AGENDA

Conference on Gender Equality in Business

8 MARCH 2018 Auditorium, OECD, Paris
Overnight on the eve of International Women’s Day 2017, State Street Global Advisors placed Fearless Girl in New York’s financial district to ignite a conversation about the importance of gender diversity in corporate leadership. Fearless Girl was an instant sensation, drawing enormous crowds in New York, generating over 10 billion social, print and digital media impressions, and galvanizing people across six continents. Daring and confident, Fearless Girl celebrates the spirit of women who are taking charge today, and serves as inspiration for the next generation of female leaders. She also serves as a symbolic reminder of the extensive researching showing that gender diversity in corporate leadership can yield better performance.

One year later, Fearless Girl is at the OECD to continue the fight for gender diversity in corporate leadership. You can find this iconic statue at the bottom of the escalator in the OECD Conference Centre from 6-9 March 2018.
Gender equality for business: making it happen!

8 March 2018
Auditorium, OECD Conference Centre

AGENDA

Background and format

The 2017 OECD Ministerial Statement stressed the potential of gender equality as a strong driver of economic development, inclusivity and socio-economic participation. It also acknowledged that progress towards gender equality is very slow, with some countries even witnessing widening gender inequalities.

While many countries are raising the profile of the gender equality imperative and intensifying efforts to tackle remaining gaps, the effective and long-term realisation of gender equality remains affected by political shifts, socio-economic crises, persistent cultural barriers and insufficient institutional capacity across sectors.

The OECD will welcome senior decision-makers from the public and corporate worlds, experts, academics and stakeholders to this event. Participants will focus on how to close gender gaps in the private sector, considering different policy approaches and implementation tools. They will share their experiences and insights on:

- Addressing harassment complaints in the workplace
- Investment in gender equality
- Women on corporate boards
- Women in compliance
### Addressing harassment complaints in the workplace

**Chair**
Josée Touchette, Executive Director, OECD

**Keynote speech**
Alice Bah Kuhnke, Minister of Culture and Democracy, Sweden *(by video transmission)*

Sexual misconduct and harassment have hit the headlines many times in the past year. As more and more people come forward to say #MeToo, the sheer scale of the problem and the extent of historic impunity have come under the spotlight, transcending all sectors. The preliminary findings of the OECD 2017 Survey on Gender Equality in Civil Service Employment point to significant gaps in the availability of gender-disaggregated data on sexual harassment in the workplace. While there is a widespread consensus that the tide is turning, what happens next? How are governments, companies, civil society organisations and the media addressing this issue? How can we ensure access to remedy and due process? How can international standards on responsible business conduct help promote a safe, respectful and equal environment for all?

**Panel discussion**

**PANELISTS:**

- Kathryn Dovey, Manager, NCP Coordination, OECD
- Chidi King, Director, Equality Department, International Trade Union Confederation
- Stephanie Barrientos, Professor, University of Manchester
- Elissa Goldenberg, Manager, Business for Social Responsibility

| 12:30-14:00 | Lunch Break |

### Dialogue

**Isabelle Hudon**, Canadian Ambassador to France and Co-Chair of the G7 Gender Equality Advisory Council

**Gabriela Ramos**, OECD Chief of Staff and Sherpa to the G20
Investing in gender equality

Chair
Isabelle Millat, Head of Sustainable Investment Solutions, Global Markets, Société Générale

Keynote speech
Jo Andrews, Co-Founder, Equileap

Increasingly, financial markets have been developing investment products that promote gender equality. These products initially focused on companies with female representation at board level or companies with female CEOs. Newer products include a more holistic approach to defining gender equality. The non-profit organisation Equileap has been pivotal in this evolution as it has designed a gender equality assessment methodology on corporate performance based on 19 criteria. These include gender balance in leadership and the workforce; equal compensation; work-life balance; policies promoting gender equality, commitment, transparency and accountability. In 2016, in partnership with the German index provider Solactive, Equileap launched a family of indexes that track the companies leading the field in terms of gender equality. Financial companies such as Evolve Funds (Canada), Lyxor and more recently UBS have launched gender Exchange-Traded Funds based on the Solactive Equileap Gender Indexes.

Panelists:
- Bertille Knuckey, Head of Sustainable and Responsible Investment, Sycomore AM
- François Millet, Head of Product Line Management, ETF & Indexing, Lyxor Asset Management
- Eleni Kyrou, Lead Social Development & Gender Specialist, European Investment Bank

Shareholder activism, a tool for women on boards?

Chair
Greg Medcraft, Director, Financial and Enterprise Affairs, OECD

Keynote speech
Rakhi Kumar, Senior Managing Director, Head of ESG Investments and Asset Stewardship, State Street Global Advisors

Board diversity of listed companies has been a hot topic in recent years. Improving gender balance at the top of companies has brought measurable benefits to financial performance and boardroom governance. Despite modest progress, the evidence reveals that achieving gender balance is still a distant goal. Some companies cite a limited pool of suitable female candidates for directors as the main challenge. However, many institutional investors are discovering that current practices for nominating directors and behavioural biases that continue to undervalue women’s contributions in the workplace are the leading obstacles. Today, some of the largest asset managers are not just talking the talk but actually taking action. In 2017, State Street Global Advisors, Blackrock and Calpers committed to putting pressure on firms with men-only boards and companies without a board diversity strategy. In a few cases, they have actually voted against nominated committee members.
Panel discussion

**PANELISTS:**

- **Amra Balic**, Head of BlackRock Investment Stewardship, Europe and Middle East and Africa
- **Robert Baker**, Senior Partner, Client Director, Mercer and Co-President PWN Global
- **Baiba A. Rubesa**, CEO of Rail Baltica project

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**Chair**

**Kathryn Higgs**, Director, Business Integrity Programme, Transparency International UK

Robust compliance procedures are essential to protecting businesses from internal and external risks. Since the OECD Anti-Bribery Convention came into force in 1999, managing the risk of bribery in international business has been identified as one of the most challenging areas of compliance. Major foreign bribery scandals have resulted in record-breaking fines. The field of compliance is growing rapidly. At major compliance events, gender parity appears to have been achieved in the compliance field, but is this appearance or reality? Is the importance of diversity to managing risk finally being recognised? Is the glass ceiling beginning to crack? This panel will explore whether the compliance field is an example of a good practice that could be emulated in other fields. Debates will also consider the specific challenges facing women in compliance, including the potential for career advancement and the overall role that compliance plays in the management of enterprises.

**PANELISTS:**

- **Agnes Di Leonardi**, General Counsel, Corporate Secretary, Board Director, Mazda Canada
- **Yvette Lingom**, Divisional Manager, C5 Communications
- **Paul Asare Archer**, Head of Compliance, Telefonica UK (O2)

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<td><strong>Wrapping up by Mathilde Mesnard</strong>, Deputy Director, Financial and Enterprise Affairs, OECD</td>
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BIOGRAPHIES

OECD Hosts

Gabriela Ramos

OECD Chief of Staff and Sherpa to the G20

Ms. Ramos has been advising and supporting the Secretary-General’s strategic agenda since 2006. She is responsible for the contributions of the Organisation to the global agenda, including the G20 and G7, and oversees the preparations of the yearly OECD Ministerial Council Meeting. She has contributed to the launch of major OECD initiatives related to gender, skills, development, and has also launched and supervises the New Approaches to Economic Challenges and the Inclusive Growth initiatives, and oversees the activities of the Directorate for Financial and Enterprise Affairs. Ms Ramos holds an MA in Public Policy from Harvard University, and was a Fulbright and Ford MacArthur fellow. She was decorated with the Ordre du Mérite by the President of France, François Hollande, in 2013.

Greg Medcraft

Director, Financial and Enterprise Affairs, OECD

Mr. Medcraft has extensive experience working on financial markets and services issues, both from an industry and policy perspective. The first part of his career was spent in the private sector (30 years), with accounting firm KPMG then Société Générale in Australia, Asia, Europe and the Americas and then as CEO of the industry group, the Australian Securitisation Forum. At Société Générale, he initially worked on corporate finance, then capital markets, structured finance, project finance and funds management, before becoming Deputy Global Head of Financial Engineering and then Managing Director and Global Head of Securitisation. When he was based in New York, Mr. Medcraft co-founded the industry group, the American Securitization Forum, and was its Chairman for a number of years.

From 2009 to 2017, he was first Commissioner and then Chairman of the Australian Securities and Investments Commission (ASIC), Australia’s corporate, markets, financial services and credit regulator. While ASIC Chairman, Mr. Medcraft was also, for three years until May 2016, Chair of the International Organization of Securities Commissions (IOSCO) Board and a member of the Financial Stability Board. IOSCO is the leading international policy forum and global standard setter for securities regulation.
Mathilde Mesnard

Deputy Director, Financial and Enterprise Affairs, OECD

Mathilde Mesnard is Deputy Director of the Directorate for Financial and Enterprise Affairs of the OECD since November 2016. In this capacity, Ms. Mesnard provides intellectual leadership to the directorate across the different policy areas (anti-corruption, corporate governance, competition, financial markets, international investment, insurance and private pensions) and supports the co-ordination and management of its programme of work and its Committees.

Ms. Mesnard is a French national and holds a degree in Philosophy, a Master’s Degree in Finance and an MBA from the Ecole Supérieure de Commerce de Paris. She received her PhD in Economics from the École des Hautes Études en Sciences Sociales.

Josée Touchette

Executive Director, OECD

In her capacity as Executive Director (EXD), and in line with the Secretary-General’s Strategic Orientations and his 21x21 Strategy, Ms. Touchette is responsible for managing and coordinating the corporate services of the Organisation, which include financial and human resources management, information technology and internal communication services, conference management, security, translation and interpretation, knowledge and information management (in coordination with the Public Affairs and Communication Directorate), and all operational services including building infrastructure and logistics.

As a senior manager of the Organisation and in close coordination with the Office of the Secretary-General, Ms Touchette contributes to shaping and monitoring the overall corporate strategic directions of the OECD, and to ensuring that corporate management functions provide effective support to the Organisation as a whole in the fulfilment of its mission. In the same vein, Ms Touchette will oversee the support provided to the OECD bodies that consider the corporate services agenda, and will work to advance the best outcomes for the Organisation and its staff.
Alice Bah Kuhnke
Minister of Culture and Democracy, Sweden

Alice Bah Kuhnke is a member of the Swedish Green Party and was appointed Minister of Culture and Democracy in 2014. Her areas of responsibility include democracy, national minorities, civil society, language and culture of the Sami people, fight against discrimination, culture, media, human rights at national level, faith communities and burial and cremation services.
Prior, she was the Director-General of the Swedish Agency for Youth and Civil Society (2013-2014) as well as the Sustainability manager of ÅF AB (2009-2013) and Head of operations for the Sektor3 civil society think tank (2008-2009). From 1992 until 2000, she was a television reporter for Sveriges Television and TV4.

Isabelle Hudon
Canadian Ambassador to France and Co-Chair of the G7 Gender Equality Advisory Council

Ms. Isabelle Hudon was appointed ambassador of Canada to France by the Right Honourable Justin Trudeau, Prime Minister of Canada, on September 29th, 2017. She presented her letters of credence to President Emmanuel Macron on December 18th, 2017.
Prior to her appointment as ambassador, Ms. Hudon was executive chair of Sun Life Financial Quebec, and senior vice-president of client solutions at Sun Life Financial Canada. From August 2010 until September 2015, Ms. Hudon acted as Sun Life Financial Quebec’s president. Under her leadership, Sun Life Financial experienced impressive growth in all business lines in Quebec and returned to a place of prominence in the community.
Ms. Hudon is well known as a businesswoman with outstanding leadership skills. Her strong business experience, boundless energy and deep community involvement have made her the centre of many networks.
Jo Andrews
Co-Founder, Equileap

Jo Andrews is the Co-Founder and Director of Social Impact at Equileap, which was set up in 2016. Equileap aims to accelerate gender equality in the workplace. Ms Andrews was the Director and Co-Founder of Ariadne, a network of over 600 European funders for social change and human rights. She has worked with a wide variety of philanthropists in the fields of women’s rights and human rights and helped to set up foundations and start new initiatives. Ms Andrews was Director of the Sigrid Rausing Trust, a foundation based in London that gives away over £20million a year. She has also been a senior international TV News Correspondent.

Paul Asare Archer
Head of Compliance, Telefonica UK (O2)

Financial Service Leader of the Year Finalist – Black British Business Awards 2017. Paul is a MBA, Law Graduate and Fellow of the International Compliance Association. Paul is the Head of Compliance at Telefonica UK Limited (O2), where he provides oversight of all Compliance activity. This includes, Business Ethics, Anti-Bribery & Corruption, Compliance training, and Financial Services compliance. As Head of Compliance at O2, Paul has led the transformation of Compliance across the firm over the past 5 years, and in 2016 led O2 to full FCA Authorisation.
Away from work, Paul is a supporter of the mental health charity YoungMinds, and has completed a number of charitable events on their behalf including the Amsterdam Marathon last year.

Robert Baker
Senior Partner, Client Director, Mercer and Co-President PWN Global

Robert Baker is a Global Client Director at Mercer, the leading global human resources consulting firm. Based in London, he is responsible for developing and managing Mercer’s relationships with a number of key multinational clients across all business lines and all geographies.
Robert has a passion for diversity and inclusion and is a member of the steering committees for Mercer’s Gender Parity Networks for the European Region. He is also a member of Mercer’s UK Diversity and Inclusion Advisory Council.
Robert is Co-President of PWN Global, a major global women’s network. In this role he shares the leadership of the Global Board and works with global partners and local PWN City Networks to help drive gender balance.
Robert is a thought leader on engaging men to support gender equality: at work, at home and in all aspects of life. He has spoken at numerous conferences and has contributed to many publications and blogs on the importance of balanced leadership. Robert also speaks widely on talent trends, innovation and the future of work, including the importance of engaging millennials in the workplace and getting the best from the multi-generational workforce.
In recognition of his contribution to gender balance, Robert was awarded a prestigious Guys Who Get It – Honorable Guy Award in 2017.
Amra Balic
Head of BlackRock Investment Stewardship, Europe and Middle East and Africa

Amra Balic, Managing Director, is Head of BlackRock's EMEA Investment Stewardship (BIS) team based in London. Amra is responsible for leading BlackRock's investment stewardship efforts covering company engagement including voting in Europe, the Middle East and Africa on behalf of BlackRock's clients globally and integration of extra financial issues in the investment process. Amra is an active participant in the public corporate governance, stewardship and responsible investment debate and as such regularly speaks on the importance of these issues for company performance and investment decisions. Amra holds a B.A. (Hons) Economics and MSc Accounting and Finance from London School of Economics and Political Science (LSE).

Stephanie Barrientos
Professor of Global Development, University of Manchester

Stephanie Barrientos is Professor of Global Development at the University of Manchester. Previously she was Research Fellow at the Institute of Development Studies, University of Sussex. Stephanie has researched and published widely on gender, agribusiness and employment in global value chains and production networks; trade and labour standards; corporate social responsibility, fair and ethical trade. She has undertaken research in Africa, Asia, Latin America and Europe. She led DFID funded research on Gender and Ethical Trade in African Horticulture; Ford Foundation funded research on Fairtrade in Africa; and the UK Ethical Trading Initiative (ETI) Impact Assessment. She led research commissioned by Cadbury Mapping Sustainable Cocoa Production in Ghana and India. This informed formation of the Cadbury Cocoa Partnership (UK£45m) followed by Mondelez Cocoa Life (US$400m) to support cocoa farmers, and Cadbury’s adoption of Fairtrade. She co-coordinated with Professor Gary Gereffi (Duke University) the DFID funded (UK£1.9m) international research network Capturing the Gains: Economic and Social Upgrading in Global Production Networks involving 40 researchers in 20 countries in Africa, Asia, Europe, Latin America and USA (www.capturingthegains.org). She has advised a large number of companies, NGOs, government and international organisations including Body Shop, Cadbury/Mondelez, Marks & Spencer, Nike, Oxfam, WIEGO, ILO, and UNTAD. Stephanie held a Leverhulme Major Research Fellowship (2013-16) working on a book manuscript Retail Shift: Gender and Work in Global Value Chains.
Agnes Di Leonardi
General Counsel, Corporate Secretary, Board Director, Mazda Canada

Agnes Di Leonardi is General Counsel, Corporate Secretary and a board director of Mazda Canada Inc. with overall responsibility for legal and corporate governance compliance matters. She has spent most of her career in the automotive industry assuming increasing levels of leadership responsibility. Agnes has a reputation for adding value to the business and for taking initiative. She has received numerous awards for her professional and community achievements including being recognised as one of Canada’s most influential General Counsels by The Legal 500 Canada GC Powerlist in 2016. She graduated in 1982 from York University with an Honours Bachelor of Business Administration (B.B.A) degree from the Schulich School of Business and from University of Windsor Law School in 1986 with a Bachelor of Laws degree. Agnes was called to the Ontario Bar in 1988 and the New York Bar in 1990.

Kathryn Dovey
Manager, NCP Coordination, OECD

Kathryn is based at the OECD where she leads on supporting the OECD National Contact Points across 48 governments to promote responsible business conduct and receive cases as non-judicial grievance mechanisms. Kathryn joined the OECD in 2014 to work at the Global Forum on Tax Transparency where she supported developing countries in the fight against international tax evasion and established the Africa Initiative on tax transparency. In 2009, Kathryn co-founded the Global Business Initiative on Human Rights, an organisation of major multinational companies from diverse industries to share understanding and implement the UN Guiding Principles on business and human rights. In 2007, she created Entreprises pour les droits de l’homme, an organisation of large multinational companies headquartered in France, to better understand human rights in a business context. Over the past decade, Kathryn has provided responsible business conduct expertise to governments, business and civil society in a wide range of countries including Brazil, China, Colombia, Egypt, Ghana, India, Jordan, Liberia, Myanmar and Russia. From 2012-14 she was a member of the World Economic Forum Global Agenda Council on Human Rights and in 2014, she was recognised as a Young Global Leader by the WEF. She has lived and worked in Canada, France, Portugal and Russia. Kathryn has an LLM from McGill University, Montreal, Canada and an LLB in English and French Law from King’s College London and Paris I Panthéon-Sorbonne.
Kathryn Higgs
Director, Business Integrity Programme, Transparency International UK

Kathryn began her career as a lawyer at the prestigious law firm Mallesons Stephen Jaques in Sydney, Australia. Her legal career focused on litigation and dispute resolution working with clients from a wide range of industries. Whilst still practising as a lawyer, she moved into the field of business ethics and compliance. Having completed her Masters of Laws at the University of Cambridge at the start of her career, Kathryn chose to return to the UK in 2014 to take up the post of Head of Ethics & Compliance at Balfour Beatty plc and subsequently at Tesco plc.

She has received numerous awards for her work including being named in The Lawyer’s Hot 100 of 2017 - which recognises extraordinary lawyers in the UK for groundbreaking work and the impact they have in business. She has particularly been recognised for her pragmatism and ability to achieve meaningful cultural change.

Today she is recognised as a global leader in business ethics and anti-corruption advocacy. She serves as a member of the executive management team of Transparency International UK and is Director of the Business Integrity Programme - partnering with leading ethical UK companies and working with the private sector to advance the standards of business ethics globally.

Her expertise in enabling and inspiring colleagues in business, combined with her university qualifications in psychology led to a natural fit for her practice as a coach and her performance as impressive professional speaker.

Elissa Goldenberg,
Manager, Business for Social Responsibility

Elissa oversees BSR’s collaborative initiatives to drive company action on women’s empowerment. She manages Business Action for Women and is the business partnerships manager for DFID’s recently launched Work and Opportunities for Women program.

Previously, Elissa managed buyer engagement and communications for BSR’s HERproject. She also played a lead role in developing HERproject’s suite of publicly available training resources, including the HERhealth and HERfinance curricula and the HERproject Toolbuilder.

Prior to HERproject, Elissa worked with companies across sectors on human rights. She was also on BSR’s Communications team for four years, where she provided strategic marketing support and produced and gave direction for member publications. Before joining BSR, Elissa was a communications intern for GlobalGiving, a Washington, D.C.-based international development nonprofit.

Elissa holds a B.A. in Political Economies of Industrial Societies from the University of California, Berkeley. She is currently pursuing an Executive Master in Consulting and Coaching for Change degree at INSEAD in Fontainebleau, France.
Chidi King
Director – Equality Department, International Trade Union Confederation

Chidi is the Director of the Equality Department at the International Trade Union Confederation (ITUC), the umbrella organisation for trade union national centres worldwide. As such, she oversees the ITUC’s work on equality, migration and youth and contributes to its work on social protection and the informal economy.

Chidi has previously worked on equality, employment rights and civil liberties issues with the UK Trade Union Congress, as the equality and rights officer with the Global Union Federation Public Services International, and as the senior lawyer with the UK public interest disclosure charity Public Concern at Work.

Bertille Knuckey
Head of Sustainable and Responsible Investment, Sycomore AM

Bertille joined Sycomore Asset Management in May 2015 where she heads the Sustainable and Responsible Investment team and co-manages two SRI funds, Sycomore Sélection Responsable and Sycomore Happy@Work. She started her career in SRI at French brokerage firm Oddo Securities in 2009 before joining F&C Asset Management’s Governance and Sustainable Investment division in 2010 in London. In 2014, she moved back to Paris to join an independent French asset manager, Financière de l’Echiquier. Bertille has experience in international development and her publications include ‘Strategies for Reforming Fossil-Fuel Subsidies: Practical lessons from Ghana, France and Senegal’ (T. Laan, C. Beaton and B. Presta, IISD, 2010). Bertille holds an MSc in International Political Economy from the London School of Economics, an MA in Sustainable Development, Environment and Risk Management from Sciences Po Paris, a BA in European Studies from King’s College London, and the CFA UK Level 4 Certificate in Investment Management.
Rakhi Kumar
Senior Managing Director, Head of ESG Investments and Asset Stewardship, State Street Global Advisors

Rakhi Kumar is a Senior Managing Director and Head of ESG Investments and Asset Stewardship at State Street Global Advisors (SSGA).

As Head of ESG Investments, Rakhi leads SSGA's efforts to strengthen integration of ESG into the investment process. She is responsible for developing the firm’s ESG investment philosophy and global business strategy. As Head of Asset Stewardship, she oversees all of SSGA's proxy voting and engagement activities and is responsible for developing SSGA's thought leadership and voting guidelines in this area.

Rakhi is Chair of SSGA's ESG Investment Working Group and is a member of SSGA's Senior Leadership Team, Global Proxy Review Committee, International Class Actions Committee, and State Street's Corporate Responsibility Working Group. She is also a member of the Council of Institutional Investors' Corporate Governance Advisory Council and a member of the Principles of Responsible Investors' (PRI's) Bondholder Engagement Working Group.

Rakhi earned her MBA ('02) from Yale University and her Bachelors of Commerce ('95) from Bombay University. She has been a member of the Institute of Chartered Accountants of India since 1997.

Eleni Kyrou
Lead Social Development & Gender Specialist, European Investment Bank

A development practitioner with a background in social development and urban development policy and planning, bringing forth 20+ years of working experience in these domains across most of the global South. Previous to the current post, Eleni worked for civil society organisations, research institutions and multilateral/international agencies in the context of urban development and urban governance; access to housing for low income population groups at scale; participatory resettlement and relocation of informal settlers; relief aid and post-conflict reconstruction and rehabilitation. She holds a particular interest and associated experience in promoting socially just development; rights-based approaches to development; and, a gender equality through investment.

In her current function with the European Investment Bank, Eleni leads on gender-in-business and social due diligence policy in the institution. She has been leading the Human Rights work-stream in the Bank since early 2011 and oversaw the integration of human rights in its sustainability framework in 2012-13. She is the Bank’s Gender Lead since 2014 and was in charge of developing the EIB Group’s Strategy on Gender Equality and Women’s Empowerment. Since the adoption of the Strategy by the EIB Board in December 2016, she steered the elaboration of the EIB Group’s Gender Action Plan and is currently overseeing its implementation.
Yvette Lingom

Divisional Manager, C5 Communications

Yvette is a Division Manager at C5 Communications Ltd, a leading global events and business intelligence company based in London that is of the C5 Group that includes The Canadian Institute and The American Conference Institute. Yvette is responsible for defining and delivering on the strategic and commercial objectives of the legal & compliance production division that includes a portfolio of events in the following areas of compliance: anti-bribery and corruption, international trade, economic sanctions, customs compliance, export controls, global investigations, competition and defence contracting. Within the same position, Yvette is the Women in Compliance Awards Director since 2015. Prior to joining C5, Yvette was Senior Tax & Legal Advisor for PwC where she advised the firm’s Oil & Gas clients in tax and legal strategies for their upstream, mid and downstream business in Cameroon and Equatorial Guinea for 6 years. Yvette worked as a consultant for the UNDP in 1999 on a project co-funded by the International Trade Center UNCTAD/WTO (ITC) and the UNDP. Yvette holds an international trade postgraduate degree and a Master’s in International Business Law from the François Rabelais University -Tours, France. Yvette is passionate about building a community of industry leaders expected to lead, inspire and transform.

Isabelle Millat

Head of Sustainable Investment Solutions, Global Markets, Société Générale

Isabelle Millat is Head of Sustainable Investment Solutions, Global Markets since February 2017. She has over 10 years of experience in the financial markets and derivatives products in particular. She joined Societe Generale in 2006 and has held various roles within markets activities, notably as Chief Operating Officer for the Cross Asset Structured Products activity in New-York. Since 2014, she has been a Financial Product Engineer in charge of developing cross asset investment strategies and index structuring for the Societe Generale Index franchise (SGI). Isabelle started her career in 2001 at Capgemini Consulting. Isabelle Millat is a graduate of the ESSEC business school in France.
François Millet

Head of Product Line Management - ETF & Indexing, Lyxor Asset Management

François Millet is Head of Product Line Management - ETF & Indexing, overseeing Lyxor’s business strategy and development in ETF, passive solutions and proprietary indices on a global basis. He joined Lyxor in 2009 as Head of Index and Quantitative Fund Development. Prior to Lyxor, he was Director of Index Funds & ETF at Societe Generale Asset Management AI, where he developed the index management business including passive funds, ETFs, index-enhanced and alternative beta products since 2004. He introduced in 2005 the first range of structured ETFs in Europe (leveraged, short and capital protected). Prior to this, he worked for 14 years with SG Corporate & Investment Banking, holding various executive and management positions within the Equity Capital Markets business line.

Baiba A. Rubesa

CEO of Rail Baltica project

Baiba A. Rubesa is an experienced international manager in a range of business areas: oil and gas, retail, automotive and telecommunications. Leadership, corporate governance, transparency, human rights, stakeholder management, communication and marketing are her domain. She has lived and worked among others in Canada, Germany, Czechoslovakia, Latvia, Lithuania, Estonia, Azerbaijan, Georgia, Turkmenistan and Norway.

Since October 2015 Rubesa is Chairperson of the Management Board and CEO of RB Rail AS – a joint venture founded by Estonia, Latvia and Lithuania to implement the most significant railway infrastructure project in the region: Rail Baltic/Rail Baltica. Prior to that she worked as a consultant and new business developer in her own company, RFactor Sia, and served as a Supervisory Board member for a Latvian bank present in the Baltic region, Citadele Banka. She has also driven a business agenda as the global Vice President, Corporate Social Responsibility for Statoil ASA, Government and Public Affairs & HSE director for Statoil in the Caspian region, Managing Director for Latvija Statoil SIA and Marketing Director, Statoil Baltic States.