<table>
<thead>
<tr>
<th><strong>Leaders in Attendance</strong></th>
<th>Lise Kingo, CEO &amp; Executive Director, UN Global Compact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Lise Kingo</strong></td>
<td>Lise Kingo is the CEO and Executive Director of the United Nations Global Compact — the world’s largest corporate sustainability initiative with more than 13,500 signatories from 170 countries. In her role at the UN Global Compact, Lise is leading the effort to mobilize a global movement of companies committed to aligning their strategies and operations with ten universal principles on human rights, labour, environment and anti-corruption, and to taking actions that advance the sustainable development goals.</td>
</tr>
<tr>
<td></td>
<td>Lise has promoted the uptake and growth of the Women’s Empowerment Principles (WEPs), a joint initiative with UN Women providing guidance to businesses on how to empower women in the workplace, marketplace and community. Under her leadership, the UN Global Compact led the development and launch of the WEPs Gender Gap Analysis Tool which helps companies assess their gender equality performance based on international standards and good practice.</td>
</tr>
<tr>
<td></td>
<td>In 2016, Lise introduced the UN Global Compact Panel Pledge, committing the organization to refrain from organizing or being part of all-male panels. Lise also helped to launch International Gender Champion New York, a leadership network that brings together female and male decision-makers committed to breaking down gender barriers and making gender equality a working reality in their spheres of influence.</td>
</tr>
<tr>
<td></td>
<td>Prior to joining the UN Global Compact in 2015, Ms. Kingo was Chief of Staff, Executive Vice President and member of the Executive Management team at Novo Nordisk A/S since 2002.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Liz Broderick, Founder and Convener, Male Champions of Change Member of the UN Working Group on Discrimination Against Women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liz Broderick</strong></td>
<td>Elizabeth has brought together captains of industry, governments and Defence Force chiefs to address gender inequality in Australia and beyond.</td>
</tr>
<tr>
<td></td>
<td>As Australia’s longest serving Sex Discrimination Commissioner (2007-2015), Elizabeth worked tirelessly to break down structural and social barriers faced by women and men, and to promote gender equality. Her review into the treatment of women in the Australian Defence Force led to sweeping cultural reforms.</td>
</tr>
<tr>
<td></td>
<td>She established and convenes the globally recognised ‘Male Champions of Change’ strategy, enlisting a ‘who’s who’ of powerful male leaders to tackle workplace gender inequality. On 29th September 2017, Elizabeth was appointed by the United Nations Human Rights Council in Geneva as an Independent Expert and member of the Working Group on the Issue of Discrimination against Women in Law and Practice. She is also a member of the Council of the Order of Australia.</td>
</tr>
<tr>
<td></td>
<td>In 2016 Elizabeth was appointed an Officer of the Order of Australia and was named 2016 NSW Australian of the Year. She holds Honorary Doctorates of Law from the University of Sydney, University of New South Wales and University of Technology Sydney and Honorary Doctorates from Deakin and Edith Cowan Universities.</td>
</tr>
</tbody>
</table>
| Alan Joyce, CEO, Qantas | Alan Joyce joined the Founding National Male Champions of Change group in 2010.
He has been CEO and Managing Director of Qantas since November 2008.
This period has seen Qantas and Jetstar continue to lead the Australian domestic market;
the launch of Qantas’ biggest transformation program in decades, the rapid development
of Jetstar’s pan-Asian strategy; and the sustained growth of the Qantas Frequent Flyer
program. During this time the Qantas Group has taken delivery of more than 120 new
aircraft – over a third of its fleet – and invested in infrastructure, technology and training to
achieve record customer satisfaction.
Mr Joyce served as founding CEO of Jetstar for five years from October 2003, establishing
its operations in Australia and across Asia. Prior to his appointment at Jetstar, he spent
over 15 years in key positions at Qantas, Ansett and Aer Lingus. Mr Joyce was Chairman of
the International Air Transport Association between July 2012 and June 2013.
Mr Joyce has led initiatives at Qantas to advance gender equality, diversity and inclusion.
Under the ‘Nancy Bird Walton Initiative’ – named after the pioneering Australian aviator –
Qantas has set a target of 40 per cent female intake amongst pilots to achieved in the next
10 years. To achieve this target, Qantas is actively growing the pipeline through
partnership with education, government and individuals. In addition, Qantas is increasing
women’s representation in leadership positions throughout the organisation by
establishing ‘Altitude’, a women’s network, as well as leadership development programs,
flexible working and training to address bias. |
| Andrew Vesey, former CEO, AGL Energy | Andy Vesey served as AGL Energy Limited’s (AGL) Managing Director and Chief Executive Officer from February 2015 until September 2018. Until end of 2018, he acted as AGL’s strategic advisor while the company transitioned to a new CEO.
During his term, Mr. Vesey implemented AGL’s Greenhouse Gas Policy which specifically committed to the closure of all of the company’s coal-fired power stations by 2050. As CEO of AGL, Mr. Vesey received the S&P Global Platts Global Energy Awards in December 2017. He was awarded the prestigious 2016 Business Leader by the Australian Climate Alliance. In 2016, the Australian Financial Review added him to Australia’s Corporate Power List, and a year later, named Mr. Vesey as the Business Leader of the Year.
Mr. Vesey passionately prioritises gender equality and diversity and inclusion more broadly.
While CEO, AGL was awarded a top employer for the LGBTIQ community and Mr Vesey
was acknowledged for appointing, supporting and advocating for women in leadership
positions. In 2016, Mr. Vesey was invited to join, and continues to be a member of, Male Champions of Change. With MCC he has led work on normalising flexible work, ensuring
women have access to sponsorship opportunities and was a key contributor the MCC’s
work on Backlash and Buy-in.
Prior to AGL, Mr. Vesey was Chief Operating Officer and Executive Vice President at The AES Corporation. Prior to AES, Mr. Vesey was FTI Consulting Inc.’s Managing Director of the Utility Finance and Regulatory Advisory Practice, and was a Partner in the Energy, Chemicals and Utilities Practice of Ernst & Young LLP. |
| Ann Sherry, NED, and Convener, Male Champions of Change STEM | Ann Sherry is the Convener of the MCC STEM group. She is also currently the Chairman of Carnival Australia, the largest cruise ship operator in Australasia. She was the Chief Executive Officer of Carnival Australia from 2007 where she transformed the industry delivering double digit growth each year. Ann is also the Chair of UNICEF Australia.
Beginning working life as a radiographer, Ann became First Assistant Secretary of the Office of the Status of Women in Canberra before moving to the banking sector initially in HR roles, then in CEO roles with Westpac NZ and the Bank of Melbourne. The Australian Government awarded Ann the Centenary Medal in 2001 and in 2004 she was awarded an Order of Australia. In 2015, Ann was named as the overall winner of the Australian Financial Review 100 Women of Influence Award. |
Annika Freyer has 15 years of experience working in both the public and private sectors. She has worked for the US government, the United Nations Development Programme and multiple international NGOs focusing on public policy.

Annika is currently CEO of Male Champions of Change, a high-profile coalition of men dedicated to achieving change on gender equality issues in organisations and communities. She is also a consultant to UN Women’s Private Sector Leadership Advisory Council.

She has designed programs for Chief Executive Women, Australia’s pre-eminent organisation representing its most senior women leaders from the corporate, public service, academic and not-for-profit sectors, and contributed to the Australian Human Rights Commission’s National Review on discrimination during pregnancy and return to work.

Prior to this, Annika worked as a consultant at McKinsey & Company where she: advised the Board of a major Australian hospital on how to think strategically about medical tourism and the global health workforce shortage; developed a private label brand strategy for one of Australia’s largest retail companies; and designed and implemented a multi-departmental business review system, created to track performance and tailor execution strategies for one of Australia’s largest retail companies.

Banu Isci Sezen joined Turkcell in 2003 and has been the General Manager of Turkcell Academy since 2015. In addition to her role as the General manager of Turkcell Academy she has acted as Chief Turkcell Group Human Resources Officer in charge of supervising Human Resources and Corporate & Society development goals of Turkcell Group. In 2013 she took the lead in developing Turkcell’s digital Academy focusing on quality education to the masses through technology.

Turkcell Academy has launched the world’s biggest social responsibility project for women in coding called ‘Women Developers of The Future’ to promote social and economic empowerment of women and to contribute to improvement of their levels of education and welfare. Turkcell trained and supported thousands of women across Turkey on mobile application development and entrepreneurship in order to increase and create impact on employability.

Mrs. Sezen serves as a board member of “Women Empowerment on Boards” – an NGO which acts as a catalyst initiating the appointment of women to corporate boards, and promoting diverse and transparent workplaces.

Burak Basarir has been appointed CEO of Coca-Cola İçecek (CCI), the multinational beverage company, in 2014. He joined CCI in 1998 and assumed increasing managerial responsibilities in finance and commercial functions. He was named CFO in 2005 and has played an integral role during CCI’s IPO process and effectively managed the financial integration of Efes Invest with CCI.

He was recognized as Best CFO in Turkey by Thomson Reuters Extel in 2009. He led the largest operation of CCI in terms of volume and sales as the Turkey Region President between 2010 and 2013.

At the executive level at CCI, a Diversity & Inclusion Steering Committee, led by HR and comprised of cross-functional representatives, was established with the main objective to advise senior leaders on how they can pioneer in creating an inclusive culture. Many of CCI’s countries of operation are among the most challenging when it comes to female representation, mostly due to cultural norms. To target local skill gaps, CCI supports community projects contributing to female talent development and supporting women’s financial independence and business training. Leading examples are “My Sister” project in Turkey, “Zarya” project in Pakistan and UNDP “Women Empowerment Program” in Azerbaijan.
Carmel Hourigan is the Global Head of Real Estate for AMP Capital, responsible for leading AMP Capital’s property investment and management business.

Responsible for the portfolio management and performance of real estate assets for pooled fund investors and significant separately managed account clients, Carmel also oversees AMP Capital’s strategic global real estate partnerships with investment managers in the United States, Singapore and New Zealand.

With a focus on delivering exceptional real estate outcomes for clients and customers, Carmel’s responsibilities also include AMP Capital’s integrated platform of real estate capabilities across diversified commercial real estate sectors. This includes asset management; property management; development; leasing; research and investment strategy; capital transactions; treasury management; and finance. Carmel is also responsible for overseeing AMP Capital’s real estate investment committees, which govern investment strategy and implementation.

Joining AMP Capital in November 2015 from the GPT Group, Carmel brings more than 22 years’ experience in the real estate investment industry to her role, spanning key senior leadership positions and roles in funds management, research and advisory services.

At the GPT Group, Carmel was Chief Investment Officer and prior to that, Head of Investment Management since 2012. She was responsible for the overall investment performance of GPT’s retail shopping centre, commercial office and logistics and business park portfolio. Her experience also includes senior roles at Lend Lease and Challenger Financial Services Group in addition to roles within Colonial First State, Stockland Group, Jones Lang LaSalle and Raine & Horne Commercial.

Carmel serves as Special Advisor to the Property Male Champions of Change group, which is dedicated to increasing gender equality in the property industry; and is a Fellow of the Australian Property Institute.

Carmel is a member of the AMP Capital Global Leadership Team. In addition to her Special Adviser role for the PMCC group, Carmel is the Chair of Inclusion & Diversity Council at AMP Capital and has been a champion for gender equality and inclusion throughout her career.

Diana Kobas Deskovic is the Executive Director of Spona Code, a consultancy that helps businesses improve their workplaces for women and working parents. Prior, she worked for a number of firms, most notably Pliva Pharmaceuticals where she carried out a number of executive roles, including Corporate Communications Director and Director of Marketing.

She is the creator of the MAMFORCE audit which is designed to improve gender equality policies, values and organizational cultures across the private and public sector. Companies that have taken part in the audit have undergone significant change and improved their HR models with regards to responsible parenting and gender equality to become more efficient and equitable. The audit, in addition to the screening and analysis of the existing working conditions in a given organization includes an educational component for the HR departments and benchmark analyses. The best-performing companies are recognized in public events that are widely recognized in Croatia and beyond.

Furthermore, Diana is leading a comprehensive webinar-based corporate leadership education series “The Change Code” where she educates female executives how to be an effective leader in a professional setting that is still predominantly male-centered. Diana has also conducted various educational projects with young professionals, women leadership programs, and mentorship training systems in various organizations. Her newest development project, called #WeCanEqually is geared towards building mentorship capacities in teachers in order to battle gender stereotypes in schools.
**Emmanuel Lulin, Senior Vice President & Chief Ethics Officer, L’Oréal**

Emmanuel Lulin joined L’Oréal in 1999 as Group General Counsel for Human Resources and in 2007, created the Group Chief Ethics Officer mission. In addition to representing L’Oréal in a number of international organizations such as the UN Global Compact, he is a Director of the Ethics Resource Center, former Chair of the Global Council on Business Conduct, member of the MEDEF (French Employers’ Association) Ethics Committee and a “One Young World” Counsellor.

Gender equality is one of the key topics of L’Oréal’s diversity policy. L’Oréal is ranked number 1 in Europe by Equiteap and is in the top 10 of the Thomson Reuters Diversity and Inclusion Index. L’Oréal has been recognized 10 times as one of the Most Ethical Companies by Ethisphere. Through its “For Women in Science” program, the L’Oréal Foundation seeks to increase the representation of women in the scientific fields by encouraging women researchers and recognising excellence. The Foundation’s Beauty for a Better Life programme, implemented in partnership with local NGOs, has also trained women in difficult social or economic situations in the beauty industry in order to help them find employment.

In 2018, Emmanuel received in France the First Award of Honours for its Influence in Ethics and was honoured as UN Global Compact SDG PIONEER for Advancing Business Ethics.

---

**Fiza Farhan, Convenor, Male Champions of Change Pakistan**

Fiza Farhan is a Pakistan based woman entrepreneur and development expert, featured in the US Magazine Forbes “30 Under 30 List of Social Entrepreneurs” for 2015 and again in 2018. She represented Pakistan on the United Nation’s Secretary General’s first ever High Level Panel on Women Economic Empowerment in addition to being the Chairperson of Chief Minister Punjab’s Task Force on Women Empowerment and member of the National Steering Committee on Climate Change for Pakistan.

Previously, Fiza was the CEO of Buksh Foundation and Director of Buksh Energy Private Limited, both companies pioneering unique and demand based renewable energy solutions for the public, private and remote off-grid sectors of Pakistan. Fiza’s innovative projects in the domain of access to energy through gender responsive rural renewable energy solutions became international best practices creating a unique nexus between energy access and women economic empowerment.

In 2016, Fiza evolved as an Independent Adviser / Consultant on a national and international level in sectors including climate change, women empowerment, sustainable development goals (SDG’s) and creating value added partnerships between the public, private and development sectors.

---

**Ibukun Awosika, Chairman, First Bank of Nigeria Limited**

Ibukun Awosika is the Chairman, Board of Directors, First Bank of Nigeria Limited. She is also the founder and CEO of The Chair Centre Group. Previously, Ms. Awosika was Chairman of GEMS Africa Limited, FBN Life Assurance Limited, FBN Capital Limited and Kakawa Discount House Limited. She has also served on the board of the Nigerian Sovereign Investment Authority.

Upon becoming the Chair of the Board of First Bank of Nigeria Limited in 2016, Ms. Awosika led the campaign for the bank to create a female-focused product. In response to this campaign, the Bank launched ‘FIRSTGEM’ which aims to build a tribe of women who are able to build sustainable personal wealth over the long-term, irrespective of their social status.

As a co-founder and past chairperson of a non-profit organization called Women in Business, Management and Public Service (WIMBIZ), Ms. Awosika has worked to implement programs that inspire, empower and advocate for greater representation of women in leadership positions in the public and private sector. WIMBIZ collaborates with domestic and international global organizations to deliver programs, which have influenced over 107,465 women since inception.
### James Scriven, CEO, IDB Invest

James Scriven is the CEO of IDB Invest, the private sector institution of the Inter-American Development Bank (IDB) Group with an $11 billion portfolio of 360 projects across 22 countries. IDB Invest is a multilateral development bank that seeks to be the leader in client-service and development impact in Latin America and the Caribbean. A dual Argentine/British citizen, Mr. Scriven was previously Vice President of Corporate Risk and Sustainability at the International Finance Corporation (IFC) in addition to other leadership positions.

The IDB Group went through the EDGE Certification in order to have a diagnosis of the organization’s baseline. To turn the results into action, IDB created cross functional, cross hierarchical and generational teams to address 4 themes: recruitment, pay gap, flex-time and career-path promotion. One major effort launched lies in the area of recruitment to work in relocation and field presence to increase women in leadership positions. To address the gender pay gap, IDB established a dashboard where the organization can access the wage equality thus fostering transparency through enhanced communication for all employees.

Before joining the IFC, Mr. Scriven was Chief Financial Officer of Banco Hipotecario in Argentina. During the past two decades, he has concentrated his efforts on the promotion of the private sector in development.

### Joanne Farrell, Group Executive, Health, Safety & Environment, Rio Tinto

Joanne has worked in the Mining Industry since 1981, following an earlier career as an Economist. Joanne was appointed Rio Tinto’s Group Executive, Health, Safety and Environment in July 2016, and additionally holds the position of Managing director Australia, a role that oversees Rio Tinto’s representation in Australia.

During her career, Joanne has held a variety of leadership roles in human resources, training, communications, health, safety, environment, government and community relationships at both a corporate level and in Rio Tinto’s key commodities including iron ore, exploration, energy, aluminium, diamonds and coal.

She has worked in most of the states of Australia as well as in the UK and the USA. She is a director of the Perth Institute of Contemporary Arts, a member of Chief Executive Women and a Special Advisor on the Male Champions of Change. She was also one of the Co-Chairs for 2017’s B20 Energy, Climate and Resource Efficiency Taskforce. In 2012, Joanne was awarded the Chamber of Minerals and Energy WA Women in Resources Champion and was recognised as one of the Australian Financial Review and Westpac’s 100 Women of Influence for 2016.

Joanne has been instrumental in leading Rio Tinto’s work responding to domestic and family violence as a workplace issue, ensuring employees have access to a range of support and building awareness across the organisation of the issue. As Special Adviser to the Male Champions of Change, Joanne has sponsored the workplace responses to D&FV community of practice, in addition to a focus on gender equality and the future of work.

### Kate Jenkins, Australia Sex Discrimination Commissioner, and Convener of the Male Champions of Change National Group est. 2015

Kate Jenkins became Australia’s Sex Discrimination Commissioner in 2016. She is leading a number of projects at the Australian Human Rights Commission, including the National Inquiry into sexual harassment in Australian workplaces and the Commission’s collaborative project on cultural reform with the Australian Defence Force.

Kate is the convener of the National Male Champions of Change group (established 2015), and the Co-Chair of Play by the Rules, a joint project between human rights agencies and sports commissions to make grass roots sports safe, fair and inclusive.

Prior to joining the Commission, Kate spent three years as the Victorian Equal Opportunity and Human Rights Commissioner. In that role she held an Independent Review into Sex Discrimination and Sexual Harassment, including Predatory Behaviour, in Victoria Police. She was also the Co-Chair of the Victorian Commission’s Disability Reference Group and a member of the Aboriginal Justice Forum.

Kate spent 20 years as lead equal opportunity partner with Herbert Smith Freehills. Kate was recognised in the 2015 AFR/Westpac 100 Women of Influence Awards for her work in public policy.
<table>
<thead>
<tr>
<th><strong>Kathy Mac Dermott, COO, Property Council of Australia</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathy Mac Dermott is Chief Operating Officer at the Property Council of Australia, the leading advocate for Australia’s property industry - the country’s biggest employer. Over 2,200 organisations are members of the Property Council across the country, comprising the nation’s major investors, property owners and developers – as well as the industry’s professional services and trade providers.</td>
</tr>
<tr>
<td>As COO of the Property Council Kathy leads the commercial operations and member services across the country and the organisation’s diversity initiatives, including being program director of the Property Male Champions of Change (PMCC). She is also a Member of Chief Executive Women.</td>
</tr>
<tr>
<td>Kathy joined the business in 2010 as Executive Director, Queensland Division, and was promoted to Chief Operating Officer in 2014. Kathy has over 11 years’ experience as a property journalist for the Australian Financial Review, including seven as Queensland Bureau Chief. She has also worked extensively in corporate advisory roles, specialising in property, in Australia and London for more than two decades. She holds a degree from QUT and is a graduate of the Australian Institute of Company Directors.</td>
</tr>
<tr>
<td>In 2015, the Property Council of Australian launched the Property Male Champions of Change - a coalition of 21 senior leaders in the property industry committed to increasing the number of women leaders in the industry and to build inclusiveness. The Property Male Champions of Change strategy is just one of many diversity strategies of the Property Council focused on gender diversity and inclusion in the property industry, including 500 Women in Property (a sponsorship program that has matched over 1800 sponsors-sponsors to date).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>May Makhzoumi, Chair, Makhzoumi Foundation</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>May Makhzoumi is President of Makhzoumi Foundation, a non-profit organization that recognizes the importance of investing in communities across the nation in order to foster ongoing economic growth and prosperity for the country, having women empowerment as its main goal.</td>
</tr>
<tr>
<td>Makhzoumi Foundation raises awareness in communities regarding women rights, and has empowered thousands of Women through education, training workshops, awareness raising, micro credit, ecofriendly campaigns, good health and wellbeing. MF does not only work with local communities but also with the enforced displaced societies, empowering women in distress. Services are spread across Lebanon including rural and urban areas.</td>
</tr>
<tr>
<td>A widely recognized name in women’s involvement in the world of business, Mrs. Makhzoumi has actively participated in and attended influential regional forums. Mrs. Makhzoumi is also a member of many Boards and Boards of Trustees. She is Goal5 leader of the Global Compact Local Network Lebanon Council. Mrs. Makhzoumi currently serves on the Board of Directors of several Future Group Companies.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Mustafa Seckin, Executive Vice President Turkey, Central Asia and Iran, Unilever</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Mustafa Seçkin was appointed as Executive Vice President of Unilever Turkey, Central Asia and Iran in January 2019. He joined Unilever at Turkey in 1989 where he held various roles in marketing. In 2000, he moved to Poland as the Director of the Regional Innovation Center. In 2002, he was appointed as the Knorr Brand Development Director Africa, Middle East and Turkey. In 2007, Mustafa Seçkin was appointed as the Vice President for Foods Marketing and Board Member at Unilever Turkey.</td>
</tr>
<tr>
<td>His most recent role was Vice President Foods and Refreshment NAMETRUB (North Africa, Middle East, Turkey and Russia. He has been a member of the Unilever NAMETRUB Board and Global Refreshment Board since 2016.</td>
</tr>
<tr>
<td>Unilever has included gender equality and women’s empowerment as a specific target within its Sustainable Living Plan, which serves as blueprint for sustainable growth. Unilever’s global ambition is to empower five million women by 2020. Since signing up to the WEPs, Mr. Seckin has accelerated efforts to make the WEPs known and adopted in the Turkish business community through a newly founded Platform which aims to utilize the value chain of companies and extending the WEPs especially among SMEs to reach a much wider ecosystem.</td>
</tr>
<tr>
<td>In addition to his corporate roles, Mr. Seckin was elected as the Chair of Global Compact Network Turkey in 2016.</td>
</tr>
</tbody>
</table>
### Male Champions of Change

**Sarkis Yoghourtdjian, Board Member, BLC Bank**

Sarkis Yoghourtdjian is currently a board member of BLC Bank S.A.L. He also holds the position of Senior Advisor for The Financial Integrity Network (FIN) in Washington, DC. In 1984, he started his career with the Federal Reserve Bank of Chicago and was a senior Commissioned Bank Examiner. He joined the Board of Governors of the Federal Reserve System in late 1989 rising through its ranks to become Assistant Director for Banking Supervision and ultimately being appointed as Advisor.

In 2012, BLC launched its “We Initiative”, advancing gender equality both internally and externally. Internally, BLC Bank set out to create an inclusive and fair working environment and addressed the challenge of cultural change by training its staff to become aware of and eliminate conscious and unconscious bias, which prevents women’s growth opportunities. BLC Bank promoted gender equality as a value, and to track its progress, it set key performance indicators through a gender lens and created gender-disaggregated scorecards. The bank also reviewed its procurement policy, ensuring that women suppliers had equal opportunities.

BLC created the first and only Lebanese Awards targeting women entrepreneurs, giving them national and international exposure as well as coaching by highly competent members of the SME ecosystem.

Mr. Yoghourtdjian served as an Advisor to the IMF and a Consultant to the World Bank. Mr. Yoghourtdjian also served as Advisor to the Bank for International Settlements’ (BIS) Financial Stability Institute.

---

**Richad Soundardjee, CEO, Société Générale Middle East**


In 2003, he joined Société Générale bond syndication department to head-up the private placement activity of the bank, which he developed and expanded as a leading platform in various products and geographies, with a particular focus on emerging markets currencies. From 2009, Richad was Head of Global Capital Markets, overseeing the CEEMEA region for Société Générale Corporate & Investment Banking.

In October 2013, Richad was appointed CEO of Société Générale Dubai. Over the past 5 years under Richad’s leadership, SG Middle-East has expanded its footprint significantly in the region through an ambitious growth plan along to be major global strengths of the SG group i.e. structured finance, global markets, trade finance and investment banking.

To address the gender imbalance in senior positions Societe Generale established programmes at the global level including mentoring, and women talent programmes. These are some of the long term initiatives by which the organization, instead of setting quotas to promote women to more senior positions, intends to achieve the gender balance that it truly believes can become one of its global strengths going forward. As for the Middle-East set-up of the group it has shown leadership and drive for the entire group through practical actions at grassroot level such as Financial literacy for women or the KYWE – (Know Your Women employee) project which facilitates and promotes a better understanding of the specific needs and aspirations of women in the group.
Scott Mitchell is currently President and CEO Sumitomo Chemical America Inc. Regional Headquarters Americas. A 25 year Sumitomo Chemical Group Company employee, he is working to grow the Sumitomo Chemical business in the Americas with a focus on enhancing the Sumitomo Chemical brand, improving the efficiency of administrative functions and developing new business. He has been significantly involved in the company’s CSR initiatives: fighting Malaria with Olyset® Nets long lasting insecticide treated bed nets, supporting education and gender equity. As a member of the Sumitomo Chemical Sustainability Committee he hopes to help SCC contribute to a sustainable society and realize their corporate goals.

Sumitomo established child care at key locations and expanded HR Policies to be more family friendly (for both men and women) including changes in leave policy, telecommuting and flexible time. For the organization, the main effort has been to communicate gender as not a male or female issue but a whole family or work life balance issue.

Scott is also a member of the Sustainability and Market Outreach Committee of the American Chemistry Council and the UN Global Compact Expert Network.

Srinivas Pallia is the President of Wipro’s Consumer Business Unit with annual revenues of over 1.26 USD which serves 100+ customers in a range of consumer-focused industries including Retail, CPG, New Age, Media & Entertainment, Travel, Transportation & Hospitality and Public Sector.

Srin has been with Wipro for over 27 years in various leadership roles – establishing, scaling and spearheading growth across Business Units, Service Lines and Markets. In his previous role, Srin was Chief Executive of RCTG Business unit. Prior to that, he was Sr. Vice President, Business Application Services, with a team of over 25,000 people across dedicated practices contributing to 30% of Wipro’s global revenues. He has also been Vice President – Business Development & Sales for Americas geography. Srin is a member of the Inclusion & Diversity Council at Wipro.

At Wipro, it is their constant endeavor to foster inclusivity as a way of life in their organizational culture. It is about working together, respecting diversity of thoughts and constantly breaking biases to nurture a more inclusive workplace. Strong communication channels, leadership conversations & quiz series on unconscious bias and training programs reinforce the message of building inclusion. They focus on programs, policies and processes that reinforce inclusion. For example, their Women of Wipro (WoW) programs do not follow a “one-size-fits-all” approach but are customized to suit the needs of women at various stages of their life and work.

Steven McCann joined the Property Male Champions of Change group in 2015. Mr McCann was appointed Group Chief Executive Officer in December 2008 and joined the Board as Managing Director in March 2009.

Mr McCann joined Lendlease in 2005. Prior to his current role, Mr McCann was Group Finance Director, appointed in March 2007 and Chief Executive Officer for Lendlease’s Investment Management business from September 2005 to December 2007. Mr McCann has more than 25 years experience in real estate, funds management, investment banking and capital markets transactions. Prior to joining Lendlease, Mr McCann spent six years at ABN AMRO, where his roles included Head of Property, Head of Industrial Mergers & Acquisitions and Head of Equity Capital Markets for Australia and New Zealand. Previous roles also include Head of Property at Bankers’ Trust, four years as a mergers and acquisitions lawyer at Freehills and four years in taxation accounting.

As a member of the Property Male Champions of Change – a coalition of 21 industry leaders – Steve has lead the group’s work on best practice gender reporting and closing the gender pay gap. As part of this, Steve lead the development of a report – Closing the Gender Pay Gap – that offers a step-by-step guide to ensuring equal pay for equal work, which was signed by over 120 CEOs and NEDs across the Male Champions of Change coalition.
<table>
<thead>
<tr>
<th>Male Champions of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Teresa Vernaglia</strong>, CEO, BRK Ambiental</td>
</tr>
<tr>
<td>For more than 25 years, Teresa Vernaglia has held leadership positions in multinational companies, in the area of telecommunication and energy infrastructure, acquiring experience in the segment during its universalization process. In May 2017, she became CEO of BRK Ambiental, the largest private company acting in environmental business in Brazil, which works to transform the lives of millions of Brazilians by expanding the access to water and sewage services in the country. BRK sponsored a study called “Women and Sanitation”, in partnership with the Brazilian Network of Global Compact, which demonstrated that gender inequalities occur at every stage of a woman’s life. BRK is the only sanitation company which has signed the WEPs becoming unique in its sector. The compromise on gender equality at BRK was materialised when the “Gender Equality Committee”, which counts with Teresa’s leadership, approved a 2 years action plan based on the WEPs. BRK's experience has shown that the key success factor was to establish a solid roadmap firstly starting with quick-wins actions (activities with a big impact in terms of gender equality which need few resources with a short-term conclusion), then following by medium-term and long-term actions. Prior to BRK, Teresa served for 16 years in the AES group, where she held several positions, including, President of AES ERGOS, President of the AES Brasil Institute and President of AES Atimus. She began her career at NEC do Brasil and served as Director of Engineering and Operations of Nextel Telecomunicações Ltda.</td>
</tr>
<tr>
<td><strong>Valeri Chekheria</strong>, CEO, Adjara Group</td>
</tr>
<tr>
<td>Valeri Chekheria is CEO of the Adjara Group and has emerged as a key business leader in the region through his innovative approach to implementing modern business values to the Georgian community. Valeri is a dedicated philanthropist involved in a number of charitable causes and leads the company’s CSR efforts. He is a board-member of the Global Compact Network Georgia as well as of the McLain Association Children. Adjara Group has initiated an employment program within which it provides victims of domestic violence with work opportunities. Last year, the company has funded domestic violence prevention trainings, for school children and teachers, in the mountainous region of Kazbegi where one of our properties is located. Mr. Chekheria identified it as a particular challenge to change mentality in the remote, isolated and conservative regions of Georgia. In the mountainous region of Kazbegi Adjara Group has been successful in redefining the role of women in the workplace and in changing perceptions towards service related positions. Prior to taking leadership of the company in 2011 he served as Chief of Staff to the Minister of Economic Development and the Minister of Finance.</td>
</tr>
</tbody>
</table>