



Beza

CONSULTING ENGINEERS STRENGTHENS COMPLIANCE FRAMEWORK FOLLOWING AFDB DEBARMENT RELEASE

March 14, 2025

Debarment Release process

Founded in 2000, Beza Consulting Engineers PLC provides consulting services in various engineering fields, including Road, Building, Water & Energy Sectors. The company is committed to quality, teamwork, and customer satisfaction, aiming to be a trusted leader in the industry.

Beza Consulting Engineers (BCE) is pleased to announce significant advancements in its integrity and compliance initiatives. These developments follow the notification from the African Development Bank (AfDB) regarding the release of Mr. Gidey Gebremariam from conditional debarment, effective November 21, 2024. The debarment, initially imposed on August 31, 2023, prompted a comprehensive review and enhancement of BCE's internal compliance measures.

To guide us through this process and enhance our internal systems, we engaged Burem Business Forensics as our consultant. Their expertise has been invaluable in:

- Conducting thorough audits to identify gaps in our existing frameworks.
 - Developing comprehensive new policies and Standard Operating Procedures (SOPs).
 - Providing extensive training to our staff on critical integrity and compliance topics.
- Burem Business Forensics served as the trainer for these crucial sessions, his comprehensive training program, conducted online over 4 days, ensuring that all employees received comprehensive instruction on the updated policies and procedures. The training sessions covered a wide range of essential areas, including:
- Integrity Compliance Training
 - Anti-Bribery (Fraud) and Investigation Policy
 - BEZA Gifts and Hospitality Policy
 - Ethics and Code of Conduct Training

- BCE Whistleblowing Policy Training
- Related Parties, Former Public Officials, And Conflict Of Interest
- Gifts and Hospitality
- Donations and Sponsorships
- Compliance Monitoring
- Enterprise Wide Risk Management
- ICT Policy
- Procurement Policy
- Records Management Policy
- Human Resources Policy
- Business Development Policy
- BCE Tendering Policy
- Sub-Contracting, Partnering, and Projects Contracting Policies
- Internal Control Policy
- BCE Tender Board Commitment to Ethical Values
- Executive Management Policy Training
- Setting up the Compliance Office



Key Milestones in ICP Assessment with AfDB:

As part of our commitment to aligning with the African Development Bank's integrity compliance expectations and advancing our reinstatement process, we have completed several key milestones in the assessment of our Integrity Compliance Program (ICP) with the support of Burem Forensics:

1. **Formal Introduction of Consultant:**
On January 27, 2025, Beza Consulting Engineers formally informed the African Development Bank of the engagement of Burem Forensics to support the development and delivery of our ICP.
2. **Comprehensive Training:** From February 10-15, 2025, our team underwent comprehensive training and implementation process with Burem Forensics to ensure our ICP is fully compliant with the Bank's guidelines.
3. **Submission of Company Policies:**
On February 24, 2025, following approval by the Chairperson of the Board of Directors, the BEZA Policies were formally submitted to the Bank for review.
4. **Submission of SOPs:** On March 3, 2025, the Standard Operating Procedures (SOPs), approved by the Chairperson, were formally submitted to the Bank for review and certification.
5. **Submission of Training Materials:**
On March 10, 2025, supplementary training materials, including assessment quizzes, attendance records, signed acknowledgments, and training session recordings, were submitted to provide complete documentation of the ICP training.
6. **Submission of Assessment Report:**
On March 12, 2025, the assessment report for the training and ICP implementation was formally submitted to the Bank via Burem Forensics.



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- We remain steadfast in our commitment to integrity and to full compliance with the standards of the African Development Bank. We are grateful for the cooperation received and look forward to further updates regarding the assessment progress.
- In line with our commitment to embedding a culture of compliance, we have successfully established a dedicated Compliance Monitoring and Evaluation Department. This department is staffed by three dedicated professionals, including an assigned Compliance Officer.

Since its establishment in March 2025, the Compliance Monitoring and Evaluation Department has been actively working on several key initiatives:

- Introducing department-specific checklists and a comprehensive communication plan to standardize operations and ensure clarity on tool usage
- Addressing questions and suggestions from all departments to facilitate smooth adoption.
- Reinforcing the crucial role of departmental leaders in supporting the implementation of compliance measures.

The Compliance Monitoring and Evaluation Department has also outlined its annual activity schedule, which includes:

- Producing compliance audit reports.
- Generating implementation reports.
- Maintaining and analyzing the risk register.
- Conducting regular training to BCE staffs.
- Whistle blow management.

"Beza Consulting Engineers Strengthens Compliance Framework Following AfDB Debarment Release process ."



Furthermore, a Compliance Committee is established to oversee and guide these vital activities attribute to compliance implementation process.

Outlook: These strategic steps underscore BCE's unwavering commitment to upholding the highest standards of integrity, transparency, and ethical conduct. The establishment of the Compliance Monitoring and Evaluation Department and the implementation of robust policies and training programs are expected to significantly strengthen the company's governance framework and reinforce its position as a trusted leader in the industry. Further updates on the progress of these initiatives will be provided.