



Years

**AT THE SERVICE
OF SUSTAINABLE
DEVELOPMENT**

www.handbconsulting.com



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“Committed to a healthy, modern and responsible Africa, our experts design sustainable solutions alongside those who build the continent’s infrastructure.”

**H&B Consulting, 20 years at the
service of sustainable development**



FOREWORD



20 YEARS OF COMMITMENT 20 YEARS OF IMPACT

Since its creation in 2004, H&B Consulting has established itself as a key player in environmental, health, and safety consulting in Africa. Two decades of expertise, challenges successfully met, fruitful collaborations, and convictions carried forward with passion.

This publication is not only a retrospective; it is the testimony of a vision, a team, and a collective journey focused on the sustainable development of our continent.





FOUNDER'S MESSAGE



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FOUNDER,
CHIEF EXECUTIVE OFFICER

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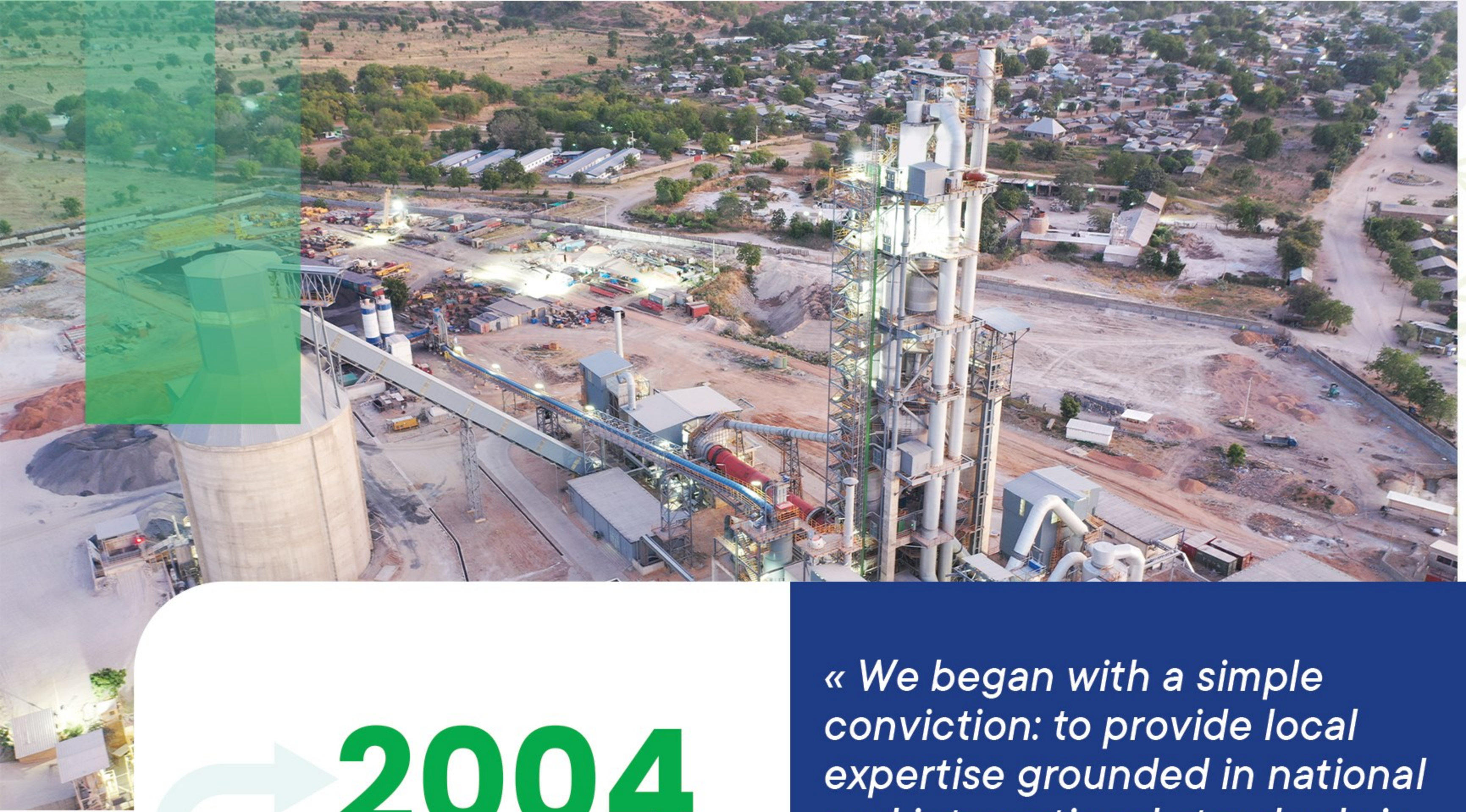
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We are celebrating 20 years of H&B Consulting, which was founded in January 2004 with the conviction of supporting Africa's development while respecting the environment, people, and future generations.

For two decades, we have demonstrated that it is possible to build modern infrastructure while protecting the continent's natural and social heritage. Today, we are proud of the journey accomplished: we have carried out more than 250 studies, built a united and competent team, and established our presence in several countries.

Beyond the figures, our true success lies in the improved lives and the positive impacts we have generated. On the occasion of this anniversary, we wish to thank all those who have supported us, and we reaffirm our commitment to continue building together a responsible, innovative Africa focused on the future.

THE ORIGINS



2004
FOUNDATION

« We began with a simple conviction: to provide local expertise grounded in national and international standards in support of development projects.»

In **2004**, within a context of profound transformation of the African industry, faced with international environmental standards resulting from the privatization of state-owned companies, **Salamatou Haman Bako** founded **H&B Consulting in Cameroon**.

The objective was clear: to support companies and institutions in their environmental and social assessments, an essential condition for accessing international funding.

From its early days, H&B Consulting stood out for its rigor, professionalism, and ability to build trust with its clients. In August 2004, the first assignment entrusted by **CIMENCAM** marked the starting point of a journey that would continue to grow.

THE FIRST MILESTONES

The foundations of sustainable growth

These years mark H&B Consulting's transition from a promising young structure to a recognized player in the field of environmental and social studies. Between certifications, first international contracts, and expansion into Côte d'Ivoire, the company laid the foundations for its future growth.

01

2004

The creation in 2004 of the Ministry of Environment in Cameroon (MINEP), which became MINEPDED in 2011, strengthened the demand for studies, confirming the relevance of H&B Consulting's offering.

02

2008 – 2009

Completion of 12 major studies for the environmental compliance of large industries in Cameroon (SOSUCAM, CIMENCAM, SOCAPALM, SODECOTON, SPFS PALM OR, CEP SEIGNERIE...).
First Environmental Compliance Certificate (ECC) obtained in February 2008.

03

2013

Opening of the office in Côte d'Ivoire, a sign of ambitious regional expansion, marking H&B Consulting's entry into a key West African market.

EXPANSION & CONSOLIDATION

Confirmed growth and strengthened partnerships

During this period, H&B Consulting reaches a new milestone: opening up to new markets, signing strategic contracts in the electricity sector, and consolidating trusted relationships with long-standing clients. These years establish the company as a key player in environmental consulting in West and Central Africa.

04

2014

H&B Consulting reaches a milestone with its 25th client, SABC, which commissions the first of 27 studies carried out through the end of 2024.

05

2016

First contract signed with CI-ENERGIES, with more than 31 studies commissioned through the end of 2024.

06

2019

Opening of the office in Conakry, Guinea. ARTELIA-NHPC becomes our 50th client.



07

TOWARDS MATURITY

International recognition, regional anchoring, and expansion into the mining sector

These years mark H&B Consulting's entry into a new dimension. With renewed trust from major clients such as CI-Energies, qualification under the prestigious Millennium Challenge Account program, the strengthening of its activities in the mining sector, and expansion toward new horizons with KfW and Benin, the company confirms its status as a strategic and credible partner to international funding institutions.

07

2021

H&B Consulting enters the mining sector with its first contract with ENDEAVOUR MINING, followed by several others (AMPELLA MINING / CENTAMIN, SHARK MINING / MONTAGE GOLD, TURACO GOLD).

08

2022

H&B Consulting is qualified for the Millennium Challenge Account Côte d'Ivoire (MCA-CI) and becomes one of two African companies selected out of ten participants in this call for tenders. First contract in Djibouti.

09

2024

A first contract with KfW opens the doors to international funding institutions. First contract in Chad.

10

2025

Opening H&B's Benin office, consolidating H&B Consulting's presence in four strategic countries.



A SOLID FOUNDATION, AN EXTENSIVE NETWORK

Over twenty years, H&B Consulting has built a robust foundation based on tangible achievements, a loyal client base, and a multidisciplinary network of experts. These foundations form the cornerstone of our reputation and ensure the quality of our interventions across Africa.



A portfolio of more than **250 completed assessments** through the end of 2024.



72 active clients, from the energy, mining, cement sectors, and financial institutions through the end of 2024.



A network of local and international experts, united around the same standards of quality.

THE ESSENCE OF OUR IDENTITY

Since its creation, H&B Consulting has relied on a strong foundation of values. These are not merely stated principles; they are lived on a daily basis, in every assignment, every relationship with our clients and partners, and in the cohesion of our teams. These values have been our compass for 20 years, and the promise we make to those who place their trust in us: to act with rigor, conviction, and humanity.



OUR VISION

To integrate and promote environmental innovation in order to ensure the success of future generations.



OUR MISSION

Committed to a healthy, modern, and responsible Africa, our experts design sustainable solutions alongside those who build the continent's infrastructure.

OUR FOUNDING PILLARS



INNOVATE & ADAPT

PRIDE & REPUTATION

The company prioritizes reputation and integrity over short-term profit, making each project a demonstration of its expertise, quality, and the trust it inspires.

COMMITMENT & CONVICTION

We consider our work as a mission: to support major projects while respecting communities and the environment, with the conviction of contributing to a sustainable future.

LEADERSHIP IN INNOVATION

To innovate means combining new technologies with solutions adapted to local contexts, anticipating client needs through pioneering approaches such as drone mapping or digitalized HSE monitoring.

CONSENSUS & TEAM SPIRIT

The success of H&B Consulting is built on collective strength: experts, collaborators, and partners move forward together in a team spirit based on respect, consensus, and co-construction.

OUR MAJOR STUDIES



Since its creation, H&B Consulting has carried out large-scale assignments that have marked its journey.

CIMENCAM (CAMEROON)



First client, with more than 30 environmental assessments, several of which comply with international standards.

CI-ENERGIES (CÔTE D'IVOIRE)



More than 30 studies between 2016 and 2024, demonstrating H&B Consulting's capacity to support strategic projects in the energy sector.

ENDEAVOUR MINING (CÔTE D'IVOIRE)



Pioneering Environmental and Social Assessments in the mining sector with ENDEAVOUR MINING since 2021, opening the way to new clients (AMPELLA MINING / CENTAMIN, SHARK MINING / MONTAGE GOLD, TURACO GOLD).

SABC (CAMEROON)



27 studies (Environmental and Social Audits, Risk Assessments and Emergency Plans, Environmental Parameters Analyses) tailored to high-impact activities.

OPERATIONAL EQUIPMENT

H&B Consulting has a modern technical equipment fleet that ensures the quality, accuracy, and reliability of its studies, thanks to measurement and analysis tools that meet international standards.



ECOM EN2
Atmospheric pollutant analyses: CO₂, CO, NO₂, NO_x, O₂, etc., for all types of combustion.



ECOM EN3
Atmospheric pollutant analysis: CO₂, CO, NO₂, NO_x, O₂, etc., to analyze all types of combustion.



RAE SYSTEMS
Ambient air quality is tested using gas detection tubes.



CLOR-N-SOIL
Soil examination for the qualitative presence of PCBs.




PICCOLO SLM
Integrating sound level meter and data logger, easy to use.



MINI RAE 3000
The MiniRAE 3000 detector measures volatile organic compounds (VOCs). It is equipped with proven PID technology and is ATEX certified.



Multi RAE 2
The MultiRAE 2 gas detector features 5 simultaneous sensors, including volatile organic compounds (VOCs).



PICCOLO II SLM
Integrating-averaging sound level meter, Class 2.




MET ONE AEROCET 531 DUST MONITOR
This portable device allows particle classification according to the 5 usual categories (PM1, PM2.5, PM7, PM10 and TSP) or according to two standard sizes (>0.5 and >5 microns).



MET ONE AEROCET 531 S DUST MONITOR
Particle counter capable of detecting and measuring individual particles as fine as 0.3 microns in diameter. Available particle sizes: 0.5, 1.0, 5.0, 10.0 microns. Mass size ranges: PM1, PM2.5, PM4, PM7, PM10, and TSP.



CRIFTER - DOSIMETER
The Sonus 3 noise dosimeter is a third-generation device featuring a number of unique functions, designed and developed to make the professional experience as efficient and complete as possible.



TOTAL PETROLEUM HYDROCARBONS
Test kit for detecting the presence of hydrocarbons in soil. This kit is correlated with EPA (Environmental Protection Agency) Method 418.1, and within statistically adequate sample sizes, the correlation reaches 90%.



EDGE - DOSIMETER

This noise dosimeter is compact, ergonomic, and wireless, designed to measure various sound levels.



SAUTER - LUX METER

This equipment measures workplace lighting with a range from 0 to 200,000 lux.



THERMO HYGROMETER

Measurement of relative humidity, dew point, and temperature, with selectable units for temperature and dew point.



RADEX - RADIOACTIVITY INDICATOR

The Radex RD1503+ is a high-precision dosimeter without a Geiger counter.



ECOM - LUX METER

This device evaluates workplace lighting over a range from 0 to 200,000 lux, making it possible to verify whether the area is sufficiently lit.



LANDTEK - VIBRATIONS

This device measures periodic movements and monitors imbalance and deviation of machines in motion, designed for mechanical vibrations.



GAS LEAK DETECTOR

This device is a detector for combustible gas and hydrocarbon leaks. Robust, sensitive, and accurate, with an LED scale.



URCERI - LUX METER

Measures workplace lighting over a range from 0 to 200,000 lux to assess lighting adequacy.



BTMETER BT-881D - LUX METER

Measures workplace lighting with a range from 0 to 400,000 lux and 270° rotation.



REED Instruments R6001 - THERMO HYGROMETER

Thermo hygrometer measuring -20 to 60°C (-4 to 140°F) and 0 to 100% relative humidity.



GARMIN ETREX VENTURE HC GPS RECEIVER

The Garmin eTrex Venture HC is a GPS receiver for geolocation.



GARMIN GPSMAP 64SC

The Garmin GPSMAP 64SC is a positioning device.



GARMIN GPSMAP 64s

The Garmin GPSMAP 64S is a precise and rugged portable GPS for outdoor positioning.



DETUCK

This compass is a portable, accurate, and durable instrument, ideal for outdoor orientation.



BOSCH

Fast and accurate laser measurements up to 65 feet.



BOSCH GLM 250

Compact and precise laser distance meter for measuring distances up to 250 meters.



APEMAN

The Garmin GPSMAP 64S is a precise and rugged portable GPS for outdoor positioning.



DJI MAVIC 3 M

Advanced professional drone, ideal for precise multispectral analyses.



DJI MAVIC 2 Pro

Professional drone for aerial photography and video.



Drone DJI MINI

Professional drone, compact size, high image quality.

A SUSTAINABLE RELATIONSHIP BASED ON TRUST

A diversified and prestigious client base

For 20 years, H&B Consulting has built its success on a strong conviction: the quality of our company is also measured by the trust placed in us by our clients and partners. Our portfolio has grown progressively, thanks to collaborations that have evolved into genuine long-term relationships.

Each client is more than a simple contracting authority; they are a partner with whom we move forward together toward sustainable solutions. Our clients reflect the diversity of African economic sectors:



The Regulars

Bringing together our long-standing clients from industry, guaranteeing consistency and quality in our services.

(CIMENCAM, SABC, CI-ENERGIES, SMB)



The Boosters

Players in the mining and energy sectors, demonstrating our mastery of complex projects and high HSE standards.

(ENDEAVOUR MINING, AMPELLA MINING/CENTAMIN)



The Occasionals

Representing companies with specific, one-off needs that foster our diversification and innovation.

(CFAO, DANGSOLAR)



The Bankers

Financial institutions and international donors who share with us a common requirement for transparency and sustainable performance.

(MCA-CI, KfW)



CERTIFICATIONS & ACCREDITATIONS

Since its creation, H&B Consulting has built its credibility on the quality of its work and strict compliance with regulatory frameworks. These commitments have led to the acquisition of several official accreditations issued by national authorities and environmental regulatory institutions.



Certificates & Approved Studies up to December 2024

- + 95 Environmental Compliance Certificates (ECC) issued by MINEPDED (Cameroon).
- + 36 approval letters for Risk Assessments and Emergency Plans (Cameroon).
- + 4 ministerial decrees issued by MINMIDT (Cameroon).
- + 5 declarations issued by MINMIDT (Cameroon).
- + 55 studies conducted in Côte d'Ivoire.



National Accreditations

Cameroon

MINEPDED : Environmental Impact Studies and Environmental and Social Audits.

MINMIDT : Risk Assessments, Emergency Plans, and Operation of the Pollution Control Laboratory.

Côte d'Ivoire:

MINEDDTE / ANDE : Strategic Environmental Assessment Studies, Environmental and Social Impact Studies, Environmental Audits.

MINEDDTE / CIAPOL : Measurement of atmospheric, air, and soil pollution parameters.

Guinea:

BGEEE : Environmental Impact Studies, Environmental Audits, Environmental and Social Management Plans.

THEY TRUSTED US (CAMEROON)

Major references in the Cameroonian market

In Cameroon, the birthplace of H&B Consulting, the consulting firm has been supporting major players in industry, energy, and infrastructure for two decades. The long-standing trust of these partners reflects our ability to address the technical and regulatory challenges of the country's most strategic projects.



THEY TRUSTED US (CÔTE D'IVOIRE)

Collaborations at the heart
of national development

In Côte d'Ivoire, H&B Consulting has established itself as a preferred partner for public, private, and industrial stakeholders. The organizations that place their trust in us attest to the strength of our expertise, the quality of our support, and our commitment to promoting the country's sustainable development through structuring, high-value-added projects.



THEY TRUSTED US (OTHER COUNTRIES)

Expertise deployed
across several African countries

Beyond its main locations, H&B Consulting also supports institutions and companies in other African countries. These collaborations strengthen our regional presence and reflect the trust placed in us by stakeholders involved in large-scale projects, notably in Djibouti and Chad.

Djibouti



Chad





PROGRAM Stanford | Seed

A strategic immersion at the heart of global excellence



As part of its development and its constant commitment to raising its standards, H&B Consulting joined the prestigious Stanford Seed program, an initiative of Stanford University dedicated to accelerating and transforming high-potential African enterprises.

This selective program offers executives intensive support combining strategic tools, leadership, innovation, and operational management. It brings together entrepreneurs and decision-makers from across the continent, creating a unique environment for exchange, reflection, and co-creation.

For H&B Consulting, Stanford Seed has been a major lever for progress. The program enabled the company to:

- ⊕ **Strengthen the company's strategic** vision
- ⊕ **Structure its growth model**
- ⊕ **Accelerate digitalization** and the formalization of processes
- ⊕ **Improve governance** and performance management
- ⊕ Promote an **internal culture focused on innovation and excellence**



PRINCIPLES & AMBITIONS

Twenty years after its creation, H&B Consulting continues its development with a clear ambition: to become a leading pan-African player in HSE consulting, recognized for its technical excellence, its capacity for innovation, and its continental footprint.



//01

EXPANSION

Present in several countries, H&B Consulting pursues ambitious African expansion, guided by its values of ethics, excellence, and sustainable development.

DIVERSIFICATION

H&B Consulting is diversifying its activities by integrating HSE monitoring, drone mapping, and innovative digital solutions, thereby strengthening the quality and value of its services.

//02



//03

LEADERSHIP

Building on its experience, H&B Consulting aims to consolidate its leadership in HSE consulting and increase its visibility among international stakeholders.



HORIZON 2030

“Our ambitions are our compass: they guide each project toward a sustainable, innovative, and responsible African future.”

OUR AFRICAN EXPANSION

Extending our expertise beyond borders

For twenty years, H&B Consulting has established itself as a reference player in environmental, health, and safety consulting across Central and West Africa.

Building on this experience, the company is now deploying an ambitious continental expansion strategy aimed at bringing its expertise closer to emerging markets while strengthening its presence in the continent's major economic hubs.

Established offices :

Cameroon : Historic headquarters and technical center of excellence.

Côte d'Ivoire : Regional hub for Francophone West Africa.

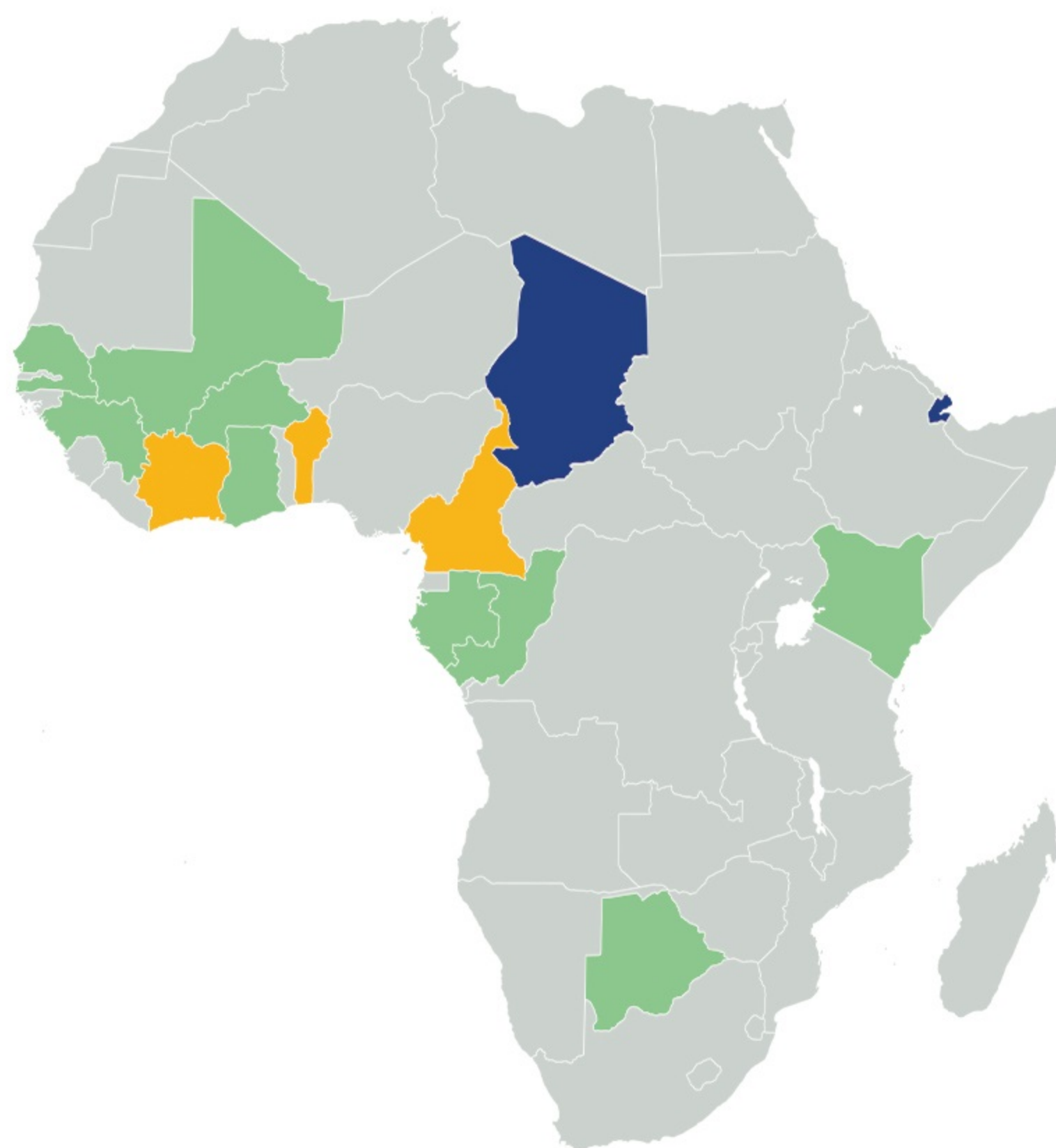
Benin : Strategic hub to strengthen our presence and responsiveness in the sub-region.

Active intervention zones :

Djibouti et Chad, where H&B Consulting has already carried out several large-scale missions for energy and infrastructure projects.

Vision 2030 :

H&B Consulting aims to expand its activities to ten new strategic countries : **Senegal, Mali, Burkina Faso, Congo, Kenya, Ghana, Guinea, Gabon, and Botswana.**



By consolidating its presence across the continent, H&B Consulting reaffirms its ambition : **to be a catalyst for sustainable African development, by bringing environmental expertise closer to territories and to the stakeholders who are building the future.**



H&B BAOBAB

Digital solutions serving environmental and social monitoring

H&B Baobab is a mobile and web application developed by H&B Consulting to digitalize environmental and social monitoring of projects in Africa. It enables the collection and synchronization of field data, facilitating faster, more transparent, and more reliable monitoring, illustrating H&B Consulting's commitment to combining HSE expertise with technological innovation.



“The H&B Baobab application is transforming the way projects are monitored, evaluated, and managed in Africa.”





TURNING WASTE INTO SUSTAINABLE RESOURCES

In line with its vision to support sustainable and responsible development, H&B Consulting initiated the H&B Recycling project, a program dedicated to waste valorization through the production of eco-friendly briquettes.

These briquettes, designed as a clean and cost-effective alternative to firewood, help reduce deforestation, limit CO₂ emissions, and promote sustainable energy solutions.

The project is part of a circular economy approach, combining :

**waste collection and sorting,
transformation into clean fuel, creation of
local jobs, and environmental awareness.**

Through H&B Recycling, H&B Consulting moves from advisory to action by providing a concrete response to waste management challenges and contributing to the development of a green value chain serving local communities.

OUR TEAM

The founder's leadership



At the heart of this journey is Salamatou Haman Bako, Founder and Chief Executive Officer. With more than 25 years of experience in environmental management, she embodies the combination of strategic vision and close engagement with field work.

From Garoua to Abidjan, via Bordeaux, Buffalo (New York), Douala, and Yaoundé, her career reflects an international outlook and a deep attachment to the African continent.

Her leadership style is built on three principles:

- **Leading by example** : showing the way through personal commitment.
- **Proximity** : building a near family-like team spirit.
- **Ambition** : driving H&B Consulting to take on the most demanding challenges while moving steadily toward innovation.



COMMITTED COLLABORATORS AND EXPERTS

A unique team culture

Around the founder, a generation of skilled and passionate experts contributes to the strength of H&B Consulting. We believe that sustainable performance is built on team spirit and solidarity.



**KONAN
ELVIS STÉPHANE**

Expert in Environment,
Health and Safety

Passionate about industrial safety, Stéphane combines scientific rigor with HSE expertise. A petroleum and refining engineer, NEBOSH certified, he brings eight (08) years of experience to the most demanding environmental projects, where precision and performance go hand in hand.



**MOUELLE ERNA
MARIE CLAUDE**

Expert in Environment

Driven by the conviction that quality and sustainability go hand in hand, Erna Marie Claude embodies rigor and consistency. An expert in Quality, Health, Safety, and Environment, she brings eight (08) years of experience dedicated to performance and compliance with HSE standards, actively contributing to H&B Consulting's culture of excellence.

The strength of H&B Consulting lies in its network of internal and external experts. More than **100 specialized consultants**, covering all required disciplines: terrestrial and aquatic biodiversity, socio-economics, legal studies, electrical engineering, agronomy, hydrology, occupational health and safety, industrial safety, archaeology, etc.

CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

A mission rooted in our values

H&B Consulting acts as a true **agent of sustainable development** :

- We assess the impacts of projects on the environment and populations.
- We define acceptable thresholds and specify the measures required to comply with them.

Through these missions, we contribute directly to the **Sustainable Development Goals (SDGs)**.

Now committed beyond the project-based approach, we ensure continuous HSE monitoring that strengthens the effectiveness of actions, reduces impacts, and sustainably improves living conditions.

This ongoing presence also enables us to anchor a genuine HSE culture among our clients, making sustainable development a standard rather than an exception.



H&B CONSULTING IN PICTURES

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