ICoCA Q3 – 2025 Board Meeting
6 October 2025
Virtual

Minutes

Present (Board)
- Frédéric Chenais (Chair)
- Carmen Rosa De León-Escribano
- Vicky Bowman
- Didier Ranchon
- Caleb Wanga
- Amanda Wall
- Michelle Quinn
- Frank Amoyaw
- Paul Smith

Present (Observing/Supporting)
- Orlando Bianchetti (CH)
- Joan Fontaine (UK)

Present (ICoCA Secretariat)
- Christopher Galvin (Head of Communications & Outreach)
- Tom Mather (Compliance Manager)
- Jamie Williamson (Executive Director)
- Dina Chantre (HR and Office Manager)
- Valentina Potapova (Membership Development Officer)
- Nada Bessassi (Membership Officer)
- Tamiliniyaa Rangarajan (Editorial and Research Intern)

1. Agenda

The Chairperson opened the meeting at 3:35PM and welcomed the Board members. The Chairperson took note that each of the three stakeholder pillars was represented by at least two Board Directors and that at least eight Directors were present. The Chairperson declared that a quorum was present according to Article 7.6 of ICoCA's Articles of Association (AoA), that the meeting was duly constituted and that the Board could adopt resolutions in compliance with the Articles of Association.

2. Approve Minutes

The Board reviewed and approved Q2 Board meeting minutes.

3. Membership Update

Growth and Membership Figures

ICoCA continues to demonstrate positive membership growth. As of the date of the meeting, the Association counts 177 Members, up from 165 reported at the Q2 meeting. Number of certified members is up by 20% so far this year. The overall growth rate stands at 11%. The membership pipeline remains strong and diverse.

- Affiliate and Transitional Members are actively progressing toward certification:
    - The number of certified companies by HQ locations figure at 34.
    - Palestine is the newest addition to the list of countries with PSC HQs.
    - Operations are spread across 106 territories of which 96 are countries and 10 are maritime areas, underscoring the Association's significant global footprint.
- A surge of interest observed in Egypt and Lebanon, presumably influenced by the security situation in Gaza.

4. Proposed National Standard

The Secretariat notified the Board of ongoing considerations in relation to the recognition of the Chinese National Security Standard – **GB/T-42675.**

- Standard does not require any approval from the Board presently.
- 95% overlap with **ISO18788**, with any references to international law and regulatory bodies like ICoCA replaced with their Chinese counterparts.
- The request for ICoCA to consider the standard for certification was raised by an ICoCA company. This was communicated to a compliance committee which voted with a 5-1 split.
- Procedure will follow the protocol set by Article 11. Compliance committee may bring in a non-voting external personnel member.
- Analysis about the standards to be shared with the Board by the Secretariat.

5. ICoCA Code of Conduct Amendments

The Secretariat proposed three amendments to the International Code of Conduct. These amendments concern discrimination, use of force and grievance mechanisms.

1. Discrimination:
    - **Original text – Paragraph 42**
    - Remove 'when hiring personnel.'

- Rationale – the inclusion of 'when hiring personnel' seems to suggest that discrimination is permissible post the hiring stage.

2. Use of Force:
   - **Original text – Paragraph 29, Paragraph 59b**
   - Update code by modifying mentions of 'rules for the use of force' to 'use of force policy and procedures.'
   - Rationale – Terminology has changed over the years, update the Code to reflect these changes.

3. Grievance Mechanisms:
   - **Original text – Paragraph 67, Part c**
   - Expand text to also include 'alternative or additional means may be used where more appropriate to ensure that all stakeholders can have access.'
   - Rationale – Website may not be the most appropriate choice in all situations because: a. internet usage is low in many countries, b. other online locations such as Facebook may see more traffic, or c. companies may choose not to have a website in order to maintain a low profile that aids the discrete nature of their work.

No Board Member opposed the amendments. Proposed amendments will now be sent to embers for a vote of approval at the December 2025 AGA.

6. Barrick

The Secretariat provided a summary of field-based review of Barrick's North Mara Gold Mine:
- ICoCA Observer, Barrick Mining Corporation (Barrick), operates the North Mara Gold Mine (North Mara) in northern Tanzania which presents security challenges such as organised crime and organised incursions.
- Private security is managed by SGA Tanzania, a subsidiary of SGA Security Group, an ICoCA Certified Member.
- The visit followed the Joint Communication by special rapporteurs and issued by the United Nations **(AL OTH/44/2024, 22 April 2024.)**
- Prior to visit, ICoCA interviewed local civil society organisations to understand context and triangulate perspectives.
- ICoCA did not find evidence that SGA Tanzania, and by extension SGA Security Group, is operating in violation of the Code. Summary report on visit is available.
- Follow-ups will be initiated with both Barrick and SGA Security Group.

7. EU & Mozambique update

The Secretariat provided updates on the EU Projects.

EU1:
- EU 1 activities are conducted in collaboration with the lead organisation TRIAL, as well as project partner OEARSE.

- EUR 3.5 million over 4 years.
- Activities focus on providing training to CSO participants on how to document and report allegations to do with human rights abuses involving private security companies in the fields of finance, forestry, and mining.
- Country studies focusing on working conditions.
- First training held successfully in in DRC (Lubumbashi). Nigeria (Abuja) scheduled for the week of 10th November. Mozambique training sessions to be held in January 2026 with planning commencing in early November.

EU 2:
- EU 2 activities to be conducted in collaboration with the lead organisation DCAF. ICoCA and OECD will serve as project partners. Agreements have been accepted and signed to this effect.
- EUR 3.7 million over 4 years.
- CRM Secure focuses on enhancing the mitigation of security risks linked to critical raw materials in fragile contexts, over a period of 4 years.
- Target countries:
    - **Phase 1:** Mozambique and Peru
    - **Phase 2:** two of the following: Ghana, Kazakhstan, Philippines, Zambia
    - **Phase 3:** four of the following: Argentina, Guatemala, Indonesia, Liberia, Madagascar, Nigeria
- Start date anticipated to be in January 2026.

Mozambique:
- Mozambique visit is scheduled between 8-12 December.
- Participants representing Switzerland, UK, ICoCA, VPI, DCAF, and CDD.
- Meetings to be held with UNDP as part of the mission.
- Discussions related to two national action plans – Business and Human Rights, and VP's National Action Plan.

7.1. Multistakeholder Initiatives - Regional events

EU1 Project to culminate in multistakeholder events taking place in each of the 6 project countries – will need to raise additional funding to facilitate national and regional events. Tentatively planned conferences:
- **Nigeria Q2 2027** – corporate engagement & due diligence
- **Mozambique Q3 2027** – TBD
- **Guatemala Q3 2027** – Weapons & private security (Partnership with the OAS)
- **Colombia Q3 2027** – TBD
- **Iraq Q4 2027** – TBD
- **DRC Q4 2027 / Q1 2028** – coordination with DCAF, and the Carter Center – regulation of PSCs and coordination with the VPIs.

8. AGA

8.1 AGA Programme

The Secretariat presented the programme for the AGA which is scheduled to be held between the 2nd-4th of December 2025.

- The CSO and Observer Pillars will convene on the 2nd with staggered starts for the meetings.
- The Government and PSC Pillars will meet on the 3rd, once again, with staggered starts for the meetings.
- The Plenary Session and the ICoCA Responsible Security Awards will be presented on the 4th.
- Each Pillar meeting will be managed by a Board Member from that respective pillar.
- Secretariat proposed adding a thematic webinar tying in with the theme of Just Transition.

8.2 Board Directors Elections

The Secretariat informed the Board that in 2025, the terms of three Directors will come to an end:
- Mr. **M. Frank P Amoyaw,** the Industry Director drawn from a company based in 'Africa', completing his first 3-year term.
- Mr. Caleb Wanga representing the CSO Pillar, completing his second three-year term**.** According to the **Terms of Reference adopted in April 2025**, the vacant seat will represent the **Middle East / Rest of Asia and Oceania** to ensure geographic representation.

The Secretariat informed that the **Call for Elections** was circulated last week. Candidatures may be submitted until **1 November 2025**. The voting form will be circulated to the respective pillar on **3 November 2025**, with the voting period running through **3 December 2025.**

- **Mr. Frédéric Chenais** Chair of the Association and representative of the Government of Switzerland, completing his second three-year term.

8.3 Annual Report

The Secretariat provided an update on the status of the annual report. It is currently in draft form and will be updated at the end of October.

8.4 ICoCA Awards update

The Secretariat notified the Board of the creation of the **ICoCA Responsible Security Awards** with the call for the 2025 edition tied to **Just Transition**.
- Communications Team currently working on the shortlist which will then be sent to a Voting Committee for final awards.
- Awards will be announced at Day 3 of AGA.
- Case studies will be used to populate the blog.

9. Senegal Youth Olympics Project

The Secretariat notified the Board of the Senegal Youth Olympics Project.

The Secretariat is working the Youth Olympic Games Organising Committee (YOGOC), (known as COJOJ in French) to help reduce human rights risks related to the use of private security. The Secretariat visited Dakar, and the town of Saly, along the coast, in September. A further visit is expected later this year.

10. ICoCA Blog

The Secretariat presented the update on the **Conversations in Responsible Security** blog:

- Transition from academic content to include multistakeholder perspectives.
- Aim to populate the blog with case studies in the form of podcasts and blogs.

11. Wrap up

The Chair and the Executive Director thanked all Board Members and participants for their active engagement, valuable insights, and continued commitment to ICoCA's mission and goals. The Board meeting was officially closed at 5:45 PM.