



**FULL PROGRAMME OF THE AIM-PROGRESS AFRICA HUB IN-PERSON
ACTIVITIES – 24TH UNTIL 26TH OF OCTOBER – KENYA**

DAY 1: SUPPLIER EVENT KENYA – 24TH OF OCTOBER

Location: Safari Park Hotel, Nairobi

Conference Room: Bougainville

Time: 08.30 – 17.00

Audience: AIM-Progress members and their suppliers (106 participants)

Time	Session	Speakers
08.30 – 09.00	Registration and Coffee	
09.00 – 09.20	Welcome & Opening	<ul style="list-style-type: none"> ▪ Organisers AIM-Progress & Partner Africa ▪ Co-sponsors The Coca Cola Company, Unilever, and Diageo
09.20 – 09.45	Setting the Scene: Business and Human Rights in Kenya	<ul style="list-style-type: none"> ▪ Joseph Kibugu, Business and Human Rights Resource Centre Kenya
09.45 – 10.45	Gender and Sexual Harassment	<ul style="list-style-type: none"> ▪ Maggie Opondo, University of Nairobi
10.45 – 11.15	Coffee Break	
11.15 – 11.45	Grievance Mechanisms <i>Introducing the GM toolkit from Oxfam and Reckitt</i>	<ul style="list-style-type: none"> ▪ Blandina Bobson, Oxfam Kenya ▪ Ghulam Dastgeer, Reckitt
11.45 – 12.30	Case study: Human Rights Due Diligence and Kakuzi's Operational Grievance Mechanism <i>Learnings and challenges</i>	<ul style="list-style-type: none"> ▪ Stella Wangechi, Kakuzi PLC ▪ Violet Mavisi, Head of the Independent Human Rights Mechanism (OGM) for Kakuzi PLC
12.30 – 12.45	Q&A with all speakers from the Sexual Harassment and Grievance Mechanisms sessions	
12.45 – 13.45	Lunch	
13.45 - 15.30	Workshop 1: Regenerative Agriculture	Robai Liambila, Jomo Kenyatta University Case study from Farm Africa (presented by Tom Cadogan)
	Workshop 2: Sexual Harassment/Grievance Mechanism	Maggie Opondo, University of Nairobi
	Workshop 3: Casualisation of the workforce	Andrew Odete, International Labour Organisation
15.30 – 16.00	Coffee Break	
16.00 – 16.45	Key Messages of Workshops	Workshop participants
16.45 – 17.00	Closing & Key take-aways	Partner Africa



Information about the speakers

Joseph Kibugu, Business and Human Rights Resource Centre Kenya

Joseph Kibugu is a business and human rights expert, currently serving as the Africa Regional Manager at the Business and Human Rights Resource Centre. He has vast experience supporting actors including civil society organisations, governments and businesses to put human rights at the centre of business operations and prevent abuse. He has conducted field work in the Kenya, Uganda, Tanzania, Malawi, Zambia, Zimbabwe and DRC, including in mining, renewable energy, agribusiness and waste value chains. He has an LLM on international human rights law for the University of Notre Dame, USA. He recently earned his doctorate that focused on the human rights aspects of agribusinesses, from the University of the Witwatersrand, SA.

Maggie Opondo, University of Nairobi

Maggie Opondo has an academic background in feminist geography and climate change vulnerability and adaptation. She has a wealth of experience in ethical trade, business and human rights, climate change, sustainability and gender safeguarding. She is passionate about creating awareness on ethical trade and business and human rights on African global value chains and continues to make a significant impact in advocating for and driving implementation of ethical trade practices, social and climate sustainability in the private sector in collaboration with governments and development organisations. She has been instrumental in mainstreaming and integrating gender into global value chains and climate projects and programs. She has contributed to a body of knowledge on: ethical trade; corporate social responsibility; gender and human rights in global value chains; gendered impacts of climate change on poverty reduction and livelihoods. She has vast experience with mainstreaming and integrating gender into global value chains and climate change projects. She was part of the team of the Ethical Trade Initiative (ETI) Smallholder Group that developed the ETI Smallholder Guidelines (2005) and later the ETI Supervisor Trainer Manual (2008). She was a Coordinating Lead Author, IPCC Chapter 13 (Livelihoods and Poverty), of the Working Group II contribution to the Inter-governmental Panel on Climate Change (IPCC) 5th Assessment Report (AR5) (2010-2014).

Blandina Bobson, Oxfam Kenya

Blandina Ijecha Bobson is the Director of Programmes for Oxfam in Kenya heading the Women's Rights and Gender Justice, Governance and Accountability and Natural Resources Programmes. She has over 15 years' experience leading the conceptualization, design, resource mobilization, implementation, Monitoring and Evaluation of both development and humanitarian programmes within the Africa region. She's a Safeguarding Focal Person and a trained Safeguarding Investigator. Blandina is a Women's Rights Champion and is passionate about Women Empowerment. Her passion for fighting for women's rights is driven by her own lived experiences as a girl and a woman from a marginalized and minority community in Kenya. She works towards amplifying the voices of women through research, writing thought pieces and challenging both formal and informal patriarchal systems that



propagate gender inequalities and prevent women and girls from enjoying their rights and achieving their full potential in life.

Blandina holds a Bachelor of Arts Degree in Sociology, Bachelor of Arts Degree in Sustainable Human Development; and currently pursuing a Master's in Humanitarian Aid and International Relations. She is a certified Monitoring and Evaluation practitioner and a Global Public Voices Fellow at Cornell University where she focused on advocacy on inequalities and social injustices.

Stella Wangechi, Kakuzi PLC

Stella Wangechi is a Human Rights Lawyer with over 12 years of diverse experiences in the context of Business and Human Rights, Gender and Access to remedy.

She is the Human Rights Manager at Kakuzi PLC where she has led the integration of Human Rights across business functions and carrying out Human Rights due diligence processes.

In her previous role as a Senior Human Rights Officer at the Kenyan NHRI, she led the development of the Kenyan National Action Plan on Business and Human Rights. Stella holds a Masters of Laws degree in Sustainable International Development from the University of Washington and a Bachelor of Laws degree. She is a certified mediator and currently leads Tier 1 of the Kakuzi OGM.

Stella is passionate about Human Rights and her goal is to excel as an advocate for social justice.

Violet Mavisi, Head of the Independent Human Rights Mechanism (OGM)

Ms Mavisi is a lawyer of over thirty years with experience in civil and criminal assignments. She holds a law degree from the University of Nairobi and a Masters of Arts degree in Governance and Development from the University of Sussex. She is also a Chevening Fellow. She has worked in the public service as a prosecutor with the Attorney General's Chambers, as the First Vice-Chair and Commissioner with the Kenya National Commission on Human Rights and as a Presiding Judge with the Interim Independent Constitutional Court. She has also worked in the private sector as an advocate and also in the Non-governmental sector. Mavisi is also a Certified Mediator.

Mavisi is currently an Independent consultant in the area of Human Rights, Governance, Gender and Health. Mavisi is currently the Head of the Independent Human Rights Mechanism (OGM) for Kakuzi PLC. Mavisi has consulted for the public service and several governmental and Non-governmental organizations like the National Gender and Equality Commission, The Kenya Judiciary, International Development Law Organization, The Attorney General/Department of Justice, The National Police Service, The United Nations Office on Drugs and Crime, UNDP, FIDA (K), The International Commission of Jurist (K) Chapter and KELIN. Mavisi has also consulted IDLO Somali and UNODC Somaliland thus, developing competencies in legal research, legal drafting, governance, gender, health, project cycle management and process consulting evaluations, election-related work, capacity strengthening and training and facilitation of meetings both locally and internationally.

Robai Liambila, Jomo Kenyatta University



Liambila Robai is a lecturer at Jomo Kenyatta University of Agriculture and Technology and a dedicated member of the Horticultural Association of Kenya. She works as a consultant to plan and manage land, agriculture, forests, and water resources at the local, watershed, and regional scales. Her aim is to ensure that these resources are used in a sustainable way that benefits both people and the environment. Robai provides climate information to farmers and helps them adapt to changing weather patterns. She also builds on traditional knowledge and tailors techniques to suit shifting climatic conditions. By taking an integrated approach to land management, Robai ensures that all resources are used in a way that promotes synergies and benefits local communities.

Farm Africa

Farm Africa is an international organisation that is working to build a prosperous rural Africa. Farm Africa help farmers to increase their harvests, build their incomes and sustain natural resources, and partners with governments and the private sector to find effective ways to fight poverty. Farm Africa works closely with local communities, who actively participate in all the decisions about their work. Farm Africa has staff on the ground in DR Congo, Ethiopia, Kenya, Tanzania and Uganda. Farm Africa staff are from the local areas, can speak the local languages and have a deep understanding of the local context. In Kenya, Farm Africa works with small-scale farmers, women and young people to help them find new ways to make a living and lift themselves out of poverty. During the supplier event, they will be sharing insights and learnings from their Regenerative Agriculture project in Kenya.

Andrew Odete, International Labour Organisation

Andrew Odete is a practitioner of Human Rights with 15 years' experience as a practitioner in Business and Human Rights, Labour Rights, Gender, Corporate Social Responsibility, Corporate Accountability and Trade Justice, and Child Protection, among others. Mr. Odete presently works with the International Labour Organization (ILO) and has had previous stints with: Hivos International, Danish Institute for Human Rights (DIHR), CSR Africa, Kenya Human Rights Commission (KHRC) and Fairtrade Africa. He brings in an eclectic outlook to providing technical support to businesses, having engaged from diverse perspectives, including through international development (cooperation) organizations, non-governmental organizations, Government, and business-facing organizations. His technical advisory, policy advocacy and managerial/directorship experience spans business value chains across Africa and The Netherlands. He is an advocate of the High Court of Kenya and presently, serves on Boards of various national and regional organizations, including The Institute of Social Accountability (TISA) and Ignite Africa Trust.



DAY 2: FIELD VISIT – 25TH OF OCTOBER

Location: Machango and Embu, Kenya

Audience: AIM-Progress Members

Number of participants (see below): 19

Topic: Regenerative Agriculture

Time	Activity
6:45 am	Pick-up at the Safari Park Hotel by a coaster that fits 25 persons
6:45 – 9:30 am	Travel from Nairobi to Machanga
09:30 am	Arrival at the Soil Organic matter (SOM) Machanga Long-term experiment site (facilitated by IITA)
09:30 – 10:20 am	Overview and description of the experiment and discussion with participants
10:20 – 11:00 am	Travel from Machanga to Embu SOM site
11:00 am	Arrival at SOM Embu Long-term experiment site
11:00 – 11:50 am	Overview and description of the experiment and discussion with participants (facilitated by IITA)
11:50 – 12:50 pm	Lunch at Nokras silver Oak hotel in Embu
12:50 – 1pm	Travel to Farm Africa Office in Embu
1 pm	Arrival at Farm Africa Office in Embu
1 – 1.30 pm	A brief of the STRAK Project (facilitated by Farm Africa)
1.30 - 2 pm	Travel to the field: vba Charles Mwaniki farm, Kirimari ward – Nthambo Village
2 – 2.45 pm	Showcasing of RA practices on livestock integration, agroforestry, minimum soil disturbance and VBAs business models
2.45 – 3 pm	Travel to Vba Eunice Kagendo farm, Mbeti north ward – Mwana wa Giti village
3 – 3.45 pm	Showcasing of RA practices on kitchen garden, agroforestry, crop diversity and livestock integration
3.45 – 6.30 pm	Travel back to Nairobi
6.30 pm	Dinner at Peppertree Kenya, Delta Towers, 2nd floor Waiyaki Way, Nairobi, Kenya
	Drop-off at Safari Park Hotel <i>Participants not staying at the Safari Park Hotel can use their own method of transportation</i>

About IITA

The International Institute of Tropical Agriculture (IITA, www.iita.org) is a non-profit organization that conducts international public research for development. IITA, in partnership with national and international organizations, works across 35 countries in sub-Saharan Africa and has a track record of developing agricultural innovations that address the challenges of hunger, malnutrition, poverty, and natural resource degradation. In Kenya, IITA is based at the ICIPE and ILRI Campuses, reinforcing its commitment to transformative research and development. IITA's focus areas include Biotechnology and Genetic Improvement, Natural Resource Management, Social Science and Agribusiness, Plant Production and Plant Health, and Nutrition and



Food Technology, among others. These themes are intended to foster a resilient and inclusive agricultural system across Africa.

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Participant list

Full Name	Country/Region	Company	Job position
Arthur Mamvura	Kenya	Diageo	Africa Procurement Director
Goodwill Shandu	Swaziland	The Coca-Cola Company	Regional Human Rights Director
Alex Sykes	United Kingdom	Diageo	Sustainable Sourcing Specialist
Peter Kaloki	Kenya	Diageo	Agriculture Development Manager - Africa
Sarah Odero	Kenya	Diageo	Sustainable Procurement Lead
Sivaranchari Ramachandran	United States	The Coca-Cola Company	Senior Procurement Manager
Jacob Ndirangu Githigi	Kenya	East Africa Breweries Limited	Regional Agribusiness Manager
Yael Fattal	Belgium	AIM-Progress	Project Manager
Winfridah Moraa Nyakwara	Kenya	Unilever	Seniro Manager, Social Sustainability
Hellen Moraa Nyayo	Kenya	Unilever	Graduate Assistant
Gerald Gacheru	Kenya	KBL	Head Of Agribusiness
Brenda Osodo	Kenya	Twinnings	Ethical Sourcing Executive
Peris Ochieng	Kenya	Twinnings	Ethical Sourcing Manager
Lillian Wesonga	Kenya	Tetra Pak	Buyer
Charles Mutai	Kenya	Mars Wrigley confectionery ltd	Soft Service Spoc
Annefloor Alting	SA	Partner Africa	Senior Consultant
Miriam Mogotu	Kenya	Partner Africa	Assistant Consultant
Emilie Paradiso	UK	Partner Africa	Head Of Advisory
Janie Swanepoel	SA	Partner Africa	Consultant



DAY 3: QUARTERLY MEETING OF THE AIM-PROGRESS AFRICA HUB
Location: Diageo office, Garden City Business Park, Block B- EABL offices.

Time: 08.30 – 13.00

Audience: AIM-Progress Members

Number of people attending: 16

Time	Session	Facilitator/Speaker
08.30 – 09.00	Arrival at Diageo office	
09.00 – 09.30 <i>30 mins</i>	Welcome & Opening Sharing Key reflections and feedback on day 1 and day 2	Diageo Partner Africa AIM-Progress
09.30 – 10.15 <i>45 mins</i>	Diageo’s sustainability strategy Q&A & Discussion	Diageo
10.15 – 11.00 <i>45 mins</i>	Stakeholder engagement: tools, methods, learnings. 60dB approaches to stakeholder engagement and HRDD Learnings from past projects in Kenya Pilot projects on Sexual Harassment and Child Labour	60Decibels
11.00 – 11.30	Coffee Break	
11.30 – 13.00 <i>1h30 mins</i>	Strategic Planning Group Session Objectives: <ul style="list-style-type: none"> Identifying key priority / thematic areas (at least 3 to 4) Identifying key activities for the Africa Hub for the following years and how to improve existing activities Supplier event in Ghana 2024 Identifying a new pilot project 	Partner Africa & AIM-Progress
13.00 – 14.00	Lunch and Leaving	

About 60Decibels

[60 Decibels](#) is a tech-enabled social impact measurement company. Working in over 80+ countries our repeatable, standardized methods and global, interconnected researcher network allow us to collect robust impact indicators and rich insights directly from end-stakeholders. We provide sector-specific benchmarks of impact performance, enabling our clients to understand their impact and human rights risks in context. Our clients include the world’s leading impact investors, foundations, corporations, social enterprises, NGOs, and public sector organizations.

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Janie Swanepoel	Sa	Partner Africa	Consultant