

Board of Directors



Executive Committee



Risk management

At Safaricom, Risk management is everyone's responsibility. The Risk Management Division inculcates and embeds a culture of continuous and proactive identification and management of risk factors that ensure that emerging opportunities and threats are optimally harnessed. Management has embraced this practice and carries out periodic risk assessments to monitor our rapidly changing environment.

These assessments are also used to ensure that our responses and controls are aligned to maximise value to the business. Independent assurance is provided by both internal and external audit functions while benchmarking to other leading Telecommunications operators is undertaken to ensure our Risk Management practices are improved year on year.



Ethics

We are committed to ensuring that ethics and integrity become part of day to day Business in Safaricom.

- We have constituted an ethics committee as an oversight body driving the ethics and integrity agenda in the company
- We took an active role in drafting and signed up for the Kenyan Businesses Code of Ethics.
- We reviewed our ethical position and ethics management process to identify any improvement areas.
- We reviewed and approved code of ethics related policies such as the anti bribery policy, insider trading policy, gift policy and the blacklisting policy.



Governance

Good governance is fundamental to business sustainability. We continue to make sure that our governance structures support effective decision-making and robust control, and are aligned to changing requirements as well as local and international best practice.

Remuneration

Our remuneration policy aims to attract and retain leaders of the highest calibre, while making sure that our executives are compensated according to their performance.

- Our talent pool and leadership teams benefit from various leadership and management programs to ensure strategic guidance and maintenance of a competitive edge.
- Annual pay increase awarded to executive directors in line with overall Employee pay increases.
- Share allocation programs offered to senior management.