



JOHN MORRISON

Programme Director, BLIHR

John Morrison has been Programme Director of the Business Leaders Initiative on Human Rights (BLIHR) since its inception in 2003. He is also a Co-Director of BLIHR Ltd. He is also currently Interim Executive Director of the Institute for Human Rights and Business.

In addition to his work with BLIHR, John is Founder and Director of Business and Human Rights Associates Ltd, and works with businesses, governments, intergovernmental organisations and NGOs on strategic responses to issues of governance and human rights.

Previously, John was Head of Global Campaigning and Community Affairs for The Body Shop International plc and before that an expert in issues of migration, smuggling and trafficking. John is a Harkness Fellow to the USA. John is an adviser to Realizing Rights: The Ethical Globalization Initiative, the Business and Human Rights Resource Centre and the United Nations Global Compact Human Rights Working Group.



ALAN MILLER

Chair, Scottish Human Rights Commission

Professor Alan Miller is the first Chair of the newly created Scottish Commission for Human Rights and he has also been an advisor to BLIHR since 2003.

A Visiting Professor of Law, specialising in human rights, at the University of Strathclyde he has also been Director of McGrigors Rights, an international human rights consultancy within the UK law firm of McGrigors. In this capacity he has provided advice on the ground to a wide range of companies operating in high risk countries, including facilitating constructive engagement with relevant NGOs, investors, host governments and other key stakeholders. Alan's involvement in the field of human rights goes back over 25 years in the NGO movement and legal profession. Recently he has helped to lead projects of the Human Rights Institute of the International Bar Association, including providing training to Iraqi judges, prosecutors and lawyers between 2004 - 2006 and to Palestinian lawyers in 2007. He is the editor of a number of human rights legal publications and is an elected Past President of the Glasgow Bar Association.



ALEXANDRA GUAQUETA

Carbones de Cerrejón

Alexandra Guáqueta holds a D.Phil. in Interantional Relations from Oxford and is Public Affairs Advisor at Cerrejon in Colombia. Cerrejón one of the world's largest open pit cola mines is owned by BHPBilliton, AngloAmerican and Xstrata. Before joining the private sector, she was Academic Director of Fundación Ideas para la Paz.

Her work focused on business and conflict; regional security; drug trafficking; and the reintegration of former combatants. Alexandra led in Colombia the "Colombia Guidelines", an initiative

seeking the implementation in other business sectors of a code and process similar to the Voluntary Principles on Security and Human Rights. Her latest publications include "Fighting Drugs and Building Peace. Towards Policy Coherence between Counter-Narcotics and Peace-Building", *Dialogue on Globalization Occasional Papers*, 37, Friedrich Ebert Stiftung, November, 2007 and "Occidental Petroleum, Cerrejón and NGO Partnerships in Colombia: Lessons Learned", in Oliver F. Williams (ed.), *Peace Through Commerce: Responsible Corporate Citizenship and the Ideals of the U.N. Global Compact* (University of Notre Dame Press, 2008).



SALIL TRIPATHI

Policy Director, Institute for Human Rights and Business

Salil Tripathi is Policy Director at the Institute for Human Rights and Business. Earlier, he was senior policy adviser at International Alert, where he piloted conflict sensitive business practice guidelines at two projects in Colombia and researched the Red Flags initiative (www.redflags.info). He is a senior visiting fellow at the Mossavar-Rahmani Center for Business and Government at Harvard University. He was, until recently, on the governance group of Voluntary Principles for Security and Human Rights.

He is also member of the Global Compact working group on human rights, and the advisory network of the Business and Human Rights Resource Centre. He was on the steering committee of the complicity project of the International Commission of Jurists. He has been researcher on economics and human rights at Amnesty International and has published widely in international newspapers and magazines and contributed chapters to books on business and human rights. He obtained his masters in business administration from Dartmouth College in the United States.



ED POTTER

Director, Global Workplace Rights, The Coca-Cola Company

Ed Potter joined The Coca-Cola Company in March 2005 as Director of Global Workplace Rights. His responsibilities include labor relations, workplace rights and compliance under the Workplace Rights Policy and Supplier Guiding Principles.

Ed has a broad background in international labor and employment law matters. Ed was an attorney and partner with the law firm McGuiness, Norris & Williams, LLP in Washington, D.C. for 26 years. From 1988 to 2005, he was president of the Employment Policy Foundation, an economic research organization.

Since 1997, Ed has been the U.S. Employer Delegate to the annual International Labor Organization (ILO) Conference. In 1998, he was the employer spokesperson for the negotiation of the ILO Declaration on Fundamental Principles and Rights at Work. Currently, he is the employer spokesperson on the ILO Committee on the Application of Conventions and Recommendations that holds countries accountable for their obligations resulting from the ratification of ILO conventions.

A former federal mediator, Ed has testified frequently before the U.S. Congress, and has published several books and articles. Ed has a Bachelor of Arts degree in economics from Michigan State University, a master's degree in labor economics and collective bargaining from Cornell University, and a law degree from the Washington College of Law at American University.

Ed is married to Regina Olchowski, a nationally known mediator of special education disputes, and is the proud father of Jon and Kat who are currently graduate students at MIT.



PROFESSOR EMMANUEL DECAUX

Professor of Public International Law, Panthéon Assas University

Emmanuel Decaux is graduate of the Institute for political studies of Paris (*Sciences Po*), Doctor of Law from the University Panthéon-Assas Paris II and “agrégé” of public law (1988). He was lecturer at the Institute for political studies (1979-1988) and at the University of Paris X Nanterre (1980-1988).

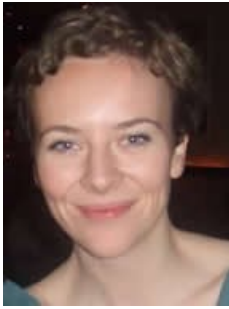
He is professor at the University Pantheon-Assas Paris II since 1999, after a tenure at the University of the Maine (1988-1992) and the University of Nanterre Paris X (1992-1999). He is director of the *Center for research on human rights and humanitarian law (CRDH)* of the University Paris II (www.crdh.fr) and editor of the electronic review www.droits-fondamentaux.org

He published an handbook on *Droit international public* (6ème ed, Dalloz, Paris, 2008), edited *Les Nations Unies et les droits de l'homme, enjeux et défis d'une réforme* (Pedone, Paris, 2006) and *L'OSCE, trente ans après l'Acte final de Helsinki, bilan et perspectives de la nouvelle Europe* (Pedone, Paris, 2008). He is co-ordinating a collective commentary of the International Covenant on Political and Civil Rights. He was co-editor of *From Human Rights to International Criminal Law, Studies in Honour of an African Lawyer, the Late Judge Laïty Kama*, (Martinus Nijhoff, Leyden, 2007). He wrote about one hundred articles on international organisations, settlement of disputes and human rights.

He is member of the new Consultative Committee of the Human Rights Council and member of the working group on communications for a third years mandate (2008-2010), after being a member of the UN Sub-Commission on human rights, since 2001, and of its working group on communications (2004 et 2005, 2007 et 2008), and of the WG on contemporary forms of slavery (2003 et 2004, 2006). He was also special rapporteur on the universal application of human rights treaties and rapporteur on the administration of justice by military courts.

He has been OSCE rapporteur on Turkmenistan, in pursuance of the “Moscow Mechanism” of the Human Dimension, in 2003.

He is member of the French national advisory commission for human rights (CNCDH) since 1992 and chairman of its group on international issues since 1996.



KATHRYN DOVEY

Programme Manager, BLIHR

Kathryn is Programme Manager of the Business Leaders Initiative on Human Rights (BLIHR), a business-led initiative made up of 14 multinational companies, chaired by Mary Robinson and designed to develop practical ways of applying the Universal Declaration of Human Rights within a business context.

In 2007 Kathryn played a leadership role in developing a francophone initiative on business and human rights inspired by the work of BLIHR. *Entreprises pour les droits de l'Homme* is made up of 7 multinational companies headquartered in Francophone countries and works with human rights experts in France.

Kathryn also chaired a Paris-based steering group to deliver the International Seminar on Business and Human Rights in Paris on 4 & 5 December to mark the 60th anniversary of the Universal Declaration of Human Rights.

Kathryn is a member of the UN Global Compact Human Rights Working Group and has provided business and human rights expertise to various companies, UN agencies and management schools.

Prior to her work in this field, Kathryn worked in international taxation for Ernst & Young in London. She obtained a Masters Degree in International Human Rights Law from McGill University, Montreal, as a Rotary International Ambassadorial Scholar and her undergraduate degrees in Law from Paris I Pantheon-Sorbonne and King's College London (Maitrise / LLB).

BOB CORCORAN

Vice President, Corporate Citizenship, General Electric

Bob Corcoran is Vice President, Corporate Citizenship and President of the GE Foundation where he is responsible for GE's global citizenship activities and reporting, philanthropic activities which include public education, community building and disaster relief, and volunteerism initiatives throughout the company. Corcoran's 28-year GE career has included key HR leadership roles in GE's Medical, Aircraft, Lighting and Aerospace businesses. Prior to his current position, Bob spent 5 years as Chief Learning Officer responsible for GE's Management Development Institute at Crotonville and prior to that was Vice President of Human Resources for GE Medical Systems. He was elected a Corporate Officer by the GE Board of Directors in 2000.



CATHERINE ANDREW ROGERS

Employment Counsel, Corporate Legal Staff, General Electric

Catherine joined GE's Corporate Legal Staff in December 2007 as Employment Counsel. In this role, she is responsible for providing advice and counsel on GE's human resources policies and practices with respect to the Corporate staff and providing guidance on Company-wide human resources initiatives and procedures, and support for its Citizenship activities. Prior to joining GE, Catherine was associated with Epstein Becker & Green in its Connecticut and New York offices and Ross & Hardies in New York where she practiced labor and employment law serving clients in a wide variety of industries. Catherine began her legal career as a Law Clerk to the Honorable Thomas C.

Platt, United States District Court Judge for the Eastern District of New York and then as general litigator at Sullivan & Cromwell in New York. Catherine graduated from Brooklyn Law School in 1994, where she was a member of the *Brooklyn Law Review* and Moot Court Honor Society. She graduated from Colby College in Maine in 1989 with a degree in Government and attended the University of Edinburgh in Scotland between 1987-88 where she studied international law, politics and economic history.



LEÏLA CHOUKROUNE

Professeur, HEC

Leïla Choukroune is Assistant Professor of Law, HEC Law Department. Doctorate in International Law (Sorbonne), Capa (qualified lawyer to the Paris Bar). Former Research Fellow of the French Center for Research on Contemporary China (CEFC) based in Hong Kong and former Lecturer in law of Paris I Sorbonne. Leïla Choukroune specialises in the interactions between international human rights law and the economy. She has created several courses on business and Human Rights at HEC Paris School of Management.

With 10 years of professional experience in and with Asia, she has also published and co-edited several books on China and international law (WTO and Human Rights), her articles appear in international scientific journals as well as in the media. She has been invited to teach by the People's University of China (Beijing) and Hong Kong University, and has organized numerous seminars and conferences in China and India.

Prof. Choukroune is an advisor to leading multinational companies and global NGOs (permanent advisor to the International Federation of Human Rights) on business and Human Rights issues.

LUCY AMIS

Human Rights Programme Manager, International Business Leaders Forum

ALAIN AUMONIER

Director, Relations with International Organizations, sanofi-aventis

PAUL HUNT

Professor of Law & Director, Human Rights Centre, University of Essex

In 1998, Paul Hunt - a national of New Zealand - was elected by the UN to serve as an independent expert on the UN Committee on Economic, Social and Cultural Rights (1999-2002). Between 2001-2, at the request of Mary Robinson, then UN High Commissioner for Human Rights, he co-authored draft *Guidelines on Human Rights Approaches to Poverty Reduction*. Between 2002-2008, he served as the UN Special Rapporteur on the right to the highest attainable standard of health. Paul has lived, and undertaken human rights work, in Europe, Africa, the Middle East and South Pacific. In addition to his thirty-or-so UN reports on various aspects of the right to health, he has written extensively on economic, social and cultural rights, including *Reclaiming Social Rights: International and Comparative Perspectives* (1996), *Culture, Rights and Cultural Rights: Perspectives from the South Pacific* (co-ed, 2000), and *World Bank, IMF and Human Rights* (co-ed, 2003). He is a Professor in law, and member of the Human Rights Centre, at the University of Essex (England) and Adjunct Professor at the University of Waikato (New Zealand). In 2008, the Nordic School of Public Health awarded Paul an honorary doctorate.



OLIVIER DE SCHUTTER

UN Special Rapporteur on the right to food

Olivier De Schutter (LL.M., Harvard; Ph.D., UCL) est professeur à l'Université de Louvain et au Collège d'Europe, et membre de la Global Law School à New York University. Anciennement secrétaire général de la Fédération internationale des Ligues des Droits de l'Homme (FIDH) sur les questions liées à la mondialisation économique, il est depuis mai 2008 le Rapporteur spécial des Nations Unies sur le droit à l'alimentation. Il a enseigné sur les questions de mondialisation et de son impact sur les droits de l'homme

à New York University et à Columbia University.

Parmi ses travaux sur ces questions figurent « Transnational Corporations as Instruments of Human Development », in Ph. Alston and M. Robinson (eds.), *Human Rights and Development : Towards Mutual Reinforcement*, Oxford Univ. Press, 2005, pp. 403-444; "The Accountability of Multinationals for Human Rights Violations in European Law", in Ph. Alston (ed.), *Non-State Actors and Human Rights*, Collected Courses of the Academy of European Law, Oxford Univ. Press, 2005, pp. 227-314; "Corporate Social Responsibility European Style", *European Law Journal*, vol. 14, No. 2, March 2008, pp. 203-236 ; "Les affaires Total et Unocal : complicité et extraterritorialité en matière d'imposition aux entreprises d'obligations en matière de droits de l'homme", *Annuaire français de droit international*, vol. LII (2006), pp. 55-101 ; ainsi qu'un ouvrage, *Transnational Corporations and Human Rights*, Hart Publ., Oxford-Portland, 2005.



BENNETT FREEMAN

Senior Vice President, Social Research and Policy, Calvert Group

Mr. Freeman manages Calvert's Social Research Department and oversees its company research and analysis as well as its policy and advocacy work. From 2003 until early 2006, he led Burson-Marsteller's Global Corporate Responsibility practice advising multinationals on policy development, stakeholder engagement and communications strategies related to human rights, labor rights and sustainable development. During the Clinton Administration he served in three positions as a political appointee in the State Department, most recently as Deputy Assistant Secretary for Democracy, Human Rights and Labor from 1999 to early 2001. In that capacity, he led the development of the Voluntary Principles on Security and Human Rights, the first human rights standard forged by governments, companies and NGOs for the extractive sectors.

Earlier in his career he was Manager-Corporate Affairs for General Electric and a presidential campaign aide to former Vice President Walter Mondale. Mr. Freeman currently serves on the Boards of Oxfam America, Extractive Industry Transparency Initiative (EITI) representing Oxfam and the Revenue Watch Institute, as well as the Steering Committee of Amnesty International USA's Business and Human Rights program. He received an MA in Modern History from the University of Oxford and an AB in History from the University of California at Berkeley.



JASON MORRISON

Director of the Economic Globalization and the Environment Program, Pacific Institute
Since 1994, Jason Morrison has been with the Pacific Institute, a non-profit, non-partisan policy research center based in Oakland, California. He directs the Institute's *Globalization Program*, where he is currently studying the policy implications of private sector sustainability initiatives, and international standards-based ethical certification and labeling.

Since 2003 he has been conducting research on freshwater-related business risks and on sustainable water management in private sector. Mr. Morrison has published numerous publications on the subject, including "At the Crest of a Wave: A Proactive Approach to Corporate Water Strategy," "Freshwater Resources: Managing the Risks Facing the Private Sector," "Corporate Reporting on Water," and, "Remaining Drops: Freshwater Resources – A Global Issue." Under a Memorandum of Understanding between the Pacific Institute and the UN's Global Compact Office, Mr. Morrison serves as the project coordinator for the CEO Water Mandate, supporting the initiative with applied research, event organization, and other services. As a founding member of the Alliance for Water Stewardship (AWS), the Pacific Institute has been working in collaboration with The Nature Conservancy and Australia's Water Stewardship Initiative (WSI) on the development of an international freshwater certification program.

Mr. Morrison holds a Master's Degree from Boston University's Center for Energy and Environmental Studies and a B.A. in Philosophy from the University of California, San Diego.

DORJE MUNDLE

Head, Corporate Citizenship Management, Novartis

Dorje Mundle is Head of Corporate Citizenship Management at Novartis, the Swiss-based healthcare company. He joined Novartis in 2008 following a period of 12 years spent managing social, environmental and ethical issues at companies including Shell, PricewaterhouseCoopers and, most recently, Novo Nordisk.

Dorje was born in 1972 and grew up in Scotland and England. He completed his undergraduate studies at the University of Reading before taking a Masters degree at Imperial College.



MAGGIE BRENNEKE

Director, SustainAbility

As a Director of Client Services at SustainAbility, Maggie advises multi-national corporations on how to align commercial success with societal objectives – such as poverty alleviation, climate change and access to medicines. Clients have included Merck, J&J, Novo Nordisk and Shell. Alongside the company's chairperson, Sophia Tickell, Maggie is currently managing PharmaFutures (www.pharmafutures.org) – a structured dialogue between the pharmaceutical industry, investors and the global health community, designed to encourage strategic industry approaches to expanding access to health care. Maggie has developed deep expertise in social innovation and entrepreneurship as the former head of the company's Skoll-funded research program on social entrepreneurship and has authored several articles and reports, including *Growing Opportunity: Entrepreneurial Solutions to Insoluble Problems* and *The Social Intrapreneur: A Field Guide for Corporate Changemakers*

Maggie has a BA in Economics (honors) from Scripps College, California and an MBA from the Anderson School of Management at University of California Los Angeles.

ANTONI GELONCH

Senior Project Director, Sustainable Development



ANUJ PASRIJA

Country Head – Arogya, Novartis India

Anuj Pasrija is country Head – 'Arogya', a Healthcare initiative of Novartis India Limited, India . With about two decades of strategic marketing and running large 'for-profit' organizations, Anuj has spent his last 7 years in deeply understanding the Indian rural economy and its unique needs for development. He is tactically utilizing his past experience of FMCG, wide rural exposure and sharp marketing skills, in nurturing a social-business model (Arogya Parivar – a healthcare initiative of Novartis India).

Arogya Parivar is an endeavor to substantially increase access to healthcare, for the 'not-so-privileged' millions in rural India. It is a unique, holistic model to help the organization deliver on its social commitments while at the same time making small but significant contributions to the bottom-line of all stakeholders.

Anuj's most recent mandate prior to joining Novartis, involved creating a large value chain that would uplink the rural economy with the rest of India, at one of the country's largest corporate (a global fortune 500 company), aim being to create growth opportunities for both; the organization and the rural community.

Anuj is a psychology graduate with an MBA (IMI, India) apart from a program in Marketing.

SORAYA RAMOUL

Advisor, Novo Nordisk

MAPOKO MBELENGE ILONDO

Director, Global Access to Health Programmes, Novo Nordisk



MIREILLE CAYREYRE

Associate Vice President, Access to Medicines

Pharmacist as a background, I joined the pharmaceutical industry very early in time following my training (1976), fascinated by the Drug itself.

I have experience in all the classical steps in marketing as Product Manager, Products Range Manager and Marketing director in a French affiliate, then for Europe and also for Intercontinental zone.

Following more than several years working in CNS domain in liaison with developed countries of mainly Europe and the US and Japan as Global Franchise Director, I was appointed as Europe Marketing Director for Base Business, OTC and generics when Sanofi bought Aventis (2004).

Lately (3 years ago) I joined the Access to Medicines division of Sanofi-Aventis. In charge of programs dedicated to Neglected Diseases ,parasitological ones or chronic idiopathic, as Epilepsy and Mental Health, I worked in close relationship with international organizations such as the WHO, international associations (WASP) , with NGOs and also with national organizations, governments, all of us with a real commitment to take care of pathologies very often "ignored by all".



SUNE SKADEGAARD THORSEN

Partner, Attorney at Law, GLOBAL CSR

With 22 years experience in international business and law, he specialized in Corporate Social Responsibility (CSR) from 1996. He has advised several industry leaders both in-house and as external consultant. His clients also include Governments, Development Agencies, NGOs and IGOs.

Apart from his role as expert advisor to the BLIHR, he is member of the Board of the Danish Centre for International Studies and Human Rights and the Danish Institute for Human Rights. He is part of the International Advisory Network of the Business & Human Rights Resource Centre and the CSR working group of the Council of Bars and Law Societies of the European Union. He chairs the Danish Section of the International Commission of Jurists and the Danish Peace Foundation.

He has extensive international experience and network. He has presented and published numerous articles and papers on CSR focussing on Business & human rights.



AMY LEHR

Attorney, Foley Hoag, LLP

Amy Lehr is an attorney at Foley Hoag's Corporate Social Responsibility practice, the only stand-alone CSR practice at a U.S. law firm. She is an advisor to the Business Leaders Initiative for Human Rights. Amy previously worked for two years as a legal advisor to John Ruggie, the U.N. Special Representative for Business and Human Rights. She also wrote about the role of companies in human rights and development as a research fellow at Harvard's Corporate Social Responsibility Initiative. She clerked at the International Criminal Court in The Hague. Additionally, she spent several years working for development organizations in Thailand and Burma, including Ashoka and Save the Children/US. Amy is a graduate of Princeton University's Woodrow Wilson School of Public and International Affairs and Harvard Law School.

ELAINE WEIDMAN GRUNEWALD

Director, Corporate Responsibility, Ericsson

SEEMA JOSHI

Legal Advisor, Ending Impunity, Global Witness

Seema Joshi has professional experience with areas including international and national law, natural resources, conflict and human rights. Currently, she is the Legal Advisor for the Ending Impunity team at the international UK-based organization Global Witness, where her work focuses on building accountable and fair systems of justice for those affected by natural resource exploitation. Through her work with Global Witness, Seema participated in a secondment to the UN Special Representative on Business & Human Rights, where she focused on the home state role in minimizing corporate related human rights abuses in conflict zones. Previously, Seema worked for the UN Development Programme in Thailand, where she managed an environmental governance initiative for Asia Pacific that

sought to improve access rights for the poor. Seema has also worked as a civil litigation lawyer in Canada for a number of years.

Seema holds a Master's in International Law from the London School of Economics. She also holds a Bachelor of Laws and Bachelor of Arts from a Canadian university. In 1999, she was admitted as a Barrister and Solicitor to the Law Society of Alberta, Canada.

AUSTIN ONUOHA

Manager, Warri Peacebuilding Project, Center for Social and Corporate Responsibility



ANDERS NORDSTROM

Group Sustainability Advisor, ABB

Anders H Nordström is Group Sustainability Advisor at ABB. He is a specialist in energy efficiency and climate change, and responsible for climate policy and related activities in ABB. Anders also represents ABB in the Business Leaders Initiative on Human Rights (BLIHR). He developed ABB's Access to Electricity program, which is an effort by ABB to address energy poverty in rural societies in developing countries. Before joining the sustainability function,

Anders was part of ABB's R&D management and headed its global sustainability research program. Anders Nordström is a Swedish citizen and holds a Master of Science degree in Engineering Physics and a Doctor's degree in Solid State Physics from KTH in Stockholm.

LAURENT CORBIER

Vice President Sustainable Development, AREVA

DANIEL LEBÈGUE, PRESIDENT

ORSE

URSULA WYNHOVEN

UN Global Compact



HEATHER GRADY

Realizing Rights: The Ethical Globalization Initiative

Heather Grady is the Director of Policy and Strategy and the Trade and Decent Work Program of *Realizing Rights: The Ethical Globalization Initiative*, founded by Mary Robinson in 2002 and headquartered in New York. Heather is particularly involved in programs on promoting the right to 'decent work', global trade, corporate accountability for human rights, and women's leadership. She has spent most of the last two decades working in developing countries managing long-term development and humanitarian

programs in East Asia, the Middle East and Sudan.

Prior to joining Realizing Rights she worked with Oxfam Great Britain, serving as the Global Lead on Rights and Institutional Accountability, as Regional Director for East Asia based in Thailand, and before that as Oxfam's Country Representative in Viet Nam, where she resided from 1993 to 2000.

Heather has written extensively on international development and human rights, and co-authored one of the first books on participatory appraisal methodology published in more than a dozen languages. She speaks Vietnamese, Chinese and some Arabic. Heather holds degrees from Smith College and the Kennedy School of Government at Harvard. She is on the Board of Trustees of the New York Society for Ethical Culture, and on the Advisory Board of Human Rights Ahead.

STEVE OUMA

University of the Western Cape

DR BONITA MEYERSFELD

Parliamentary and Legal Advisor, House of Lords

Bonita is an international human rights and constitutional lawyer. She obtained her doctorate in law at Yale Law School. Her thesis, Domestic Violence and International Human Rights Law, will be published by Hart Publishers in 2009. Bonita has written, lectured and presented in South Africa, the United States, Canada, the United Kingdom and Europe in the areas of international human rights law, transitional justice, women's rights and development. She has also lectured in the areas of criminal and contract law.

Bonita currently works as an aide and parliamentary/legal advisor in the House of Lords on international human rights and constitutional law, trade and development. While working with Lord Lester of Herne Hill, she assisted in advising the Ministry of Justice on the Bill of Rights and the Constitutional Renewal Bill and worked on a wide range of human rights and constitutional issues, including economic, social and cultural rights, forced marriage, equality, and European human rights law. Currently she is in the process of establishing a parliamentary alliance on the living wage together with certain members of the House of Lords, foreign governments, trade unions and NGOs, to work internationally to ensure the payment of a living wage that is linked to the cost of living in each country. She is also working on the global food shortage, the promotion of socially responsible investment and trade reform.

Bonita has worked as a litigator and legal advisor, advising South African governmental departments on developmental projects, particularly regarding water and gas distribution. Bonita has also worked as gender consultant to the International Center for Transitional Justice in New York and as a legal consultant at Interights in London.



MARK HODGE

Programme Manager, BLIHR

Mark is Programme Manager of the Business Leaders Initiative on Human Rights and is currently based in Delhi, India. Mark has been an advisor to BLIHR since 2006 and joined the secretariat in May 2008 to engage the Indian business community in the Business and Human Rights agenda. He also brings his expertise in learning, facilitation and organizational change to the wider BLIHR activities. Mark has had extensive experience consulting and training on Business and Human Rights in a range of sectors (extractives, FMCG, utilities, finance). He has led work into the role of business leadership and culture in the context of responsible business. In 2007, when working with TwentyFifty Limited, he led a series of dialogues with business leaders focused on capabilities required from business leaders in light of future social and environmental complexities. Mark is an accomplished facilitator and workshop designer with a passion for working with diverse groups engaging in complex and emotive social challenges. He has experience with various group/strategy processes including Deep Democracy and Scenario Planning.

Prior to working in this field, Mark started a youth activist NGO and was a pioneer in the social enterprise sector in the UK – winning multiple awards including from the Royal Society of Arts and the UK Foundation for Social Entrepreneurs. In 2004, Mark co-founded The Hub, a unique incubator for social innovation in Central London that is now replicated in cities worldwide. He has also worked on public sector projects focused on local economic development through community enterprise and local supply chains. He is a member of the Emergent Leaders and European Sustainability groups of the Society for Organizational Learning.

Mark graduated with a first class honors degree in political theory from the University of London. He also studied courses in Law and Development at the School of Oriental and African Studies. Between 1996 and 1998, he studied the International Baccalaureate at the United World College of the Atlantic in South Wales, UK. He has lectured on corporate responsibility and social innovation to MA students in a handful of UK universities.



PER HENNING HANSSSEN

Leader, Social Responsibility StatoilHydro, Algeria

Per Henning Hanssen is Government and Public Affairs Manager in StatoilHydro Algeria with responsibility for external relations, social investments and industrial development. He holds a degree from University of Trondheim and a Master in Management from INSA in Lyon, France. He has extensive experience in the international oil and gas industry in Norway and abroad. He has founded and chaired several new enterprises in the hydrocarbon service industry that subsequently have developed into the oil and gas exploitation.

CAROLINE REES

Director, Governance and Accountability Program, Corporate Social Responsibility Initiative, Harvard Kennedy School, Harvard University

Caroline Rees is Director of the Governance and Accountability Program at the Corporate Social Responsibility Initiative of Harvard Kennedy School. Her primary focus is on the analysis and development of mechanisms that address grievances arising from the impact of corporate operations on the communities where they operate and workers in their supply chains. She is also an advisor to Professor John Ruggie, the UN Secretary-General's Special Representative for Business and Human Rights. Caroline previously spent 14 years with the British Foreign and Commonwealth Office, and from 2003-2006 led the UK's human rights negotiating team at the UK Mission to the UN in Geneva.

ANTOINE GARAPON

Secretary General, Institut des Hautes Etudes sur la Justice

ANITA RAMASASTRY

Professor of Law, University of Washington



MITRA FOROUHAR

Lead Advisor (Human Rights) StatoilHydro

Mitra N. Forouhar is the Lead Human Rights Advisor to StatoilHydro, ASA. She holds an Advanced Master of Laws in International Humanitarian Law from Université de Genève, where she is a doctoral candidate. She is writing her dissertation on Corporate Complicity in Human Rights Violations. Formerly, she was an international tax transactional lawyer with extensive experience in structuring cross border mergers and acquisitions.

NADÈGE CLAUDEL

Director of Quality and Sustainable Development, Carrefour

ISABELLE BRACHET

Director of Operations, FIDH



OLIVIER MAUREL

Olivier Maurel is currently a free-lance searcher & consultant, but also associate professor at IAE Gustave Eiffel - Paris 12 University, co-heading a master 2 degree: *Corporate Social Responsibility (CSR) Management* - Also lecturer at Paris 1 Sorbonne University for two master 2 degrees: *NGO Management* and *International Cooperation, Humanitarian action and development policies*.

He has been a HRM internal consultant for Radio France before assuming head management positions for NGO's: former Human resources director for MSF France (Humanitarian NGO), executive director for AIDES (main AIDS French NGO) and for SFAP (Palliative care French NGO).

Worked as a volunteer for an AIDS hot line and now for both Amnesty International France (Business and human rights group).

Education : Management school plus a double master, one in Management and the other in political studies

JEREMY HOBBS

Executive Director, Oxfam



CHIP PITTS

Lecturer in Law, Stanford University

Chip Pitts has for several years taught "International Business and Human Rights" at Stanford Law School, believed to be the first law school course specifically on the subject. He has also taught similar courses at the Oxford University/GW Human Rights Program and elsewhere. Formerly an adjunct then full-time professor at Southern Methodist University Law School in Dallas, he has also been a partner at the global law firm Baker & McKenzie, then Chief Legal Officer of Nokia, Inc., and an investor, founding executive, and consultant to various start-up businesses in Austin, Texas and Silicon Valley.

In private practice, he advised a number of pioneers in corporate social responsibility, including such companies as The Body Shop and Starbucks, and at Nokia his responsibilities included global corporate citizenship, which resulted in his drafting the company's code of conduct in the mid-1990's that included one of the earliest corporate commitments to the Universal Declaration of Human Rights.

His long-time human rights activism includes stints working as a pro bono lawyer against apartheid in South Africa, serving as a delegate of both the U.S. government as well as NGOs including Amnesty International, Human Rights First, and the International Business Leaders Forum to the U.N. Commission on Human Rights and various U.N. human rights conferences over the past two decades, and service as Chair of Amnesty International USA.

In addition to serving as an Advisor to the Business Leaders Initiative on Human Rights, he is currently a member of Amnesty International USA's Finance Committee, volunteer President of the Bill of Rights Defense Committee (www.bordc.org), and on the boards and advisory boards of other organizations including the University of Texas at Dallas's Center on Negotiation, The Center for Social Entrepreneurship and Accountability, and the London-based Business and Human Rights Resource Center (www.business-humanrights.org). He is co-author of a forthcoming book offering a legal perspective on corporate social accountability, and his publications and commentary have appeared in

law reviews, newspapers ranging from *The Wall Street Journal* to *The Washington Post*, magazines ranging from *The Nation* and *The New Republic* to *The American Conservative*, and broadcast media ranging from National Public Radio to Fox News. He is a member of the Council on Foreign Relations (New York) and the Pacific Council on Foreign Policy (San Francisco).

JOSÉ LUIS SUAREZ

Researcher, Magna Carta Institute

Jose Luis Suarez (Ecuador) is a researcher at the Magna Carta Institute, a not-for-profit Brussels-based independent research institute, university spin-off and academic network specializing in Human Rights and International Law. He is in charge of the coordination of the Latin America Department. His main fields of research include the inter-American human rights protection system and the relation between human rights and corporate social responsibility in Latin America. He has collaborated with the UNCHR (Quito) on the implementation of a 'Strengthening Protection Capacity Project' for Colombian refugees in Ecuador. He has also contributed to the development of an early warning system for social conflict and a human rights programme in Ecuadorian prisons launched by the Presidency of Ecuador.



FARID BADDACHE

European Director, Business for Social Responsibility

With more than 10 years of CSR strategy and management experience in Europe, North America, Asia-Pacific, Sub-Saharan Africa and Latin America, Farid brings his global expertise to BSR's Paris office as a leading authority in sustainability.

Prior to joining BSR, Farid bridged stakeholder concerns with business realities as a CSR strategy/management consultant and project manager. He has worked closely with various industrial leaders, international organizations, NGOs, unions, and public authorities to build a shared vision, where environmental and social issues are key market forces and new opportunities for value creation.

Farid is also a visiting professor at the French University of Versailles, working with its Centre of Economy and Ethics for the Environment and Development (C3ED). He has published several articles and four books and won a business book award in 2006.

Farid holds an M.B.A. from the ESSEC Business School in Paris and has completed studies at the National University of Singapore's Business School. In addition, Farid holds a post-graduate diploma in Organizational Sociology from EHESS, the School for Advanced Studies in the Social Sciences in France, where he focused on sustainability implementation.

Farid speaks French, English, Spanish, German, and Portuguese.

Expertise: - Social and environmental strategy development and materiality; risk assessment; management systems and performance evaluation; responsible supply chain management; stakeholder engagement; socially responsible investing (SRI); community development.



STEPHEN HUMPHREYS

Research Director, International Council on Human Rights Policy

Stephen Humphreys is Research Director at the International Council on Human Rights Policy in Geneva, where he leads research into climate change and human rights. Prior to joining the Council, Stephen was Senior Officer, Communications, at the Open Society Justice Initiative, an operational human rights program of the Open Society Institute (OSI) in New York, where among other things he co-authored a report entitled *Legal Remedies for the Resource Curse* (OSI, 2005). He has also worked with OSI in Budapest, Hungary, monitoring minority rights in 10 EU accession countries, and before that, between 1997 and 1999, he researched and published on climate change and development with ENDA Tiers Monde's Programme Energie, in Dakar, Senegal. He has published widely on international law and human rights.

CHRIS ANDERSON

Director for Corporate & External Affairs, Newmont Ghana Gold Ltd

Chris Anderson was appointed Director, Corporate & External Affairs Africa for Newmont in July 2005 having previously served as Group Executive, Social Responsibility in Newmont Mining Corporation in Denver, USA.

Prior to joining Newmont, Dr. Anderson was Executive General Manager Public Affairs for Normandy Mining Limited, Australia's largest gold company. He was Chief Executive of the South Australian Museum from 1993 to 1998 and previously taught anthropology at the Universities of California at Los Angeles, Queensland and Adelaide. He has also worked as a private consultant to a range of Indigenous, government and private organizations in Australia, the US, Japan and Europe.

Dr. Anderson is a specialist in community relations, stakeholder engagement and management and cross-cultural consultation. A graduate of the University of Queensland in Australia, Dr. Anderson received his Bachelor of Arts degree (Hons.) in Anthropology. He also holds a Ph.D. in Anthropology and a Diploma of Organizational Psychology from Queensland University. Dr. Anderson has written and edited over 40 publications, television documentaries and curated major exhibitions of Indigenous art. He is a recipient of the Australian Human Rights Award for Print media and a co-recipient of the Anisfield-Wolf Book Award for Race Relations (US). He has also been a Pacific Rim Foreign Exchange Scholar at UCLA. He is the past Chair of the International Council on Mining & Metals Indigenous Peoples Issues Working Group.

RAMIRO ALVEAR

Director, Consorcio Ecuatoriano Para La Responsabilidad Social (CERES), Ecuador

Ramiro Alvear was born in Ecuador. He graduated in Business Administration from the Universidad Central del Ecuador in 1990 and obtained a certificate at INCAE, Nicaragua in Social Development Management in 1999.

In his country of origin, he has led development programmes in various fields including health, education, and water, with a special focus on children's and adolescents' rights. He has worked with a range of international organizations

including UNICEF, FAO, Care International, Children International, World Vision and Medical Assistance Programme International.

At the same time, he has participated as a consultant in social development planning and evaluation with various partners, including the Hospital Metropolitano, PMA, Norway Alliance Mission in Ecuador, World Vision Ecuador and Fosters Parents.

For two years, he has been the Executive Director at the Ecuadorian Consortium of Social Responsibility (CERES). He writes columns on social responsibility for different media outlets and has been a trainer, conference participant or national or international speaker at Ethos Institute in Brazil, Forum Empresa, various NGO's, universities, corporate social responsibility organizations, CORPEI, Pinturas Condor, Zamorano Organization in Ecuador, and others.