

Sustainability Leaders Summit 2021

Event Programme



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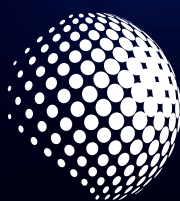


**Sustainability
Leaders
Summit 2021**



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SUSTAINABILITY LEADERS SUMMIT 2021

Leadership session

The Cost of Consumption: Aligning Sustainability and Business Objectives

IMPROVE YOUR ECONOMIC, ENVIRONMENTAL & SOCIETAL PERFORMANCE



PLANET

- Global Warming
- GHG, CO2



PEOPLE

- Health concerns
- Pollution (NOx, SOx, particles, noise, congestion ...)



PROFIT

- Competitive prices
- Reducing non-quality operations
- Brand Image



COMPLIANCE

- Annual reporting
- CSR reports
- CO2/GHG calculations
- SBTi commitment



TK'Blue, Rating & Labelling Agency of Transport

www.tkblueagency.com

David Coleman

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Welcome

Sustainability Leaders Summit 2021

We have taken great pleasure in producing this event that we hope provides you with an exciting and effective digital platform for learning and cultivating important connections within your industry.

All of the team at Connect Media would like to extend our gratitude to the event chairs, speakers, and sponsors who have combined their talents and resources to bring you this year's Summit.

We greatly value your feedback on any aspect of your experience, therefore at the conclusion of the event, we will provide you access to a survey which will assist us in crafting next year's event.

We will also send you information about accessing available speaker presentations, On-Demand content, and sponsor whitepapers for your continued enjoyment.

If at any stage of the event we can be of any assistance, please do not hesitate to send us an email. This is your event; we hope you find it a rewarding and enjoyable experience.



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Founder

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Banksia Foundation is a well-established not-for-profit organisation dedicated to working with industry and community to create an array of platforms to focus attention on the recognition of excellence in sustainability.

BCSD Australia is a CEO-led organisation of more than 40 Australian businesses and non-governmental bodies working together to accelerate the transition to a sustainable world by aligning with the Sustainable Development Goals (SDGs) and acting on climate change.



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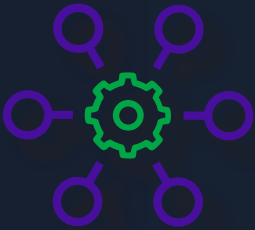
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The Economics of Sustainability

As Director of the Centre for Industrial Sustainability at the University of Cambridge, Professor Steve Evans plays a central role informing and influencing the UK's transformation towards a sustainable industrial system. We spoke with Andrew to get a better understanding of his work and the industrial transition afoot towards more sustainable operating models.

The shift to 'product-service systems', or 'servitisation', will fundamentally disrupt the business model of many manufacturing firms. Will this shift lead to greater quality and lifespan of products, or merely exacerbate waste?

The shift is potentially neutral. It can be done poorly, but the forces at work mean that a shift to selling services is more likely to be profitable and environmentally sound. For example, servitisation means that a company gets their product back when you finish with it and that should improve recyclability.

We have seen in recent years an intensifying consumer pull for eco-products. How is sustainable manufacturing responding to this challenge while maintaining economic sensibilities?

There are many sustainability actions and the outcomes visible to consumers, such as using benign materials, using fewer materials, and bringing our materials back. However, there is so much that can be done that will remain invisible to consumers. Most pollution happens well before consumers ever receive a product, with the exception being energy-consuming products like cars. Manufacturers are responsible for reducing their own energy use, buying cleaner energy, and wasting less materials and

water themselves to make a greater impact. The evidence is very clear that using less energy, materials and water can increase profitability, but it needs companies to use their brains rather than their wallets to solve problems.

Where once sustainable manufacturing was seen as an expensive endeavour for manufacturers, something that was "nice to have", it's increasingly recognised as a business imperative. How do you ensure that sustainability is effectively embedded at the core of businesses with often unsustainable foundations?

The answer to this question has two main dimensions – management systems, and a set of actions. There are various management systems to embed sustainability practices, from deploying KPIs in standard performance management, through to creating a senior board role of 'Chief Sustainability Officer' to foster accountability and establish a constant sustainability presence. The second dimension, action, can be more overwhelming, particularly for businesses and leaders that are relatively new to sustainability. It's easy to be overwhelmed by the information out there; turn to businesses and trusted partners with experience to guide your process. Start with problems that worry you, that pay back – how to use less



Professor Steve Evans
Director of Research in Industrial Sustainability, Cambridge University (UK)

energy or water in your business for example, before moving on to more complicated things like 'how to find a benign substitute material for one of my components?'

Resource scarcity and higher costs for energy and waste disposal will shift manufacturing value creation to new models. What role will the circular economy in particular have in ensuring both sustainability and economic longevity?

The Circular Economy is one path that can take many organisations towards sustainability. It can shift cost structures and effectively lower long term material costs while increasing profits. It does, however, reduce total cost by significantly reducing material costs while increasing labour costs, so it is not a trivial change in the short term and should not be undertaken without due consideration. In the long-term, the Circular Economy can significantly build business resilience. Having access to your own source of raw materials – in the form of your old products coming back to you – might seem like an operational and logistical nightmare at the outset, but it greatly reduces your exposure to global material flows, the importance of which has been exemplified by the ongoing pandemic.



Dr Stefanos Fotiou, Director, Environment & Development Division, United Nations

Dr Stefanos Fotiou is responsible for the planning and implementation of the United Nations Economic and Social Commission for Asia and the Pacific's work on natural resources management, climate change, sustainable urban development, and the green economy. From decarbonisation through to the cities of the future, we sat down with Stefanos to sharpen our approach to the epidemic political and industrial challenges that threaten our sustainability outlook.

A Sharper Vision for a Cleaner Future

The developed world has traditionally created a sharp division between the urban and the natural realm. With urbanisation and environmental degradation closely linked, how can we ensure the cities of the future work in synthesis, not antithesis, with the ecosystems they inhabit?

We have recently published in UNESCAP the "Future of Asian and the Pacific Cities" report which outlines pathways for sustainable urbanisation. The report makes the case for four priorities to realize a sustainable urban future in Asia and the Pacific, each of which contain specific policy pathways (15 pathways in total). A sustainable future occurs when planning lays a foundation; resilience guards against future risk; smart cities deploy the best technology for the job; and financing tools help pay for it all. Getting these essentials right in cities today is vital in order to adapt to the demands of tomorrow. When it comes to the synthesis of urban development and ecosystems let me make reference to the one of the 15 pathways of the report namely the "use of nature-based solutions and resilient infrastructure in integrated urban and climate change planning". There are a number of concrete actions that cities can implement on linking urbanization with ecosystems such as the:

- Development of constructed wetlands for contaminant remediation and maintaining ecosystem services.
- Large scale application of urban agroforestry to address challenges of land tenure, health, food security and unemployment.
- Rehabilitating mangroves to protect coastlines and island biodiversity in coastal and island cities
- Use of combined natural and engineered infrastructure for water management.

The failure to decarbonise is caused not by economic barriers but by vested corporate interests and political inertia. How do we overcome political and corporate barriers to ensure a critical mass of climate action is achieved?

The UN Secretary General has recently outlined specific measures that can ensure a critical mass of climate action. These include to cancel all global coal projects in the pipeline, end coal plant financing & shift investment to renewable energy projects and jump-start a global effort to a just transition. In addition, putting a fair price on coal and applying widely the polluters pay principle are measures that are very much needed. In the UNESCAP we've showed with our analytical work that such measures create economic and social co-benefits beyond the environmental ones. Using this evidence during policy making will help to overcome a number of behavioral and institutional barriers. I also believe that greater accountability of all stakeholders will result in better climate action.

Air pollution is both a tangible and daily impact on human wellbeing felt in cities across the world, and a sign that earth's lungs are choking on greenhouse gas emissions. How can we both reduce air pollution and leverage its tangibility for broader climate awareness?

The causes of air pollution and the sources of pollution vary among various countries and geographical areas. Our study shows for example that in Thailand and other countries in the region, forest fires and agricultural fires are a big source of pollutants. Internal combustion vehicles are also responsible for a big part of air pollution alongside energy generation from fossil fuels and industrial activity. To respond to this multi-dimensional problem, we need a set of solutions that are targeting three categories of measures: Conventional emission controls focusing on emissions that lead to the formation of fine particulate matter (PM2.5). Further air-quality measures for reducing emissions that lead to the formation of PM2.5 and are not yet major components of clean air policies in many parts of the region. And measures contributing to development priority goals with benefits for air quality. Such measures include but are not limited to the following:-

- Strengthen emission standards for road vehicles
- Strengthen industrial process emissions standards
- Better management of agricultural crop residues
- Prevent forest and peatland fires
- Promote more efficient rice production practices
- Increase electrification of transport while at the same time replacing fossil fuel energy sources with renewable ones.

Climate action has traditionally been seen as the developed world's luxury, but the developing world's burden. How can we ensure that climate action does not unjustly reinforce developing nations' economic disadvantage, while recognising that these countries will be most affected by climate changes?

The international framework of climate negotiations recognises the principle of common but differentiated responsibility. This principle, and the way that is applied, can ensure a fair transition to carbon neutral economy. While the practical application of this principle requires set standards and reference dates it is still a guiding principle. The Paris agreement has also established a mechanism for Loss and Damages. The so-called Warsaw International Mechanism for Loss and Damage promotes the implementation of approaches to address loss and damage associated with climate change impacts, in a comprehensive, integrated and coherent manner. The mechanism is established under the United Nations Framework Convention on Climate Change to assist developing countries that are particularly vulnerable to the adverse effects of climate change by:

- Enhancing knowledge and understanding of comprehensive risk management approaches to address loss and damage
- Strengthening dialogue, coordination, coherence and synergies among relevant stakeholders
- Enhancing action and support, including finance, technology and capacity-building.

Charting a New Path to Progress

The ongoing pandemic has had a consequential impact on all sectors of the national economy, but perhaps none more than the airline industry. As Group Executive, Government, Industry, International, Sustainability at QANTAS Airways, Andrew has visibility over the disruption that has unfolded and the potential for sustainable change moving forward. We sat down with Andrew to discuss what is on the horizon for the nation's carrier.



Andrew Parker, Group Executive, Government, Industry, International, Sustainability
Qantas Airways

You witnessed first-hand the devastation that crises can wreak on industries dependent on the global movement of people. How did Qantas respond to the challenge, and how will COVID shape the way businesses think about risk?

The aviation industry has experience in managing and reacting to risk. Whilst COVID has certainly been one of the biggest challenges the broader community and airlines have experienced in the last 100 years, it isn't the first crisis and won't be the last. We have in place a robust Risk Governance framework that is consistent across all of the

group's activities, and this has stood us in good stead during this period.

Qantas was very quick to recognise the impact on our business and to take the necessary steps to reduce operating costs in recognition of the near total collapse in revenues. We engaged with all stakeholder groups, employees, supply partners, lenders, the government and our customers to introduce measures to preserve cash to give the groups flying businesses their best chance of survival over what has continued to be an everchanging and unknown time frame.

Sadly, we had to stand down over 25,000 of our employees in the first phase, reduce overall numbers by a minimum of 8500, raise capital from the market to fund ongoing cash flow, and talk to our suppliers to seek deferred payment terms. These are very significant changes to a business based around its people. As borders slowly start opening again we will rebuild the business in a smarter way. We know the travel experience will be different post COVID but we believe Qantas is well positioned to meet the needs and expectations of its customers.

Aviation produces around 2 per cent of all global CO2 emissions. How has Qantas responded to the challenge of committing to real emissions reductions in an industry reliant on fuel emissions?

Reducing our impact on the environment is one of the core pillars of the Qantas Strategy. We recognise that we must demonstrate a clear focused plan that delivers a tangible and measurable pathway to real emissions reductions over time. We have taken a number of industry leading initiatives including being the second airline in the world to adopt a net zero emissions target for 2050, committed \$50m over the next 10 years to support the development of a sustainable aviation fuel (SAF) industry and are exploring with our aircraft and engine suppliers new low emission technologies including hybrid electric and hydrogen powered aircraft.

Qantas Group joined the Climate Active 100+ coalition and was an early adopter of both the Taskforce for Climate Related Financial Disclosures (TCFD) and of the Carbon Offset Reduction Scheme for International Aviation (CORSA). These measures are all designed to track and measure, on a consistent basis, real emissions reductions and we believe will be important to demonstrate to our stakeholders our real progress in reducing our emissions.

Over the next year we plan to develop interim targets to chart a clear path to our net zero emissions 2050 goal and embed sustainability in all key business decision making.

How can we ensure that the COVID recovery emphasises sustainability imperatives?

One of the most common statements I hear from investors, employees and customers is "when you

resume full flying services, we expect you to be doing this more sustainably and not return to the ways of the past". For Qantas, this is not optional - it's a fundamental part of our post COVID flying strategy. We are determined to make progress on the development of SAF production in Australia, to expand our carbon offset options for customers and to introduce operational and technology improvements that reduce our carbon footprint.

Whilst investors are leading the pressure for airlines to clearly set emissions reductions pathways and targets, they are not lone voices. Our customer engagement research continues to flag that customers will choose businesses with a clearly demonstrated sustainability plan over one which is vague in its targets and commitments. Our employees also insist we take action and view this as a fundamental component of our brand and in their choice of employer. In summary, not only is it the right thing to do, but it makes complete business sense to continue to emphasise and drive our sustainability initiatives.

What are some of the lessons and opportunities you see coming out of Qantas' Fly Carbon Neutral program?

The Qantas Fly Carbon Neutral program has been running for over 10 years and is one of the most successful airline consumer emissions offsetting programs in the world. Up to 10% of our passengers who directly book their flights with us choose to offset their flying. As this is only 50% of the passengers we carry (the rest book their flights through agents) we are expanding the offering to our agency partners in 2021. Despite the significant reduction in flying we are really pleased to see that the 10% take up has been maintained and slightly increased over the last 12 months which demonstrates our passengers value the program and want to participate in it.

We believe we can do more however and would like to see that take up closer to 50% across the Qantas and Jetstar brands. The challenge is always to better communicate the program to our passengers. Many are still not clear what a carbon offset is and how it benefits the environment and also how little the cost is to offset your flight. Offsetting the cost of a Sydney / Melbourne return flight costs less than the price of a cup of coffee.

08:30 Registration, Refreshments & Networking

09:00 OPENING REMARKS FROM THE CHAIRMAN
The Challenges & Opportunities Reshaping Retail**CLAIRE FERRES MILES**
Chief Executive Officer **Sustainability Victoria**09:10 GLOBAL KEYNOTE
Mars Inc: A New Perspective on Sustainability**KEVIN RABINOVITCH**
Global Vice President, Sustainability **Mars (USA)**09:35 OUTLOOK SESSION
Business Imperatives: Defining Your Sustainability Agenda

Climate's primacy as a mainstream political and economic issue is challenging businesses to reconceive established operating models. This session sets the tone for the Summit, as we discuss the rising influence of sustainability practice over the corporate agenda. We will consider how corporations are navigating an increasingly hostile climate debate and uncover whether extreme ideas about sustainability are as popular in the real world as they are on Twitter.

RICCARDO RIZZI
Director Sustainability IFM, Energy and Sustainability Services, Australia
Jones Lang LaSalle
MARGARET STUART
Head of Corporate and External Relations **Nestlé**
ROGER SHARP
Chief Sustainability & Corporate Affairs Officer
Bupa Australia

10:25 Morning Refreshments & Networking

11:00 SPONSOR KEYNOTE
What Does Sustainability Leadership Look Like? A Conversation We Need to Have**ASHLEIGH GAY**
Head of Sustainability Leadership
Edge Environment11:15 LEADERSHIP SESSION
The Cost of Consumption: Aligning Sustainability and Business Objectives

Is it possible to wholeheartedly pursue a sustainability agenda without cannibalizing your organisation's profitability? This session addresses the seemingly contradictory responsibilities of fueling growth through consumption while committing to sustainable practice. We'll hear how this dialogue plays out at the Board level, and see first-hand what courageous leadership looks like in sustainability.

DAVID INALL
Chief Executive Officer **Australian Dairy Farmers**
JANETTE O'NEILL
Group Head of Sustainability **QBE Insurance**
ELOISE BISHOP
Head of Sustainability
Country Road Group & David Jones
DAVID COLEMAN
Country Representative **TK'Blue Agency**

12:05 NATIONAL KEYNOTE
Sustainable flying post COVID: the Qantas plan**ANDREW PARKER**
Group Executive, Government, Industry, International, Sustainability **Qantas**

12:30 Lunch and Networking

13:40 INTERNATIONAL KEYNOTE
Sustainability at the Core: Shaping a Collective Response to Climate Crisis**DAVID BENATTAR**
Chief Sustainability Officer
The Warehouse Group (NZ)14:05 STAKEHOLDER ENGAGEMENT SESSION
Towards Transparency: Forging a Credible Path to Progress

Today's business climate is embroiled by heightened transparency. From severe reputational damage to litigation emerging as a credible threat, climate-orientated financial disclosure has been cast into the light. In this session, we'll hear from leading experts on how your organisation can measure and report on systematic climate risks, and ultimately develop and implement actionable business responses.

KIERA FLYNN
Sustainability Manager **L'Oreal Australia**
FIONA LAWRIE
Sustainability and Aboriginal Affairs Manager
Wesfarmers
REBECCA JINKS
Head of Sustainability **Cushman & Wakefield**

14:50 Afternoon Refreshments & Networking

15:15 INDUSTRY KEYNOTE
Infusing Sustainability at the Business Core**SUSAN MIZRAHI**
Chief Sustainability Officer **Australia Post**15:40 CULTURE AND STRATEGY SESSION
Cultures Uncovered: Unleashing the Power of People

To truly infuse sustainability at the heart of your organisation, employees must align with - and unite behind - a shared corporate vision. But how do you build sustainability as a genuine commitment, rather than a scripted response to market forces? In this session, we'll discuss the psychology behind culture, unpack the tools and strategies that enable constructive dialogue, and hear what it takes to live and breathe sustainability as an anchor of corporate identity.

JAANA QUAINANCE-JAMES
Chief Sustainability Officer
Global Fashion Group
RUBY DIAZ
Manager Environmental Sustainability **Linfox**
KATHRYN FRANKLIN
Sustainability Manager **Coles**

16:30 GLOBAL KEYNOTE
Stepping Up Action on Sustainability**VANESSA WRIGHT**
Vice President, Global Sustainability
Pernod Ricard (FR)16:55 VISIONARY KEYNOTE
Scaling Up Innovation for a Sustainable Future**PROFESSOR STEVE EVANS**
Director of Research in Industrial Sustainability
University of Cambridge (UK)

17:15 CLOSING REMARKS FROM THE CHAIRMAN

CLAIRE FERRES MILES
Chief Executive Officer **Sustainability Victoria**

17:20 Close of Day One

08:40 Registration, Refreshments & Networking

9:05 OPENING REMARKS FROM THE CHAIRMAN

ANDREW PETERSEN
Chief Executive Officer
Business Council for Sustainable Development Australia

09:10 GLOBAL KEYNOTE INTERVIEW
Planning Ahead: A New Lease on Sustainability

DANIELLA FOSTER
Vice President & Global Head of Public Affairs and Sustainability Consumer Health
Bayer (USA)

09:35 CONSUMER SESSION
Advocacy at Scale: Influencing the Social Agenda

Sustainability is on the consumer mind. We are holding ourselves and the brands that represent us to higher levels of accountability. But creating a lasting impression on consumers and permanently shifting behaviour remains a considerable challenge. In this session, we will discuss the ways in which businesses are educating and influencing consumers to make more sustainable, ethical purchasing decisions.

SARAH CLARKE
Group General Manager, Sustainability and Reputation
Mirvac
RYAN SWENSON
Head of Sustainable Development
Officeworks
SALLY TOWNSEND
Head of Sustainability
Blackmores

10:25 NATIONAL KEYNOTE
Growth vs. Impact: Gaining buy-in from the Board

AMANDA BANFIELD
Chief Executive Officer
Nando's Australia & New Zealand

10:50 Morning Refreshments & Networking

11:30 PARTNERSHIP SESSION
Allied for Advantage: A Collaborative Response to Shared Challenges

Any individual organisation has only so much influence over the global carbon footprint. A collective response is required to elevate meaningful yet isolated impacts into outcomes of greater significance. In this session, we'll observe that the sustainability journey is better not walked alone; uncovering how companies can effectively align behind shared suppliers and the end-consumer to reform business practices and deliver CSR initiatives of substantial value.

KATE FORBES
Director, Innovation
Aesop
HELEN MILLICER
Manager ANZPAC Plastics Pact
Australian Packaging Covenant Organisation
RICK LAMBELL
Head of Sustainable Development
Kmart Group

12:20 HEADLINE KEYNOTE
Thinking beyond Carbon Offsetting how Business can Adapting to a long-term approach to managing climate risk

DR STEFANOS FOTIOU
Director, Environment and Development Division
United Nations (TH)

12:45 Lunch & Networking

14:00 SUPPLY CHAIN SESSION
Carving New Pathways: Ushering in a New Era of Supply

As the dimensions of sustainability shift, businesses are reexamining and reengineering their supply pathways to create long-term value while mitigating regulatory, operational and financial risks. The complexity of this task is not easily overstated. In this session, our panelists will candidly confront the reality of building supply chains for a sustainable future.

TROY POWELL
Head of Sustainability
Orica
JEREMY GOODMAN
Director, Supply Chain
Carnival Australia
LYNETTE RYAN
Head of Sustainability
SunRice
CHRIS HANCOCK
Enterprise Growth Leader
Bill Identity

14:50 JOINT KEYNOTE
Sustainability in health care during a pandemic

SIOBHAN LEACH
Group Sustainability Officer
Ramsay Health Care
SUE PANUCCIO
National Environment Manager
Ramsay Health Care

15:20 INTERNATIONAL KEYNOTE
Adapting to a Sustainable Future: Transforming Traditional Business Models

ANDREAS AHRENS
Head of Climate
Inter IKEA Group (SE)

15:45 CLOSING REMARKS FROM THE CHAIRMAN

ANDREW PETERSEN
Chief Executive Officer
Business Council for Sustainable Development Australia

16:00 Close of Summit



DANIELLA FOSTER

Vice President & Global Head of Public Affairs & Sustainability, Consumer Health **Bayer (USA)**

Daniella Foster is the Global Vice President and Head of Public Affairs, Science and Sustainability for Bayer's Consumer Health Division. In this role, she is responsible for embedding sustainability into the fabric of the divisional business model, including strategy and ambition development, implementation and impact stewardship.

This work focuses on empowering the transformation of everyday health for 100 million people in underserved communities around the world by 2030 through health literacy programs, access strategies and planet-friendly packaging. A policy innovator and social entrepreneur, she has spent her career focused on actionable innovation in the government, business and non-profit sectors. Foster has worked across sectors leading initiatives to develop new brands and categories, grow small businesses, connect entrepreneurs to global supply chains, develop youth job skills and accelerate innovation.

Previously, Foster was the Vice President of Global Corporate Responsibility at Hilton, where she

created and implemented programs that positioned Hilton as the industry leader in sustainable travel and tourism, launching its 2030 Goals agenda and securing the top ranking on the Dow Jones Sustainability Index among hospitality companies.

Foster previously led global Corporate Affairs and Science Communications for the innovation hub of Mars, Incorporated. She also earned valuable public-sector experience at the U.S. Department of State, where she held roles of increasing responsibility and scope, and owned the Department's partnerships and social innovation agenda. She is passionate about social entrepreneurship and serves as the Chairwoman of the Emergent Leaders Network, a non-profit she co-founded that provides scholarships and mentoring to community college students.

Foster is a board member of the United Nations Global Compact Network USA and the U.S. Chamber of Commerce Foundation and serves as a Commissioner for the Global Business Coalition Education's Youth Skills and Innovation Commission. She holds an M.A. in Social and Public Policy from Georgetown University and a B.A. in Intercultural Communications and Business from Pepperdine University. "I know where we could end up next!"



PROFESSOR STEVE EVANS

Director of Research in Industrial Sustainability **Cambridge University**

Professor Steve Evans joined academia in 1988 after 12 years in various industries. He has led the EPSRC Centre for Innovative Manufacturing in Industrial Sustainability bring together Cambridge, Cranfield, Loughborough & Imperial College. He has led over £40m in grant research including the UK's 1st grant studying how multi-disciplinary teams innovate, and the 1st grant in sustainable business models and what we now call Circular Economy (in 1995). Steve is Director of the Centre for Industrial Sustainability

at the University of Cambridge, and leads research across many aspects of the transformation toward a sustainable industrial system, he is also a visiting Professor at the Royal College of Art. Steve has founded various cleantech start-ups. He has been Special Adviser to the House of Lords, as well as holding many policy informing roles in the UK and globally. In 2019, Steve was recognised by his peers for academic excellence by his election as Member of Academia Europaea. Steve is particularly proud of his students who include two current female PVCs and the UK's first female Head of a Business School. He is a father of two and a black belt at judo.



VANESSA WRIGHT

Vice President, Global Sustainability **Pernod Ricard (FR)**

Appointed to Pernod Ricard HQ in August 2017, Vanessa is responsible for the creation and global implementation of the Group's new 2030 'Good Times from a Good Place' Sustainability strategy. Before joining the HQ, she held the position of Global Communications Director for Martell Mumm Perrier-Jouët and prior to this, she spent 17 years in a number of Communications roles in the UK for Pernod Ricard, including Global Communications

Director for Chivas Brothers, the Scotch Whisky and Gin business. During her career, she has also worked for a number of luxury and food & drink consultancies and spent 5 years as a Senior Press Officer for The National Farmers Union. Vanessa has been awarded The Cambridge Institute Business Sustainability Management Certification. She is a Master of the Keepers of the Quaich, a Liveryman for the Worshipful Company of Distillers and is a past Chairman of The Benevolent, the industry charity. She is an experienced scuba diver and has a passion for protection of the sea and environment.



ANDREAS AHRENS

Head of Climate **Inter IKEA Group (SE)**

Andreas Ahrens, MSc in Engineering, leads the climate agenda for Inter IKEA Group (the IKEA franchisor) and the full IKEA value-chain - from raw material extraction to product end-of-life. He is the main spokesperson for climate - internally and externally - for the total climate agenda at IKEA.

He also leads the connected strategic initiative to secure that IKEA develop the organisation to meet the set strategic commitments and targets to become climate positive by 2030 by reducing more greenhouse gas emissions than the IKEA value chain emits, while growing the IKEA business. He has previously worked extensively with sustainability integration into both product development and supply chain management, with special focus on climate and circular economy.



DR STEFANOS FOTIOU

Director, Environment & Development Division
United Nations (TH)

Dr. Stefanos Fotiou is the Director of the Environment and Development Division in the United Nations ESCAP. Stefanos is responsible for the planning and implementation of the UN ESCAP work on natural resources management, climate change, sustainable urban development, green economy as well as for the overall coordination of the follow up and review of the 2030 Agenda and the SDGs. Highlights of his work in his current post include successfully leading intergovernmental negotiations resulting in specific normative outcomes, establishing new initiatives on technical cooperation and capacity development as well

as ideating and steering analytical work in the substantive areas of his responsibility. Prior to this he worked for 10 years in the UN Environment Programme in various roles in the Economy Division and in the Asia-Pacific office. Before joining the UN, he had worked for the private sector and academia on issues of regional sustainable development. Throughout his career, Stefanos has taken leading roles in international fora, has conceptualised and led the development of regional and national strategies on environment and sustainable development and his work has been published and referenced. He holds a PhD in Natural Resource Economics, a Master of Science in Information Systems, and a Master of Science in Forestry and Natural Environment.



KEVIN RABINOVITCH

Global VP Sustainability and Chief Climate Officer
Mars (USA)

Kevin Rabinovitch is the Global VP Sustainability and Chief Climate Officer for Mars, Incorporated. In his role his team leads the corporate strategy for the Healthy Planet portion of Mars' Sustainable in A Generation Plan. This covers not just their carbon, water and land targets but associated policies and external engagement with expert stakeholders. This includes directly managing a global portfolio of renewable energy projects. His team leads the assessment of environmental

impact for Mars' entire value chain and the translation of external environmental science into policy and strategy for the business.

Externally, among other roles, Kevin helps lead the CGF Forest Positive Coalition of Action, the High Value Ecosystem pillar of OP2B and frequently speaks externally on behalf of Mars' sustainability program. He has been with Mars for 27 years, 14 years in sustainability and the first 13 in R&D functions of multiple Mars business segments in the U.S. and Europe specializing in technology development, scale up and intellectual property.



AMANDA BANFIELD

Chief Executive Officer
Nando's Australia & New Zealand

Amanda has over 30 years experience in the food industry. She's passionate about growing people, brands and business, and believes that businesses have a vital leadership role to play in showing how this can be achieved sustainably and equitably.

Since joining Nando's as CEO in July 2020, Amanda has been working with the team to accelerate and advance Nando's sustainability agenda, committing

to halve the impact of a Nando's meal by 2030. In her previous role as President Mondelez Australia, New Zealand & Japan she championed sustainability, including recently signing a renewable electricity PPA with the City of Melbourne, reducing emissions from the Australian manufacturing of Cadbury chocolate, The Natural Confectionery Company and Pascall lollies by 83% and shrinking Mondelez' carbon footprint by 40,000 tonnes per year. As Deputy Chair of the Australian Food & Grocery Council, Amanda has also focused on reducing the industry's impact particularly relating to packaging.



ANDREW PARKER

Group Executive, Government, Industry, International, Sustainability
Qantas Airways

Andrew manages the Group's government, industry, public policy, regulatory, international affairs and sustainability worldwide. Andrew is a board member of the peak advocacy group for airlines in the region - Airlines for Australia New Zealand (A4ANZ) - and is also a board member of IATA's industry committee and an Advisory Board Member of the Tourism

& Transport Forum. Before Qantas, Andrew was Senior Vice President - Public, International, Industry, Environment Affairs at Emirates, based in Dubai. Andrew was previously the founder and Managing Director of a large public affairs firm that was acquired by the Ogilvy Group in 2001. He has also been a press secretary and senior political adviser to various Australian political leaders and Ministers and worked as a journalist in newspapers and television in Australia, the US and UK. He is Chairman of the NSW Australia Day Council.



KATHRYN FRANKLIN

Head of Sustainability Reporting and Engagement
Coles Group

Kathryn joined Coles Group in July 2017. She has responsibility for supporting the development of Group-wide sustainability strategy, driving sustainability reporting and disclosures, and engaging with internal and external stakeholders, including ESG analysts and investors.

Before joining Coles, Kathryn was a Director at EY (and previously NetBalance) in the sustainability strategy and reporting team, working with clients to identify their material sustainability issues, developing strategies to respond to these issues and preparing sustainability reports and disclosures. Prior to her consulting work, Kathryn had senior sustainability and corporate affairs roles in the energy, retail and architecture sectors.



SUSAN MIZRAHI
Chief Sustainability Officer
Australia Post

Susan Mizrahi is a senior sustainability strategist and has some 20 years' experience working in Asia, Europe, North America, as well as domestically, on international, business and human rights issues. She is committed to leading positive, systemic change on social and environmental issues and has achieved this through working collaboratively across and within the private, public and not-for-profit

sectors. Susan has particular expertise in business human rights obligations, sustainable supply chains, forced and child labour, and the China-Tibet issue. She is skilled in strategy, communications, public policy and advocacy, and is actively committed to advancing the UN Global Compact principles and the UN Sustainable Development Goals. Susan is the Chief Sustainability Officer at Australia Post and acts as Chair of the London Benchmarking Group. She is also a member of the UN Global Compact Human Rights Leadership Group and GCNA's Modern Slavery Community of Practice.



DAVID BENATTAR
Chief Sustainability Officer
The Warehouse Group (NZ)

David was appointed to the role of Chief Experience Officer in 2016 and most recently the newly created role of Chief Sustainability Officer in 2018 for The Warehouse Group. He comes from an international background of developing innovative marketing solutions for global brands and retailers such as Sears, Kmart, Sephora, L'Oréal and The Estée Lauder Companies. Prior to joining The Warehouse

Group, David was CEO of Hyperbolic - a New York based digital agency and innovation lab. There he led strategy and creative developments for global brands and technology start-ups. David is passionate about corporate social responsibility and sustainable development, with expertise spanning both corporate and non-profit organisations. He is an advisory board member of the New Zealand Sustainable Board Council. In his role at The Warehouse Group, David oversees the transformation the Group's engagement methods to deliver on the TWG vision of building a sustainable and flourishing New Zealand.



TROY POWELL
Head of Sustainability
Orica

Troy Powell was appointed to his current role of Head of Sustainability at Orica in February 2019. He joined after six years with Telstra, and has compiled over 20 years' experience across industry and consulting reinforcing a career as a customer-centric, entrepreneurial and high achieving sustainability leader. He creates

competitive advantage by capturing the value between sustainability and business strategies to achieve cost savings, improved culture, enhanced brand and reputation, product differentiation and customer outcomes. He truly believes in the potential for digital solutions to enable positive social and environmental impact, and is currently a student mentor with The Smith Family and serves on the Green Building Council of Australia Expert Reference Panel for Climate Resilience.



RICK LAMBELL
Head of Sustainable Development
Kmart Group

Rick is a sustainable development specialist with over 15 years' experience in research, teaching, management consulting and corporate sustainability roles. He currently leads the development and implementation of Kmart Group's sustainable development program (Kmart, Target and Catch -

part of Wesfarmers Group), with a focus on policy, strategy, partnership development and program management in relation to human rights (living wage, modern slavery, women's empowerment), environment (materials, waste, water and chemicals) and circular economy. He is passionate about the role that inclusive and responsible businesses can play in achieving poverty alleviation and sustainable development goals.



ROGER SHARP
Chief Sustainability & Corporate Affairs Officer, Australia & New Zealand
Bupa

Roger Sharp joined Bupa Australia and New Zealand's executive leadership team as the Director of Corporate Affairs in February 2019. Roger was formerly General Manager of Corporate Affairs for Bupa Asia Pacific from 2010-2012 and was instrumental in the launch of the Bupa brand in Australia and New Zealand.

He has significant strategic communications, public affairs, media and external relations experience across multiple sectors and geographies. He has a strong track record of building both highly effective teams and corporate reputation, having spent the past decade in roles with the Victorian Government's Department of Health and Human Services, Treasury Wine Estates and Cadbury. Prior to this he was a Special Adviser to both the Secretary of State for Trade and Industry and the Secretary of State of Culture, Media and Sport in the British Government.



SARAH CLARKE

Group General Manager, Sustainability & Reputation
Mirvac

Sarah leads the Mirvac sustainability strategy, This Changes Everything, and is the Deputy Chair of government agencies, Cladding Safety Victoria and Sustainability Victoria. She has deep public affairs and sustainability experience across multiple

sectors and industries, including property, oil and gas, public transport, and social policy. Sarah received a Master of Arts (Professional & Applied Ethics) from the University of Melbourne, is a graduate of the McKinsey Executive Leadership program, the Prince of Wales Business & Sustainability Leadership program from the University of Cambridge, and holds a Bachelor of Arts (Hons, English) from James Cook University.



SIOBHAN LEACH

Group Sustainability Officer
Ramsay Health Care

Siobhan Leach joined global health care provider, Ramsay Health Care, in 2020 as the Group Sustainability Officer. Working with the global sustainability leads, Siobhan's role is to deliver the Ramsay Cares sustainability strategy across

three sustainability pillars of: caring for our people, caring for our planet and caring for our community. Siobhan has worked in sustainability and environmental management for over 20 years and has a wide range of experience in sustainability strategy, reporting and governance. Siobhan is excited to be working in the health care sector at this challenging time helping to deliver stronger communities, healthier people and a thriving planet.



SUE PANUCCIO

National Environment Manager
Ramsay Health Care

Sue Panuccio is the National Environment Manager for Ramsay Health Care Australia. This role supports 72 hospitals and health care facilities across Australia. During her short time in this role, she initiated the establishment of an Environmental Sustainability Fund enabling individual facilities to seek funding for and to progress sustainable projects. She was also the instigator of a national initiative to ban a range of single use plastics items and converting to more sustainable options. This is estimated to include over 24 million items per year, Sue has over 20 years experience in senior roles

in organisation management, and her varied roles including hospital CEO and key roles in Corporate and Community Services, Corporate Social Responsibility and Project Management provide her with a unique perspective and adaptability. Her passion for sustainability and the environment is also evident in the eco-accommodation retreat she co-owns and manages. The retreat was one of the first such sites in Queensland to achieve globally recognised advanced eco certification. She has created a gazetted private nature refuge on her property and is part of the Koala Conservation and Land for Wildlife programs. She spends much of her spare time exploring incredible natural places in Australia and overseas.



ANDREW PETERSEN

CEO
Business Council for Sustainable Development Australia

Andrew has over 25 years' environmental and planning law and policy experience as well as 10 years at a CEO and Director level in the not-for-profit sector initiating and driving systems change in policy and sustainable development through project design and delivery.

He has been a qualified environmental and planning litigation practitioner and policy advisor with roles at Sydney City Council and holding the position of Partner at Gagens Lawyers and PricewaterhouseCoopers, where he was also one of the founders of the PricewaterhouseCoopers Sustainability & Climate Change practice.



CLAIRE FERRES MILES

Chief Executive Officer
Sustainability Victoria

Claire was appointed CEO Sustainability Victoria in November 2019 and was previously City of Melbourne's Director City Strategy and Place. Claire is an optimistic leader driven by curiosity and purpose. She was appointed as Chair of Place Leaders Asia Pacific in December 2020, and has held executive roles in Transport for London, Victorian Government, Local Government, and in the private sector. Claire is highly regarded for her collaborative leadership, authentic community engagement and innovative partnerships, and has been recognised as an IPAA Victorian Fellow (2019) and a 'Top 50 Woman in the Victorian Public Sector' (2017).

Claire is passionate about leading teams to achieve public value, positive impact and deliver tangible outcomes for our community, with significant achievements in affordable housing, sustainability, transport and planning - to ensure our future is one of social, economic and environmental prosperity.

She has a Master of Transport, a Master of Traffic, a Bachelor of Planning & Design with majors in Landscape Architecture and Urban Design and is a Graduate of the Australian Institute of Company Directors and IPAA Integrity. She has created a gazetted private nature refuge on her property and is part of the Koala Conservation and Land for Wildlife programs. She spends much of her spare time exploring incredible natural places in Australia and overseas.



FIONA LAWRIE
Sustainability & Aboriginal Affairs Manager
Wesfarmers

Fiona Lawrie is the Sustainability and Indigenous Affairs Manager with Wesfarmers. Fiona has a thorough understanding of the complex environmental and social risks facing large corporations and has experience managing these issues across complex supply chains. Fiona holds a Bachelor of Arts majoring in international relations from the University of Melbourne and a Master of Environmental Management and Corporate Sustainability from Monash University. Fiona speaks Mandarin fluently having completed her Chinese

studies at Liaoning University, Shenyang, and the Political University of Taiwan. From 2013-2015 Fiona was the Executive Director of the Australia-China Youth Dialogue, the preeminent track two dialogue for emerging Australian and Chinese leaders. Fiona was a delegate on the first and second Australia-China High Level Dialogue co-chaired by the Hon Peter Costello and frequently speaks on the topic of Sino-Australian relations. Prior to joining Wesfarmers Fiona worked on water projects in China for a number of years, and held commercial roles with ANZ. In 2013 Fiona was recognised by the World Economic Forum as a Global Shaper and has spoken at several World Economic Forum meetings on the topic of sustainability.



JANETTE O'NEILL
Group Head of Sustainability
QBE Insurance

Janette joined QBE in 2017 to establish and lead their global sustainability function. Her career started in strategy consulting and she has worked in several countries as a consultant and in senior leader roles related to strategy,

sustainability, transformation and HR. She has worked for global companies including Andersen Consulting, PwC and NAB. Janette is currently on the Prince of Wales Accounting4Sustainability expert panel and the Arise Leadership Circle. She is a non-executive director of the PwC Foundation and a board member of the UNEP Principles for Sustainable Insurance (PSI).



JAANA QUAINANCE-JAMES
Chief Sustainability Officer
Global Fashion Group

Chief Sustainability Officer of Global Fashion Group, parent company of the ICONIC and three other internet retailers globally. A member of the global executive team Jaana is responsible for integrating sustainability into all elements of the business' operations across 17 countries and execution of the global sustainability strategy. Drawing on 15 years' experience in multi-category retail, prior to being promoted to GFG, Jaana led THE ICONIC's sustainability agenda and was responsible for delivery of THE ICONIC Considered, a ground-

breaking way for customers to shop by their sustainability values, and the #whomademyclothes documentary for Fashion Revolution 2019. In her role she draws on developing and implementing change programs that deliver sustainability and ethical sourcing objectives. She has strong expertise in internal and external stakeholder engagement and a comprehensive knowledge of both the issues on the ground and how to drive forward long-lasting change. Jaana has a Master of Arts in Organisations and Social Change from the City University of London specialising in Corporate Social Responsibility and a Bachelor of Arts in International Relations & Social Policy from Victoria University of Wellington, New Zealand.



ELOISE BISHOP
Head of Sustainability
David Jones & Country Road Group

As Head of Sustainability for David Jones and Country Road Group, Eloise leads the retailers' Good Business Journey sustainability strategy. This program embeds sustainability into every aspect of the David Jones and Country Road

Group brands, including their work with suppliers, partners and customers across eight key areas: ethical trade, sustainable farming and sourcing of raw materials, energy efficiency, waste reduction, water stewardship, social development, health and wellness, and people and transformation. Eloise and her team work with suppliers to maintain high ethical and social standards in the supply chain and to ensure the use of responsibly sourced fabrics.



RICCARDO RIZZI
Director Sustainability IFM, Energy & Sustainability Services, Australia
Jones Lang LaSalle

Riccardo is the Head of Energy and Sustainability Australia for JLL. He leads a team of 30 people who deliver environmental reporting and compliance, energy efficiency projects and environmental certification for a large cross-section of Australian corporations and government. Riccardo has 25 years' experience in environmental management,

with the last 14 years in property. Earlier roles have been with the Australian Commonwealth government, Melbourne airport, environmental consultancies and industry. He has extensive experience in environmental reporting, waste management, leasing negotiations, environmental compliance, environmental policy and remediation. Riccardo leads high-performing teams that consistently deliver an exceptional environmental service for clients. He does this by understanding his clients' particular needs and operational constraints.



DAVID INALL
Chief Executive Officer
Australian Dairy Farmers

David Inall has 25 years of experience in leadership roles in Australian and International agricultural peak bodies. Starting as a policy manager with the NSW Dairy Farmers Association, he spent 6 years learning the policy and advocacy trade during a period of industry deregulation. David has also held the position of Chief Executive Officer with the Cattle Council of Australia (Canberra), and Livestock Export Manager (Asia & Australia) for Meat & Livestock Australia/Livecorp (Sydney). His career experience has given him insight to state-based, national and international organisations, working on both the lobbying and levy-collecting sides. With demonstrated leadership, policy management

and advocacy at the most senior level, David has experience working with highly complex issues and is capable of balancing distinctly different needs. Results-focused, and highly collaborative, he has a proven record in multi-stakeholder engagement including working with and for a Board. David also has extensive experience working with members, the broader industry and government on strategic policy matters, including animal welfare and sustainability as well as issues related to the federal political strategy. With a passion for agriculture, David believes his strong industry links and love of livestock will assist in supporting the dairy industry to seize upon future opportunities. David has a Bachelor in agricultural science from the University of Western Sydney and is a graduate of the Australian Institute of Company Directors.



KIERA FLYNN
Sustainability Manager
L'Oréal Australia & New Zealand

Kiera Flynn is a corporate affairs professional, providing strategic planning and leading L'Oréal's sustainability agenda, L'Oréal for the Future, an overarching campaign to advance sustainable practices across all aspects of the business, for the Australian market. Kiera will work with the business to transform internal processes, develop strategic projects and partnerships to ensure L'Oréal Australia's contribution to the L'Oréal Group's global sustainability commitments. L'Oréal's new

commitments will not just focus on their direct impact. They will also tackle their indirect, extended impact, related for example to the activity of suppliers and the use of products by consumers. L'Oréal will also demonstrate that companies can be part of the solution to some of today's most pressing environmental and social challenges, contributing to change outside of their business model. With a progressive mindset and a strong interest in current affairs and public policy, Kiera's work is centred around fostering relationships with internal and external partners to deliver outstanding business results that go beyond economic performance.



RYAN SWENSON
Head of Sustainable Development
Officeworks

Ryan is the Head of Sustainable Development at Officeworks, helping shape the company's long term sustainability and responsible sourcing strategy, whilst supporting the business to achieve their short term objectives. Ryan's role includes leading Officeworks' approach to upholding and respecting human rights across their global goods and services supply chain, and their response to environmental

issues such as climate change, the transition to a circular economy and more sustainable purchasing. Prior to this, Ryan was a Buying Manager for Global & Responsible Sourcing, with a background in buying across various retail sectors. Ryan's approach to solving complex social and environmental issues is to establish progressive partnerships, work collaboratively and think creatively. Being part of the solution is what motivates him each day. Ryan holds an MBA in Strategic Carbon Management, from the University of East Anglia in the United Kingdom, and a Bachelor of Business from Monash University.



KATE FORBES
Director, Innovation
Aesop

Kate is currently the Director of Innovation at Aesop. She has been with Aesop for more than 20 years working across various R&D, product, marketing and sustainability leadership roles. She is passionate about embedding sustainability at the core of product and packaging design and transitioning to a

circular economy. In 2020 Aesop became a Certified B-Corporation, committed to Net Zero Emissions by 2030 and released their 2030 "Commitment to Life" Sustainability framework as part of the Natura & co group. Kate is a non-executive director of the Aesop Foundation Board and holds a PhD in Chemistry from the University of Melbourne.



REBECCA JINKS
Head of Sustainability
Cushman & Wakefield

Rebecca is a sustainability and CSR professional with over 11 years' ESG and sustainability experience working with commercial businesses, financial institutions, and government organisations. Rebecca is currently the Head of Sustainability for Cushman & Wakefield, located in Melbourne. Rebecca joined Cushman & Wakefield (C&W) in 2012 as an environmental strategy coordinator on the National Australia Bank account and was quickly promoted to the role of environmental strategy advisor. Before Cushman & Wakefield,

Rebecca was employed as an energy and environmental consultant performing energy audits, NABERS ratings and grant applications for industrial and commercial clients. She has also worked as a Senior Consultant with ACCSR designing and delivering corporate responsibility and sustainability solutions to Australia clients. More recently, Rebecca sat on the United Nations Association of Australia (Vic) Board, implementing the national vision locally as a climate change lead.

Rebecca's team is responsible for sustainability compliance and corporate responsibility of Cushman & Wakefield clients and their own operations.

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