

Register of Interests of Members of the Board of Directors

Guidelines

- Transparency International Zambia (TI-Z) cannot expect of others higher standards of integrity than it applies to itself and to all individuals whose contribution to TI-Z is important.
 - We understand that the full completion of a Register of Interests is a fundamental aspect of integrity. Moreover, the Register is a 'living' document, in that circumstances change, and a situation, which previously raised no issue of potential conflict can suddenly be transformed into an issue where disclosure is imperative.
 - Completion of the Register of Interests is not a 'box-ticking' exercise. Those completing the Register are expected to think about the appearance of a conflict of interest and to disclose it, even when they are satisfied that no actual conflict exists. On the other hand, there is no point in filling the Register with entries where the risk of conflict is non-existent or never likely to arise.
 - Those completing the Register are also reminded that TI-Z's policy extends beyond the individual to include the interests of persons "with whom they have a close personal relationship". This means that if such a person could be seen in any capacity as having an interest, which could conflict with an interest of TI-Z, disclosure should be made.
 - A potential conflict of interest does not cease at the moment when an individual leaves an organisation. TI-Z has always recognized the dangers of the "revolving door". Thus the Register should include details of those past associations where current circumstances have placed that past association into a potentially conflicting light.
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1. Each Member of the TI-Z Board of Directors shall declare in this Register any and all interests that could potentially lead to, or could conceivably be perceived as, a conflict of interest.
 2. Such interests shall include, but not be limited to:
 - a) Any current or past remunerated affiliation (employment or directorship) with a public or private company or other organization, including longer-term or frequent relationships but excluding one-off short-term consultancies;
 - b) Any current or past non-remunerated affiliation with any public or private company or other organization;
 - c) Significant (>10%) ownership or controlling position in any company or other organization;
 - d) Any entity in which the member has more than 5% of their total assets (company shares, public/private bonds or other kind of debts, investment funds shares, etc); and
 - e) Any current or past public office or public employment.
 3. As set forth in Section 2(c) of the Transparency International Conflict of Interest Policy, this Register is open to the public and will be accessible on the TI-Z website.
 4. The filing in this Register shall be made within three weeks of taking up the position of a Member of the Board of Directors and shall be updated in a timely fashion as changes occur and at least once a year.

TI-Z Board Register of Interests

Name	Jessica Chisompola
Date on which initial statement lodged	9 th January 2023
Remunerated affiliation (Current and, where relevant, past)	<p><i>Current Affiliation</i></p> <ul style="list-style-type: none"> • Strategic Visions Limited (Independent Consultant) • Avenir Business Solutions (Co-Founder and Consultant) <p><i>Past Affiliation</i></p> <ul style="list-style-type: none"> • Zanaco (Employee), ZICA (Employee)
Non-remunerated affiliation (Current and, where relevant, past)	<ul style="list-style-type: none"> • Ubuntu Lab Institute Limited (Board Member) • Freely in Hope Zambia (Board Member) • Turquoise Company Limited (Shareholder)
Significant (>10%) ownership or controlling position in any company	<ul style="list-style-type: none"> • Avenir Business Solution Limited (>30% shareholding) • Turquoise Company Limited (50% shareholding)
Any entity in which the person has more than 5% of his/her total assets	None
Public Office or public employment (Current and, where relevant, past)	Not applicable
Interests of close personal relationships (where applicable).	Not applicable
Other	

Date	9 th January 2022
Signature	