorship that nurtures new legal talent or the balanced integration of personal commitments with professional excellence, these women have carved out spaces where their unique strengths flourish and drive meaningful change.

Celebrating Emerging Legal Leaders

In addition to our seasoned champions, we also take pride in celebrating the promising achievements of Kabuba Nalishuwa and Talent Mumba. These rising stars have successfully passed their Ziale exams on the first attempt – a true testament to their exceptional legal acumen and dedication. As they prepare to be admitted to the bar, their achievements signal a bright and dynamic future for the legal profession. Their success reinforces our commitment to recognising emerging talent and highlights the extraordinary potential of female advocates at every stage of their careers.

Looking Forward

Reflecting on Women’s Month, we are reminded that every success is built on the courage to embrace one’s unique path – whether that journey was expected or entirely self-made. Our firm remains steadfast in its commitment to fostering an environment where every advocate’s contributions are recognised and celebrated. By honouring the achievements of our female trailblazers, we not only pay tribute to their remarkable journeys but also set a beacon of inspiration for future generations of legal professionals.

In looking back on this empowering month, we reaffirm our dedication to diversity, excellence and the transformative power of the law. The spirit of empowerment and the legacy of our outstanding female advocates continue to inspire us all.



Kabuba Nalishuwa



Talent Mumba



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Mother's Day: A Milestone in Zambia's Labour History

From Policy to Progress: Zambia’s Quiet Revolution in Women’s Labour Rights

As we step into April, fresh from the celebration of Women’s Month, it’s a fitting time to pause and honour some of the legal rights that Zambian women enjoy today - rights that reflect both progress and protection in the workplace. Chief among them is Mother’s Day leave, a one-day-per-month paid entitlement that has been enshrined in Zambian law since 1965. While now often misunderstood and possibly even taken for granted, this provision remains a rare and meaningful benefit for working women; one that many of women beyond Zambia’s borders can only dream of.

Equally worth pondering is the right to maternity leave; a surprisingly recent gain that reinforces the country’s recognition of motherhood as a role that deserves both dignity and support. Together, these entitlements are not just legal protections, but powerful affirmations of the value that Zambia places on its women in shaping the nation’s future.

A Benefit That Sets Zambia Apart?

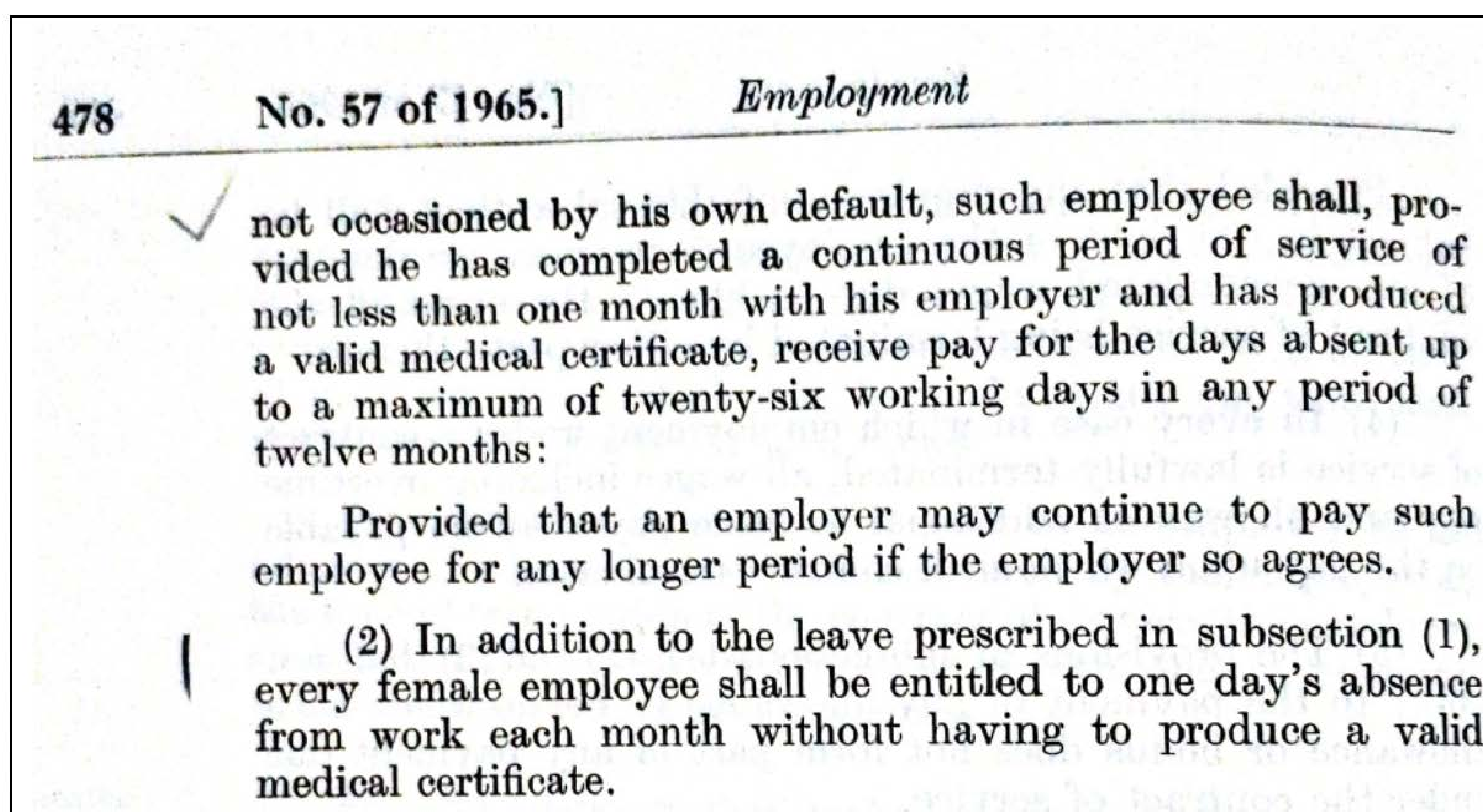
Several countries around the world have introduced menstrual leave policies, though their implementation and usage vary. [Japan, the earliest adopter in 1947](#), allows leave for severe menstrual discomfort but does not require it to be paid, leading to low uptake due to stigma and discrimination. [Taiwan, China \(in select provinces\), South Korea, Indonesia, and Mexico](#) also offer menstrual leave in some form, but access and enforcement remain inconsistent, with limited data on actual use.

Zambia’s Distinctive Approach

Unlike the policies in other countries that are explicitly tied to menstruation, Zambia’s legislation recognises the broader spectrum of women’s physiological, personal, familial and caregiving responsibilities. This approach serves several important functions:

- Inclusivity: It accommodates all women, not just those who menstruate. This includes pregnant women, menopausal women and those with irregular cycles, removing the pressure to justify their leave through menstruation alone.
- Stigma reduction: By avoiding a direct link to menstruation, Zambia’s policy circumvents the cultural shame and embarrassment often associated with menstrual leave in other countries. Women can take time off without disclosing personal medical details or facing judgement from colleagues and supervisors.
- A practical recognition of women’s roles: While some critics may argue that such policies reinforce traditional gender roles or limit women’s professional advancement, others see them as a realistic and respectful acknowledgment of the disproportionate burden women carry in balancing work, health, and family responsibilities.

Mother’s Day leave has long stood as both a blessing and a burden - offering women much-needed respite, while quietly fuelling debates about gender roles, productivity and the true cost of care in the workplace. Whichever side of the debate one falls on, the position remains that Zambia’s Mother’s Day provision has existed in Zambia’s legislative history since 1965 – embodying a testament to the country’s legislative forefathers’ recognition of both the unique physiology of women and their central role in family life.



First contained in Section 54 of the 1965 Employment Act under the description “Wages when incapacitated,” Mother’s Day was one of Zambia’s earliest legal recognitions of the need for gender-sensitive labour policies. Its intention was clear and compassionate: to give women the space to attend to their health, family and home responsibilities - without the risk of losing income or being forced to justify their absence with a medical note.

Whether needed for menstrual rest, managing the demands of child rearing or caregiving, or simply taking a breather from the relentless juggle of responsibilities, Mother’s Day offers working women a once-a-month reprieve - paid and protected.

This long-standing legal provision sets Zambia apart from menstrual leave laws elsewhere in the world, offering a model that is both progressive and culturally grounded. Proponents argue that this enduring entitlement is a powerful marker of the country’s forward-thinking approach to labour, especially when viewed through the lens of gender equity. It’s not just a policy-it’s a celebration of womanhood and the realities that come with it.

The Fight for Maternity Leave

While Mother’s Day was codified as early as 1965, another essential workplace right, maternity leave, was not so easily secured. In the decades following independence, women made up a small fraction of the formal workforce, often employed as casual or temporary workers. For many, especially those who were unmarried, pregnancy was a career-ending event.

A retired human resource practitioner narrated how, in 1973, women’s maternity leave entitlements were by virtue of their employer’s conditions of service. And the sad reality is that some employers’ policies did not provide for reasonable durations of maternity leave. In one instance, a woman who delivered her baby over a weekend was expected to return to work the following Monday. Only through empathy was she granted two weeks off - a brief break, but a glimmer of hope in a system that offered little compassion.

The absence of consistent maternity leave protections meant that women had to navigate pregnancy and childbirth on uncertain ground, relying on luck more than the law.

From Advocacy to Action

Real change began in 1976, spurred on by trailblazing women lobbyists like Sara Longwe, who, after being denied maternity leave herself in 1973 while teaching at Kamwala Secondary School, helped drive the research that would reshape Zambia's labour policies. Working with the Social Economic Research Group (SERG) - the precursor to the Zambia Association for Research and Development - Longwe and her peers shed light on a deep-rooted injustice.



Sara Longwe - Former Chairperson of the NGOCC

The findings were damning. Though Zambia had ratified the ILO Convention on 90 days of paid maternity leave in 1972, no domestic law existed to enforce it. Worse still, women-particularly those who were unmarried - were routinely dismissed for becoming pregnant. Men faced no comparable consequences.

The research led to bold, transformative recommendations:

- Universal legal protection for all women in employment, regardless of marital status.
- Guaranteed statutory maternity leave of 90 days.
- Security of employment throughout pregnancy and upon return to work.

Legal Victories for Zambian Women

These demands laid the groundwork for legal reform. In 1982, the Employment Act was amended to introduce maternity leave provisions, giving women the legal backing they had long fought for with a leave allowance of 12 weeks.

The 1997 amendment of the Employment Act reaffirmed the entitlement to pay, for the once-a-month entitlement to a day off. This position was reaffirmed in the 2019 Employment Code, where Mother's Day is now enshrined under Section 47, alongside strengthened protections for maternity leave with an increase of the duration to a minimum of 14 weeks.

A Legacy Still Unfolding

Zambia's dual recognition of Mother's Day and maternity leave is more than a legal framework; it is a quiet yet powerful statement about the worth and dignity of women in the workforce. These entitlements, born of foresight and forged through years of advocacy, reflect a labour system that seeks not just to employ women, but to understand and uplift them in all their roles - as workers, caregivers, and nation-builders.

While challenges remain, the legacy of these laws stands tall: a testament to Zambia's pioneering spirit in crafting gender-sensitive protections that many countries have yet to embrace. As we reflect on Women's Month and the broader journey toward equality, Zambia's story reminds us that progress often begins with compassion - and the courage to listen to women's lived experiences.

Regulatory Compliance Deadlines

Companies Act - Annual Returns Filing

Under the Companies Act (Act No. 10 of 2017), companies must file their annual returns. This filing is typically required within 90 days from the end of your company's financial year as stated in your registration documents.

Banking and Financial Services Act - Annual Compliance Certificate:

For banking institutions regulated by the Banking and Financial Services Act (Act No. 7 of 2017), an Annual Compliance Certificate must be submitted. While the precise deadline is set out in the Act and may be linked to the financial year end (often by the end of March of the following year or within 30 days after the financial year), institutions should verify the exact date from the Banking and Financial Services Act.

Income Tax Act

Provisional Corporate income tax as calculated on any return of provisional income under Section 46 (a) is payable in four equal instalments with the first due on 31st March and payable on or before 10th April.

Please Note: Always ensure to review the full text of the legislation and any supplementary guidance issued by the respective authorities to confirm your current obligations and deadlines.

Gentle Reminder:

Now is a good time for a due diligence check of your licences and compliance obligations to establish what your obligations are and when they fall due.



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Corporate Social Responsibility Initiative: Career Day Engagement

At August Hill & Associates, we firmly believe in nurturing the next generation of legal professionals and making a tangible contribution to our community. Our Corporate Social Responsibility (CSR) initiatives represent our commitment to supporting aspiring talent and sharing our passion for the legal field.

Career Day Engagements

ZCAS Career Day – Levy Mwanawasa Building

Our involvement in the ZCAS Career Day was particularly rewarding. The event brought together enthusiastic students eager to learn about legal careers and the many roles within the industry. We took the opportunity to interact with these future legal professionals, listening carefully to their aspirations and discussing the dynamic challenges and rewards of a legal career. The curiosity and energy that the students brought to the event were truly inspiring, and it was a privilege for our team to provide advice and guidance without the intention of self-promotion. It is our hope that these young individuals will continue to develop their passion and ultimately shape the future of the legal profession.

UNILUS Careers Day

Similarly, our participation in the UNILUS Careers Day reinforced our commitment to fostering a deeper understanding of the legal landscape among emerging talent. At this event, our lawyers engaged in thoughtful discussions about the various practice areas within the legal field, from litigation to corporate law. We made it a point to address any questions with sincerity, offering insights that could help steer these aspiring professionals towards fulfilling career paths. The exchange of ideas was both encouraging and enriching, reminding us that every interaction is an opportunity to give back to the community.

Student Spotlight: A Future Fuelled by Inspiration

One of our most heartening experiences came from welcoming Nadi Nyirongo, a soon-to-be law student, for a shadowing opportunity at our firm. For Nadi, the day began in our reception area, where she later wrote:

"I felt lucky to shadow the associates as they got ready for court, staying close to them throughout the day. Sitting in the courtroom during their hearing was an amazing experience; it felt like I had a front-row seat to the legal world."

What impressed me the most was how they communicated; it was like they spoke a special language that flowed so effortlessly between them."

Nadi also wrote that she found the day both inspiring and enlightening. And that this firsthand exposure to the inner workings of a legal practice instilled in her the passion and determination to pursue a legal career - a sentiment that perfectly aligns with our mission of encouraging and guiding emerging talent. We remain committed to providing students with valuable exposure, helping them with the valuable exposure they need to make their career choices.

Looking Ahead: Legal Clinics

In addition to our career day engagements, August Hill & Associates is delighted to announce that we will be hosting three to four legal clinics this year at client premises. These clinics are designed to extend our support further by providing practical, hands-on guidance in legal matters. Our aim is to foster a supportive environment where legal expertise is shared freely and where both our staff and clients can benefit from a mutual exchange of ideas and solutions.

Through these initiatives - and through inspiring personal stories like Nadi's - we remain dedicated to building a future that is as inclusive and well-informed as it is successful, reflecting our core values and long-term vision for a an informed and better society and legal community.



007.

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What we have been up to

Staying Ahead: Our Commitment to Thought Leadership and Innovation

In today's fast-evolving business landscape, our firm is dedicated to staying ahead by actively engaging with events that bring together top information and thought leaders from across Africa and beyond. By participating in these high-calibre conferences and forums, we not only gain valuable insights but also contribute to the broader dialogue shaping our that industry's future.



Mining Indaba: A Platform for Inclusive Innovation

In February this year, our Managing Partner led the team that attended the Mining Indaba in Cape Town, South Africa - a pivotal event where the convergence of indigenous voices and expert perspectives set the stage for transformative change in the mining sector. For the first time, representatives from indigenous communities actively participated in key sessions, sharing invaluable insights on sustainable and equitable mining practices. The event reinforced our commitment to inclusivity, environmental stewardship and strategic collaboration, all while exploring Africa's strategic choices amid rising global demand for critical minerals.

Lusaka Arbitration Week: Embracing Legal Innovation

In a complementary effort to expand our legal expertise, our Associate Banji Kalenga attended the Lusaka Arbitration Week (LAW25) from February 26 – 28 2025. This gathering of ADR experts from across continents provided crucial takeaways, including strong judicial support for alternative dispute resolution, government endorsements favouring local arbitration frameworks and the promising potential of digital arbitration in creating more eco-friendly dispute resolutions.



African Governance Conference: Shaping the Future of Corporate Oversight

Most recently, our Executive Partner Augustine Hamwela and Associate Banji Kalenga participated in the 42nd African Governance Conference hosted by Advantage Training at the Cape Sun Hotel in Cape Town. Bringing together delegates from 12 African countries, the conference offered a unique platform for networking and in-depth discussions on contemporary topics such as AI governance, the social cost of carbon and ESG strategy. Engaging with renowned thought leaders like Prof. Mervyn King, Prof. Oliver Saasa and Amb. Mumba Kapumpa, our team emerged with a renewed perspective on adaptive leadership and risk management - elements critical to advancing robust corporate governance across Africa.

By attending these landmark events, our firm not only taps into the best ideas from global and regional thought leaders but also reinforces our ongoing commitment to innovation, sustainability and excellence.

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