

INVESTOR BRIEFING

The Importance Of Responsible Recruitment in Assessing Modern Slavery Risk

24th January 2020 | New York City

SPEAKER BIOGRAPHIES



David Schilling

Senior Program Director - Human Rights
Interfaith Center on Corporate Responsibility

David Schilling joined the staff at the Interfaith Center on Corporate Responsibility (ICCR) in 1994 and works with ICCR members and allies to engage corporations, cross-sectoral and multi-stakeholder initiatives on human rights in corporate operations and supply chains. He has participated in delegations to a number of countries visiting factories and meeting with workers and NGOs. For the past ten years, David has provided staff leadership for initiatives to counter human trafficking and modern slavery. He is part of the ICCR team building the new Investor Alliance for Human Rights.

David is coordinator of ICCR's Bangladesh Investor Initiative, a global collaboration in support of the Accord on Fire and Building Safety; member, Steering Committee of the Leadership Group for Responsible Recruitment; member, Steering Committee of the Responsible Labor Initiative of the Responsible Business Alliance; member, United Nations Global Compact Expert Network; former chair, Advisory Board, Global Social Compliance Program and member of President Clinton's Apparel Industry Partnership.



Sara Blackwell

Associate Director
Investor Alliance for Human Rights (IAHR)

Sara leads the Investor Alliance's efforts to develop tools and guidance to support the investor responsibility to respect human rights, membership engagement and recruitment, and corporate engagement in the financial sector.

Sara is an international human rights lawyer, admitted to practice in the state of New York. She has been working in the field of business and human rights for over six years, most recently as an Advisor with Shift. In this role, Sara has directly supported companies from a wide range of sectors in practical implementation of the UN Guiding Principles on Business and Human Rights and related responsible business conduct frameworks.

Prior to joining Shift, Sara served as Legal and Policy Coordinator of the International Corporate Accountability Roundtable (ICAR), where she led a range of public-facing advocacy initiatives, multi-stakeholder collaborations, and applied research projects. Sara also brings experience working with the Fair Labor Association, EarthRights International, the Center for International Environmental Law, and Green Advocates International in Liberia.

Sara holds a JD from Georgetown University Law Center and a BA in political science and human rights from

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Barnard College of Columbia University, where she graduated summa cum laude and Phi Beta Kappa. Prior to attending law school, Sara served for over two years as a Peace Corps Volunteer in Zambia, where she lived and worked with rural agrarian communities to enhance food security and improve natural resource management. She is proficient in Bemba, a Bantu language spoken primarily in northern Zambia, and is conversant in Swahili.



Kevin Hyland

Chair

Leadership Group for Responsible Recruitment

Following 30 year in policing, including leading London's Human Trafficking Unit, Kevin Hyland OBE served with distinction as the UK's first Independent Anti-Slavery Commissioner from 2014-2018.

He was the author of SDG 8.7 and led efforts for its inclusion for the eradication of human trafficking within the UN 15 year global goals.

In 2018 Mr Hyland was elected as Ireland's representative to the Council of Europe Independent Group of Experts for Trafficking. He was instrumental in the establishment and remains chief advisor to the Santa Marta Group, a high-level partnership between law enforcement agencies, faith groups and civil society launched by Pope Francis at the Vatican.

He leads several international anti trafficking projects chairing the Responsible Recruitment Group of the Institute of Human Rights and Business and the Island of Ireland Human Trafficking Project and provides strategic leadership to the OSCE in producing global victim support guidance.



Greg Priest

Head of Social Impact and Human Rights
Inter IKEA Group

Greg has been a key figure in the development of the IKEA sustainability strategy, "People and Planet Positive". He has over 20 years experience working the development and execution of business sustainability, with both a consumer facing and supply chain focus. In his current role he oversees the development of strategic initiatives to support implementation Human Rights into business

practices while supporting advocacy to influence positive change through legislation, regulation, standard setting and industry influence.

An ongoing priority is the integration of the United Nations Guiding Principles on Business and Human Rights with a special focus on issues related to the ethical recruitment of migrant workers, decent work and equality. Greg has been a leader in developing the company's approach to integrating children's rights into IKEA's business through the Children's Rights and Business Principles. He is also responsible for Inter IKEA's external stakeholder

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engagement on human right.

Greg has held leadership roles in the area of business sustainability with a focus on governance, policy development, codes of conduct and stakeholder engagement. He has been a board member on a number of industry related initiatives.



Marcela Manubens

Global Vice President, Integrated Social Sustainability
Unilever

Marcela Manubens is Global Vice President for Integrated Social Sustainability at Unilever. She joined in 2013 and led the Social Impact strategy and the expansion of the USLP Enhancing Livelihoods ambitions, specifically driving Unilever agendas on Human Rights and Women's Empowerment. In 2016, her role was expanded to assume new responsibility for all areas of Supply Chain Social Sustainability in addition to continue leading its human rights agenda.

She has taught Business and Human Rights at Columbia University, New York, been a Board, Association, and Advisory Group member on various organizations such as Consumer Goods Forum Social Sustainability Committee, Vice-Chair of the WEF Council on Human Rights; Ethical Tea Partnership; Hillary Clinton's International Council on Women's Business Leadership (ICWBL); Board Member on Sir Kensington's Integrity Board; and the Advisory Group on Human Rights to the UK Foreign Secretary.



Kilian Moote

Project Director
KnowTheChain

Kilian is an expert in supply chain transparency and legal disclosure. He helps lead Humanity United's work on global supply chains, which includes working extensively with businesses, investors, and policy makers on how to identify and address labor abuses within supply chains. In this role he led the creation of the KnowTheChain Benchmarks which assess what the largest companies with significant risk are doing to address forced labor in their supply chains.

Kilian also leads Humanity United's work to inform and engage investors on how to align their assets with their commitment to labor and human rights.

He has consulted with Fortune 500 companies and used that experience to create guidance documents and engagement best practices for national governments, including the U.S. Government and the European Commission. Kilian has lectured at the University of San Francisco, where he developed and taught a new MBA course on Sustainable Supply Chain Management.

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Adam Kanzer

Head of Stewardship - Americas
BNP Paribas

Adam Kanzer is Head of Stewardship - Americas, at BNP Paribas Asset Management (BNPP AM). He leads our firm's stewardship activities in the region, including direct corporate engagement and proxy voting, working with policymakers on key issues relating to sustainable finance and investment, and representing BNPP AM in key investor ESG networks. Adam joined us in 2018 and is based in New York.

Prior to joining us, Adam was Managing Director of Corporate Engagement at Domini Impact Investments. During his 20 years at Domini he built a corporate engagement programme focused on improving the ESG performance of major US corporations, as well as developing Domini's public policy advocacy programme and proxy voting policies.

He has a wealth of experience in a broad range of ESG issues, including climate change, deforestation, labour standards, human rights and supply chain management. He has been an active member of a wide variety of ESG networks and organisations, and has been instrumental in helping companies to evolve their corporate practices in key areas.

Adam served on the Securities and Exchange Commission's Investor Advisory Committee, and is a founder of the Global Network Initiative, a multi-stakeholder organization addressing threats to freedom of expression and privacy rights in the ICT sector. He currently serves on the Human Rights Advisory Committee of the Interfaith Center on Corporate Responsibility, and the steering committee of the Investor Alliance for Human Rights. He was a member of the Eminent Persons Group that oversaw development of the UN Guiding Principles Reporting Framework. In 2008, he was named to the Directorship 100, Directorship magazine's listing of the most influential people on corporate governance and in the boardroom. He is a frequent speaker and commentator on sustainable investing and corporate accountability.

Adam began his career as a Litigation Associate at New York law firm Cahill, Gordon & Reindel and has over 20 years of experience. He holds a B.A. in political science from the University of Pennsylvania and a J.D. from Columbia Law School.



Alex Cech

Senior project manager
Responsible Business Alliance

Alexandra Cech is senior project manager, Responsible Business Alliance. Alex has more than 10 years of experience in responsible sourcing, human rights in supply chains, and economic development. Her experience includes risk assessments, value chain analysis, qualitative research and project management.

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Previously, she worked as the Human Rights and Supply Chain Responsibility Program Manager at Hewlett Packard Enterprise. She has also held positions with UL's Responsible Sourcing group, the World Bank, and ACDI/VOCA. She holds an MS from Georgetown University and a BA from the College of William and Mary.



Rachel Micah-Jones

Founder and Executive Director
Centro de los Derechos del Migrante, Inc.

Rachel Micah-Jones is an attorney and the Founder and Executive Director of Centro de los Derechos del Migrante, Inc., the first transnational migrant rights organization based in Mexico and the United States. An award-winning leader in the migrant and workers' rights movement, Rachel has focused on reforming international labor recruitment and the H-2A and H-2B guestworker programs to protect low-wage workers. Rachel has built an international coalition on recruitment reform, advocated for workers' rights in strategic litigation against US government agencies and employers, and testified before international organizations, in US Congressional briefings, and before the Mexican Congress. Rachel's writing on transnational migrant justice and clinical legal education has been published by the University of Maryland, Francis King Carey School of Law, where she co-led a groundbreaking international clinic for law students. Rachel is a graduate of Georgetown University and American University Washington College of Law.



Anbinh Phan

Director of Global Government Affairs
Walmart

Anbinh Phan is a Director of Global Government Affairs at Walmart. She is responsible for government relations to advance Walmart's sourcing goals, focusing on responsible and global sourcing, trade, sustainable development and human rights. Joining Walmart in 2017, Anbinh has led and been a part of key advocacy initiatives to promote the responsible recruitment of migrant workers and combatting forced labor and human trafficking.

Anbinh has a background in law, human rights and international trade. She has worked for various NGOs including Human Rights First and launched Washington, D.C.'s first benefit corporation. She also worked as an Economist at the U.S. Treasury Department, Office of International Trade and Investment, focused on trade preference programs and U.S. free trade agreements. She sits on the Board of Chab Dai, a non-profit in Cambodia combatting human trafficking.

Anbinh received her Juris Doctorate from Georgetown University Law Center and a Master of Public Affairs from Princeton University's Woodrow Wilson School of Public Policy, where she focused on economics and international

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relations. Anbinh holds an undergraduate degree in Philosophy, Politics, and Economics from Pomona College, where she studied abroad at University College, Oxford University.



Shawn MacDonald

CEO
Verité

Shawn MacDonald is CEO of Verité, a civil society organization that promotes workers' rights in global supply chains through research, consulting, training, assessments, and policy advocacy. Shawn has broad experience in labor rights, corporate social responsibility, social entrepreneurship, workplace health, and multi-sector partnerships. Before joining Verité, he was Director of Accreditation at the Fair Labor Association, Vice President of Ashoka: Innovators for the Public,

Senior Advisor at Meridian Group International, and co-founder of the Development and Employment Policy Project. Additionally, he worked for a variety of civil society organizations in Asia, Africa, and Eastern Europe. He holds a Ph.D. from George Mason University's School for Conflict Analysis and Resolution and an AB in History from Harvard University.



John Morrison

Chief Executive
Institute for Human Rights and Business

John has advised a number of governments, intergovernmental organisations, and businesses on human rights and wider issues of sustainability, development, and international affairs. His most recent book is "The Social License", published by Palgrave MacMillan in 2014, and he has published widely on issues relating to corporate responsibility, human rights, refugee protection, and human trafficking. John also sits on the UK Foreign Secretary's Human Rights Advisory Group and

has been a Harkness Fellow to the USA. In 2017, he was named one of the 100 most influential people worldwide on the issue of eliminating modern day slavery.

John has been Chief Executive Officer of the Institute for Human Rights and Business (IHRB) since its formation in 2009 under the leadership of Mary Robinson (the former President of Ireland and former UN High Commissioner for Human Rights). John leads IHRB's global strategy, fundraising, and outreach.

Before IHRB, John directed the Business Leaders Initiative on Human Rights (2003-9), was Head of Public Affairs for The Body Shop International (2000-3), and before this worked in the field of refugee protection (in relation to the former Yugoslavia and on issues of human trafficking). Many years ago, John graduated in European Archaeology and Prehistory from the University of Sheffield (UK) and has since been trained in (and taught) international human rights law, refugee law, and business administration.