



APRIL 2026 WEEK 1

EDITION 39

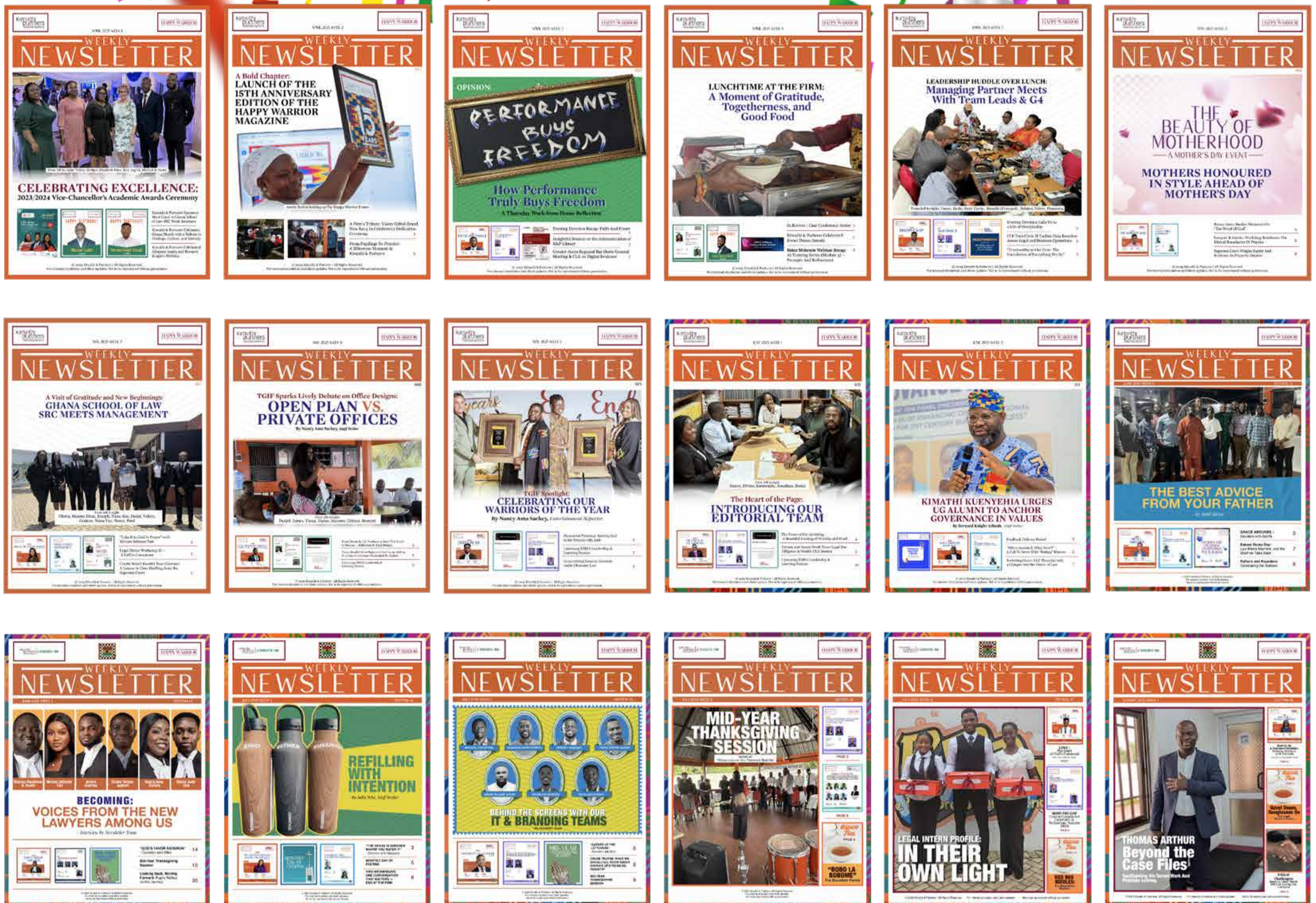
WEEKLY NEWSLETTER

“WHAT IS WORTH DOING IS WORTH DOING WELL.” - PHILIP STANHOPE



— The Values Award —

One Year of Stories, Powered by People



This week marks one year since we began with a simple goal to inform, connect, and inspire. Today, we celebrate a publication that has grown into a steady voice for our shared journey, capturing our milestones, ideas, and moments that matter.

Behind every edition is the quiet commitment of our editorial team. The deadlines met, the late nights spent refining each line, the care taken in researching and verifying every detail, and the discipline of showing up consistently week after week have all shaped what this newsletter has become.

This milestone belongs to our entire staff,

whose dedication and creativity have brought each issue to life. It also belongs to our cherished readers, whose engagement and support continue to give the newsletter its relevance and reach.

Over the past year, the newsletter has become more than a source of updates. It is a reflection of who we are, what we value, and how we grow together.

As we mark this first anniversary, we look ahead with renewed purpose to keep telling our story with clarity, consistency, and impact.

One Year of Stories, Powered by People



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This week marks one year since we began with a simple goal to inform, connect, and inspire. Today, we celebrate a publication that has grown into a steady voice for our shared journey, capturing our milestones, ideas, and moments that matter.

EDITORIAL INSIGHTS: A GLIMPSE INSIDE

The Discipline of Doing Things Well

There is a quiet danger in professional life: the slow acceptance of “good enough.” Enough to move on. Enough to be seen. But never enough to truly matter. This edition pushes back against that drift. It makes a simple but demanding case that standards must be intentional.

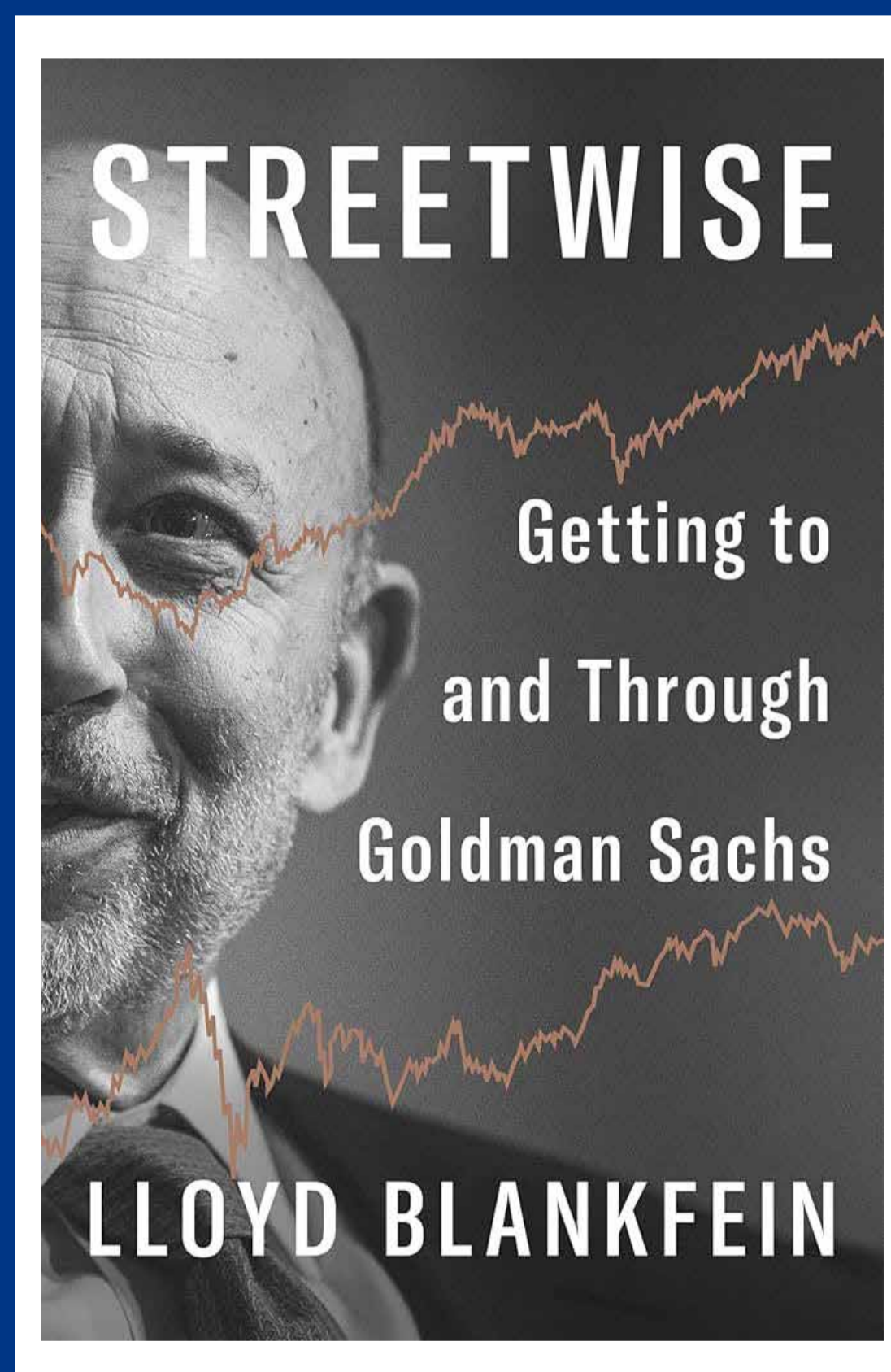
At Kimathi and Partners, values are not slogans; they are standards. Trustworthiness, thoughtfulness, responsiveness, and discipline. These are not optional traits. They are daily expectations. The Values Award reflects this reality. It does not celebrate isolated success. It recognises alignment, people who consistently live the firm’s values, even when no one is watching. That kind of consistency is not accidental. It is built.

That same clarity emerges in practice. Wills and letters of administration remind us that law is not abstract. It is deeply human. A will is not just a document; it is a final act of responsibility. Where it is absent, the law does not replace intention. It struggles to manage its absence. Planning, therefore, is not procedural. It is care.

In the courtroom, the lesson is just as sharp. In *Baako v. Agyapong*, the issue was not only about evidence, but timing. By acting too early, the trial court compromised fairness. The Court of Appeal’s response was clear: justice is not only about what is done, but when and how it is done. Discipline in process is not technical. It is foundational.

Highly Intellectual:

WHAT THE PRINCIPAL IS READING:



Streetwise:

Getting to and Through Goldman Sachs is a memoir by former Goldman Sachs CEO Lloyd Blankfein, detailing his unlikely rise from Brooklyn public housing to Wall Street leadership, focusing on his experiences during the 2008 financial crisis and offering lessons on leadership, risk management, and corporate culture.

EDITORIAL INSIGHTS: A GLIMPSE INSIDE



Leadership demands the same discipline. The idea of extreme ownership leaves no room for excuses. When things go wrong, the question is not who is to blame, but what could have been done differently. It is a difficult mindset, but a powerful one. Responsibility, once accepted, creates room for action. Without it, progress stalls.

Beyond the firm, global events offer a parallel lesson. Ghana's exposure to disruptions in gold exports and shipping routes reveals a deeper risk. Over reliance. Efficiency without

resilience is fragile. The answer is not reaction, but foresight.

And still, amid all this, one truth remains: people matter. Milestones, celebrations, and shared moments are not distractions. They are what sustain a culture built on strong standards.

In the end, the distinction is simple. Completing the task is not the goal. Doing it properly is.

— The Values Award —

Having A Good Balance Of All The Values:

This award, therefore, is given the Warriors who have exhibit such values without any illusion of comfort and selfishness.



1. TRUSTWORTHY:

We always keep our word and integrity.

2. THOUGHTFUL:

We are thoughtful and always keep our manners.

3. WARRIORS:

We swear by our strong work ethic.

4. EXCELLENCE:

We always hire and develop the best.

5. WINNERS:

We expect to win all our cases and close all deals.

6. VERY RESPONSIVE:

Always responsive. Always committed in heart and mind.

7. FRUITFULNESS:

We exceed the expectations of our client.

8. COMMUNITY:

We genuinely care and labour to be a blessing.

9. FAITH:

We keep our God and always put our heart in it.

10. FULFILLMENT:

It's all about hard work and happiness.



Krystelle Gnagne

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I'm honored to be a recipient of the Values Awards 2025 and to contribute to a culture built on excellence and resilience.

— The Values Award —



Daniel Aboagye

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I am constantly mindful of the significance of living our values through my actions. This commitment acts as a source of inspiration, highlighting how dedication and persistence can foster a positive work environment not only for myself but also for my colleagues.

— The Values Award —



Nayorm Nyaletey

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I'm truly honored and grateful to receive the Values Award for the second consecutive year. It's a clear sign that I'm on the right track. I'll keep striving to live up to the Kimathi & Partners values.

— The Values Award —



Charles Frimpong

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This Values Award reinforces that living by my values matters. It motivates me to stay disciplined, honest, and committed to growth – even when challenging. I see this as both recognition and a responsibility to keep pushing myself and leading by example. It's a reminder to stay intentional and continue evolving into the best version of myself.

— The Values Award —



Dodzi Koku Hattoh

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This recognition whispers that a life anchored in integrity and purpose leaves footprints far beyond achievement, reflecting the simple truth that being guided by what matters cultivates a life worth living.

— The Values Award —



Vanessa Alabi

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It is indeed an honor to be recognized as one of the warriors who best exemplified the firm's core values for the year 2025.

My sincere appreciation goes to the firm and Management for this recognition, as well as everyone who contributed to making this happen. On to better things!

— The Values Award —



Isaac Nyamekye

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Winning the values award is truly meaningful to me. It goes beyond recognition of my work; it reflects my commitment to integrity, supporting my colleagues, and serving our clients with care and excellence. This recognition motivates me to keep contributing positively to the firm’s culture.

— The Values Award —



Esmeralda Akorfa Afenyo



I am deeply honoured to have received the Values Award. This recognition means a great deal to me, as it reflects the principles that guide not only my work, but also how I engage with colleagues and clients every day.

I am grateful to be part of a firm that places such strong emphasis on community, thoughtfulness and excellence. Working alongside such dedicated and inspiring colleagues makes it easier to strive to uphold these values consistently.

— The Values Award —



Philip Obeng Nyarko

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**The 10 values, once
applied, creates
unimaginable results.**

— **The Values Award** —



John Jared Kpesese

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Be yourself, stay true to your values, and always give your best in all that you do. In the end, your results will speak for you.

— The Values Award —



Bright Whajah

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I am deeply honoured to have received the Values Award at Kimathi & Partners at the close of 2025.

This recognition means a great deal to me, as it reflects the principles I strive to uphold in both my work and my interactions with others.

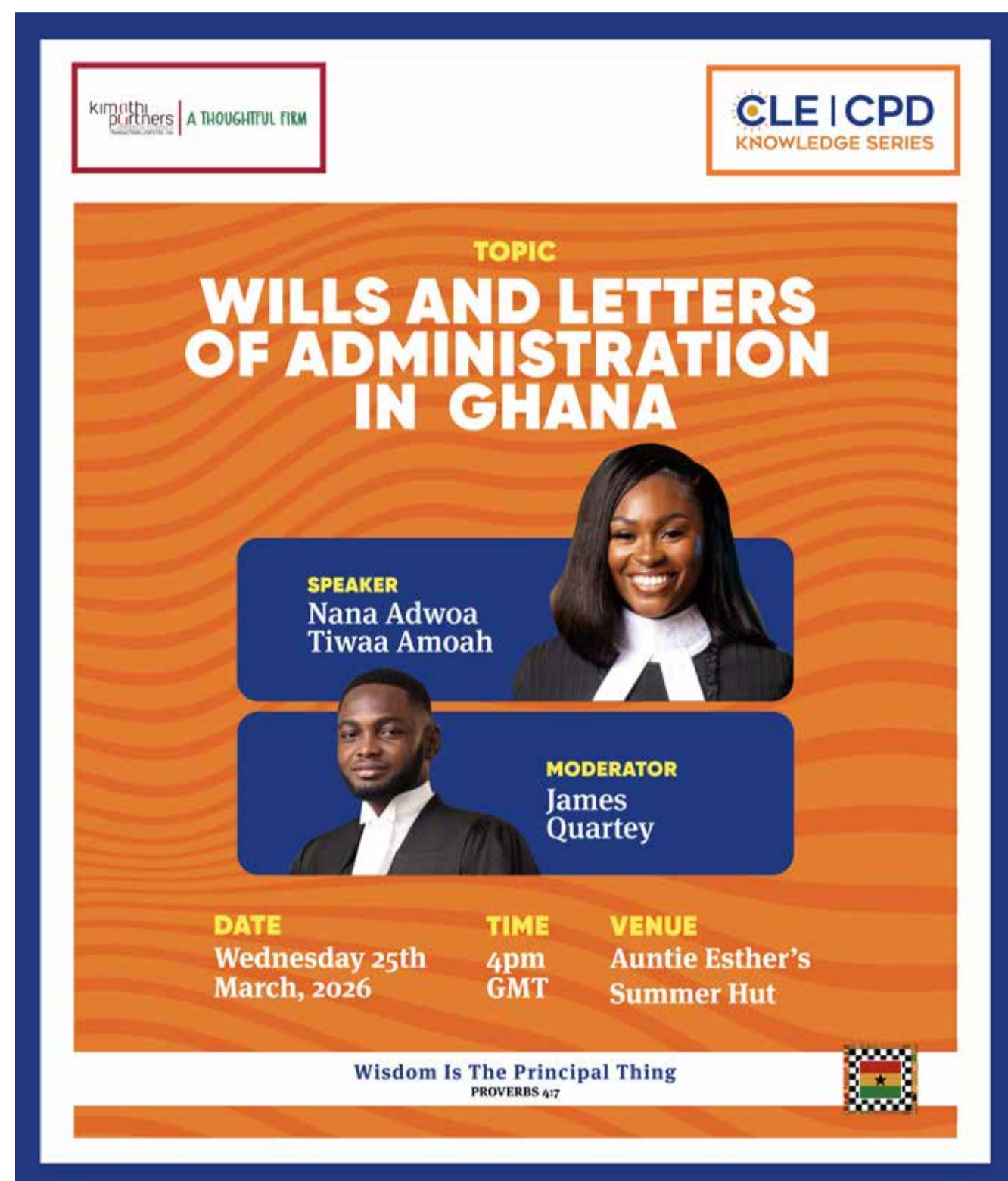
I am grateful to the firm’s leadership and my colleagues for this honour, and I remain committed to serving with excellence, integrity, professionalism, and purpose.

— The Values Award —



WILLS AND LETTERS OF ADMINISTRATION IN GHANA

Report by Divine Agborli



We started with the basics, but even the basics carried weight. A Will, we were reminded, is not just a document. It is a person's final set of instructions. It answers questions that would otherwise turn into disputes. Who gets what. Who is in charge. What happens next. And perhaps most importantly, it reflects intention rather than leaving matters to chance or default rules.

Tiwaa made a point that lingered. It is not enough to have wishes. The law insists on form. A Will must be properly written, signed, and witnessed. Without that structure, even the clearest intention can fall apart. It was one of those moments that made you reconsider how many "understandings" exist in families that would never survive legal scrutiny.

Last Wednesday, we had a CLE session that quietly reminded us that law is really about people, families, and what happens when life takes an inevitable turn. This week's session sat firmly in the second category.

Tiwaa took the lead and did what good teachers do best. She took a topic many of us assume we understand and gently exposed just how much we gloss over. Wills and Letters of Administration suddenly stopped being abstract concepts and became very real tools that shape how families survive loss.

From the outset, the tone was clear. This was not going to be a dry recital of statutes. It was a practical conversation about what happens after death and how the law steps in to bring order where there is often confusion. The objective was simple but ambitious. To strip the law down to its essentials and make it usable.

Then came the part that quietly unsettled everyone. What happens when there is no Will. Letters of Administration stepped into the spotlight as the law's way of restoring order when none was planned for. The process sounded straightforward on paper. Apply to the High Court, identify the family, list the assets, wait for publication, and hope no one objects. But behind that process lies something far less tidy. Family dynamics, competing interests, and the occasional dispute that turns a legal process into a full blown contest.



James, as moderator, played his role with a steady hand. He kept the conversation flowing, asked the questions everyone was already thinking, and made sure the session never drifted too far into theory.

One of the more practical takeaways was the sheer importance of documentation and process. Death certificate. Affidavits. Gazette publication. Court approval. It became clear that administering an estate is not something you improvise. Without the proper grant, even the most well meaning family member has no legal authority to act.

There was also a subtle but important lesson about responsibility. Executors and administrators are not just placeholders. They carry real duties. Gathering assets. Paying debts. Distributing what remains. It is work that requires trust, competence, and sometimes a surprising amount of patience.

And then there were the quiet gems. The idea that a Will can be altered but only with the same care as the original. The option of a codicil for those last-minute additions. The concept of depositing a Will at the High Court for safekeeping. These are the details that

separate a theoretical understanding from practical competence.

The discussion on Deeds of Gift added an interesting twist. Why wait until death to transfer property if it can be done during one's lifetime. It was a reminder that estate planning is not a single tool but a toolkit. Each option carries its own timing, advantages, and consequences.

Perhaps the most human moment of the session was the recurring theme of disputes. Not as dramatic courtroom battles, but as everyday disagreements that arise when expectations meet uncertainty. Missing documents. Questions about entitlement. Delays that test patience. It was a quiet nudge that as lawyers, we are not just dealing with rules. We are often stepping into emotionally charged spaces where clarity is both legal and deeply personal.

By the time the session wrapped up, one message stood out. Planning is an act of care. A Will is not just for the wealthy or the elderly. It is for anyone who would rather leave clarity than confusion behind.





Case Conference Corner

WHEN EVIDENCE SPEAKS TOO SOON: A COURTROOM RESET IN ABDUL MALIK KWAKU BAAKO V. KENNEDY OHENE AGYAPONG

Report by Miriam Selinam Tsri

What appeared to be a routine defamation appeal quickly unfolded into a compelling lesson on the boundaries of procedural law and the importance of preserving the integrity of the trial process. Last week's case conference led by Marcus, spotlighted a dispute between Abdul Malik Kwaku Baako and Kennedy Ohene Agyapong, but beyond the personalities involved, the real story lay in how the courts handled evidence and more importantly, when they chose to do so.

The dispute traces back to 2018, when Baako initiated a defamation suit against Agyapong following a series of statements broadcast across platforms including Net 2 TV and several radio stations. Baako contended that the statements portrayed him as corrupt, dishonest, and involved in illegal mining activities. Agyapong, however, maintained that his comments were true, justified, and made in the public interest, framing the matter as one of public accountability rather than defamation. As the case progressed to the High Court, it took a procedural turn that would ultimately define the appeal.

At the Case Management Conference stage, and by agreement of counsel, portions of the Appellant's evidence, specifically paragraphs of witness statements, were struck out on the basis of irrelevance. What might have seemed like a procedural streamlining exercise at the time later became the focal point of the

The poster features the following information:

- TOPIC:** Abdul Malik Kwaku Baako VS Kennedy Ohene Agyapong
- SUIT NO.:** H1/244/2022
- Delivered By:** The Supreme Court on 12th February 2026
- SPEAKER:** Marcus Kwabena A. Bofo
- MODERATOR:** Earl Eyram Fosu
- DATE:** Thursday 26th March, 2026
- TIME:** 4pm
- VENUE:** Auntie Esther's Summer Hut

Logos for Kimathi Brothers (A Thoughtful Firm) and CASE CONFERENCE are visible at the top. A quote at the bottom reads: "VICTORY BELONGS TO THE MOST TENACIOUS." - Roland Garros.

appeal. The trial court proceeded to remove key portions of evidence even before witnesses had taken the stand, effectively limiting the scope of the Appellant's case before trial had begun.

When the matter reached the Court of Appeal, the central issue became whether the trial court had acted within its powers in expunging evidence at the pre-trial stage. The panel, comprising Justices Angela Mensah Homiah,



David Kwabena Adade Boafo, and George Buadi, addressed this question with clarity. The Court held that the determination of relevance and admissibility of evidence is a matter reserved for the trial proper, not for the case management stage. By striking out portions of the witness statements prematurely, the High Court had denied the Appellant a full opportunity to present his case, thereby breaching the principles of natural justice.

The Court also considered procedural objections raised by the Respondent, particularly regarding the competency of the grounds of appeal. While one ground was struck out for failing to provide adequate particulars of the alleged error, the Court adopted a more flexible approach to the remaining grounds. It clarified that not all grounds require detailed particularization, especially where the alleged error is not expressly framed as one of law. This nuanced interpretation ensured that substantive justice was not sacrificed on the altar of procedural technicalities.

Ultimately, the Court of Appeal set aside the High Court's decision to expunge the witness statements and ordered a retrial. The appeal succeeded in part, not on the merits of the

defamation claim itself, but on the basis that the process leading to the judgment had been fundamentally flawed. The case was effectively reset, underscoring the principle that procedural fairness is integral to the administration of justice.

This decision carries significant implications for litigation practice. It reinforces the limited role of the Case Management Conference as an administrative tool rather than a forum for determining substantive evidentiary issues. It also affirms that questions of relevance and admissibility must be addressed in the context of a full trial, where evidence can be properly introduced and tested. Above all, it highlights the enduring importance of natural justice and the right to a fair hearing.

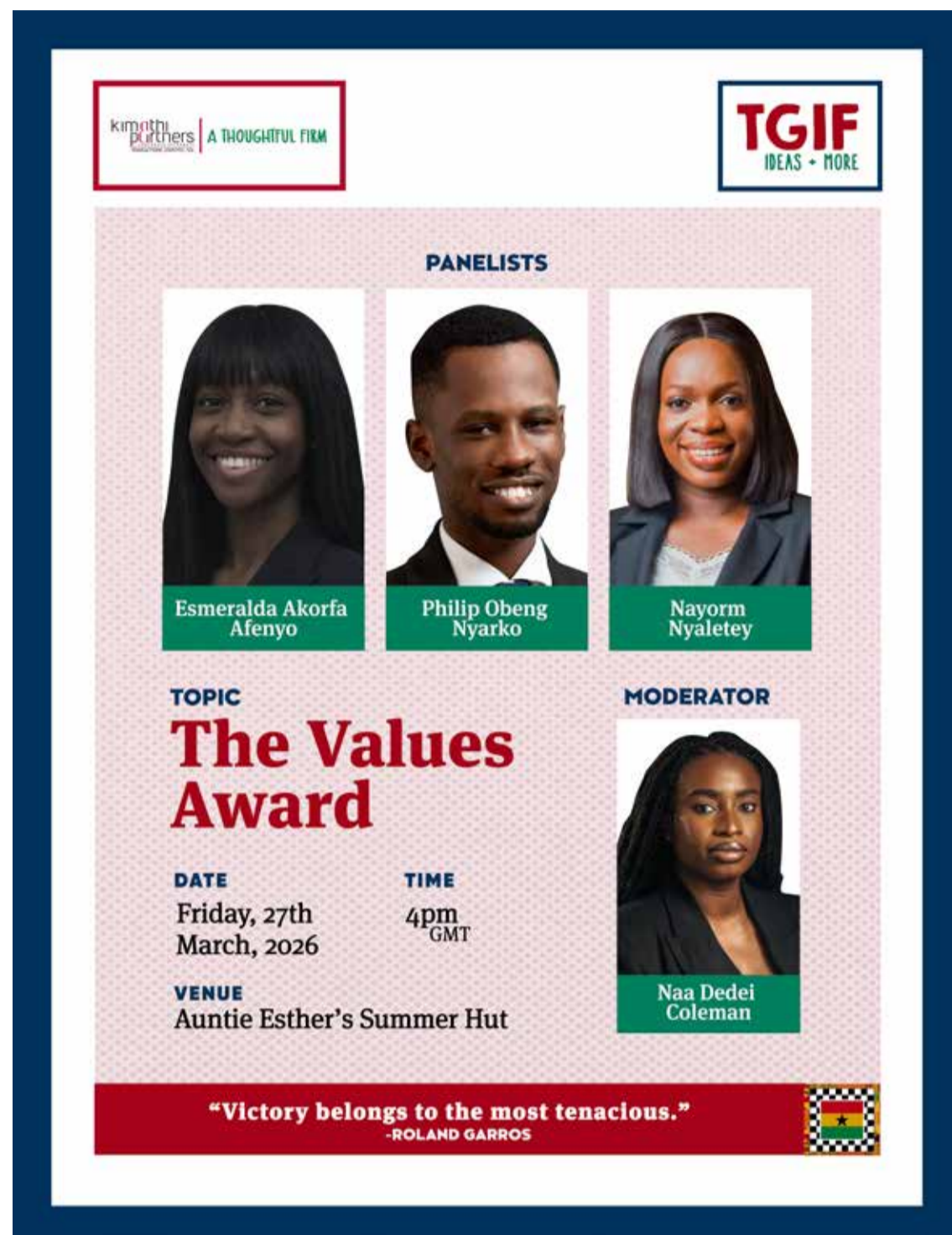
In the final analysis, the case serves as a reminder that the timing of judicial decisions can be just as critical as their substance. By intervening at the pre-trial stage in a manner reserved for trial, the High Court inadvertently compromised the fairness of the proceedings. The Court of Appeal's decision restores that balance, reaffirming that justice must not only be done but must be seen to be done at the right time and in the right forum.



TGIF Highlights

CELEBRATING OUR VALUES AWARD WINNERS: A CAREER GUIDED BY FIRM VALUES AND PRINCIPLES

Report by Nancy Ama Sackey

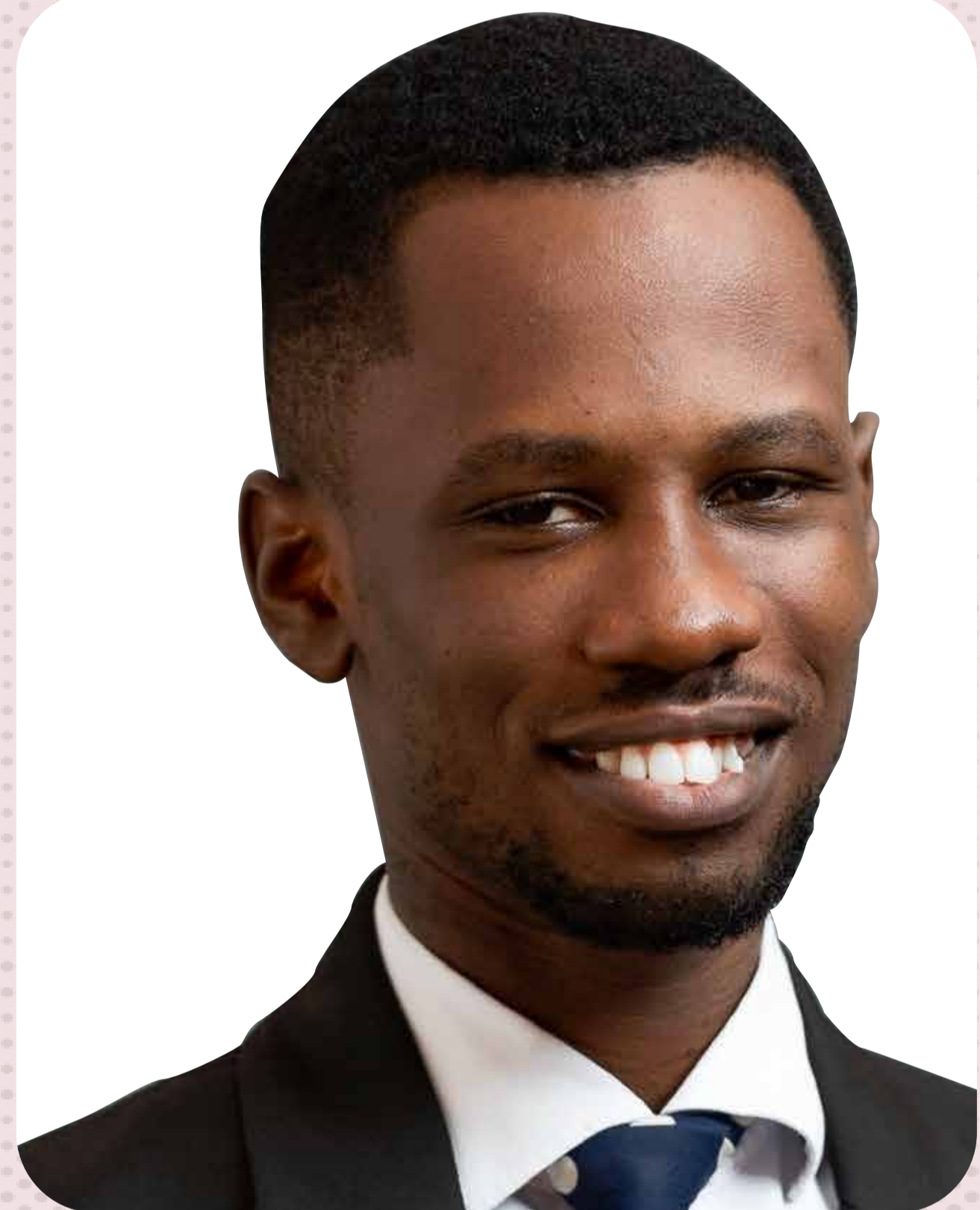


Last Friday's TGIF session was yet another celebration of last year's Values Award winners, offering an opportunity to hear them share insights on how they embody the firm's values daily, even in challenging times. The panel featured Nayorm Nyalety, Esmeralda Akorfa Afenyo, and Philip Obeng-Nyarko, and was moderated by Naa Dedei O. Coleman.

The session recognized these team members as outstanding colleagues who, through their work, have fully embraced the principles that guide the firm's community. During the discussion, the panelists reflected on their attitudes toward the firm's values and shared how these principles have influenced their professional lives.

Philip, a three-time Values Award winner, described his most recent recognition as

evidence of consistency. While acknowledging that one or two wins might come more easily, he emphasized that a third award reflects a sustained habit of living out the firm's values. When asked how others might achieve similar recognition, he candidly noted that his work is not driven by the desire for awards, but by self-awareness and a commitment to personal standards.



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Esmeralda reflected on the value of excellence, which she believes she embodied even before joining the firm and continues to uphold today.

Esmeralda reflected on the value of excellence, which she believes she embodied even before joining the firm and continues to uphold today. She described herself as someone driven to be the best in what she does and noted that the firm continually strengthens this value by presenting new challenges that push her to maintain high standards.

When discussing which of the values they found more difficult to practice, Esmeralda shared that she struggles with the value of faith, describing it as a deeply personal journey, even though the firm encourages participation in activities such as devotions. Philip admitted that he sometimes finds thoughtfulness challenging, particularly when it is not reciprocated, leading him to

be more selective in how he expresses it. Nayorm, while generally aligned with all the values, pointed out that the “warrior” ethic can be difficult to sustain, as it does not always explicitly account for balance, something she considers essential.

In response to a question about choosing between success and values, Philip recounted the firm’s handling of the *George Antwi v. Liebherr Mining Ghana Limited* case. He explained that although the case might have been resolved more quickly if the court lacked jurisdiction, the firm chose to argue that the court did have jurisdiction. This principled stance ultimately made the victory more meaningful when the court dismissed the action.

The second part of the session featured a roulette-style Q&A, where panelists selected a firm value and a number between one and three, ensuring no duplication.

One of Esmeralda’s questions, centred on excellence, asked about a skill she had developed over the past year that had made a big difference. She shared that she had taken up reading more fiction, which not only provided a mental break from legal work but also enhanced her ability to address clients’ needs. She encouraged colleagues to explore interests outside of law, such as the arts or other hobbies, to foster personal growth.

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This feedback raised the stakes and motivated her team to exceed expectations in the revised submission, turning the experience into a meaningful success.

Nayorm selected a question related to “winners,” prompting her to share a time when a loss felt more rewarding than a win. She recounted a due diligence assignment where a client expressed dissatisfaction with the initial draft. This feedback raised the stakes and motivated her team to exceed expectations in the revised submission, turning the experience into a meaningful success.

On the topic of delivering difficult news to clients, Philip noted that such situations are common in litigation, where outcomes are not always predictable. He emphasized the importance of honesty, explaining that sharing tough news allows both the lawyer and client to determine the best next steps together.

By the end of the session, attendees gained a deeper understanding that consistently living out the firm’s values without seeking external validation cultivates a habit of excellence and continuous self-improvement. The discussion also served as a reminder that personal growth sometimes requires reflecting on whether one’s values align with their goals, and that evolving those values is not necessarily a negative step.



K+P STAFF WORK ANNIVERSARIES

Celebrating our March Warrior

PAUL MENSAH

Continuous Years Of Service

9 YEARS

START DATE: 28TH MARCH 2017



“Nine years at Kimathi & Partners have been a journey of growth and learning. The firm values have truly shaped my personal life, my career, expended responsibilities and a shared commitment to learning.

I sincerely grateful for the opportunities, confidence and support the firm has placed in me and I am really proud to be part of K& P family.”



BOOK REPORT

Report by Naa Dedei
Okaile Coleman

Brief summary of the book

In “Extreme Ownership”, Jocko Willink and Leif Babin present a compelling leadership philosophy drawn from their experiences as U.S. Navy SEALs during the Iraq War, particularly in the intense combat environment of Ramadi.

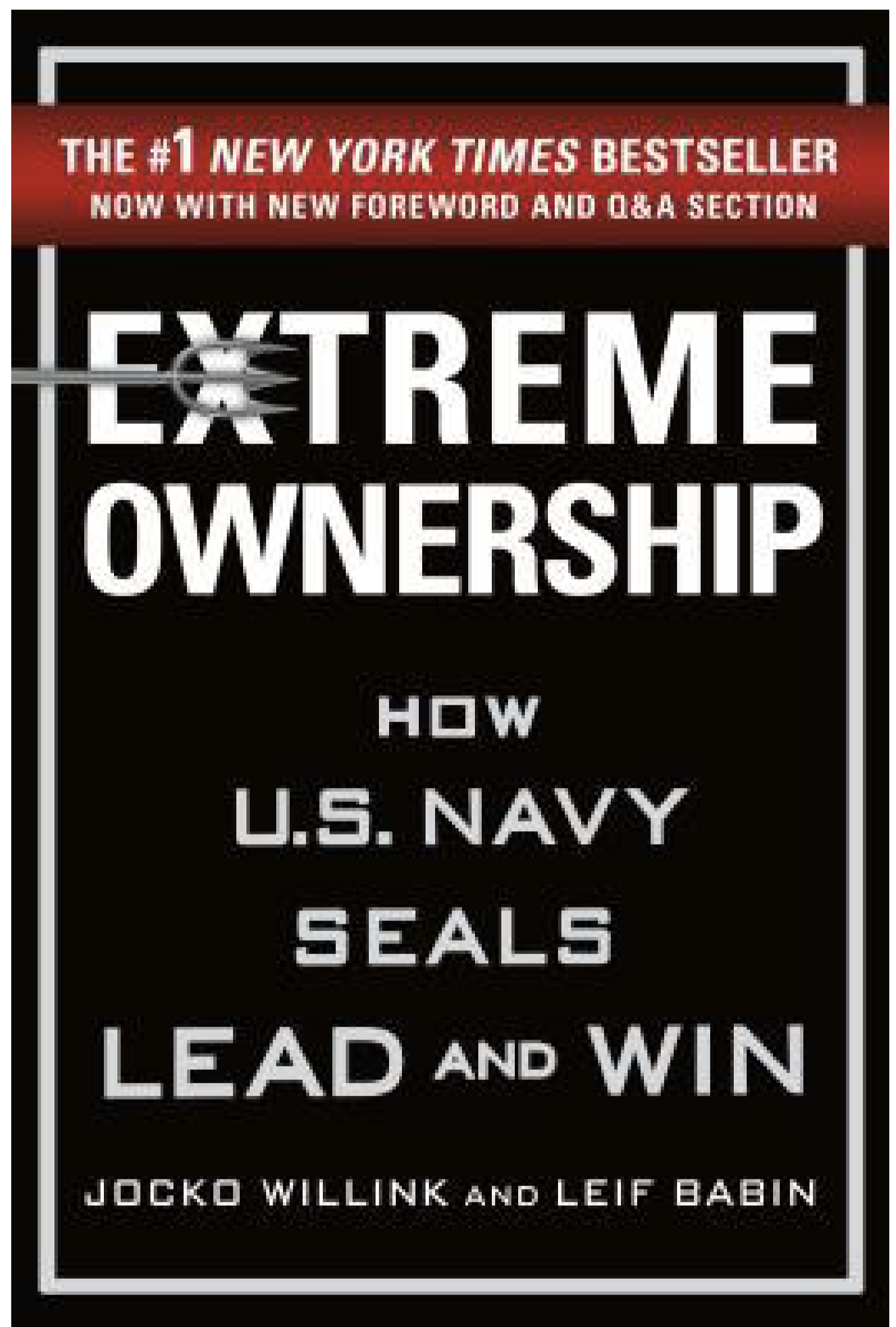
The central idea of the book is simple but demanding: leaders must take full responsibility for everything in their world. There is no one else to blame. The authors argue that true leadership begins when one accepts that everything within their sphere of influence is their responsibility including failures. This mindset shifts focus from excuses to solutions. Instead of asking “Who caused this?”, the better question becomes “What could I have done differently?”

The book is structured into three main parts:
Winning the War Within – focuses on internal leadership qualities such as ownership, humility, belief, and controlling the ego.

Laws of Combat – introduces practical principles like simplicity, prioritisation, teamwork, and decentralized command.

Sustaining Victory – addresses long term leadership balance, planning, and decision making in uncertainty.

Each chapter includes a gripping military anecdote, the leadership principle drawn from it, and an example of how that principle is applied in a business setting. Principles such as “Cover and Move,” “Simple,” “Prioritize and Execute,” and “Decentralized Command” offer actionable guidance for leading teams effectively in high-stakes environments.



Through battlefield stories and business applications, the authors show that leadership is less about authority and more about accountability, discipline, and clarity. They challenge readers to abandon excuses, confront their shortcomings, and lead with intentionality in both high pressure and everyday situations.

Key insights

1. Extreme Ownership: No Excuses, No Blame

The core message of the book is that leaders must take full responsibility for outcomes. When things go wrong, the instinct to blame others, circumstances, or systems is natural, but ineffective.

The authors argue that true leadership begins when one accepts that everything within their sphere of influence is their responsibility. This mindset shifts focus from excuses to solutions. Instead of asking “Who caused this?”, the better question becomes “What could I have done differently?”

This principle is particularly powerful because it removes passivity. Once responsibility is owned, action becomes inevitable.

2. There Are No Bad Teams, Only Bad Leaders

One of the most striking ideas in the book is that team performance is a direct reflection of leadership. A struggling team does not necessarily mean incapable members, but rather a gap in direction, communication, or support.

The authors demonstrate this through a training exercise where underperforming teams began to excel once leadership changed. The individuals remained the same, but results improved under better leadership.

This reinforces the idea that leadership is not about controlling people but enabling them to succeed.

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When individuals and teams are disciplined in planning, communication, and execution, they create systems that reduce chaos. This allows for faster decisions, better adaptability, and improved outcomes.

3. Discipline Equals Freedom

At first glance, discipline may seem restrictive, but the book presents it as the foundation for freedom and effectiveness.

When individuals and teams are disciplined in planning, communication, and execution, they create systems that reduce chaos. This allows for faster decisions, better adaptability, and improved outcomes.

In contrast, a lack of discipline leads to confusion, missed opportunities, and avoidable mistakes. Structure, therefore, is not a limitation but an enabler of success.

4. Simplicity Drives Success

The authors emphasise that plans must be simple, clear, and easy to execute. In high pressure environments, complexity becomes a liability.

If a plan cannot be easily understood, it cannot be effectively implemented. Leaders must ensure that everyone on the team understands not just what to do, but why they are doing it.

This principle highlights the importance of clear communication and thoughtful planning, especially in complex professional environments.

Key insights

5. Prioritise and Execute

In moments of pressure or crisis, it is easy to become overwhelmed. The book introduces a simple but powerful approach: prioritise the most important task and execute it before moving to the next.

Rather than trying to solve everything at once, effective leaders focus on what matters most at each point in time. This reduces panic and ensures steady progress even in uncertain situations.

6. Empowering Others Through Decentralised Leadership

Leadership is not about doing everything personally. The authors advocate for decentralised command, where responsibility is shared and team members are empowered to make decisions.

This requires trust, clarity, and proper guidance. When done well, it creates a team that is proactive, confident, and capable of functioning effectively even in the leader's absence.

It also fosters growth, as individuals are given the opportunity to lead within their roles.

7. Ego: The Silent Obstacle

The book warns against the dangers of ego in leadership. The need to be right, to be seen as superior, or to avoid admitting mistakes can undermine both leadership and teamwork.

Effective leaders put the mission and the team above personal pride. They are willing to listen, learn, and adapt, even when it means acknowledging their own shortcomings. This humility is not weakness but strength.

Short note on why we should read it and what makes it special

Extreme Ownership stands out because it combines intense real-world experiences with practical lessons that apply across professions, including law, business, and leadership.

Its strength lies in its simplicity and honesty. The principles are not theoretical or abstract, they are direct, sometimes uncomfortable, but deeply transformative. The book challenges readers to reflect on their own behaviour and take responsibility for their growth.

A key takeaway is that success is not determined solely by skill, intelligence, or opportunity, but by mindset and behaviour. The willingness to take ownership, remain disciplined, and lead with clarity is what ultimately sets individuals apart.

For professionals, especially in demanding environments, this book serves as both a mirror and a guide, pushing readers to become more accountable, more intentional, and ultimately more effective in their roles.





NATIONAL NEWS

Report by
Samuel Gyekye-Fosu

GHANA'S RELIANCE ON DUBAI FOR GOLD EXPORTS LEAVES CEDI EXPOSED AS IRAN CONFLICT DISRUPTS TRADE.



Ghana's reliance on Dubai for gold exports leaves cedi exposed as Iran conflict disrupts trade.

The Ghanaian cedi may face pressure if the Middle East conflict continues to disrupt air travel, particularly routes used to transport Ghana's small-scale gold exports to Dubai, which receives over 72% of such exports. India takes about 25%, meaning nearly 99% of Ghana's small-scale gold exports depend on these two markets.

Airspace closures caused by the Israel–Iran conflict have slowed shipments to Dubai, reducing the inflow of foreign currency from gold exports. This is significant because Ghana's system involves purchasing gold from miners in cedis, exporting it, and then converting the foreign exchange proceeds into dollars for the domestic market, which has helped stabilise the cedi.

With shipments disrupted, fewer dollars are entering Ghana's foreign exchange market, potentially weakening the currency if the situation persists. Ghana is exploring alternative markets such as India, but this may increase logistics costs and require discounted gold sales, especially since Ghana's small-scale gold lacks full traceability, limiting access to premium markets like Switzerland and the United States.

The situation highlights a structural risk: Ghana's heavy reliance on Dubai and India for gold exports makes its economy vulnerable to geopolitical disruptions. Without improvements in traceability systems and international certification for local refineries, Ghana may continue to face limited market access and potential price discounts for its gold.

E&P'S BID FOR DAMANG MINE COULD MARK HISTORIC SHIFT TOWARD GHANAIAN OWNERSHIP IN LARGE-SCALE MINING.

Engineers and Planners (E&P) Company Limited, a Ghanaian mining services firm, is positioning itself to potentially acquire and operate the Damang Gold Mine, which could make it the first indigenous Ghanaian company in modern times to fully operate a major large-scale gold mine in the country.

The mine, previously operated by Gold Fields Limited, is located in Ghana's Western Region and has produced over 4 million ounces of gold during its lifetime.

Gold Fields' 30-year mining lease expired in 2025, but the Government of Ghana granted a one-year extension, with plans for the company to hand the mine over to the government on April 18, 2026.

Key Timeline

- **2022:** E&P, already working at the mine as a major contractor, began exploring the possibility of acquiring it.
- **Sept 4, 2023:** Gold Fields issued a Notice of Demobilisation, asking E&P to withdraw equipment as active pit mining was ending.
- **Sept 25, 2023:** Instead of leaving, E&P formally proposed purchasing the Damang Mine.
- **Sept 29, 2023:** Gold Fields replied that it was still reviewing strategic options for the mine.
- **March 12, 2024:** Ghana's Ministry of Lands and Natural Resources issued a "no-objection" letter, allowing E&P and Gold Fields to negotiate a possible transaction.
- **Nov 11, 2025:** Transition documents highlighted E&P's familiarity with the mine, suggesting it could support continued operations.
- **Dec 8, 2025:** The government confirmed awareness of E&P's acquisition talks and included the company in the mine transition team.
- **Dec 16, 2025 – Jan 26, 2026:** E&P pushed for final negotiations with Gold Fields, but reported receiving no response.

Significance

- If E&P successfully acquires the Damang Mine, it would represent a major shift in Ghana's mining industry, which has historically been dominated by multinational companies.
- Analysts believe this could open opportunities for other Ghanaian mining firms to move from service providers to full mine ownership and operation.

US-ISRAEL-IRAN CONFLICT: GSA WARNS OF HIGHER FREIGHT CHARGES DUE TO GLOBAL SHIPPING DISRUPTIONS.

The Ghana Shippers Authority (GSA) has warned Ghanaian importers and exporters to expect higher shipping costs, delays, and possible supply chain disruptions due to the escalating conflict involving the United States, Israel, and Iran, which has affected vessel movement through the Strait of Hormuz.

The Strait is a key global trade route that carries about 25% of seaborne oil trade, large volumes of liquefied natural gas, and about one-third of global fertilizer shipments, according to UNCTAD. Due to security concerns, several shipping lines have suspended or rerouted vessels, with many diverting through the Cape of Good Hope, increasing travel distance and operational costs.



As a result, shipping companies have introduced war-risk and emergency surcharges, estimated at \$1,500–\$2,000 per container (TEU), which could raise freight rates and extend delivery times for goods entering Ghana.

The GSA clarified that it does not impose these surcharges, but is monitoring the situation and investigating reports of early charges by some shipping lines, promising to address any unfair practices.

HAPPY BIRTHDAY!



Edmond Sunkwah

3RD MARCH

1. Eddy;

It has truly been a joy working with you. Your hard work, teachable spirit, and willingness to always assist make you a great colleague and an even better person.

I pray this new year brings you greater wisdom, joy, strength, and prosperity. Wishing you a blessed and successful year ahead! Happy birthday.

2. Mundo.

It has always been a pleasure.

And it will continue to be so.

Dreams come true, my very good friend.

3. A blessed one to my brother, the one and only Edmondo.

God bless you for your kind heart and for your immense support.

Your ceiling is incredibly high, and your future is exceedingly bright.

I know you will accomplish even greater exploits.

May the heavens rain favour upon you, and may the earth yield its bounties to you.

Surely, goodness and mercy shall pursue you.

Shalom!

HAPPY BIRTHDAY!



Foster Antwi

3RD MARCH

1. Happy Birthday, Edmond and Fostero!

I wish you both a truly glorious day filled with love and unforgettable moments.

May this year be fruitful and bring you great success in all your endeavors.

You both deserve nothing but the very best, so have a big time celebration.

2. Happy birthday, Foster!

Enjoy all the wonderful moments of this new year. May God bless you abundantly.

3. Happy birthday, Edmundo! A.K.A Hot Chocolate! and Fostero! A.K.A. Yacoubu! Steadfast, Always Reliable, Resilient. Very Fine Gentlemen!

On this very special day, i pray for you that you will both be immensely satisfied with God's favour and be full of his blessings. It will be a one blessing on the heels of another kind of year for you. You will flourish on every side and be kept in perfect peace all through this new year and beyond! Enjoy your amazing new year!

HAPPY BIRTHDAY!



John Jared Kpesese
6TH MARCH

1. Happy birthday, JJK!
Staunch. Dedication personified. Deliberately swayed to the traditional and simple...A Roots Man. Always with a smile, joy and beautiful energy. Constantly erring on the side of kindness and never failing to share wisdom nuggets.

On your very special day, i pray that this new year becomes your exceedingly, abundantly, above all that you can ask or think kind of year. In this added year, may your light shine brightest unto all that they testify that indeed you are the light of the world, a city set on a hill that cannot be hidden. Have an amazing new year!

2. Happy Glorious Birthday, my brother from another mother!

JJK, today I celebrate you not just as a friend, but as a mentor and a brother in every sense that truly matters. Your wisdom, support, and the way you always show up for others make you someone I deeply respect and appreciate.

May this new year of your life bring you greater success, deeper joy, good health, and the fulfillment of every good thing you've been working toward. Keep shining, keep inspiring, and keep being the amazing person you are.

Enjoy your day, my brother!

HAPPY BIRTHDAY!



Angela Afrah Appiah

6TH MARCH

1. Happy Glorious Birthday, Ama!

Wishing you a beautiful and joyful birthday filled with love, laughter, and wonderful moments. May this new year of your life bring you happiness, good health, success, and many blessings.

May every step you take this year lead you to new opportunities, growth, and all the good things your heart desires. Have an amazing celebration and a truly glorious year ahead!

2. Happy birthday, Ama Afrah.

May your new year be filled with the blessings of the Lord that makes rich. In this added year, may God be unto you a wall of fire round about and the glory within you. May this new year signify for you a year of great laughter. Enjoy your special day!

3. Happy birthday to you, Ama!

May your life be like a watered garden, a fruitful bough.

May this new year mark the beginning of new things, new blessings, and fresh mercies.

Enjoy your day.

HAPPY BIRTHDAY!



Nancy Ama Sackey

25TH MARCH

1. “Happy Birthday, Ama Nancy!
Ever graceful, always thoughtful. Incredibly gifted and hardworking...A truly special person.

Thank you for the focus, the depth, the commitment, the responsibility, the tenacity, the grace and positivity you approach every work with. It is deeply and truly appreciated. In this blessed new year, I pray that you soar and shine ever brightest. May your life all through this new year be coloured with cheerful sunshine, lined with talents, stars, greater vision and extraordinary favour. You will fulfill the full number of your days in Jesus name. Everyone of the Lord's Good Promises to you will be fulfilled in this new year. The Lord keep you in His peace, joy, goodness, grace and blessings all through this new year and beyond. Have a truly fulfilling year and enjoy your special day!”

2. “Norvi
Blossom this year.
Flourish this season.
Rise this year.
Thrive this season.
Celebrate this year.
Above all, find peace and calm this year!

Have yourself a beautiful birthday!

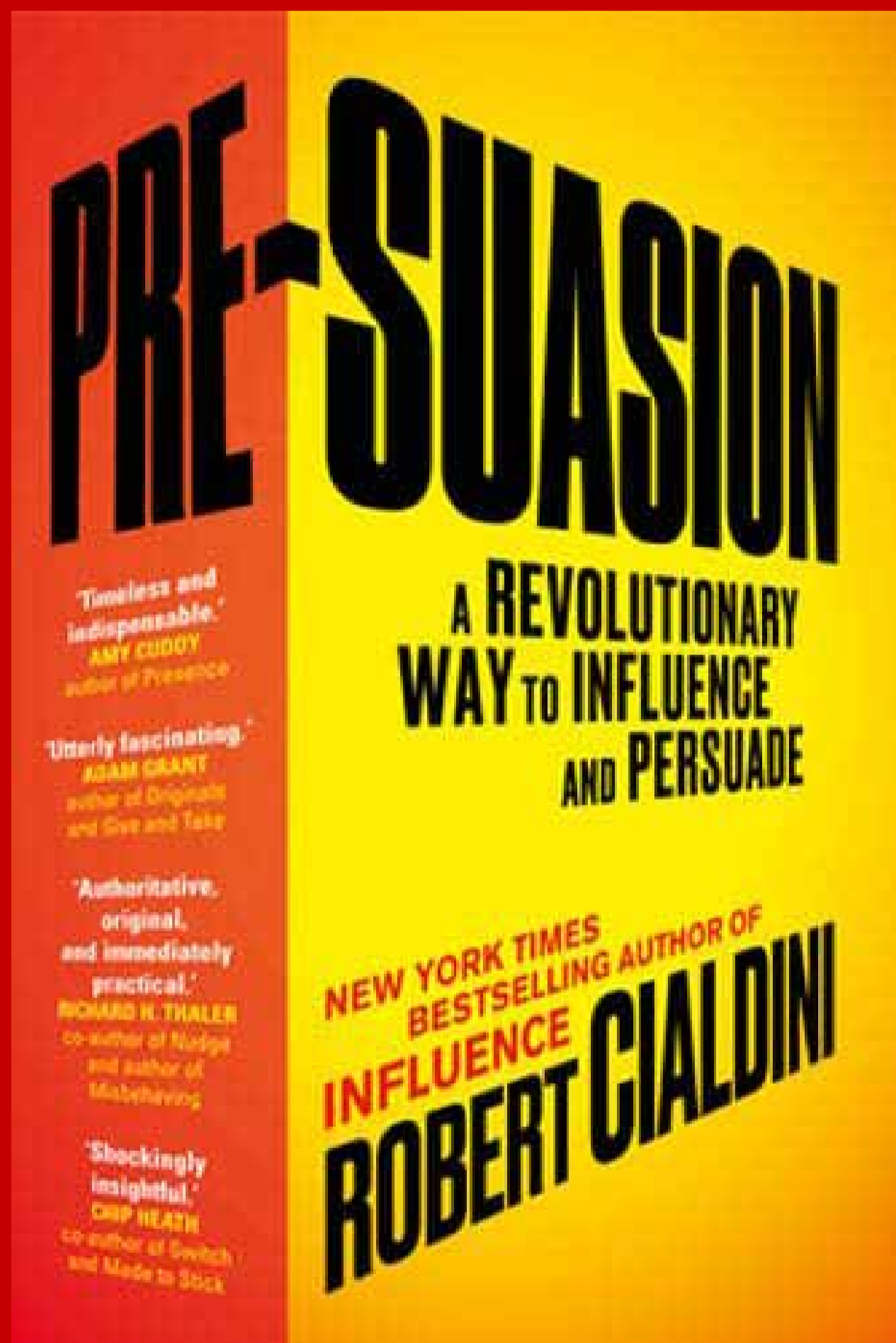
I love you!”

3. “For someone who brings such grace, light, and dedication to everything she does, we pray that God show you His greatest favour today and all the days of your life.

Happy Happy Birthday, Nancy.”

OUR BOOK FOR THE MONTH

April 2026



Pre-Suasion: A Revolutionary Way to Influence and Persuade by Robert Cialdini explores how the moment before delivering a message can determine its success. The book reveals that effective persuasion is not just about what you say, but how you prepare people to receive it—by directing their attention and shaping their mindset in advance.

“WHAT IS WORTH DOING IS WORTH DOING WELL.”

Philip Stanhope THE 4TH EARL OF CHESTERFIELD.

What Does It Actually Mean?

At its core, the phrase is an argument against mediocrity and half-measures. It suggests that if a task is important enough to take up your time, it's important enough to receive your full effort.

Here is a breakdown of the philosophy behind it:

- **Respect for Time:**

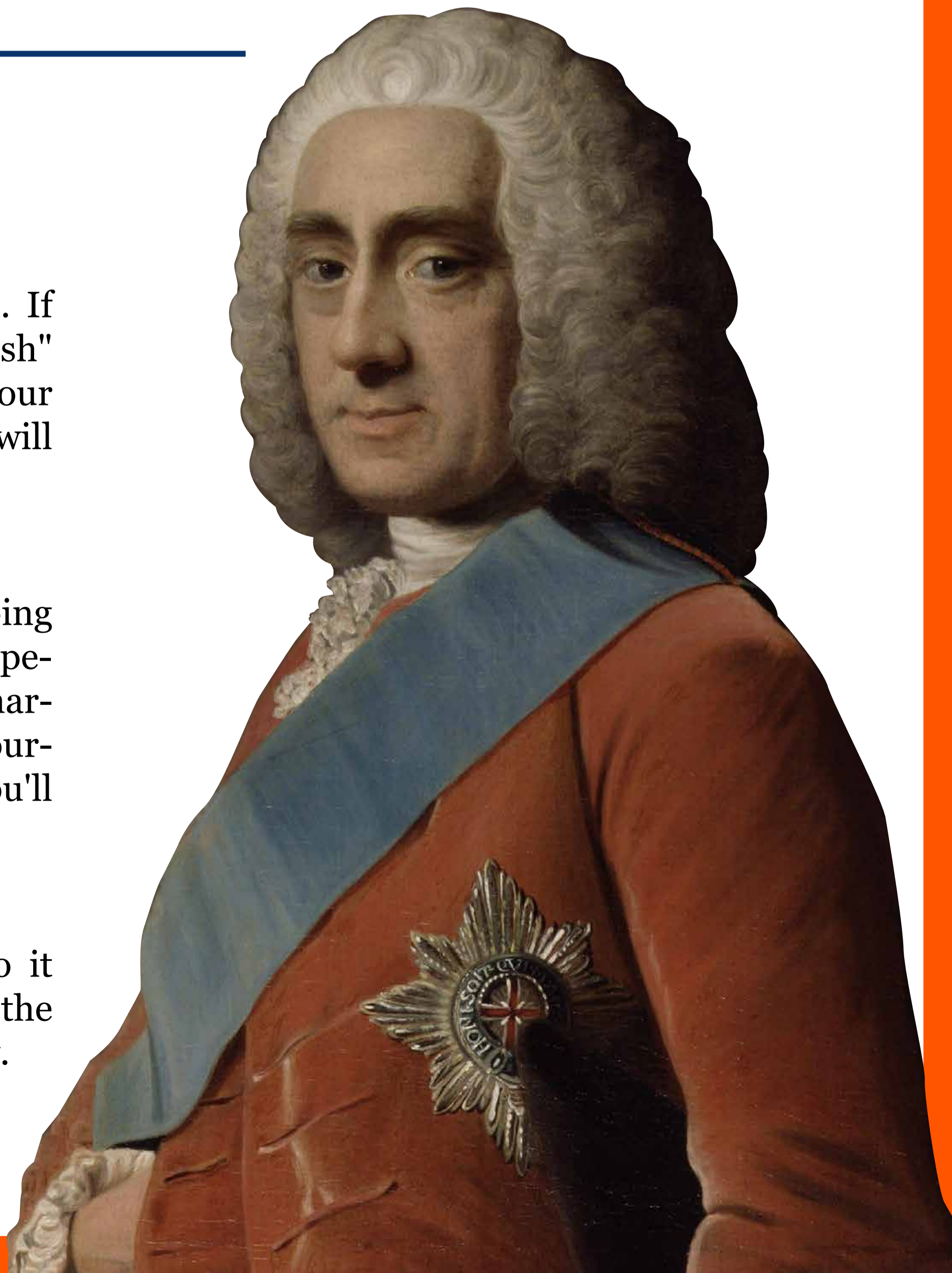
Time is a non-renewable resource. If you spend an hour doing a "slapdash" job, you've essentially wasted that hour because the results won't last or will need to be fixed later.

- **The Habit of Excellence:**

Lord Chesterfield believed that doing things "well" wasn't just about the specific task—it was about building a character of excellence. If you allow yourself to be lazy with small things, you'll be lazy with big things.

- **Efficiency:**

It's actually more "efficient" to do it right the first time. The "do-over" is the ultimate hidden tax on productivity.



WEEKLY
NEWSLETTER
EDITORIAL TEAM



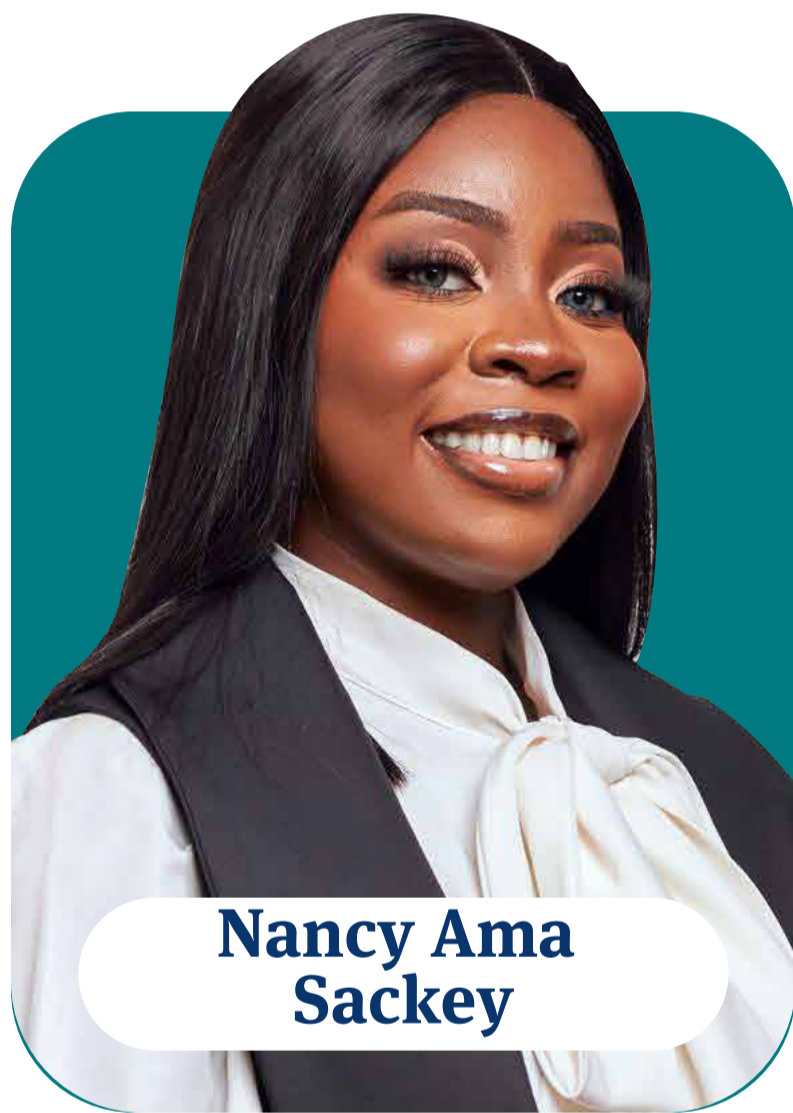
**Jonathan
Agyei-Peprah**



**Abigail Dedo
Kpabitey**



**Divine
Agborli**



**Nancy Ama
Sackey**



**Dodzi Koku
Hattoh**



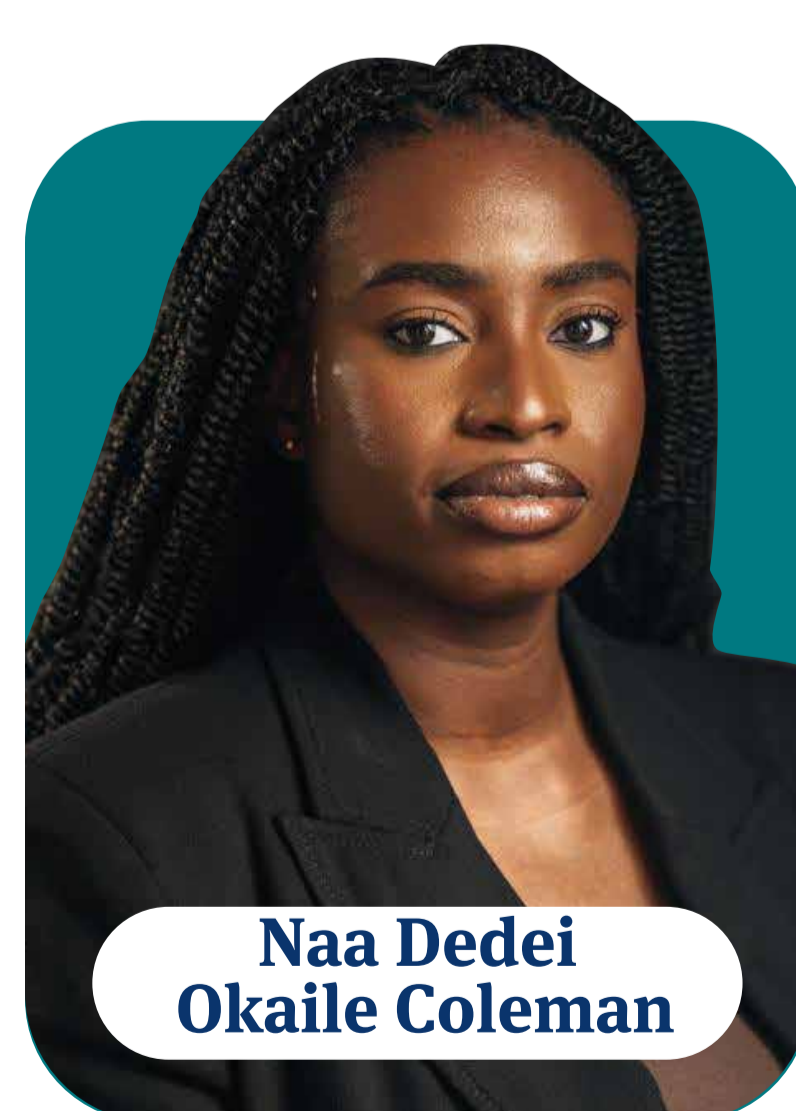
**Esmeralda
Akorfa Afenyo**



**Miriam
Selinam Tsri**



**Samuel
Gyekye-Fosu**



**Naa Dedei
Okaile Coleman**



OUR
**CORE
VALUES**

1. TRUSTWORTHY

We always keep our word, our ethics and our integrity.

2. THOUGHTFUL

We are thoughtful, friendly and keep our manners.

3. WARRIORS

We are relentless, have grit and swear by our work ethics.

4. EXCELLENCE

We always hire and develop the best.

5. WINNERS

We expect to win all our cases and close all deals.

6. VERY RESPONSIVE

Always responsive. Always committed in heart and mind.

7. FRUITFULNESS

We exceed the expectations of our client.

8. COMMUNITY

We genuinely care and labour to be a blessing.

9. FAITH

We keep our God and always put our heart in it.

10. FULFILLMENT

It's all about hard work and happiness.