



IBIS Expands Social Performance Capabilities

IBIS is excited to share news of several new senior and strategic hires we have made to strengthen our capabilities and expertise in Social Performance in Sub-Saharan Africa and Europe. These appointments have been made in response to the growing needs of our clients for specialised support in key topic areas across their portfolios including: diversity, gender and social mainstreaming and integration into investment strategy and systems, labour and job quality advisory and technical assistance, complex land acquisition risk and management of social risk and impact across francophone geographies.

We're thrilled to welcome Tatyana Vassilevskaya, Pierre Gouws, Tori Braham, and Deenah Kawira who recently joined IBIS and bring a diverse range of social experience, and are based out of France, South Africa and Kenya to effectively serve our clients across the key emerging markets in which we operate.

PRINCIPAL CONSULTANT

| TATYANA VASSILEVSKAYA

SOCIAL PERFORMANCE

Based in France, Tatyana is a Social Specialist with +18 years' of experience in the identification, assessment and management of environmental and social impacts, as well as in the conception and promotion of environmental and social safeguards in the investment domain. She has extensive experience in social due diligence and social performance compliance, including conformity analyses both of major infrastructure projects and of local-scale investments, accompanying project investors (private and institutional) in the elaboration and implementation of operational tools enabling the impact measurement and monitoring, conducting Impact Assessments to international standards, projects' social accountability, third party monitoring and auditing, and community engagement practices. She has also been trained to undertake auditing against the Social Accountability SA8000 Standard and has good knowledge of the ISO 26000 Standard.

She has obtained an MSc in Environmental Science from the State National University in Kazakhstan and an MSc in Environmental Sciences and Policy from the University of Manchester, UK. Tatyana is a native Russian speaker and also speaks English, French and Spanish.



SENIOR CONSULTANT/ GENDER SPECIALIST

| DEENAH KAWIRA

SOCIAL PERFORMANCE

Based in Kenya, Deenah has over nine years' experience managing and supporting businesses across renewable energy, financial inclusion, agriculture, and mobility sectors. Deenah has extensive experience in the design, implementation and evaluation of gender-inclusive business strategies, tools and frameworks for investors, their portfolios and development institutions to improve opportunities for women's economic empowerment and encourage gender inclusive investment portfolios. Key areas of service include Gender inclusion in business projects delivery, development and implementation of gender action plans for investors and their portfolios, capacity building for portfolio and fund managers on gender lens application across the investment lifecycle, global and landscape reporting on gender, development of gender modules for climate accelerators, and is a Trainer of Trainers for the ILO's Gender and Entrepreneurship Together (GetAhead) Training. Deenah has worked extensively across Africa, supporting impact investors, DFI's and government department.

Deenah holds a Bachelor of Science in International Relations graduating with a Dean's list recognition from the United States International University. She speaks fluent English and Kiswahili.



PRINCIPAL CONSULTANT

| PIERRE GOUWS

SOCIAL PERFORMANCE

Based in South Africa, Pierre has over 14 years of experience in the social safeguarding consultancy industry, specialising in environmental and social due diligence (ESDD), development and implementation of environmental and social management systems (ESMS), and monitoring of projects against international standards adopted by financial institutions, such as the Equator Principles and the IFC Performance Standards. In recent years he has focused on supporting international financing institutions, project developers and contractors on improving their labour compliance performance, enhancing their supply chain compliance performance and resolving complex land acquisition challenges.

He has worked in a diverse range of sectors, including power (renewables and thermal), oil and gas (onshore & offshore), mining, waste, water and transport infrastructure. He has worked on projects in Africa, Asia, the Middle East and Europe.

Pierre holds an MA in Research Psychology from the University of Pretoria and is currently in progress with his PhD in Sociology at the University of Johannesburg. He is a member of the International Association for Impact Assessment, a published academic and a frequent guest lecturer and external examiner at universities.



SENIOR CONSULTANT

| TORI BRAHAM

SOCIAL PERFORMANCE

Based in South Africa, Tori has over 9 years' experience in social and environmental consulting on the African continent. Her areas of expertise include ESG Due Diligence, land acquisition and resettlement planning, vulnerability assessments, human rights risk, social baseline and survey as well as social impact assessment. She has worked extensively on the African continent across a diverse range of sectors, including oil and gas, renewables, manufacturing, transport, mining, industry thermal power, government and agriculture. Tori has also worked on several ESG projects for global DFI's and is familiar with Good International Industry Practice including IFC Performance Standards, the Equator Principles and others. Other fields of experience include enviro-stakeholder engagement and mapping, sustainability and climate change adaptation.

Tori holds a BSocSci Hons degree in Environmental Analysis and Management from the University of Pretoria and a BSocSci in Environmental and Geographical Sciences and Sociology from the University of Cape Town. She is a registered member of International Association for Impact Assessment (IAIA).

