Audit, Advisory, Assurance & Assessment Services
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IAS ACCREDITED Management Systems Certification Body MSCB 154 TNV

An ISO 9001:2015 certified

COMPANY PROFILE

Independent Audit, Advisory and Training Services

01 Business GRC Services (BGS)

1. Corporate Governance
2. Enterprise Risk Management
3. Compliance Management
4. Audit Management
5. Fraud and Forensic Management

02 IT GRC Services (ITGS)

1. IT Governance
2. IT Service Management
3. Information Security
4. Cybersecurity
5. Business Continuity

03 Sustainability Services (SS)

1. SDG with ISO 53001
2. SDG in Communities
3. ESG with ISO (IWA 48)
4. HR Reporting
5. HR DEI

04 QHSEC Services

1. Quality Management and Lean Six Sigma
2. Health and safety Management
3. Environmental Management
4. Climate Adaptation
5. Facility Management

05 Human Resources Services (HRS)

1. Guidelines on Recruitment
2. Guidelines on Human Governance
3. Workforce Planning
4. Learning and Development
5. HR Management System

06 Artificial Intelligence Services (AIS)

1. Framework for AI using Machine Learning
2. Data Quality for Analytics and ML
3. Ethical and Societal Concerns
4. Governance Implications
5. AI Management System

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Partnership/Accreditation



TNV	MSECB	PECB	COGNICERT
The Institute of Internal Auditors Nigeria	ilm	COMPUTER PROFESSIONALS (REGISTRATION COUNCIL OF NIGERIA)	ISACA
NIM Nigerian Institute of Management (Chartered)	ciarb Nigeria Branch	Chartered Institute of Personnel Management of Nigeria	The Institute of Customer Service MEMBER
PeopleCert All talents, certified. AXELOS GLOBAL BEST PRACTICE	IIBA International Institute of Business Analysis	Project Management Institute Nigeria	CIML Global
IOD Institute of Directors Nigeria	International Society of Sustainability Professionals	bcs The Chartered Institute for IT	VMEdu
ACFE Association of Certified Fraud Examiners	SPIN Sustainability Professionals Institute of Nigeria	iosh Institution of Occupational Safety and Health	Federal Ministry of Environment

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Vision, Mission & Values

Our Vision

To be the leading African brand in Audit & Advisory Services for ISO Standards and International Best Practice.

Our Mission

To add value to organizations and people with every interaction.

Our Values

CLIPE
Competence, Leadership, Innovation, Professionalism and Excellence.

Quality Statment

We are committed to providing our customers with excellent services that exceed their expectations by continually improving our business strategy, processes, systems, personnel and environment at all times.

What We Do

01 Business GRC Services (BGS)

1. Corporate Governance – ISO 37000
2. Enterprise Risk Management – ISO 31000
3. Compliance Management – ISO 37301
4. Audit Management – ISO 19011
5. Antibribery – ISO 37001
6. Whistleblowing – ISO 37002
7. Fraud Management – ISO 37003
8. Project Management – ISO 21502

02 IT GRC Services (ITGS)

1. IT Governance – ISO 38500 and COBIT 2019
2. IT Service Management with ISO 20000 and ITIL v4
3. Information Security with ISO 27001 and CIS Controls
4. Cybersecurity with ISO 27032 and NIST CSF 2.0
5. Business Continuity with ISO 22301 and DRII PPF
6. Data Privacy and Protection with ISO 29100 and ISO 27701
7. Cloud Security with ISO 27017 and CSA Security Guidance
8. Enterprise Architecture with ISO 42010 and TOGAF 1

03 Sustainability Services (SS)

1. SDG with ISO 53001 and ISO 53002
2. SDG in Communities ISO 37101
3. ESG with ISO Standard (IWA 48)
4. HR Reporting with ISO 30414
5. HR DEI with ISO 30415

04 QHSEC Services

1. Quality Management with ISO 9001 and Lean Six Sigma
2. Health and safety Management with ISO 45001
3. Environmental Management with ISO 14001
4. Climate Adaptation with ISO 14090
5. Facility Management with ISO 41001

05 Human Resources Services (HRS)

1. Employee Engagement – ISO 23326
2. Guidelines on Recruitment – ISO 30405
3. Guidelines on Human Governance – ISO 30408
4. Workforce Planning – ISO 30409
5. Learning and Development – ISO 30422
6. HR Management System – ISO 30201

06 Artificial Intelligence Services (AIS)

1. Framework for AI using Machine Learning – ISO 23053
2. Data Quality for Analytics and ML – ISO 5259
3. Ethical and Societal Concerns – ISO 24368
4. Governance Implications – ISO 38507
5. Impact Assessment – ISO 42005
6. AI Management System – ISO 42001

Objectives of Organizations I

1. Develop, Execute and Manage Strategy (Achieve Business Goals and Objectives)
2. Optimize and Maximize Revenue and Profit
3. Manage and Reduce Organizational Costs
4. Acquire, Satisfy, Delight and Retain Customers
5. Gain and Maintain Competitive Advantage
6. Consistently Increase Market Share and Surpass Market Demands
7. Attract and Keep the Right Human Resources
8. Improve Quality of Products and Services
9. Consistently Innovate
10. Improve Business and Operational Processes

Objectives of Organizations II

11. Monitor and Manage Overall Business Performance
12. Attain and Surpass Governance, Regulatory, Legal and Compliance Requirements
13. Improve its Brand and Reputation
14. Effectively Manage all Types of Risks & Maintain an Effective Internal Control Environment
15. Manage all Stakeholders (Boards and Shareholders) Effectively
16. Manage Relationships With Partners and Suppliers
17. Ensure Effective and Efficient Programme, Project and Benefits Management Capabilities.
18. Optimally Leverage Information Technology to Deliver Business Results (Best In-class) Systems and Infrastructure
19. Build an Appropriate Corporate Social Responsibility and Sustainability Program
20. Guarantee the Resilience and Continuity of Business Operations.

Organizational Gaps/Requirements

Management Systems like QMS (ISO 9001) and others help Organizations bridge these Gaps

01 Leadership Gaps

02 Governance, Risk and Compliance Gaps/Requirements

03 Strategy Management Gaps/Requirements

04 Organizational Structure Gaps/Requirements

05 Policy Gaps/Requirements

06 Process and Operational/Procedure Gaps/Requirements

07 System/Technology and Information Security Gaps/Requirements

08 People (Competence) Gaps/Requirements

09 Assets and Equipment Gaps/Requirements

10 Facility Gaps/Requirements

11 Supply Chain/Procurement Gaps/Requirements

12 Documentation Gaps/Requirements

13 Performance Management Gaps/Requirements

14 Control, Audit and Assurance Gaps/Requirements

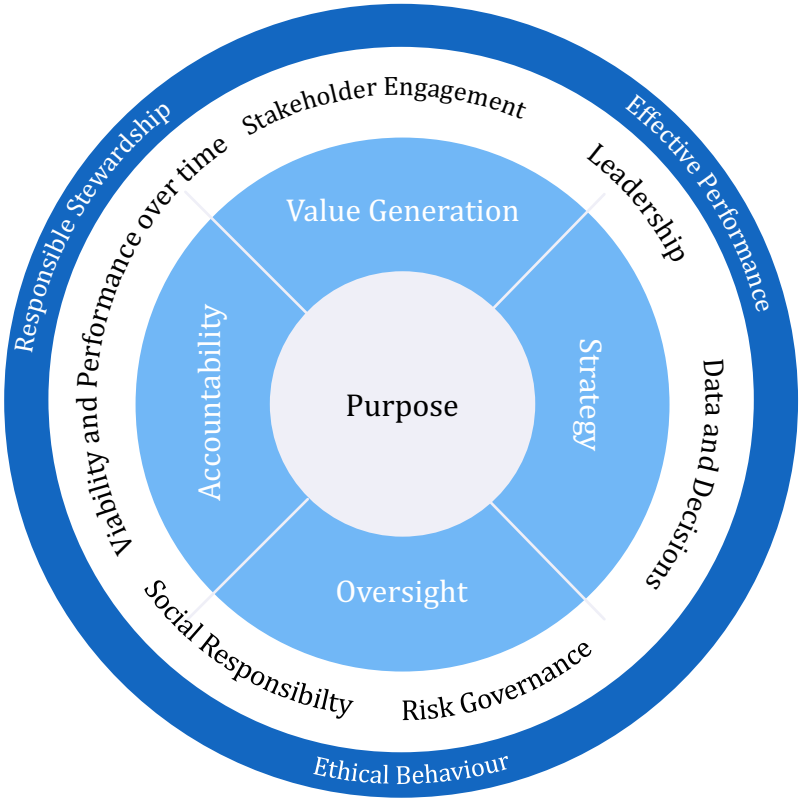
15 Values, Culture and Organizational Change Management Gaps/ Requirements

Governance of Organizations with ISO 37000

- ISO 37000:2021 *Governance of organizations — Guidance* provides organizations and their governing bodies the tools they need to govern well, enabling them to perform effectively while behaving ethically and responsibly.

- Purpose and sustainability are now at the heart of governance, as governing bodies of all types of organizations are being called on, more than ever, to ensure that their organizations act with purpose, sustainability and society in mind in a rapidly changing world and challenging times.

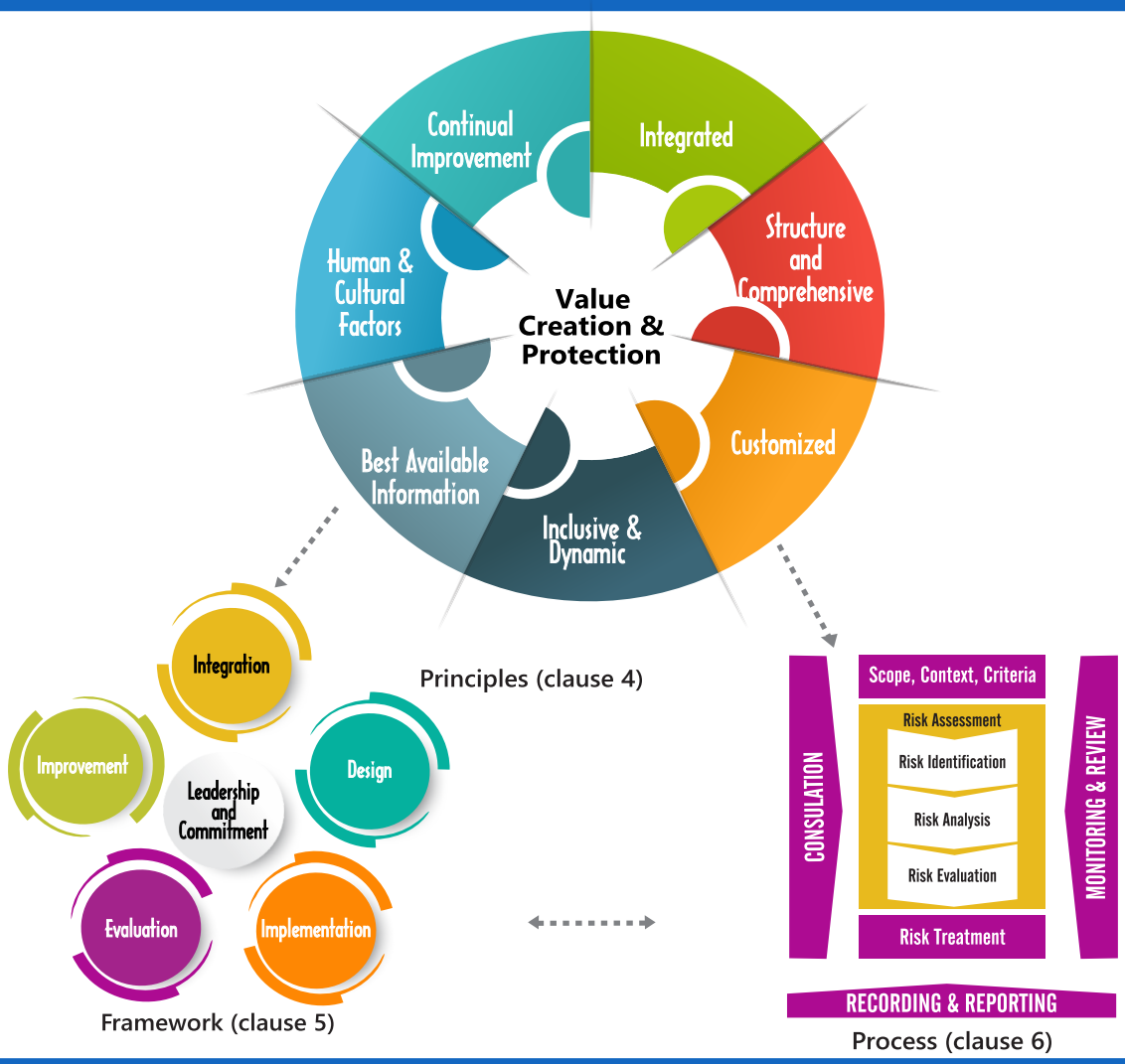
- Good governance not only builds trust, it improves business performance and contributes to social and environmental integrity.



Where the shades represent:

	Governance Outcomes
	Primary Governance Principles
	Foundational Governance Principles
	Enabling Governance Principles

Enterprise Risk Management with ISO 31000

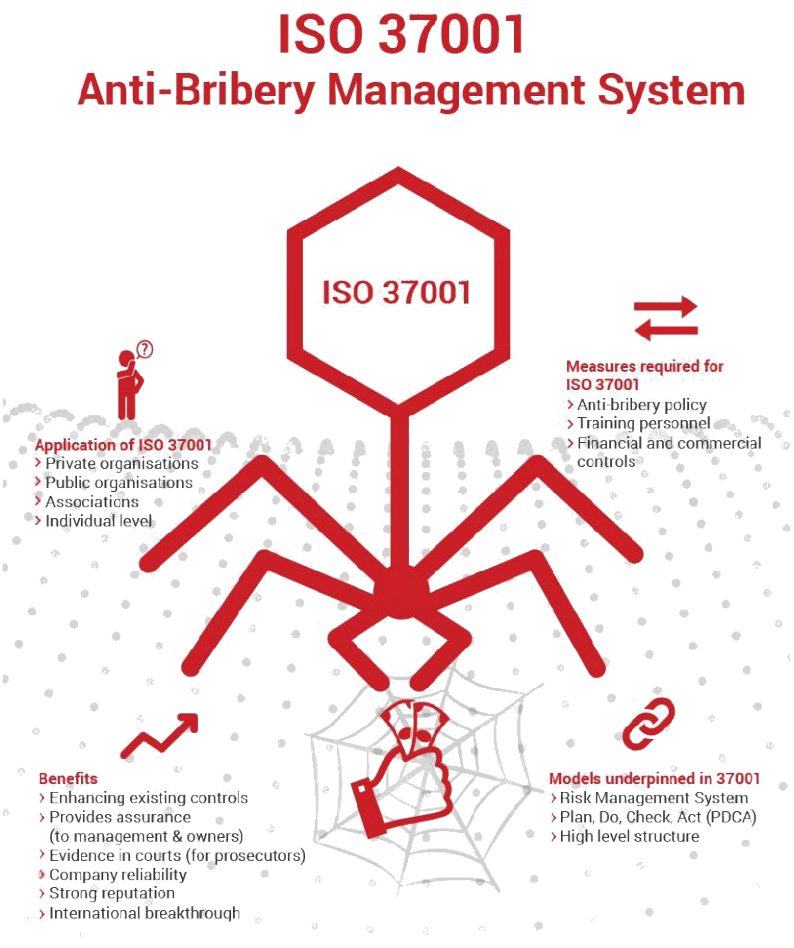


36 Risk Categories/Classes (Risk Universe)

1	Corporate Governance Risk
2	Executive Management Risk
3	Market Risk
4	Customer Risk
5	Strategy Risk
6	Financial Risk
7	Investment Risk
8	Liquidity Risk
9	Accounting Risk
10	Treasury Risk
11	Credit Risk
12	Operational Risk (APQC)
13	Process Risk
14	IT (Technology) Risk
15	Project Risk
16	Product Risk
17	Local Content Risk
18	Fraud and Forensic Risk
19	Environmental Risk – ISO 14001
20	Health and Safety Risk = ISO 45001
21	Legal Risk
22	Regulatory Risk (Local and Global)
23	Compliance Risk
24	Reputational / Brand Risk + Corporate Communications Risk
25	Political Risk
26	Economic Risk
27	Competition Risk
28	Internal Control Risk
29	Audit Risk (Internal vs External)
30	Social Risk
31	People Risk
32	Culture Risk
33	Business Continuity Risk
34	Information Security Risk + Privacy
35	Corporate Social Responsibility
36	Innovation Risk

Antibribery Management with ISO 37001

- Transparency and trust are the building blocks of any organization's credibility. Nothing undermines effective institutions and equitable business more than bribery, which is why there's ISO 37001.
- It's the International Standard that allows organizations of all types to prevent, detect and address bribery by adopting an anti-bribery policy, appointing a person to oversee anti-bribery compliance, training, risk assessments and due diligence on projects and business associates, implementing financial and commercial controls, and instituting reporting and investigation procedures.
- Providing a globally recognized way to address a destructive criminal activity that turns over a trillion dollars of dirty money each year, ISO 37001 addresses one of the world's most destructive and challenging issues head-on, and demonstrates a committed approach to stamping out corruption.



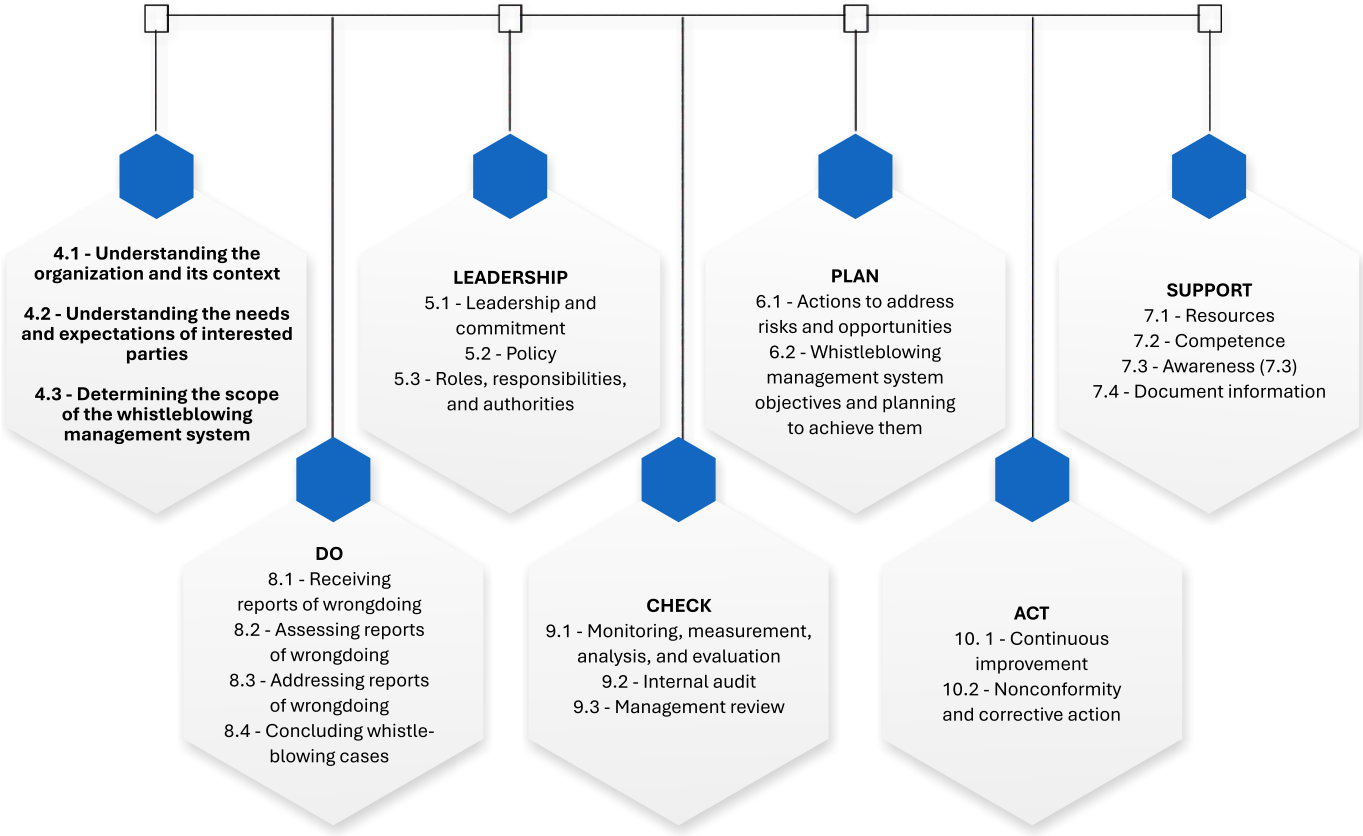
Whistleblowing Management System with ISO 37002

This standard gives guidelines for establishing, implementing and maintaining an effective whistleblowing management system based on the principles of trust, impartiality and protection in the following four steps:

a) receiving reports of wrongdoing;
b) assessing reports of wrongdoing;
c) addressing reports of wrongdoing;
d) concluding whistleblowing cases.

The guidelines of this standard are generic and intended to be applicable to all organizations, regardless of type, size, nature of activity, and whether in the public, private or not-for profit sectors.

The extent of application of these guidelines depends on the factors specified in 4.1, 4.2 and 4.3. The whistleblowing management system can be stand-alone or can be used as part of an overall management system.



Compliance Management System with ISO 37301

- **ISO 37301** specifies requirements and provides guidance for use for establishing, developing, implementing, evaluating, maintaining and improving an effective and responsive compliance management system within an organization.

- The requirements are generic and are intended to be applicable to all organizations, regardless of type, size and nature of activity, and whether in the public, private or not-for-profit sectors.

- The standard is based on the principles of good governance, proportionality, transparency and sustainability.



Fraud Control Management with ISO 37003

ISO 37003 *Fraud Control Management Systems — Guidance for organizations responding to the risk of fraud* provides guidance for use for establishing, developing, implementing, evaluating,
maintaining and improving an effective anti-fraud management system. The guidance is intended to include:

- creation and maintenance of a fraud risk recognition, tracking and monitoring environment within an organization including proactive control systems, protocols and procedures;
- mitigation of internal and external fraud against, and by, the organization;
- detection of fraud in the event that pre-emptive counter-fraud strategies, protocols and procedures fail to identify and trace incidents;
- effective response to fraud events so that lessons are learned that can be applied to the mitigation framework, reputational harm to the organization can be minimised and restored and funds lost to fraud can be recovered.



Environmental, Social & Governance (ESG) with ISO Standard(IWA 48)

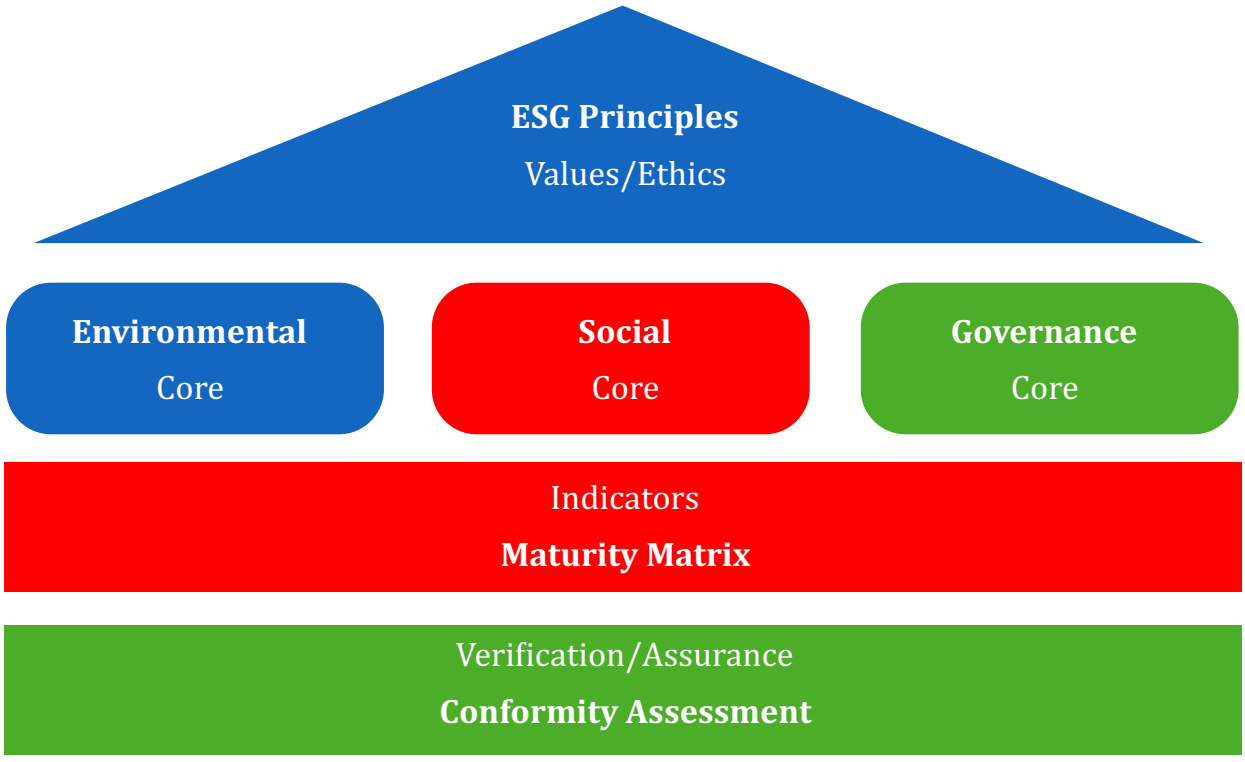
ISO's ESG Implementation Principles (IWA 48) is a high-level structure and set of principles designed to guide organizations in implementing and embedding Environmental, Social, and Governance (ESG) practices within their organizational culture.

This standard supports the management of ESG performance and facilitates measurement and reporting under existing frameworks, enabling consistency, comparability, and reliability of ESG reporting and practices globally.

Why are the ISO ESG Implementation Principles important?

These principles serve as a universal language for ESG practices, establishing an international reference model that ensures global interoperability and reliability in ESG reporting and practices.

This standardized guidance is key to fostering a lasting culture of ESG within organizations and businesses worldwide.



Environmental Management Systems (EMS) with ISO 14001

ISO 14001 is the internationally recognized standard for environmental management systems (EMS). It provides a framework for organizations to design and implement an EMS, and continually improve their environmental performance. By adhering to this standard, organizations can ensure they are taking proactive measures to minimize their environmental footprint, comply with relevant legal requirements, and achieve their environmental objectives. The framework encompasses various aspects, from resource usage and waste management to monitoring environmental performance and involving stakeholders in environmental commitments.

Why is ISO 14001 important?

In an age of heightened environmental consciousness and increasing global challenges such as climate change, biodiversity loss, and resource depletion, organizations have a pivotal role to play. ISO 14001 offers a structured approach for businesses to address these pressing concerns. By adopting this standard, organizations signal a commitment not only to regulatory compliance but also to ongoing environmental improvement. This proactive approach to environmental management can result in tangible benefits, such as reduced waste, energy conservation, and cost savings.

Furthermore, it enhances an organization's reputation, fosters stakeholder trust, and often constitutes a critical step for engaging in global trade and supply chains. Simply put, ISO 14001 stands as a testament to an organization's dedication to a sustainable future, blending environmental responsibility with strategic business growth.

Adaptation to Climate Change with ISO 14090

4. Principles	4.1 General	4.2 Change Oriented perspective	4.3 Flexibility	4.4 Mainstreaming and Embedding	4.5 Robustness	4.6 Subsidiarity
	4.7 Sustainability	4.8 Synergy between adaptation and mitigation of climate change		4.9 Systems Thinking	4.10 Transparency	4.11 Accountability
5. Pre-Planning	This is the process that prepares the organization to implement clauses 6-10					
6. Assessing Climate change impacts including opportunities	6.1 General	6.2 Impact Assessment Methods	6.2.1 General	6.2.2 Risk Assessment	6.2.3 Vulnerability Assessment	6.2.4 Threshhold Analysis
	6.3 Assessing Adaptive Capacity		6.4 Identifying Opportunities		6.5 Identifying Uncertainties	
7. Adaptation Planning	7.1 General	7.2 Policy strategy and planning context	7.3 Decision Making 7.3.1 General	7.3.2 Identification of climate change adaptation actions	7.3.3 Decision-making approaches	7.3.4 Short, medium and long lifespan decisons
7. 4 Adaptation Plan	7.4.1 General	7.4 2 Scope of the plan and boundaries of the system		7.4 3 Baselines	7.3 4 Climate change information	7.4.5 Impacts
	7.4 .6 Adaptative capacity	7.4 .7 Climate change adaptation actions	7.4 .8 Implementation, monitoring and evaluation, reporting and communication			7.4 .9 Interested parties' engagement
8. Implementation	8.1 Leadership and Commitment		8.2 Implementation Plan			
9. Monitoring and Evaluation			10. Reporting and Communication			
Annex A: using Systems thinking to set boundaries for climate			Annex B: Threshhold Analysis			

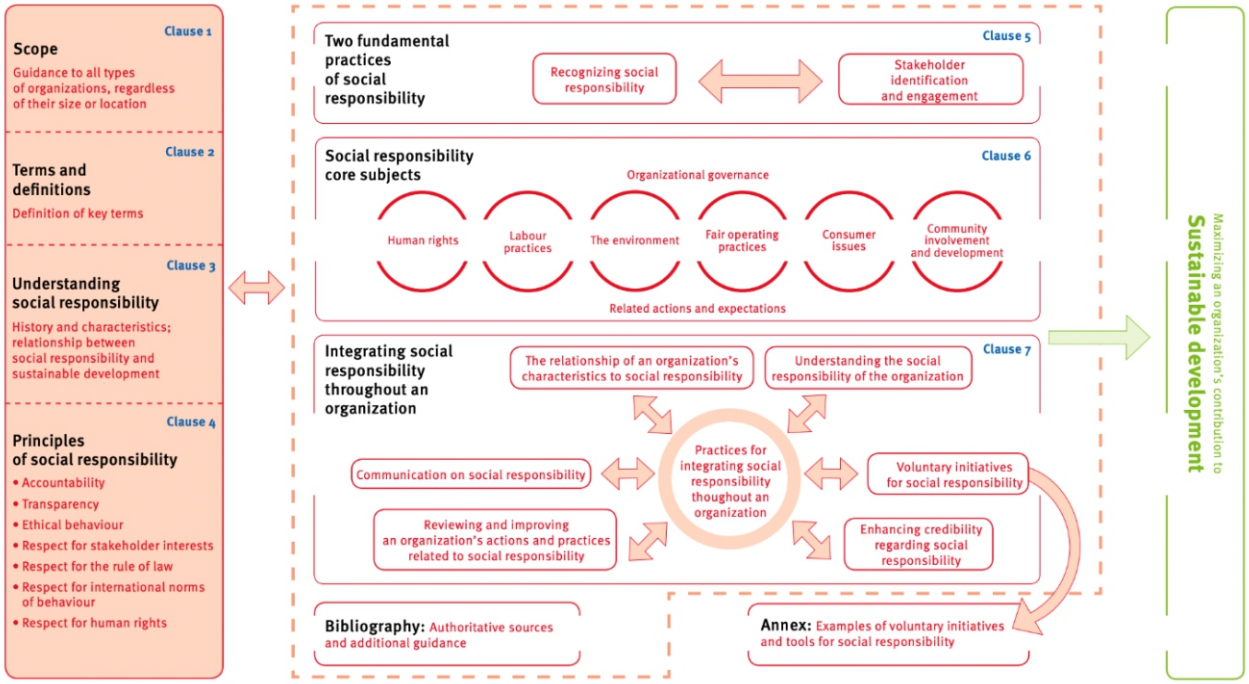
Corporate Social Responsibility with ISO 26000

For businesses and organizations committed to operating in a socially responsible way, there's ISO 26000.

It provides guidance to those who recognize that respect for society and environment is a critical success factor. As well as being the "right thing" to do, application of ISO 26000 is increasingly viewed as a way of assessing an organization's commitment to sustainability and its overall performance.

ISO 26000:2010 provides guidance rather than requirements, so it cannot be certified to unlike some other well-known ISO standards. Instead, it helps clarify what social responsibility is, helps businesses and organizations translate principles into effective actions and shares best practices relating to social responsibility, globally. It is aimed at all types of organizations regardless of their activity, size or location.

The standard was launched in 2010 following five years of negotiations between many different stakeholders across the world. Representatives from government, NGOs, industry, consumer groups and labour organizations around the world were involved in its development, which means it represents an international consensus.



Management Systems for UN Sustainable Development Goals (SDGs) with ISO 53001and ISO 37101

This International Standard specifies requirements for a Sustainable Development Goals Management System when an organization:

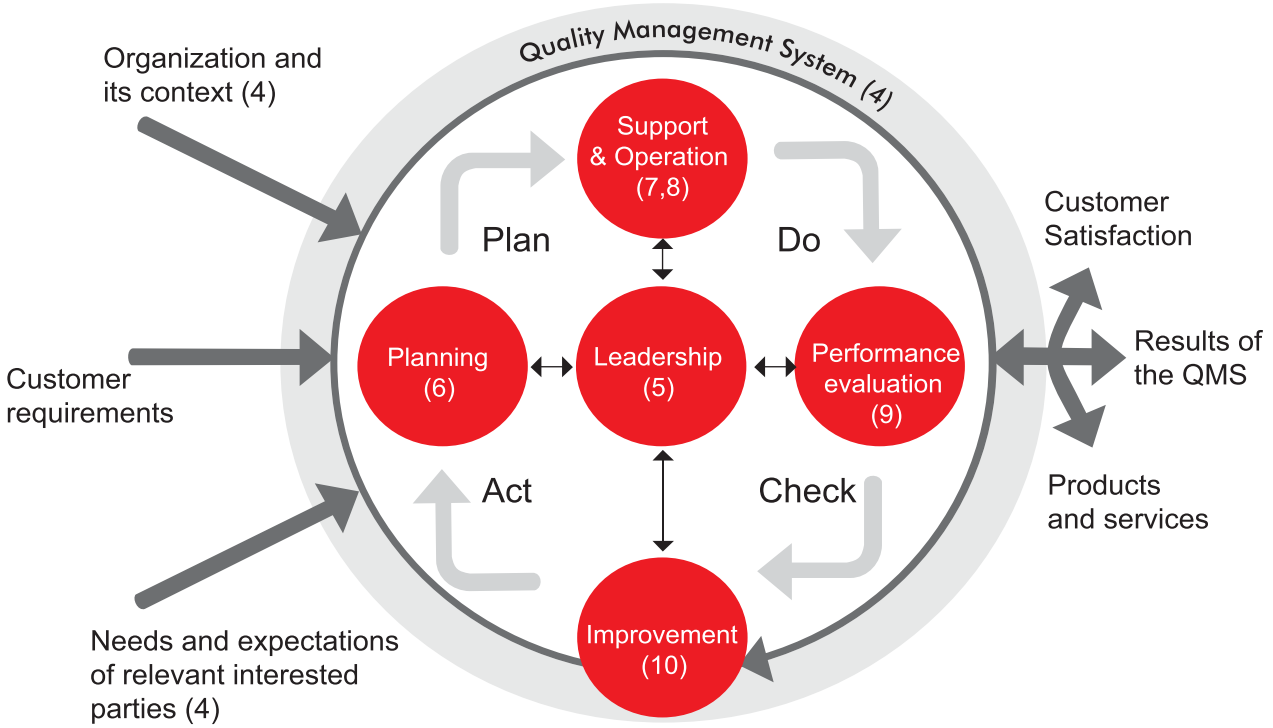
1. Needs to demonstrate and enhance its work and performance towards the UN SDGs.
2. Seeks to manage its responsibilities in a systematic manner that contributes to the pillars of sustainability.

Consistent with the SDG policy of the organization, the intended outcome of an SDG management system is to:

1. Enhance the organization's performance.
2. Fulfil compliance obligations.
3. Achieve selected SDG objectives.
4. Increase success.
5. Create trust and confidence to relevant existing and future stakeholders.



Quality Management System (QMS) with ISO 9001



ISO 9001 - Quality Management System - Governance & Management of Business Processes

Clauses	Sub Clauses = 28 that needs to be adequately addressed as part of the QMS implementation and adoption.					
4.0 – Context of the Organization	**4.1 – Understanding the Context of the Organization:** Organizational Strategy (SWOT, PESTLE) + Alignment to the Strategy for the QMS Adoption. (Addresses Internal and External Issues)	**4.2 – Understanding the needs and expectations of Interested parties.** Internal and External Stakeholders whom the QMS serves or impacts.	**4.3 – Determining the Scope of the QMS** – Scope for Implementation (HQ + Branches)/Audit (In vs Out).	**4.4 – QMS and its processes –** Interaction of Processes (Diagrams)		
5.0 – Leadership	**5.1 – Leadership and Commitment –** Aligning to 5.2, 5.3, 7.1, 7.4, 9.1, 9.3.	**5.2 Policy** – Overall QMS Policy (Requirements) + Communicated.	**5.3 – Organizational Roles, Responsibilities and Authorities** (Steering Committee + Chairman + Manager + Officer + Champions (RASCI)			
6.0 – Planning	**6.1 – Actions to address Risks and Opportunities** – ISO 31000 (Enterprise, QMS, Process) +Threats Opportunities (Improve the business, expand etc.)	**6.2 – Quality Objectives and Plans to achieve them** Reasons/objectives for implementing the ISO 9001 and have Plans (5Ws and 1H – Why, Who, How etc.)	**6.3 – Planning Changes** :Leadership, Strategy, People, Processes, Systems, PESTLE (Track and manage changes)			
7.0 – Support	**7.1 – Resources:** Financial, Human, Assets, Equipments	**7.2 – Competence:** Knowledge, Skills and Attitude - Implement/Sustain	**7.3 Awareness:** All(4.2) Stakeholders are made aware (active) of the QMS	**7.4 – Communication** – Inactive – Posters, Emails, Banners, SM, Website etc.	**7.5 – Documented Information:** Approach Managing Documents	
8.0 – Operation – Thinking and Customization to the specifics of the Org. QMS	**8.1 – Operational Planning and Control ----** Operational Plans from Departments and Units that allows them to deliver or contribute to **8. 2 – 8.7**.	**8.2 – Requirements for products and services** – what clients want based on the products the org. offers.	**8.3 – Design and development of products and services** – Features of the products and services	**8.4 – Control of externally provided processes, products and services** – working with suppliers/3rd Parties	**8.5 – Production and service provision –** Our production (service or a product) processes.	**8.6 –** Release of products and services **8.7 –** Control of nonconforming outputs
9.0 – Performance Evaluation	**9.1 – Monitoring, Measurement, Analysis and Evaluation (MMAE)** – Metrics and Measurements (CSF and KPI) and Dashboards and Perf. Reports	**9.2- Internal Audit** – ISO 19011 (IA Manual) + Trained, Experienced and Skilled Auditors (SM Experts) – Audit Methodology	**9.3 – Management Review:** Executives are Involved with Review meetings (9.1 + 9.2) (Monthly/Quarterly) and Specifics (I/P + O/P)			
10. Improvement	**10.1 – General – Improvement Methodology –** QMS Improvement to achieve higher levels of Maturity, sophistication and to deliver exceptional value.	**10.2 – Nonconformities and Corrective Action:** All the areas of concerns or we call Non –Conformity from 9.1 + 9.2 + 9.3) and how they will be effectively addressed.	**10.3 – Continual Improvement :** Maturity Assessment based on Maturity Model Adopted and specific improvement relative to the 9001 QMS and other processes.			

Health & Safety Management System with ISO 45001

ISO 45001 is an international standard that specifies requirements for an occupational health and safety (OH&S) management system. It provides a framework for organizations to manage risks and improve OH&S performance.

The standard establishes criteria for an OH&S policy, objectives, planning, implementation, operation, auditing and review.

Key elements include leadership commitment, worker participation, hazard identification and risk assessment, legal and regulatory compliance, emergency planning, incident investigation and continual improvement.

ISO 45001 utilizes the Plan-Do-Check-Act methodology to systematically manage health and safety risks. It applies to organizations of all sizes and can be integrated with other ISO management system standards.

ISO 45001: Occupational Health and Safety (OH&S) Management System

Clauses	Sub-Clauses				
4.0 – Context of the Organization	4.1 – Understanding the Context of the Organization	4.2 – Understanding the needs and expectations of interested parties	4.3 – Determining the Scope of the OH&S	4.4 – OH&S and its processes	
5.0 – Leadership	5.1 – Leadership and Commitment	5.2 – OH&S Policy	5.3 – Roles and Responsibilities and Authorities	5.4 – Consultation and Participation of Workers	
6.0 – Planning	6.1 – Actions to address Risks and Opportunities (Hazard Identification, Risk, Opportunities, Legal, Planning Actions)		6.2 – OH&S Objectives and Plans to achieve them		
7.0 – Support	7.1 – Resources	7.2 – Competence	7.3 – Awareness	7.4 – Communication	7.5 – Documented Information
8.0 – Operation	8.1 – Operational Planning and Control Eliminating Hazards, Planning Changes and Procurement		8.2 – Emergency Preparedness and Response		
9.0 – Performance Evaluation	9.1 – Monitoring, Measurement, Analysis and Evaluation (MMAE)	9.2 – Internal Audit	9.3 – Management Review		
10.0 – Improvement	10.1 – General	10.2 – Incidents, Nonconformities and Corrective Actions	10.3 – Continual Improvement		

Occupational Health Areas		Occupational and Operations Safety Areas	
1. Medical Tests, Wellness and Hygiene	9. Airconditioning and Ventilation	17. Fire Protection	25. Lifts and Other Equipment's
2. Work Life Balance	10. Appropriateness of Working Equipment's	18. Water (Treatment)	26. Waste Disposal
3. Office Chairs and Sitting in the Office and Strain on the Backs	11. Health Clinic and Accessibility to Doctors	19. Slippage	27. Transportation (Trucks and Vehicles)
4. Eyes and Computer Screens	12. Work Hazards	20. Working at Heights	28. Signage and Labelling
5. Food and Company Restaurant and Kitchen	13. PPE and Safety Gear	21. Toilets (Adequacy) and Sewage	29. Chemicals and Detergents
6. Physical and Psychological Stress/Tensions	14. HMO+ International Health Insurance	22. Electricity and Sockets	30. Office Setup, Furniture Place and Clutter Management
7. Long Hours at Work	15. HR Welfare Program	23. Entrance, Exits and Locks and Doors	31. Physical Security (Guards, CCTVs etc.)
8. Ears, Noise, Nose Care and Dusts	16. Compensation Packages	24. Roofs and Floors	32. Facilities (Maintenance, Construction sites)

Guidelines for Auditing Management System with ISO 19011

Clauses	Sub Clauses						
4.0 – Principles of auditing	1. Integrity	2. Fair Representation	3. Due professional care	4. Confidentiality	5. Independence	6. Evidence based approach	7. Risk based approach
5.0 – Managing an audit programme	5.1 – General	5.2 – Establishing audit programme objectives	5.3 – Determining and evaluating audit programme risks and opportunities		5.4 – Establishing audit programme		
	5.5 – Implementing audit programme		5.6 – Monitoring audit programme		5.7 – Reviewing and improving audit programme		
6.0 – Conducting an audit	6.1 – General	6.2 – Initiating audit	6.3 – Preparing audit activities		6.4 – Conducting audit activities		
	6.5 – Preparing and distributing audit report		6.6 – Completing audit		6.7 – Conducting audit follow-up		
7.0 – Competence and evaluation of auditors	7.1 – General		7.2 – Determining auditor competence		7.3 – Establishing auditor evaluation criteria		
	7.4 – Selecting appropriate auditor evaluation method		7.5 – Conducting auditor evaluation		7.6 – Maintaining and improving auditor competence		

Annex A: Additional guidance for auditors planning and conducting audits

A.1: Applying audit methods - On-site and Remote Audit (Human & No human interaction)

A.2: Process approach to auditing

A.3: Professional judgement

A.4: Performance results

A.5: Verifying information

A.6: Sampling
A.6.1: General
A.6.2: Judgement-based sampling
A.6.3: Statistical sampling

A.7: Auditing compliance within a management system

A.8: Auditing context

A.9: Auditing leadership and commitment

Annex A: Additional guidance for auditors planning and conducting audits

A.10: Auditing risks and opportunities

A.11: Life cycle

A.12: Audit of supply chain

A.13: Preparing audit work documents

A.14: Selecting sources of information

A.15: Visiting the auditee's location

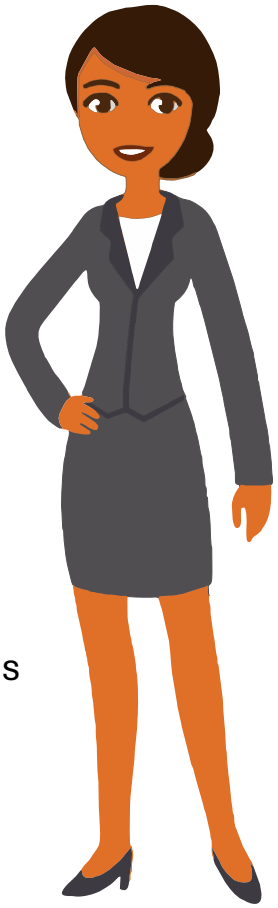
A.16: Auditing virtual activities and locations

A.17: Conducting interviews

A.18 Audit findings
A.18.1: Determining audit findings
A.18.2: Recording conformities
A.18.3: Recording nonconformities
A.18.4: Dealing with findings related to multiple criteria

Human Resource (HR) Transformation using ISO Standards

1. **ISO 30400 -** Vocabulary
2. **ISO 23326 -** Employee Engagement Guidelines
3. **ISO 30401 -** Knowledge Management System
4. **ISO 30403 -** Human Resource Metrics
5. **ISO 30405 -** Guidelines on Recruitment
6. **ISO 30406 -** Sustainable Employability Management for Organizations
7. **ISO 30407 -** Cost-Per-Hire
8. **ISO 30408 -** HRM Guidelines on Human Governance
9. **ISO 30409 -** HRM Workforce Planning
10. **ISO 34010 -** HRM Impact of Hire Metric
11. **ISO 30411 -** Quality of Hire Metric
12. **ISO 30414 -** Guidelines for Internal and External Human Capital Reporting
13. **ISO 30415 -** Diversity and Inclusion
14. **ISO 30422 -** Learning and Development
15. **ISO 30437 -** Learning and Development Metrics
16. **ISO 30402/30201 -** Human Resource Management Systems Requirements
17. **ISO 30428** - HR Skills and Metrics Cluster



Human Resource Assessment and Diagnostic (HRAD)

Aligned to ISO 34000 Series For HR

Our Services

1. Strategy and Governance
2. Workforce Planning
3. Recruitment
4. Bio Data Management & Onboarding
5. Employee Engagement
6. Learning and Development
7. Performance Management
8. Diversity, Equity, and Inclusion
9. Culture and Organizational Change Management
10. Reporting and Knowledge Management

⊕ Free Assessment and Diagnostic Service



ISO Standards for Information Technology (IT)

Capability	ISO Standard	Best Practice
IT Governance	ISO 38500	COBIT 2019
Information Security	ISO 27001	NIST 800- 53 and CIS Controls
Cybersecurity	ISO 27032	NIST CSF 2.0
Cloud Security	ISO 27017	CSA Security Guidance v5
IT Service Management	ISO 20000	ITIL v4
Business Continuity	ISO 22301 and ISO 27031	DRII PPF & BCS GPG
Privacy and Data Protection	ISO 29100 and ISO 27701	GDPR
Enterprise Architecture	ISO 42010 and ISO 26514	TOGAF 10
Software Maturity Assessment	ISO 33061 and ISO 25010	CMMI v3
Business Analysis	ISO 10244 and ISO 19510	BABoK v3
Payment and Card Security	ISO 20022 and ISO 8583	PCIDSS 4.0
Artificial Intelligence	ISO 42001 and ISO 22989	NIST AI Standards
Project Management	ISO 21502	PMBoK v7 and PRINCE2 v7
Agile Development	ISO 24587	SCRUM
DevOps	ISO 32675	Peoplecert DevOps Institute
Data Center Management	ISO 22237 (Series 1 -7)	EPI DCM/BISCI/TIA 942
Information Security Risk Management	ISO 27005	NIST 800 – 37 and 39
Information Security Incident Management	ISO 27035	NIST 800 – 61
Digital Forensics	ISO 27037	NIST 800 – 86
Network Security	ISO 27033 (Series)	NIST 800 - 215
Application Security	ISO 27034 (Series)	NIST 800 – 95 and 218
Vulnerability Assessment and Penetration Testing	ISO 18045, ISO 15408 and ISO 29147	NIST 800 – 40, 115, and 171

ISO Standards for Business and Operations Management

1. ISO 37500 – Management of Outsourcing
2. ISO 21502 – Project Management
3. ISO 30301 – Records Management
4. ISO 22000 – Food Management System
5. ISO 13053 & ISO 18404 – Lean Six Sigma
6. ISO 29001 – Oil and Gas Management (QMS)
7. ISO 17025 – Laboratory Management
8. ISO 50001 – Energy Management
9. ISO 55001 – Asset Management
10. ISO 10005 – Customer Satisfaction
11. ISO 22316 – Organizational Resilience
12. ISO 22317 – Business Impact Analysis (BIA)
13. ISO 22361 & ISO 23310 – Crisis and Emergency Management
14. ISO 28000 – Security Management System (Supply Chain)
15. ISO 20400 – Sustainable Procurement
16. ISO 41000 – Facility Management
17. ISO 13485 – QMS for Medical Devices
18. ISO 44001 – Collaborative Business Relationships
19. ISO 14064 – Greenhouses Gases Measurement
20. ISO 21001 – Educational Management System
21. ISO 18788 – Private Security Operations
22. ISO 39001 – Road Traffic Safety
23. ISO 56001 - Innovation Management System
24. ISO 59004 and ISO 59010 - Circular Economy

ISO Standards for Artificial Intelligence (AI)

1. ISO 22989 – AI Concepts and Teminology
2. ISO 23053 – Framework for AI Systems Using Machine Learning (ML)
3. ISO 24368 – AI Overview of Ethical and Societal Concerns
4. ISO 5259 – Data Quality for Analytics and ML (Parts 1-5)
5. ISO 5338 – AI System Life Cycle Processes
6. ISO 27090 - Cybersecurity and AI
7. ISO 24027 – Bias in AI Systems and AI Aided Decision Making
8. ISO 23894 – AI Guidance on Risk Management
9. ISO 38507 – Governance Implications of the Use of AI by Organizations
10. ISO 42005 – AI Systems Impact Assessment
11. ISO 42001 – AI Management Systems (AIMS)
12. ISO 42003 - Guidance for AIMS

Artificial Intelligence

ISO/IEC 42001 is an international standard that specifies requirements for establishing, implementing, maintaining, and continually improving an Artificial Intelligence Management System (AIMS) within organizations. It is designed for entities providing or utilizing AI-based products or services, ensuring responsible development and use of AI systems.

Policies related to AI

- AI policy
- Alignment with other organizational policies
- Review of the AI policy

Internal organization

- AI roles and responsibilities
- Reporting of concerns

Resources for AI systems

- Resource documentation
- Data resources
- Tooling resources
- System and comuting resources
- Human resources

Assessing impacts of AI systems

- AI system impact assessment process
- Documentation of AI system impact assessments
- Assessing AI system impact on individuals and groups of individuals
- Assessing societal impacts of AI systems

AI system life cycle

Management guidance for AI system development:

- Objectives for responsible development of AI system
- Processes for responsible design and development of AI systems

AI system development life cycle:

- AI system requirements and specification
- Documentation of AI system design and development
- AI system verification and validation
- AI system deployment
- AI system operation and monitoring
- AI system technical documentation
- AI system recording of event logs

Data for AI systems

- Data for development and enhancement of AI system
- Acquisition of data
- Quality of data for AI systems
- Data provenance
- Data preparation

Information for interested parties of AI systems

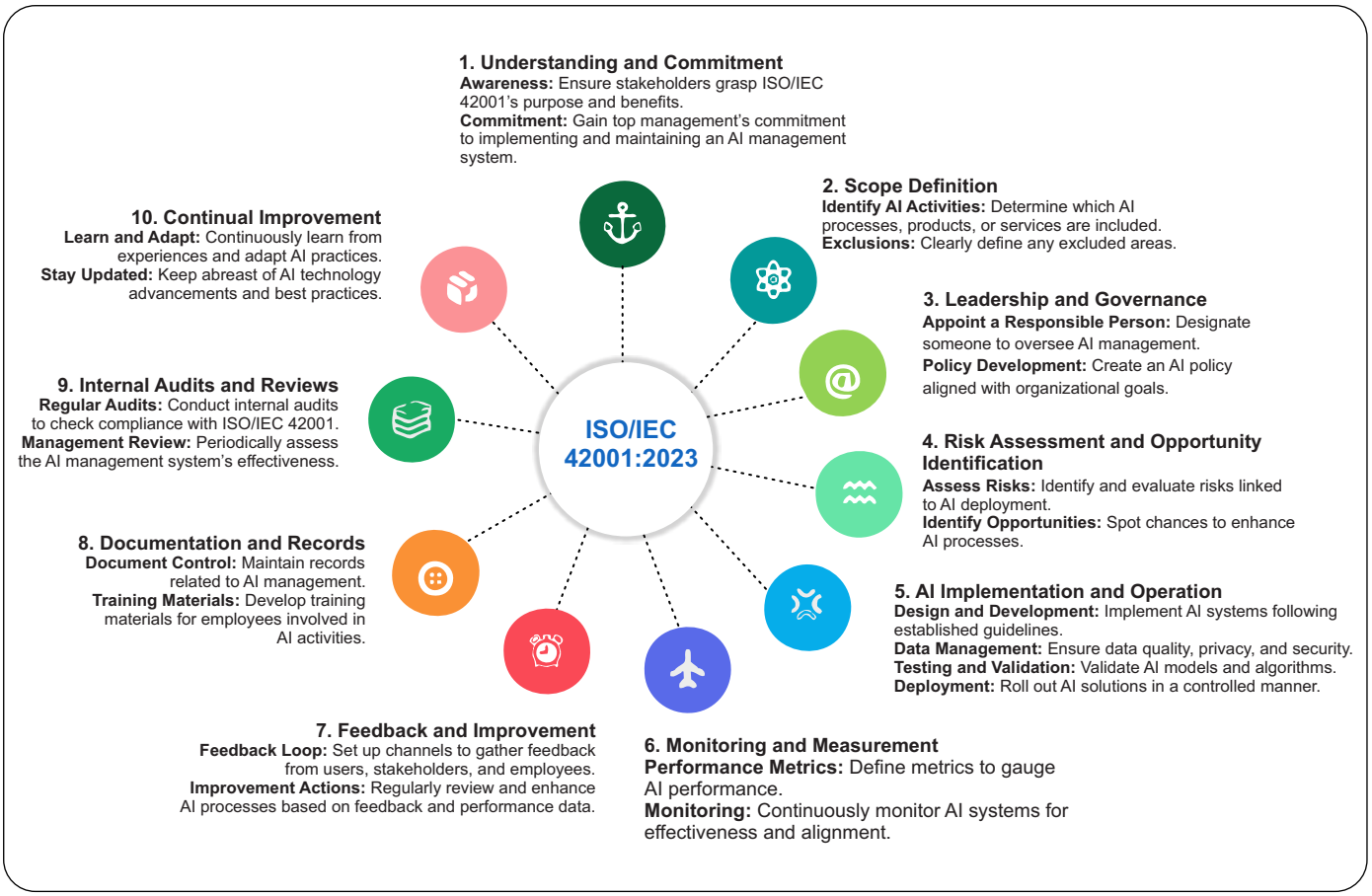
- System documentation and information for users
- External reporting
- Communication of incidents
- Information for interested parties

Use of AI systems

- Processes for responsible use of AI systems
- Objectives for responsible use of AI system
- Intended use of the AI system

Third-party and customer relationships

- Allocating responsibilities
- Suppliers
- Customers



AI Training and Qualifications from SandBP AI Academy

Qualified AI Executive – QAIE
1. Strategy and Roadmap
2. Industry Alignment
3. Business Functions

Qualified AI Specialist – QAIS
1. ISO 22989 (Concepts)
2. ISO 24368 (AI Ethics)
3. ISO 5259–1 (Data Quality)

Qualified AI Associate – QAIA
1. Productivity Applications
2. Creativity Applications
3. Automation Applications

Qualified AI Practitioner – QAIP
1. ISO 5338 (System Lifecycle)
2. ISO 42005 (System Impact)
3. ISO 5259–4&5 (Data Quality)

Qualified AI Machine Learning Practitioner – QAIMLP
1. ISO 23053 (Machine Learning)
2. ISO 5259–2&3 (Data Quality)
3. ISO 24027 (AI Bias)

Qualified AI Cybersecurity Practitioner – QAICP
1. ISO 27090 - AI Cybersecurity
2. NIST AI Risk Framework
3. ENISA FAICP

Lead Implementer – AIMS (LI)
1. ISO 42001 (AIMS)
2. ISO 38507 (Governance AI Use)
3. ISO 23894 (AI Risk)

Lead Auditor – AIMS (LA)
1. ISO 42001 (AIMS)
2. ISO 38507 (Governance AI Use)
3. ISO 19011 (MS Audit)

Our Team



Wisdom Edet
General Manager



Bolaji Oyekan
Audit Manager



Oreoluwani Akindele
HR Executive



Esther Osilama
Finance Executive



Israel Ikoni
Brand Executive



Esther Otoibhi
Sustainability Executive



Gladys Naadu Laryea
HR Manager, Ghana



Ogechi Okechukwu
Digital Marketing Executive



Samuel Oduro
Business Development Executive



Abigail Koranteng
Business Development Executive



Zerubabel Bawa
Business Development Executive



John Seth Jesubiyi
Internal Auditor



Elizabeth Benah
Management Systems Auditor



Olaoluwa Agboola
Research Executive



Dieudonne Banyah
Research Analyst



Alleson Victory Omoreh
Digital Marketing Executive

Our Team



Ridwan Abeebullah
IT/ Systems Specialist



Evans Sallah
Accountant, Ghana



Amos Ologboshere
Technical Analyst



Sarah Aluko
Management Systems Auditor



Jennifer Babatunde
Management/Audit Analyst



Naomi Njoku
IT/Systems Analyst



Elizabeth Elegbede
Management Systems Auditor



Hadidat Abubakar
Audit Analyst



Jonathan Edokpayi
IT/Systems Analyst



Funmilayo Obey
Editorial Executive



Alice Isah
HR Assistant



Ifeoluwa Adekunle
Executive Assistant



Chikaima Amedu
Executive Assistant



Tomilayo Olaniyi
DM Intern



Prosper Mbah
Jnr. Graphics Designer

Larry Osei Ansong *(Partner, A4S Ghana)*



He is a Partner at A4S Ghana, bringing over a decade of professional expertise in information technology, cybersecurity, and ISO management systems.

Larry excels at steering the operationalization of business objectives, delivering innovative solutions, and consistently creating exceptional value for clients.

Larry is marked by a results-driven mindset, a passion for innovation, and a commitment to excellence in service delivery.

Areas of Specialization

1. Management System Audit and Advisory: ISO 27001, ISO 22301, ISO 9001, and PCIDSS.
2. Data Protection and Privacy: GDPR and Ghana Data Protection Compliance.
3. Information Security and IT Service Delivery: NISF CSF, ITIL and COBIT frameworks.
4. Project Management and Business Analysis: PRINCE2 and BABOK methodologies.

Larry holds a BSc in Information Technology and a graduate of the University of the People MBA program. He is an accredited Auditor for ISO 27001, ISO 22301, ISO 20000 and others.

Edith Ugochukwu *(COO, A4S)*



Edith is the Chief Operation Officer (COO) with A4S and General Manager at Transformation College of Business and Technology (TCBT) a Not-For-Profit initiative of A4S.

She is a seasoned business leader and has over 12 years of experience in business development and operations management across FMCGs, marketing companies, and the education sector.

At A4S, she provides strategy, direction and management for strategic projects and initiatives.

As the General Manager of Transformation College of Business and Technology, she plays a pivotal role in driving strategic growth and fostering innovation in education.

Her career has taken her across five countries—South Africa, Dubai, Malaysia, Ghana, and Ethiopia—where she has developed a deep appreciation for diverse cultures and global business dynamics.

Edith holds a Degree in Computing Science, a graduate of Tekedia Institute Mini-MBA program and multiple ISO Certifications in Quality, Information, Security and Business Continuity and Asset Management.

Dr. Orlando Olumide Odejide
Managing Partner



He leads the business of A4S across the Africa, United Kingdom and Canada.

He is an Entrepreneur, Governance, Risk and Compliance Professional, Management Systems (ISO Standards), Programme Director and Enterprise Architect with over 25 Years of experience working on over 1000 initiatives and projects in the Public Financial Services, Manufacturing, Telecommunications and Energy, Education Sectors.

He is also the CEO of Training Heights (An Accredited Corporate Training Organization) and the founder of Transformation College, a Not-for-Profit Polytechnic delivering free Entrepreneurship & Business Management (EBM), Software Application Development and Cybersecurity (SADC) courses to the public.

Areas of Specialization

1. Strategy, Planning and Direction Setting with Balanced Scorecard (BSC) and Business Model Canvas (BMC).
2. Governance, Risk and Compliance with OCEG GRC, ISO 37000, ISO 37301 and ISO 37003.
3. Enterprise Risk Management with COSO, ISO 31000 and Axelos Management of Risk (MoR).
4. Programme, Project Management and Agile Delivery with Axelos MSP, PRINCE2 and PMI PMBoK and SCRUM.
5. Organizational Change Management with CMBOK and PROSCI.
6. Human Resource Management with SHRM.
7. Quality Management with Lean Six Sigma and ISO 9001.
8. Sustainability Management with SDG s and ESG Reporting with GRI Standard.
9. Business Analysis and Business Process Management with BABoK, BPMN and APQC.
10. IT Governance with COBIT and ISO 38500.
11. Enterprise Architecture with Open Group TOGAF and DPBoK.
12. Business and Operational Resilience with DORA, DRII PPF, BDC GPG and ISO 22301.
13. Information and Cybersecurity with CIS Controls, PCIDSS, NIST CSF and ISO 27001.
14. IT Service management with ITIL, TRIM, VeriSM and ISO 20000.
15. Privacy and Data Protection with GDPR, NDPA, KDPA, GDPA, ISO 29100 and ISO 27701.

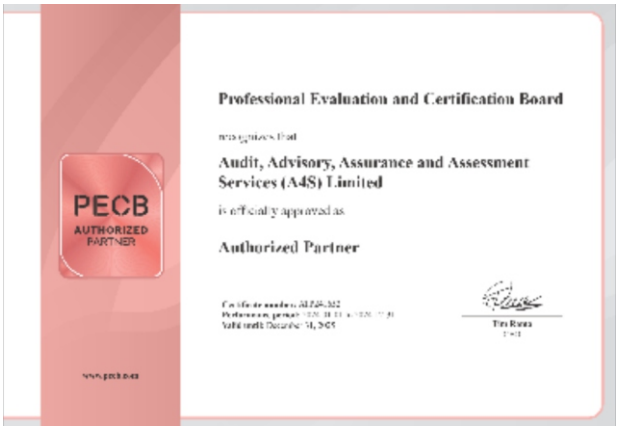
Key Industry Experience

1. Financial Services (Banking, Insurance, Pensions and FinTech)
2. Manufacturing Services
3. Telecommunications
4. Energy, Electricity and Oil and Gas
5. Public Sertor (Federal and State Governments)
6. Education
7. Non-Governmental Organizations (NGOs) and Donor Agencies

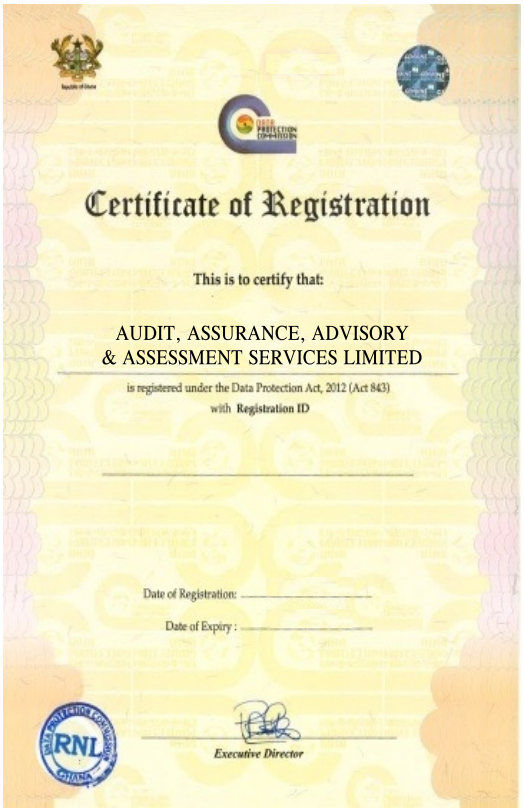
For More Information, Visit http://drorlando.net

Company Certifications













Our Clients

Nigeria

JUBILEE-LIFE MORTGAGE BANK PLC ...one stop-shop for mortgages	LAPO Microfinance Bank	NIBSS	PROVIDUSBANK	parallex
etranzact	Lasaco Properties Ltd	CORONATION MERCHANT BANK	paystack	Globus Bank
LOTUS BANK	Okra	REXEL	Abbey Mortgage Bank	parkway
SeamlessHR	Africa Finance Corporation	DotX	unity bank	terragon
LEADWAY pensure	GZI GZ INDUSTRIES LIMITED	MULTIGATE	uLesson	Helium Health
VentureGarden GROUP	GREENWICH MERCHANT BANK	cybervergent	BETA ...your better option! An INFORMATION TECHNOLOGY SOLUTIONS company.	fsdh HOLDING COMPANY LTD

Ghana

absa	umb you first universal merchant bank	FIDELITY BANK	THE BLU PENGUIN	Ecobank The Pan African Bank
CBG	BANK OF AFRICA BMCE GROUP	adb agricultural development bank	ARB APEX BANK Together for progress	ostec Build | Secure Manage
wigal	margins ID GROUP	VSA Virtual Security Africa	GCB your bank for life	GHANA STOCK EXCHANGE
apotica	ADVANS SAVINGS & LOANS	Orange Tech	Emergent Payments	Pan-African Savings & Loans
NITA GHANA	BCM	ROCK AFRICA	Inpath TECHNOLOGIES	DATABYTES

GRC and Sustainability Training & Certification Courses

Training Course	Participants
ISO 19011, IIA IPPF and CIA Exam Review **Enterprise Audit Management (EAM)**	Audit Professionals (Internal and External) Risk, Control and Compliance Professionals
ISO 26000 **Corporate Social Responsibility (CSR)**	CSR Professionals ESG and SDG Professionals
ISO 37000 **Corporate Governance of Organizations (CGO)**	Lawyers and Legal Counsels Company Secretaries and Compliance Professionals
ISO 53001 **Sustainable Development Goals (SDG)**	Sustainability and CSR Professsionals Officials of Public and NGO Organizations
ISO 37301 **Compliance Management System (CMS)**	Compliance Professionals Risks, Control and Audit Professionals
ISO WG/ESG **Environment, Social and Governance (ESG)**	Sustainability and CSR Professsionals Officials of Public and NGO Organizations
ISO 31000 and COSO **Enterprise Risk Management (ERM)**	Risks, Control and Compliance Professionals Officials of Public and Not-for-Profit Organizations
ISO 30400-30414 **Human Resource Management and Reporting**	Human Resource Professionals Senior Business Managers
ISO 37001 and ISO 37002 **Antibribery and Whistleblowing Mgt System**	Compliance Professionals Control and Audit Professionals
ISO 55001 **Asset Management System**	Compliance Professionals Control and Audit Professionals
ISO 37003 **Fraud Control Management System (FCMS)**	Audit and Control Professionals Compliance Professionals
ISO 10020 **Organizational Change Management (OCM)**	Change and Transformation Professionals Human Resource Professionals
ISO 20671 **Brand Evaluation**	Corporate Communications Professionals Marketing & Branding Professionals

A4S Services

01

Business GRC Services

1. Corporate Governance - ISO 37000
2. Enterprise Risk Management - ISO 31000
3. Compliance Management - ISO 37301
4. Audit Management - ISO 19011
5. Antibribery - ISO 37001
6. Whistleblowing - ISO 37002
7. Fraud Management - ISO 37003

02

Sustainability Services

1. SDG with ISO 53001 and ISO 53002
2. SDG in Communities ISO 37101
3. ESG with ISO ESG and IWAS 58
4. HR Reporting with ISO 30414
5. HR DEI with ISO 30415

03

IT GRC Services

1. IT Governance-ISO 38500 and COBIT 2019
2. IT Service Management with ISO 20000 and ITIL v4
3. Information Security with ISO 27001 and CIS Controls
4. Cybersecurity with ISO 27032 and NIST CSF 2.0
5. Business Continuity with ISO 22301 and DRII PPF
6. Data Privacy and Protection with ISO 29100 and ISO 27701
7. Cloud Security with ISO 27017 and CSA Security Guidance

04

QHSEC Services

1. Quality Management with ISO 9001 and Lean Six Sigma
2. Health and safety Management with ISO 45001
3. Environmental Management with ISO 14001
4. Climate Adaptation with ISO 14090
5. Facility Management with ISO 41001

GRCAAF Services

Corporate Governance
ISO 37000

01

Enterprise Risk Management
ISO 31000 and ISO 31010

02

Compliance
ISO 37301

03

Audit
ISO 19011

04

Antibribery
ISO 37001

05

Whistleblowing
ISO 37002

06

Fraud Control
ISO 37003

07

ITGRC Services

IT Governance
ISO 38500

01

IT Service Management
ISO 20000

02

Information Security
ISO 27001

03

Cybersecurity
ISO 27032

04

IT Disaster Recovery
ISO 27031

05

Business Continuity
ISO 22301

06

Data Privacy and Protection
ISO 29100 and ISO 27701

07

Cloud Security
ISO 27017

08

Enterprise Architecture
ISO 42010

09

Sustainability Services

01

Sustainable Development Goals
ISO 53001

02

Environment, Social and Governance (ESG)
ISO ESG and IWA 48

03

Corporate Social Responsibility (CSR)
ISO 26000

04

HR Reporting
ISO 30414

05

HR Diversity, Equity and Inclusion (DEI)
ISO 30415