

VENAN A. SONDO, CEnv.

BSc., MSc. (Distinction)

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- Chartered Environmentalist
- Certified ESG/Sustainability/Circular Economy Practitioner
- Member PFAN Network West Africa
- Country Representative for the African Circular Economy Network (ACEN)
- Governing Council Member for Connecting 1 million Women in Trade (C1WT)
- Accra Leader Circular Economy Club
- Avid chess player
- Sustainability Thought Leader of the Year 2023 in EMEA (Environmental Finance Magazine UK).
- Winner, Prince Talal Prize for Human Development – 2nd Category 2024 (SDG14)
- PwC, Infosys, Black & Veatch & Trinomics consulting experience.
- Acumen Fellow West Africa 2025

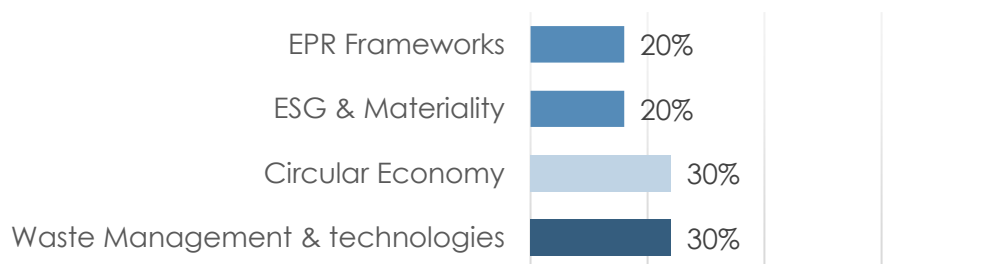
GENERIC PROFILE

- Over 20 years of demonstrable experience in sustainable business management and EIA project co-ordination.
- Master of Science in Environmental Assessment & Management (Distinction) Majoring in Environmental Impact Assessment (UK).
- Bachelor of Science in Environmental & Resource Management majoring in Sustainable Waste Management (Germany).
- Global exposure across 4 continents with experience in different sectors including the circular economy, sustainable living, plastics advisory, financial sector, Net Zero mitigation, climate change & carbon emissions derivatives and energy efficiency.
- Languages: English, German, and French
- Co-developed the Circular Economy Action Plan and Road Map for Ghana.
- Led the Sustainability & Climate Change Practice for PwC in West Africa notably leading the development of the Ghana Sustainable Banking Principles
- Member of the Ellen McArthur Foundations' 'From Linear to Circular Network' (FLTC) in Africa.
- Implemented the first Clean Cookstove CDM project in Cameroon in 2011
- Project Director Net Zero transition for 56 SMEs under EU's Project Green in Ghana
- Offering Certified Sustainability (ESG) practitioner training as the first Affiliate Centre in Africa for the Centre of Sustainability & Excellence Chicago.

PROFESSIONAL PROFILE

A passionate and inclusive impact driven cross disciplinary executive Sustainable Business & Management professional with over 20 years of experience with unique capabilities in understanding socio-ecological complexities and their impact to businesses and communities. Possess excellent interdisciplinary skills with demonstrable capacity in working across various sectors and departments to enable action. A team player with a prolific understanding of current global environmental, social and sustainability trends especially with respect to ESG, sustainable & climate finance, carbon emissions mitigation and the circular economy, and their correlation to the Net Zero drive. Enthusiastic and committed to green innovation and social enterprise development with expertise in communicating their impact to executive boards, organisations, and communities. Specialist capability in developing sustainability strategies for complex operations, with proven ability in unlocking opportunities for amplified sustainability returns through incorporating eco-innovation and capacity building. A natural self-starter with a passion for inclusive innovation with proven ability to take ideas from conception to fruition.

SKILLS SNAPSHOT (% OF 100)



CAREER PROFILE

Adam Smith International – Climate Finance Consultant

Embedded Climate Finance Advisor to the Ministry of Finance, Ghana 2024-Current

Supporting the development of climate finance-ready projects through targeted capacity building, training, and technical assistance to align national project pipelines with the requirements of existing climate finance facilities—ultimately aiming to increase climate finance flows into Ghana. Responsible for driving research and innovation to design new climate finance vehicles, while also facilitating the deployment and scaling of both new and existing instruments to mobilize private sector investment in climate action.

CHAI NT Afrique – Sustainability and Circular Consulting & Innovation

Founder and Country Director | January 2018 - Current

Co-Founder and Principal of the Change, Innovation and Transformation Platform - CHAI NT Afrique which specializes in offering bespoke advisory services relating to EIAs, ESG, ESDDs, circular economy, energy, plastic advisory, environmental safeguards, and climate change issues, ensuring that clients focus on material issues to innovate and achieve maximum returns from their sustainability investments. We support organizations in simplifying complex sustainability challenges by focusing on innovating through the eco-efficiency lens, while taking other organizational parameters into consideration. Key projects include:

Project NetCYCLE: Closing the Loop on waste fishnets and reducing marine litter by educating fishing communities on the impact of Ghost Gear and unlocking access to the global recycling market. So far have aggregated over 75 Metric Tons of monofilament nylon-6 fishnets, with plans to scale to 150 MT per month across West Africa by end of 2024. Operating on the coast of Ghana and the Lake Volta in the Volta Region with satellite locations across 25 collection points. Project recognized as Best Global Plastic Reducing Initiative by the Environmental Finance UK.

Certified Sustainability (ESG) Practitioner Training: In collaboration with the Centre for Sustainability & Excellence, lead Sustainability, ESG, Green Marketing towards certified training in Ghana. First affiliate Centre for CSE in Africa. CSE has over 18 years of sustainability and ESG training offering services to 80% of Fortune 500 companies.

reGround for Impact – Waste Coffee Recycling: reGround is an innovative coffee recycling project in Ghana focused on collecting used coffee grounds from cafes and households to divert this organic waste from landfills. The collected grounds are processed into nutrient-rich compost and soil amendments, supporting urban agriculture and community gardens in Accra and beyond.

OCCP Ghana ALDFG Advocacy Project: Project Director for a British Government sponsored advocacy project to raise awareness on the impact of Abandoned, Lost or, or otherwise Discarded Fishing Gear (ALDFGs) in 30 communities of the coast of Ghana.

Net Zero Transitioning for SMEs: Worked with SNV to assist 56 SMEs across Ghana transition towards Net Zero targets in their operations. Developed a proprietary platform to capture SME data, provide ESG aligned advisory and provide support towards carbon foot printing and Net Zero transitioning.

Circular Economy Model for drinking water: Worked with Cordaid and PI Group in Sierra Leone to provide business advisory support towards transitioning to a circular model for water distribution which uses water dispensers and would potentially eliminate over 500 Metric tons of plastic water sachets over 5 years.

European Union in Ghana: Developed Circular Economy competition which has supported over 40 SMEs to grow their businesses. SME were trained in energy efficiency and circular economy especially with design ability to eliminate waste and pollution, while exploring regenerative alternatives in their business models.

Trinomix/MESTI: Led the plastics sector section for the development of the Circular Economy Action Plan for Ghana including a Road Map for implementation. Led consultations that identified pathways and potential mitigation strategies for plastics in the textile, food system, built environment and water sectors.

GRIPE/AGI: Reviewed Operational Strategy for GRIPE for 2017-2022 and developed new operational strategy for 2023-2030 consulting with senior executives of beverage manufacturing firms in Ghana and their beneficiaries on their imperatives and expectations in curbing plastic pollution.

A Sandal More Project – Access Bank: Led the execution of a Waste to Gold Project for Access Bank Ghana which aims to produce 10,000 sandals for school children across impoverished communities in Ghana. Managed the distribution of the first phase of the project which used 104 waste tyres from Access Bank Fleet and their customers to produce 700 sandals.

Other consulting engagements include:

- Providing strategic advisory on EPR Framework and Circular Plastics to Coca Cola in Ghana and to Diageo Africa across 5 territories including Ghana, Nigeria, South Africa, Uganda, and Ethiopia.
- Strategic Advisory to Nespresso for Coffee Capsule Recycling.
- Internal sustainability strategy for the Bank of Ghana.
- ESG framework development for Primera Bank in Nigeria.
- Circular Plastics Advisory for Norfund in Ghana and Cordaid in Sierra Leone.
- SME Toolkit for Green Financing as consultant to AfDB in collaboration with EcoCapital Nigeria
- Trained over 300 SMEs on circular economy and integration in their business operations.

C1WT – Connecting 1 million Women in Trade

Member Global Governing Council and Engagement Lead Ghana | June 2025 – Present

As a Governing Council member, provide strategic oversight and leadership for the global C1WT initiative, which spans 102 countries with a mandate to connect one million women in trade. Contribute to setting the vision, policies, and governance frameworks that guide the initiative, ensuring alignment with the UN SDGs, international trade standards, and women's economic empowerment goals. Role includes reviewing and approving frameworks for country-level operations, monitoring performance across national chapters, and ensuring accountability to global partners and stakeholders. Also represent C1WT in high-level engagements with governments, development finance institutions, and global trade organizations, strengthening the initiative's visibility and credibility and lead Stakeholder Engagement in Ghana.

CHAINT AFRIQUE – National Taskforce for Awareness Creation and Community Engagement – Global Plastics Alliance Secretariat (GPAP) NPAP Ghana

National Task Force Committee Member | January 2022 - Current

Member of the National Task Force for Citizenship Engagement responsible for developing a national citizenship engagement strategy for public awareness on reducing plastic pollution, and leading Ghana to a Circular Plastics scenario by 2040. Key responsibilities include liaison with other Task Forces to ensure that inclusion, finance, technology and R&D strategies being considered align with the national perspective and challenges within the plastic sector in Ghana. Most ultimately that the citizen engagement strategy aligns with the national narrative of awareness on plastic reduction in Ghana.

CHAINT AFRIQUE - PFAN Climate Consultant

Business Coach and Advisor | July 2019 - Current

Business coach for the PFAN assisting the acceleration of investment for climate and clean energy. Regularly review new business models seeking funding, providing business model advisory services, financial modelling and developing business strategies.

CHAINT AFRIQUE – EIA Consulting

Technical Director EIA Engagements | July 2019 - Current

In collaboration with a consortium of Environmental Specialist, led the development of an ESIA for a proposed Oil Refinery Plant in Tema and a proposed Cement grinding and production Factory in Tema Metropolitan Area.

Ghana Alliance for Clean Cooking & Fuels - GHACCO

National Financial Secretary (Voluntary) | July 2017 – April 2025

National Financial Secretary for the Ghana Alliance for Clean Cooking & Fuels responsible for overall financial direction of the association. Providing fund raising and business development strategies and financial compliance oversight. Instigated the development of a tracking tool to assist with tracking clean cooking technology deployed to over 5,000 households in the Western Region leading to operational savings and avoiding door-to-door monitoring of stove usage. Strategy lead for organization providing

strategic oversight for carbon business as the carbon market evolves after CoP 27.

CHAINT AFRIQUE - MPower Country Representative Ghana – Solar Energy

Business Development and Market Access | July 2020 – December 2022

Responsible for business development for MPower Ventures AG in Ghana in collaboration with the MPower network across Switzerland, Cameroon, Togo, and Zambia. Develop market entry strategy and identify channels for the distribution of MPower suite of innovation for energy access in Ghana. Establishing key channels for consumer finance for MPower solar applications in collaboration with microfinance entities, farmer co-operatives and corporates in Ghana. Responsibilities include pipeline development and management, market strategy development and review, regulatory liaison and main representative for market and sales related inquiries in Ghana. Lead on business development for energy efficiency with solar as technology as a solution mix.

GLOBAL CHANGE MAKER MOHAMMED BIN RASHID INITIATIVE FOR PROSPERITY 2020

Climate Change & Circular Economy Judge

The Global Maker Challenge is an online open-innovation platform that offers opportunity for 'makers' and innovators to connect and collaborate, wherever they are in the world, to solve real-world problems affecting people's lives. Leveraging manufacturing innovation to provide viable and deployable solutions for the world's most pressing issues, it invites world-leading manufacturers and organizations to adopt challenges, provide mentorship, and help solve pressing problems.

The Global Maker Challenge is a collaborative competition for start-ups and entrepreneurs to solve real-world problems through innovation. In this context, 'making' refers to the things our world needs through modern, sustainable manufacturing and industrialization (<https://bit.ly/3aZmCd3>).

MIT SOLVER JUDGE 2019-2020

Member of the Leadership Group for the Circular Economy

Solve is an initiative of the Massachusetts Institute of Technology (MIT) with a mission to solve global challenges relating to waste and WASH interventions. Solve is a marketplace for social impact innovation. Through open innovation Challenges, Solve finds incredible tech-based social entrepreneurs all around the world. Solve brings together MIT's innovation ecosystem and a community of Members to fund and support these entrepreneurs to help them drive lasting, transformational progress and development (<https://bit.ly/2U3ojz7>).

EBS Advisory (Consultant)

Senior ESG Consultant for West Africa & MENA September 2018 - December 2019

Represented Environmental Business Services (EBS) Advisory across Ghana and Francophone West Africa and Central Africa, and MENA. Undertaking ES Due Diligence, main French Speaker and developing business channels for EBS within the private equity & Finance space in the Region. Key sectors include ES DDs within the Telecom, Mining, Agribusiness, Construction and Finance Services sector. All Environmental Due Diligence generally includes assessment of waste streams, quantity of waste produced, assessment of chain of custody and waybills for disposal and assessment of recycling potential. Have provided technical advisory for several waste related issues associated with Environmental Due Diligence.

Envirofit International (Consultant)

Business Development Director for West Africa | July 2016 – December 2018

Represented Envirofit International across West Africa with focus on Ghana, Nigeria, and Cameroon. Was responsible for all business development initiatives including creation of market and financial channels for the proliferation of clean cook stoves across West Africa as a climate mitigation tool. Led strategic pipeline development plans and key strategic distribution and financial channels across West Africa. Put together and led a team of experts that rolled out a pilot for a Pay-As-You-Go (PAYG) model called SmartGas for LPG distribution to increase penetration of LPG in Ghana and address energy poverty. SmartGas allows payment for LPG via mobile money in smaller instalment mirroring purchasing pattern for charcoal (1-2 GHS/daily), increasing access to LPG while addressing safety concerns for those in energy poverty. Its currently being deployed commercially in Kenya owing to the successful pilot in Ghana in 200 homes. Commercial deployment is currently being planned for Nigeria and Ghana pending the overcoming of regulatory and investment hurdles.

PricewaterhouseCoopers Ghana covering West Africa (Consultant & Advisor)

Technical Advisor Sustainability & Climate Change | August 2016 – December 2017

Provided technical advisory on all aspects of ESG alignment with Public and Private Sector entities. Was the Lead Engagement Manager for the development of the Sustainable Banking Principles in Ghana, advising the Bank of Ghana on the general principles and developed and implemented the internal Sustainability Strategy via a series of internal top management workshops for the Bank of

Ghana. Led a Team of Consultants developing the Sustainable Banking Principles for the Bank of Ghana. This involved working with 34 banks (2015/16) then in Ghana, in collaboration with the Ghana Association of Bankers and the Sustainable Banking Steering Committee appointed by the Bank of Ghana. Project concluded in August 2021 with the final training on the internal sustainability strategy for the Bank of Ghana.

PricewaterhouseCoopers Ghana (Senior Manager)

Technical Lead Sustainability & Climate Change for West Africa | 2013 – July 2016

Developed the Sustainability and Climate Change Solutions Practice in Ghana, working with a global network of 700 sustainability professionals across 60 countries. Worked with both private and public sector entities to encourage the integration of ESG into project and operational environments. Advocated for GCF in Ghana, single-handedly convincing three banks in Ghana to consider accreditation as National Implementation Entity (NIE). Ecobank became NIE recently after a series of engagements and assistance. Sort after by NDA team for advice on engaging with the private sector in Ghana.

Curator of the Sustainable Business Forum in Ghana, a private sector led platform for collaboration and sharing of best practice on sustainable business experiences. Total network of SBF membership until 2016 was over 80 firms with estimated combined turn-over of over \$200 million in Ghana. Organized four thought leadership series on various critical themes affecting the business community in Ghana.

International Development exposure, working across West, Central and East Africa on development of business opportunities within the energy, water, and social enterprise environment. Drive regional opportunities across West/Central Africa, liaising with key Government Officials in Nigeria, Ghana, Sierra Leone, Liberia, and Cameroon.

Led on internal environmental activities and led the environmental pillar of Corporate Responsibility for PwC in Ghana. Conceived and led environmental engagements including the creation of the first "Sankofa" giant wire mesh bottle for the recycling of plastic waste in collaboration with Hipsters of Nature, and the launch of a waste recycling initiative across 7 primary and secondary schools in Accra in collaboration with the UK High Commission in Ghana for an iconic installation in Ho (Eastern Region).

Worked with regulators including Bank of Ghana, Ghana Stock Exchange, and Private Enterprise Federation to develop and shape policy for environmental and sustainability performance in Ghana. Key experience included private sector development and engagement, sustainability strategy development and implementation, social enterprise development, mainstreaming climate change, communication, and interaction at senior Diplomatic and Ministerial level on policy issues and developing business opportunities. Advised the Bank of Ghana on rolling out of the Sustainable Banking Principles in Ghana for the financial sector. Initially planned for 34 Banks. Extensive technical capabilities in renewable energy including project design, implementation, liaison with technical teams and assessing greenhouse gas emissions reductions potential.

Environmental Review of the Jubilee Oil Field in Ghana including compliance, EH&S, Governance, and social contract review. Led local review on behalf of GNPC Ghana for the Government of Ghana.

Designed and implemented a waste segregation system for PwC office creating streams for plastics, paper, cans, and general waste. Trained all employees about segregation of waste and successfully reduced amount of waste to landfill by 60% in the first year of implementation.

CEFEMAC – Centre for Environmental Management & Change | 2012 – present

Founder & Executive Chairman Board of Directors

Conceived CEFEMAC as a center for pioneering the dissemination of low carbon technology to empower local communities. Developed business plan and strategy, successfully distributing over 6,000 clean cook stoves in Cameroon. CEFEMAC continues to operate as low carbon advocate for institutions and households in Cameroon and aim to catalyze the distribution of over 200,000 clean cook stoves over the next 15 years. Developed advocacy plans for BoP especially women groups and worked with a network of over 800 women's groups across Cameroon. Developed self-paid micro-finance scheme for repayment of stoves by the local groups. Managed three MRV field surveys for carbon related programme for Envirofits' Programme of Actions (PoA) for Cameroon and Cote D'Ivoire including stakeholder consultation, field surveys, WBT test analysis, liaison with Ministry of Environment and some research institutions and potential distributors. Operations are on hold now due to the current insecurity ranging in the Western part of Cameroon.

Infosys Technologies UK (ICT for Sustainable Business Management)

Senior Sustainability Consultant | 2012-2013

Environmental Management Team Lead sustainability professionals at the Infosys HQ in Canary Wharf, London, helping clients improve their sustainability performance using ICT. Worked with software developers and clients to shape software development that improves client sustainability imperatives across GHG emissions, energy efficiency and Health & Safety. Worked with Global conglomerates at various levels of their sustainability maturity to improve performance and realize tangible benefits that shaped the business case for sustainable business solutions. Developed sustainability project initiatives for clients and liaised with software engineers to better communicate client sustainability commitments.

Black & Veatch Ltd – Global Engineering Consultancy | 2006 – 2012

Senior Environmental Scientist

Planned, managed, and coordinated Environmental Impact Assessments (EIA) across a wide range of developments including natural gas pipelines, water pipelines, CHP Plants, power plants and biogas developments from feasibility stage (including optioneering) to acquisition of Planning Permission and Permits. Undertook Environmental risk management within the Water Utility and Energy sector and Environmental Site Audits for large construction projects including production and implementation of Construction Environmental Management Plans with a focus on integrating sustainability to demonstrate innovation, best practice and minimize environmental effects. Undertook Environmental risk management within the Water Utility and Energy sector and Environmental Site Audits for large construction projects including production and implementation of Construction Environmental Management Plans with a focus on integrating sustainability to demonstrate innovation, best practice and minimize environmental effects. Led on Stakeholder Engagement and management including Statutory Consultation, with a demonstration of positive outcomes with respect to integrating environmental risk mitigation in project cycles. Was EMS coordinator across 12 Offices of B&V in the UK, responsible for monitoring of EMS performance and reporting.

Designed and implemented a waste segregation system at the Head Office in Redhill and provided guidance for other offices on the implementation of EMS including monitoring of waste streams and other natural resources.

Managed the legal register for waste, advising contractors on applicable waste laws and their implications to projects.

EDUCATION

Oxford Brookes University, United Kingdom | 2004-2005

Environmental Assessment & Management, MSc (Distinction)

A unique course on the theory of environmental impact assessment, designed in close consultation with industry to offer the knowledge and skill set needed to work effectively with diverse project stakeholders and multi-disciplinary teams. The course is aimed at those seeking to develop a career as practitioners working in environmental consultancy, local government, regulatory agencies, statutory consultees, environmental NGOs, major development companies and engineering firms. Specialty included understanding the impact of climate change on people, planet, and profit.

Brandenburg Technology University, Cottbus, Germany | 2000-2004

Environmental & Resource Management, BSc.

The course of study "Environmental and Resource Management" offers an integrated approach towards current environmental issues. Recognizing that those issues can no longer be solved by a singular discipline, the course combines the knowledge of several closely related fields. The choice and combination of subjects was strongly influenced by the issues of the Agenda 21. Designed a Waste Management System for solid waste disposal for my hometown Bamenda, in the Northwest Region of Cameroon.

TRAINING

Effective communication, Facilitation, Negotiation and conflict resolution, Team development and motivation, Time management, Project management for non-project managers, Business and Technical writing, Organizational Behavior, Effective Leadership, Sustainability Coaching, Operational Management and Introduction to Solar Finance, carbon profiling and foot printing, Becoming a Bullet Proof Manager, Business Management, Finance for Managers, Company Valuation, Business Ethics, Circular Economy for SMEs, ESG Certification, Introduction to Green Bonds, Overview of Climate Finance, Adaptive Leadership, Community mobilization & engagement skills.

VOLUNTARY WORK

- Member, National Technical Committee for the development of a Plastics Recycling Standard in Ghana.
- Member National Taskforce for Awareness Raising and Community Engagement for Ghana's Zero Plastics Strategy 2040 in collaboration with Ghana's National Plastic Action Partnership.
- Financial Secretary of the Ghana Alliance for Clean Cookstoves (GHACCO) 2017 - Present
- Vice Chair of Board and Treasurer of German Swiss International School 2017 - 2019
- Chairman of Board of Directors German Swiss International School Accra 2015-2016
- Guest Lecturer at the University of Ghana Business School: Sustainability Report and Best Practice (EMBA September & October 2015)
- London Wildlife Trust: Counting Water Voles in London 2008
- London 2012 Olympics Ambassador: International Speaker in Greenwich.
- Student Parliament BTU Cottbus elected as First Black Student to join the Student Parliament 2002-2003.
- International Students Speaker BTU Cottbus, 2001-2003.
- African Circular Economy Network Representative Ghana.
- Circular Economy Club Lead in Accra.
- Adaptive Leader

AWARDS & RECOGNITIONS

- Top Recycler in 2022 by the International Recycling Magazine
- Sustainability Thought Leader of the Year 2023 in EMEA by the Environmental Finance Magazine UK
- Winner of Best Global Plastic Litter Reduction Initiative with Project NeTCYCLE Africa in 2023 by the Environmental Finance Magazine UK
- 2nd Category Winner of the Prince Talal International Prize for Human Development for SDG14: Life Under Water with Project NeTCYCLE Africa (USD 300,000) for 2024
- Citation from Bola Ray Institute for Mentorship in Sustainable Business Leadership in 2024
- Winner 2nd Category of the Prince Talal International Prize for Human Development with Project NeTCYCLE Africa for SDG14 Interventions.