

2022



01 - 04 February
virtual event

EUROPEAN **Business Ethics** FORUM

Sharing Ideas & Successful Practices



Meet your **forum hosts**



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EUROPEAN Business Ethics FORUM

01 – 04 February
2022

Virtual Event

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Welcome!

Dear Colleagues,

Welcome to the 19th annual European Business Ethics Forum (EBEF)!

EBEF is recognized by ethics & compliance (E&C) leaders worldwide as the best place for peers and colleagues to share ideas, best practices and insight. While we had planned to host EBEF 2022 in Amsterdam, we carefully considered the restrictions, risks, and health and safety of our participants and made the decision to host this year's event virtually. We listened to your feedback following EBEF 2021 and incorporated changes to ensure that the virtual experience provides just as much value as the in-person event.

The focus of this year's programme takes a holistic look not only at some of the ongoing trends in E&C, such as Environmental, Social and Governance (ESG) issues; ethics, values and risks, as well as workplace culture and using data analytics.

Through a mix of traditional plenary-style sessions and interactive, engaging breakout sessions, EBEF provides a truly unique experience and promises that you come away with innovative, tangible ideas that can help you improve the efforts of your programme and further illustrate the value that E&C as a function provides to organisations.

Each of our 4 plenary sessions and 12 breakout sessions are facilitated by leading experts in their fields and forward-thinking E&C innovators that have both the practical experience to give useful advice, as well as provide necessary context into how today's E&C trends affect tomorrow's organisations.

In addition, EBEF provides several face-to-face networking opportunities throughout the four days of the conference. Please join our networking breaks and introduce yourself to colleagues around the world and meet those who share in the same challenges and experiences that you do every day.

Please refer to the [electronic EBEF Toolkit page](#) (password: 2022EBEF) to access session Zoom rooms and networking breaks.

Finally, please take a moment at the conclusion of the event to fill out the evaluation survey. We consider all feedback in developing future programmes that provide the most value to you.

We are excited to kick-off this year's EBEF and we look forward to seeing you all, virtually, soon!

Sincerely,

Members of the 2022 EBEF Organising Committee

EBEF is held under The Chatham House Rule:

When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.

Quand tout ou partie d'une réunion est soumise à la Chatham House Rule, les participants sont libres d'utiliser les informations recueillies à cette occasion mais ils ne doivent révéler ni l'identité, ni l'affiliation des personnes à l'origine de ces informations. Ils ne peuvent pas non plus révéler l'identité des autres participants à la réunion.

Bei Veranstaltungen (oder Teilen von Veranstaltungen), die unter die Chatham-House-Regel fallen, ist den Teilnehmern die freie Verwendung der erhaltenen Informationen unter der Bedingung gestattet, dass weder die Identität noch die Zugehörigkeit von Rednern oder anderen Teilnehmern preisgegeben werden dürfen.

Wanneer een vergadering, of een deel daarvan, wordt gehouden onder de Chatham House Rule, zijn de deelnemers vrij om de ontvangen informatie te gebruiken, maar noch de identiteit noch de bedrijfsaffiliatie van de spreker, noch die van een andere deelnemer, kunnen worden onthuld.

The rule originated at Chatham House, the home of the Royal Institute of International Affairs in London, with the aim of guaranteeing anonymity to those speaking within its walls in order that better international relations could be achieved. It is now used throughout the world as an aid to free discussion.

It allows people to speak as individuals, and to express views that may not be those of their organisations, and therefore it encourages free discussion. People usually feel more relaxed if they don't have to worry about their reputation or the implications if they are publicly quoted.

Please note that a report of the forum will be made available to delegates following the event.

Tuesday

01 February

8:00 | 13:00 | 14:00
EST GMT CET

[Join Zoom Meeting](#)
[Find your local number to dial-in](#)

Meeting ID: 850 4943 9640
Passcode: 2022EBEF

Forum Welcome

Patricia J. Harned, PhD | Chief Executive Officer | Ethics and Compliance Initiative (ECI)
Dominique Lamoureux | President | Cercle d'Ethique des Affaires (CEA)
Dr. Ian Peters, MBE | Director | Institute of Business Ethics (IBE)

08:15 | 13:15 | 14:15
EST GMT CET

Opening Plenary

Please stay in the same room as the Forum Welcome above.

Fighting Corruption Globally

France Chain | Senior Legal Analyst, Anti-Corruption Division | OECD
Patrick Moulette | Head of Anti-Corruption Division | OECD

As the fight against international bribery has intensified in recent years, and states and companies have undertaken efforts to meet higher standards in this area, the Organisation for Economic Co-operation and Development (OECD) adopted the 2021 Anti-Bribery Recommendation in November of 2021. This Recommendation puts in new measures to prevent, detect and investigate foreign bribery. Included in the OECD recommendations are directives to strengthen international cooperation, increase actions to raise awareness in public sector businesses as well as small and medium-sized enterprises, and specify their sanction regime. Patrick Moulette, Head of Anti-Corruption Division of the OECD, will present the ins and outs of these recommendations and provide the state of the fight against corruption around the world.

09:30 | 14:30 | 15:30
EST GMT CET

Break

You're welcome to stay in the room following the Plenary address for a short 15-minute break or, if you choose to leave the room, join one of the following concurrent sessions.

Tuesday, continued

09:45 | 14:45 | 15:45
EST GMT CET

Concurrent Sessions 1 & 2

Please choose to attend one of the two concurrent discussions

[Join Session 1](#)

Meeting ID: 825 3549 6145

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Does One Size Fit for All Multinational Organisation E&C Programmes? *What about the cultural and leadership challenges?*

Steven Pegg | Senior Ethics Manager | Lockheed Martin Corporation
Shawn Simpson | Professor of Business Ethics and Intercultural Management |
American College of the Mediterranean

This talk will review the main cultural and leadership challenges facing multinational organisations in developing and operating ethics & compliance (E&C) programmes. E&C programmes represent a significant challenge for organisations operating in multiple jurisdictions and geographies. This session will provide guidance in developing organisationally appropriate solutions.

[Join Session 2](#)

Meeting ID: 882 3138 7583

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Committee-tology: Having an Outsider at the Table

Dominique Lamoureux, President of the SNCF Ethics Committee
Iohann Le Frapper | Group Chief Ethics Officer | SNCF

In charge of overseeing and defining the long-term direction of the ethics policy, the ethics committee is an indispensable body for maintaining the culture of compliance within a company. While it is often made up of people from within, some companies choose to place it under the governance of external experts. Why choose this option, how should we organise it and what should we expect from it? In this session we will be looking at SNCF as an example of this approach.

11:00 | 16:00 | 17:00
EST GMT CET

Break

Please join us in the [Main Meeting Room](#) for a short 15-minute break, or join one of the following concurrent sessions.

11:15 | 16:15 | 17:15
EST GMT CET

Concurrent Sessions 3 & 4

Please choose to attend one of the two concurrent discussions

[Join Session 3](#)

Meeting ID: 889 4870 8400

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Using a Startup Mentality to Drive E&C Transformations

Richard Davies | Group Vice President, Ethics & Compliance | Natura & Co.

Startup management techniques can be successfully applied to leading E&C functions, and very effective in driving key E&C initiatives. This is especially true in certain environments such as a business turnaround or M&A integration, when legal risks may be higher, resources may be lower – but rapid change is required. In this session, we will share specific examples of successes using these techniques to innovate in E&C, and also offer key lessons learned.

[Join Session 4](#)

Meeting ID: 889 7167 2140

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Will Encouraging Employees to ‘Speak Up’ Really Make a Difference?

Asha Palmer | Chief Ethics & Compliance Officer & Executive Vice President, Converge |
Convercent by OneTrust

Peter Stone | Senior Compliance Counsel | OneTrust

We know that speaking up about unethical or, indeed, illegal practices, can make a real difference. It is a key way to help maintain high standards of business behavior throughout an organisation. However, surveys indicate that only around 60% of employees who know about unethical practices in their organisations raise the matter. This is generally because they are too concerned about the outcome of their doing this. In this session, Asha and Peter will explore what has been done at Convercent to encourage her colleagues to raise their concerns and thus encourage a more ethical workplace.

Wednesday

02 February

08:00 | 13:00 | 14:00
EST GMT CET

Welcome and Plenary 2

[Join Zoom Meeting](#)

Meeting ID: 850 4943 9640

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Comparative Approach to CSR and ESG: France, UK and USA

Annabel Gillard | Institute of Business Ethics

Birgit Kurtz | Fellow | World Economic Forum

Nicholas Vantreese | Deputy Director of Citizen Engagement | La Banque Postale

Slowly but surely, CSR standards are being imposed on multinational companies. The weight of the extra-financial rating known as ESG and their increasingly systematic use by the financial sector seems to complete this trend. At a time when the European Union is trying to harmonize ESG rating, it is interesting to explore the similarities and differences with which this subject is treated in continental Europe, Great Britain, and the United States. What are the guidelines and standards used? What are their expectations? What methods and measures are deployed?

09:15 | 14:15 | 15:15
EST GMT CET

Break

You're welcome to stay in the room following the Plenary address for short 15-minute break or, if you choose to leave the room, join one of the concurrent sessions below.

09:30 | 14:30 | 15:30
EST GMT CET

Concurrent Sessions 5 & 6

Please choose to attend one of the two concurrent discussions

[Join Session 5](#)

Meeting ID: 876 3246 3268

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Are There Risks in Applying Ethical Standards?

Peter Elam | Group Head of Risk Management and Business Assurance | Anglo American Plc

What are some of the risks of providing guidelines based on ethical and other values to employees throughout our organisation? Key topics include:

- Clarification and alignment of ethical priorities at the Board and top executive level
- Consideration of 'real world' structural dynamics which may challenge organisational ethics and values
- Recognition and exploration of the dilemmas that people face day-to-day.

This session will look at ways of making sure that an organisation's values are not only understood but applied wherever and with whom it operates.

Wednesday, continued

[Join Session 6](#)

Meeting ID: 811 0779 3546

[Find your local number to dial-in](#)

Passcode: 2022EBEF

How a Strong Ethics Culture Can Help Your Compliance Programme

Stéphanie Scoupe | Chief Ethics Officer | Aéroports de Paris (ADP)

Compliance depends first and foremost on the existence of a robust ethical culture throughout the organisation. In this context, one of the main missions of the E&C professional is to deploy and maintain such a culture. What method should be adopted? What levers and tools should be used? This session will be an overview of the best practices identified by a professional of the sector.

10:45 | 15:45 | 16:45

EST GMT CET

Break

Please join us in the [Main Meeting Room](#) for a short 15-minute break, or join one of the following concurrent sessions below.

11:00 | 16:00 | 17:00

EST GMT CET

Concurrent Sessions 7 & 8

Please choose to attend one of the two concurrent discussions

[Join Session 7](#)

Meeting ID: 813 7186 1833

[Find your local number to dial-in](#)

Passcode: 2022EBEF

How Can Ethics and Compliance Play a Key Role in Business Transformation?

Jean-Christophe Sautory | Group Chief Ethics, Risk and Compliance Officer | L'Oreal

This session will explore the importance of the E&C department in partnering upfront with business experts to integrate E&C perspectives in business transformation and in the anticipation of new regulations. In the case of L'Oréal and its business model, these discussions range from the development of Beauty Tech (innovative technology), data privacy, philanthropy and sustainable sourcing.

[Join Session 8](#)

Meeting ID: 874 1475 1055

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Training E&C: Best Practices

Marc Toussaint | Ethics & Compliance Officer, Training Specialist | Airbus

As a pillar of any anti-corruption system, training is a crucial topic, especially for multinational companies. In a changing and international legal environment, how do we adapt training to the audience? How do we define the various categories of population? How do we remain impactful despite physical meeting restrictions? A review of best practices with a training expert from a major aerospace group.

Thursday

03 February

08:00 | 13:00 | 14:00
EST GMT CET

Welcome and Plenary 3

[Join Zoom Meeting](#)

Meeting ID: 850 4943 9640

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Resilience in the Workplace

Craig S. Neumann, PhD | Distinguished Research Professor | University of North Texas

Resilience is a multifaceted concept and one that has attracted considerable scientific attention in recent years. This session will explore the nature of resilience and how it relates to interpersonal and intrapersonal domains at work. Participants will have an opportunity to assess their own levels of resilience and consider how mindfulness practices can support personal resilience in times of change and contribute toward ethical business conduct.

09:15 | 14:15 | 15:15
EST GMT CET

Hot Topics Forum

Please stay in the room following the Plenary address for a 45-minute, audience-driven, forum on today's E&C hot topics. Breakout room moderators will propose will suggest topics from the list below – or participants can propose their own topics!

- How is your organisation managing supply-chain and third party risks?
- With remote environments, how is your company taking Cybersecurity and data protection seriously?
- What are the challenges and successes of remote investigations within your organisation?
- What are the challenges and solutions of maintaining an ethical culture?
- What efforts within your organisation are they applying to ensure inclusion, diversity and equity?
- Which of E,S and/or G is the most challenging within your organization?
- How is your organisation measuring compliance effectiveness ethical culture?
- How does your E&C function interact with other functions? What are the challenges?
- Ethics vs HR - How does your E&C function work with HR?
- How is your organization using behavioural ethics, behavioural economics or psychology to shape behaviours – are ethics functions using these?
- How does ESG and ethics OR Sustainability and ethics fit together within your organisation?
- How do we bring our organisation's values to life?
- Privacy and vaccination status: how is your organization handling it?

10:00 | 15:00 | 16:00
EST GMT CET

Concurrent Sessions 9 & 10

Please choose to attend one of the two concurrent discussions

[Join Session 9](#)

Meeting ID: 849 1475 1498

[Find your local number to dial-in](#)

Passcode: 2022EBEF

The Future of Compliance Analytics

Matt Galvin | Group Global Vice President for Ethics and Compliance | Anheuser-Busch In-Bev

Current emerging technologies like artificial intelligence, blockchain, and federated learning are making advanced compliance analytics inexpensive and accessible over the next 1-3 years. This session will explore current technological developments, and lessons learned from AB InBev in its six year journey of incorporating data science within its ethics and compliance function.

[Join Session 10](#)

Meeting ID: 818 2478 6315

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Organising for Ethics: The Same End Goal, Different Blueprints

Dr. Amanda Bunten CPsych | Director of Behavioural Ethics | GlaxoSmithKline (GSK)

Fiona Hannon | Head of Group Compliance | SSE Plc

There is no single blueprint for exactly what a good ethics function looks like, and experience shows that the idea of one-size-fits-all is a non-starter when it comes to organising for ethics. However, there are certain elements that are key. In this session, we will discuss some of the most important elements to consider and we will learn more about how SSE and GSK ensure that ethics is at the core of their business.

Friday

04 February

08:00 | 13:00 | 14:00
EST GMT CET

Welcome and Plenary 4

[Join Zoom Meeting](#)

Meeting ID: 850 4943 9640

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Volkswagen's Journey - Activities Towards Embedding Integrity & Compliance in Volkswagen's DNA

Tobias Heine | Chief Integrity Officer | Volkswagen Group

Together4Integrity – T4I for short – is based on the five principles of ECI's High Quality E&C Programme Framework. These principles relate to strategy, risk management, culture of integrity, speak-up environment and resolute accountability. This fully integrated initiative is designed to reach about 850 entities and the minds and hearts of 670,000 employees, creating sustainable governance, risk and compliance structures. Tobias Heine, Head of T4I and Chief Integrity Officer at Volkswagen AG, will share how the T4I programme plays an integral and central role at Volkswagen and how it supports a corporate culture that enables every employee to act with integrity and in accordance with rules at all times. He will also discuss how the Volkswagen Group created and is piloting an integrity index as a measurement and change management tool.

09:15 | 14:15 | 15:15
EST GMT CET

Machines vs Humans: The E&C AI Dilemma

Please stay in the room following the Plenary address for a 30-minute engaging and interactive discussion on Artificial intelligence (AI) in E&C programs. AI is unavoidable and is being used more and more to streamline business operations. In the E&C arena, AI is being deployed from investigations to monitoring the effectiveness of compliance programs. What are the positives? What are the negatives? Is AI already incorporated in your E&C program?

Friday, continued

09:45 | 14:45 | 15:45
EST GMT CET

Concurrent Sessions 11 & 12

Please choose to attend one of the two concurrent discussions

[Join Session 11](#)

Meeting ID: 864 7106 4232

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Managing Human Rights in a Global Environment

Catherine Rushforth | Global Human Rights Lead | Airbus

Mechanisms for monitoring the human rights performance of multinational companies are becoming increasingly common around the world. In Europe, pending a harmonisation directive, each country is legislating. After the British Modern Slavery Act and the French duty of care, Germany is in the process of applying a new dedicated law. Global player in the aerospace industry, how does Airbus meet all of these requirements?

[Join Session 12](#)

Meeting ID: 897 7583 7619

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Issues Around Embedding Codes of Ethics/Conduct

Robert Smith | Director, Business Compliance and Ethics | Serco Group Plc

When our corporate values are expressed in a practical code of ethics/conduct, but in vague and woolly language and are rarely discussed, what is likely to happen? Codes must be relevant, up-to-date and easily understood by all staff. This session will explore some of the issues that can occur if any part of the organisation, operating in any part of the world fail to take their values seriously.

11:00 | 16:00 | 17:00
EST GMT CET

Closing Remarks

[Join Zoom Meeting](#)

Meeting ID: 850 4943 9640

[Find your local number to dial-in](#)

Passcode: 2022EBEF

Patricia J. Harned, PhD | Chief Executive Officer | Ethics and Compliance Initiative (ECI)

Dominique Lamoureux | President | Cercle d'Ethique des Affaires (CEA)

Dr. Ian Peters, MBE | Director | Institute of Business Ethics (IBE)

Amsterdam 2023

01 – 03 February

Sharing Ideas & Successful Practices



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for the 2023 EBEP!

Amsterdam Marriott Hotel

Take advantage of early-bird pricing

2023 EBEP early-bird pricing announced **Summer 2022**

More information to come on the EBEP website: www.ebef.eu

Plenary Speakers



France Chain | Senior Legal Analyst, Anti-Corruption Division | Organisation for Economic Co-operation and Development (OECD)

Ms. France Chain is a Senior Legal Analyst in the OECD Anti-Corruption Division. Her principal responsibilities involve assessing countries' implementation of the OECD Anti-Bribery Convention, including Korea, the UK and Colombia, and the development of thematic studies such as on the Drivers of Anti-Corruption Compliance and the Detection of Foreign Bribery. Most recently, Ms. Chain was in charge of the review of the OECD Anti-Bribery Recommendation, which resulted in the successful adoption of the 2021 OECD Anti-Bribery Recommendation. She is also the contact point for the G20 Anti-Corruption Working Group, as well as for the private sector and civil society.



Annabel Gillard | Institute of Business Ethics (IBE)

With a background in asset management, Annabel is investigating the place of ethical values and organisational culture in an AI-driven future workplace, and its impact on the changing nature of work and society. After recently completing an MA in Philosophy and AI at NCH she is currently at LSE studying Behavioural Science, alongside working with CFU, a not-for-profit dedicated to improving ethics in technology and equipping investors with the stewardship tools they need to ensure tech is a force for societal good.

Previously Annabel spent over 20 years building institutional business and working with clients to develop innovative strategies at M&G, UBP, SWIP, Barings, has volunteered for CFA Institute and held board positions at CFA UK and Prudential Staff Pension Scheme.

She is a member of the Institute of Business Ethics advisory council and an advocate for the power of ethics in delivering sustainable growth and enabling talent to flourish.



Tobias Heine | Chief Integrity Officer & Head Together4Integrity, Integrity & Legal Affairs | Volkswagen AG

Tobias Heine is the Chief Integrity Officer of Volkswagen Group. After almost 20 years of working with Volkswagen, he held various management positions not only at the Group Headquarter in Germany but also during international Assignments in India and Asia/Pacific, he was appointed in 2018 as Head of the program Together4Integrity. Within the T4I activities, he wants to ensure that the GRC processes are enhanced through the Volkswagen Group. At the same, his aim is to reach not only the employees minds but also hearts to ensure a sustainable change within the organization. In this function, he is reporting to the Group Board Member for Integrity & Legal Affairs at Volkswagen AG.



Birgit Kurtz | Fellow | World Economic Forum

Birgit Kurtz is an attorney in New York City with more than 20 years of experience in international commercial dispute resolution. She has represented U.S. and foreign companies and individuals in litigation, arbitration and mediation. Birgit has a German law degree and a U.S. Juris Doctor, as well as a Master's Degree in Corporate Compliance. Birgit is a Fellow at the World Economic Forum's Partnering Against Corruption Initiative (PACI) and a Co-Chair of the Responsible Art Market Initiative (RAM) New York Regional Committee.

Plenary Speakers continued



Patrick Moulette | Head of Anti-Corruption Division | Organisation for Economic Co-operation and Development (OECD)

Patrick Moulette is the Head of the Anti-Corruption Division in the OECD Directorate for Financial and Enterprise Affairs. In this role, Mr. Moulette leads the work of the 44-country Working Group on Bribery in International Business Transactions, including the process of evaluating the implementation of the OECD Anti-Bribery Convention. Mr Moulette previously served for 10 years as Executive Secretary of the Financial Action Task Force (FATF), which safeguards the global financial system against money laundering and terrorist financing. Previously, he worked for the Department of the Treasury of the French Ministry of Finance. Mr Moulette is a graduate of the Paris Institute of Political Studies ("Sciences-Po") and has Masters' degrees in Public Law and in Corporate Law. He regularly speaks in public events related to international anti-corruption and financial crime issues.



Craig S. Neumann, PhD | Distinguished Research Professor | University of North Texas

Dr. Craig Neumann, Distinguished Research Professor at the University of North Texas (UNT), has been active teaching, supervising, and conducting research in the Clinical Psychology Graduate Training Program at UNT for over 20 years. He has been consistently funded by The William H. Donner Foundation and has published over 130 peer-reviewed journal articles, as well as dozens of book chapters and given invited talks throughout North America and Europe. His research on personality and personality pathology had made substantial international impact. His latest research explores the motivational nature of light (vs. dark) personality traits and processes that build resilience.



Nicholas Vantreese | Deputy Director of Citizen Engagement | La Banque Postale

Nicholas began his career in intercultural management consulting before transitionally internationally as a Senior Process Consultant. Before joining the Sustainable Development division at La Banque Postale in 2008, he was the Head of Club Finance at L'Observatoire de la RSE (ORSE). In 2012, Nicholas became the manager of the Sustainable Development division. Most recently, in 2021, he contributed to the creation of the Citizen Engagement Department at La Banque Postale, of which he is currently Deputy Director.

He holds a Masters in International Management from Skema Business School and a Masters degree in Cross Cultural Behavior from Concordia University in Canada.

Speakers



Dr. Amanda Bunten | Chartered Health Psychologist, Director of Behavioural Ethics | GlaxoSmithKline

Amanda is a Chartered Health Psychologist and the Director of Behavioural Ethics at GSK where she is leading the implementation of Behavioural Science within Global Ethics and Compliance. She is responsible for the delivery of the mandatory training and code of conduct for the organisation focused on values-based decision making and driving behavioural change. She is interested in really understanding what is driving existing behaviour and what influences decision making, including the less conscious drivers of behaviour, to design effective interventions targeting existing barriers and facilitators.

She was previously the Principal Advisor on Behavioural Insights at Public Health England, providing expert advice on behavioural science to practitioners, policy makers and ministers, implementing large scale population level research and designing and delivering training on the application of behavioural insights.

She has extensive experience of applying theory to practice improving individual, group and population health outcomes. She has worked across local and national government within England on embedding behavioural science in public health and healthcare.

She is also a trustee of the Behavioural Science in Public Health Network for professionals aimed at bringing academics, practitioners and policy makers together to embed behavioural, social and systems science into public health thinking, policy and practice. She recently co-authored the National Behavioural and Social Sciences Strategy for Public Health.



Richard Davies | Group Vice President, Ethics & Compliance | Natura & Co.

Richard P. Davies is currently Group Vice President, Ethics & Compliance at Natura & Co., a global, purpose-driven cosmetics group which includes Avon, Natura, The Body Shop, and Aesop, and is headquartered in São Paulo, Brazil. The group has more than 6 million independent consultants, 34,000 employees and operations in over 100 countries. Richard leads an integrated ethics and compliance program at the group, which oversees key risks such as bribery and corruption, data privacy, anti-trust and trade sanctions and also manages internal investigations. He sits on the group risk & compliance committee and cybersecurity committee and is a key subject expert for the group's internal and external audit teams. Richard is a senior management representative on these matters to the group board of directors.



Peter Elam | Group Head of Risk Management and Business Assurance | Anglo American plc.

Peter Elam is Group Head of Risk Management and Business Assurance at Anglo American plc, a position he assumed on joining the company on 1 June 2019. His responsibilities include enterprise risk management, internal audit, ethical business conduct, investigations and insurance.

Peter was previously Head of Internal Audit at Novartis, based in Basel, Switzerland, from 2010. Peter began his career with Shell, where he spent 15 years in positions of increasing responsibility around the world, latterly as Shell's CFO in China.

Peter graduated with an MA and an MPhil at Oxford University and also studied at McGill University in Montreal and Eötvös Lóránd University in Budapest. He is President of the Chartered Institute of Internal Auditors (UK and Ireland) and a Fellow of the UK Chartered Institute of Management Accountants.



Matt Galvin | Global Vice President for Ethics and Compliance | Anheuser-Busch InBev.

Matt Galvin is the Global Vice President for Ethics and Compliance for AB InBev – the world's largest brewer with over 180,000 employees and operations in over 80 countries. His team covers anti-corruption, sanctions, anti-money laundering, data privacy, human rights, competition, and internal investigations.

Matt is recognized as a leader in the application of data analytics to solve compliance problems and streamline compliance systems and processes and frequently speaks and writes on the use of technology in law. He is also a co-chair of the 2020 ACI FCPA conference and has been recognized by several organizations including the *Financial Times*, *Compliance Week* and *American Lawyer* for leading innovation in the compliance function at AB InBev. He is a New York and Hong Kong qualified lawyer who spent ten years in private practice before joining ABI in 2015. Matt attended the Georgetown University Law Center and Boston University and speaks native English and fluent Mandarin.

Speakers continued



Fiona Hannon | Head of Group Compliance | SSE Plc

Fiona is currently the Head of Group Compliance for SSE Plc where she manages a team to deliver a regulatory and legislative compliance audit programme and is responsible for maintaining the SSE Do the Right Thing Guide – its internal guide to ethics. In previous roles Fiona was Head of Regulation for SSE in Ireland and held a position as the Irish Energy Regulator (CRU) for 9 years focused on consumer affairs, protection and safety matters. She also previously worked in An Post the Irish postal service and has had experience in industrial relations, consumer protection, change management and policy development.



Patricia J. Harned, PhD | Chief Executive Officer | Ethics & Compliance Initiative (ECI)

For sixteen years as CEO of Ethics & Compliance Initiative (ECI), Pat has overseen all of ECI's strategy and operations. In that time ECI has become the leading provider of independent research about workplace integrity, organisational culture and effective compliance programs. Pat is an expert on culture change, ethical leadership, and workplace reporting/retaliation. She leads ECI's consulting practice: clients have included 195+ prominent organisations around the world. Pat has been invited to provide ethics training to a number of boards of directors, and she has participated as a member of monitoring teams for organisations in settlement agreements with federal enforcement agencies.

Pat also directs outreach efforts to policymakers and federal enforcement agencies in Washington, DC. She has provided ethics & compliance training to officials in the US Department of Justice, testified before Congress and the U.S. Sentencing Commission, and she has personally briefed U.S. Secretary of Defense Ash Carter, the OSHA Whistleblower Protection Advisory Committee, and the Federal Bar Council on strategies to increase effective reporting of suspected misconduct.

Pat was selected by Ethisphere Magazine as one of the 100 Most Influential People in Business Ethics in 2007, 2014 and 2015, and was named one of the Top Thought Leaders in Trust in 2010, 2011, 2018 and 2020 by the nonprofit organisation Trust Across America. She was a member of the PCAOB Standing Advisory Group, and she currently serves on the boards of the U.S. Center for SafeSport and the International Association of Independent Corporate Monitors.

Pat holds a bachelor of science degree from Elizabethtown College in Pennsylvania, a masters of education degree from Indiana University, and a doctorate from the University of Pittsburgh.



Dominique Lamoureux | President | Cercle d'Ethique des Affaires

Dominique Lamoureux, international ethics expert, has chaired the French business ethics circle (Cercle d'Ethique des Affaires) since 2017.

From 1994 to 2005 he was General Secretary of Thales International and from 2005 to 2019, Vice President, Ethics and Corporate Responsibility for Thales Group. Dominique is the Chairman of the Ethics Committee of the SNCF (French Railway Company) and has been appointed as Ethics Referent of the French Chapter of the UN Global Compact.

In addition, he is member of the Board of the French Institute for Higher National Defence Studies (Institut des Hautes Etudes de Défense Nationale - IHEDN) and is part of the Strategic Council of the French Anticorruption Agency.

Dominique has systemically been deeply involved in numerous international governmental and business organisations. As such, he is a member of the "Corporate Responsibility and Anti-Corruption" committee of the International Chamber of Commerce (ICC) and chairs the French Chapter. He is also an Officer of the French Legion of Honour.

Speakers continued



Johann LeFrappier | Group Chief Ethics Officer | SNCF

Chief Ethics Officer of the SNCF group, a key French state-owned mobility player. He is also a vice-chair of the International Chamber of Commerce (ICC) Corporate Responsibility & Anti-corruption international commission. Johann's wealth of experience of corporate and commercial transactions and multi-jurisdictional compliance spans across several continents.

Prior to joining SNCF, Johann held executive and/or general counsel positions with Laboratoires Pierre Fabre SA, a French pharmaceuticals and dermo-cosmetics company with a global footprint; Gulf Bridge International, a telecom services provider headquartered in Middle-East; Nokia; and the holding company of Total, an oil & gas company. He was also in private practice as an associate attorney at Hogan Lovells in Paris.

Johann was admitted to the Paris bar and holds degrees from McGill University (L.L.M in Comparative Laws-Montreal) and University of Paris (D.E.A. in Business & Tax Laws). He is a lecturer at the Toulouse Business School (Mastère Spécialisé Management Juridique des Affaires) and the Toulouse law school (Master 2 DJCE). He served as the 2017 chair of the global board of directors of the Washington DC-based Association of Corporate Counsel (ACC).



Asha Palmer | Chief Ethics & Compliance Officer & Executive Vice President, Converge | Convercent by OneTrust

Asha's expertise lies in the areas of program development and enhancement, training and engagement, anti-bribery & corruption, risk assessments, and third-party management. She has developed and enhanced ethics & compliance programs for over 20 companies worldwide. As a former Assistant United States Attorney and litigator, Asha is passionate about training, engagement, and finding practical ways to embed ethics & compliance within businesses and with its leaders. Asha is also active in the ethics & compliance community, presenting in 2017, 2018 and 2019 at Compliance Week Europe and participating in the well-renowned Program for Corporate Compliance & Enforcement at New York University.



Steven Pegg | Senior Ethics Manager | Lockheed Martin Corporation

Steve is responsible for implementing all aspects of the Lockheed Martin Corporation's ethics program in countries of operation outside of the USA; an appointment held since 2015. Based in the UK and operating with a small international team, the role includes providing ethics guidance, training of both employees and third parties as well as leading internal investigations. Steve has personal responsibility for the region of Europe, Middle East and Africa (EMEA).

An engineer by background, Steve commenced his professional career as a Flight Test Engineer. He has been with Lockheed Martin since 2001. Prior to his current ethics role, Steve worked in a range of Supply Chain and Program Management roles.

Steve is a Certified Compliance and Ethics Professional (CCEP-I) and has spoken at many forums including the Society of Corporate Compliance and Ethics (SCCE), the Institute of Business Ethics (IBE), the International Forum on Business Ethical Conduct (IFBEC), the Conference Board and also chairs the ADS Business Ethics Network (ADS BEN).



Dr. Ian Peters, MBE | Director | Institute of Business Ethics (IBE)

As Director of the Institute, Ian is responsible for implementing strategy, leading the team and ensuring that the Institute meets its charitable aims of raising awareness and spreading best practice in the field of business ethics.

Ian's career has spanned business policy, government relations and corporate communications. He has extensive experience of working at the highest levels with business, government, regulators and the professions.

After studying for a degree in geography at Lancaster University and taking his PhD at Southampton (on the drivers of small business growth) Ian joined the Confederation of British Industry (CBI) as a small business policy specialist. In 1989 he moved to international public relations firm Burson-Marsteller where he worked for a number of major corporate clients. Following a second

Speakers continued

[Dr. Ian Peters, continued]

stint at the CBI Ian became Deputy Director General of the British Chambers of Commerce in 1996 where he led the policy, research and communications functions. From 2001 to 2008 he was Director of External Affairs and Marketing at the Engineering Employers Federation (EEF) and in 2009 joined the Chartered Institute of Internal Auditors as Chief Executive, a post he held until December 2019.

Ian has held a number of non-executive and public appointments including Chair of the Independent Monitoring Panel of the UK Chartered Banker Professional Standards Board, member of the UK government's Regulatory Policy Committee and Better Regulation Task Force, and member of the Court of the University of Lancaster.

In 2015 Ian was awarded an MBE for services to regulatory reform.



Catherine Rushforth | Global Human Rights Lead | Airbus

Catherine Rushforth is the Global Human Rights Lead for Airbus. With more than twenty years' experience working in the aviation and aerospace industry, Catherine is currently leading Airbus' ambition to embed and advance respect for human rights throughout Airbus' global business, operations and supply chain. This role reflects Airbus' commitment towards progressing the topic of human rights inline with the UN Guiding Principles for Business and Human Rights and Airbus' commitment to the principles of the UN Global Compact. Catherine has an MSc in Responsible Business Practice, is a Fellow of the Institute of Corporate Responsibility & Sustainability and has recently completed a Masters course in Business and Human Rights through Bergen University.



Jean-Christophe Sautory | Chief Ethics, Risk & Compliance Officer | L'Oreal S.A.

Jean-Christophe Sautory joined L'Oréal 30 years ago in Operations and has been appointed Chief Ethics, Risk & Compliance Officer in January 2021.

Jean-Christophe graduated from the engineering school École des Mines of Paris and of INSEAD with an MBA.

After a few years in consulting, he joined the Group with senior roles in Asia, North America and in Global Headquarters in France from 1991 until 2007. He has subsequently been in charge of L'Oréal Information Systems as Group CIO for 10 years before being appointed Head of Risk Management and Compliance for the Group in 2018.

Jean-Christophe Sautory is the current Chief Ethics, Risk & Compliance Officer for the L'Oréal Group. He reports directly to the CEO Nicolas Hieronimus.



Stéphanie Scoupe | Chief Ethics Officer Group | Aéroports de Paris

After 7 years as a consultant in CSR and then within the La Poste Group have enabled her to show that CSR issues are not only a necessity but a strategic field that creates value for companies. These experiences have also convinced her of the importance of co-creating with stakeholders (internal and external) on these subjects. In the same way, ethics and compliance, a subject she has been dealing with for more than 10 years (at La Poste and then at ADP), are a cultural change before being a change in procedure. In that way, values and purpose contribute to Ethics culture!

Leading the practical workshops, the richness of the Cercle Ethique des Affaires lies in the exchanges between members, which allow them to share best practices, difficulties and enrich each other's programs.

That's considering both working on cultural issues and sharing with peers that leads to efficiency and robustness for Ethics and compliance programme.

Speakers continued



Shawn Simpson | Professor of Business Ethics and Intercultural Management | American College of the Mediterranean

Before joining the American College of the Mediterranean just this month, Shawn Simpson was a Professor of Business Ethics and Intercultural Management for the Aix Marseille University. She was the Training Project Manager for the ITER Organization, where she created the Intercultural & Language Program dedicated to the 35 nationalities present on the site.

She trains internationally and has created award-winning adult education programs. Her role as a European Union expert with a strong focus on intercultural dimensions in mobility has provided her with experience in running multicultural projects.

Shawn's personal experiences, acquired since childhood, living in Vietnam, Nigeria, Australia, the United States and mostly France, has given her hands-on insight into the challenges of expatriation and changing identities. She is focusing on raising awareness on the ethical dimensions of cultural representation..



Robert Smith | Director Business Compliance and Ethics | Serco Group Plc

Robert joined Serco in 1989, initially working in business development and contract operations before moving into the corporate centre to set up the Serco Management System and assume responsibility for risk management, ethics, health and safety, environment and internal audit. Robert's current responsibilities cover ethics and elements of ethical compliance covering business conduct and standards of behaviour, anti-corruption and competitive behaviour and human rights. Robert is Certified Compliance and Ethics Professional (CCEP-I). Robert

is a Chartered Director, Honorary Life Fellow of the Institute of Directors and sits on their IoD Accreditation and Standards Committee. He is also Chair and Lay Trustee of the Royal College of Pathologists chairing the Board, Governance and Nominations Committees.



Peter Stone | Senior Compliance Counsel | OneTrust

Pete Stone is an experienced compliance professional with expertise in internal investigations and training in the public and private sector. In high profile client- and customer-facing positions, he has delivered strategic implementation and operational maintenance of compliance, investigation, and training processes. As a consultant trainer with experience in investigations, conversation management, and ethical behaviour, he is a subject matter expert on the many facets of a modern ethics and compliance program.



Marc Toussaint | Ethics & Compliance Officer, Training Specialist | Airbus

Marc Toussaint is part of the Ethics & Compliance Corporate team for Airbus, the Aeronautics and Defense company (130 000 employees across the world: <https://www.airbus.com/en>). E&C teams are part of the Legal and Compliance function.

In the last 4 years he was responsible for the development of the training offer for internal Airbus staff and also in charge of the implementation and the animation of a network of E&C ambassadors in charge of relaying the proper Airbus values, policies and processes across the business.

Before this role, Marc has been working in the HR function of Airbus (Aircraft division and Corporate HR team) in many different roles, like HR business partner, or competence development, with always a close contact with operational teams. On top of his mission Marc is keeping people development activities like coaching, 360° feedback debriefing, and preparation of future leaders for assessment center exercises.

More about your **EBEF** hosts



Le Cercle d'Éthique des Affaires (CEA) of France

The Cercle d'Éthique des Affaires was founded in 1993 and is the longest serving Ethics and Compliance Association in France. In 2011, its Articles of Association were amended to keep abreast with the evolution of the profession with the goal to become a leading think tank where researchers and practitioners freely exchange on Ethics and Compliance so as to strengthen the integration of Ethics and Compliance into managerial decisions.

The CEA is first and foremost a trusted place where Ethics and Compliance professionals i.e. officers in corporations and organisations come to meet their peers, discuss, benchmark, learn, share, etc. on a confidential basis, in various formats especially designed for them.

The CEA offers various activities to help strengthen its members' professional practice from "reflecting" on prospective topics at "Conférences Prospectives" (Prospective Discussions), to "learning" about a new law, or "doing" practical case studies, or "sharing" by conducting specific benchmarks in small working groups at the "Ateliers Pratiques" (Practical Workshops). The CEA also organises book reviews with writers in the "Librairie de l'Éthique" (Ethics Book Club), and an annual Conference between Academics and Practitioners. The 2019 Conference was on Ethics & Artificial Intelligence. In 2019, the CEA also launched the Generation Ethics Initiative where junior Ethics and Compliance professionals meet to grow their network and share their fresh views on the profession.

The CEA partners with other organisations such as the IBE and ECI. In 2013, it became the French Chapter of European Business Ethics Network.

It also participates in numerous conferences to influence public and private decision-makers in order to reinforce the position of Ethics and Compliance in corporations and organisations.

www.cercle-ethique.net



Ethics & Compliance Initiative (ECI) of the United States

Through its research, ECI identifies the practices that improve ethics & compliance program effectiveness and build institutional culture strength. As an association, ECI brings together ethics & compliance professionals and academics from all over the world to share techniques, resources and exciting new ideas. ECI also has an established track record of providing support to organizations seeking to transform their cultures, often in the wake of significant challenges with noncompliance.

ECI assists organisations in building strong cultures and developing High Quality Ethics & Compliance Programs (HQPs) in line with the five pillars identified by an ECI Blue Ribbon Panel. Embracing these pillars as our own operational standard, ECI provides organisations with tools and benchmarking services that enable them to assess the relative strength of their culture and program, identify areas for attention and stay abreast of new developments and best practices.

ECI also supports E&C officers, individual practitioners, academics and thought leaders with a full calendar of educational programming, networking and idea exchange opportunities and professional certification services. Ours is a vibrant and active community of professionals that shares knowledge encourages thoughtful innovation and explores new ideas to help organisations and individuals meet key objectives.

www.ethics.org



Institute of Business Ethics (IBE) of the United Kingdom

The Institute of Business Ethics, whose purpose is to champion the highest standards of ethical behaviour in business, is an important partner to any business wanting to preserve its long-term reputation by doing business in the right way.

All organisations need to demonstrate they are trustworthy in order to operate effectively and sustainably. Reputations are not based solely on the delivery of products and services, but on how an organisation values its stakeholders. Having a reputation for acting with honesty and ethics will not only differentiate an organisation, it will make it more successful.

For over 30 years, the IBE has advised organisations on how to strengthen their ethical culture by sharing knowledge and good practice, resulting in relationships with employees and stakeholders that are based on trust.

We achieve this by:

- Acting as a critical friend to organisations we work with
- Advising senior business leaders and those with responsibility for developing and embedding corporate ethics policies
- Supporting the development of these policies through networking events, regular publications, research and benchmarking as well as training
- Providing guidance to staff through bespoke training and decision-making tools
- Educating the next generation of business leaders in schools and universities.

The IBE is a registered charity (Company Number 11594672 and Charity Number 1180741) funded by corporate and individual supporter donations.

www.ibe.org.uk

2022 EBEP Organising Committee

Cercle d'Éthique des Affaires (CEA)

Louis Colin
Project Officer
Cercle d'Éthique des Affaires

Marie A. Vieitez
Ethics, Compliance & Corporate Responsibility Director,
MBDA Group
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Ethics & Compliance Initiative (ECI)

Elissa Brooks
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Florence Sumaray
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Institute of Business Ethics (IBE)

Jo Bridge
Events Coordinator
Institute of Business Ethics

Alex Johnson
Marketing & Events Manager
Institute of Business Ethics

Simon Webley
Research Director
Institute of Business Ethics

Tuesday 01 February (GMT/CET/EST)

13:00/14:00/08:00	Forum Welcome and Opening Plenary	https://bit.ly/3KUHBjF
14:30/15:30/09:30	Break (15 minutes)	https://bit.ly/3KUHBjF (same room as the Plenary)
14:45/15:45/09:45	Concurrent Facilitated Discussions	S1. https://bit.ly/3KSC9OI S2. https://bit.ly/3Hh09II
16:00/17:00/11:00	Break (15 minutes)	https://bit.ly/3KUHBjF
16:15/17:15/11:15	Concurrent Facilitated Discussions	S3. https://bit.ly/3oaLRSp S4. https://bit.ly/3KU3Q9s
17:30/18:30/12:30	Day 1 Closes	

Wednesday 02 February (GMT/CET/ET)

13:00/14:00/08:00	Day 2 Welcome and Plenary 2	https://bit.ly/3KUHBjF
14:15/15:15/09:15	Break (15 minutes)	https://bit.ly/3KUHBjF (same room as the Plenary)
14:30/15:30/09:30	Concurrent Facilitated Discussions	S5. https://bit.ly/3u8Wt8n S6. https://bit.ly/3o6cw2Q
15:45/16:45/10:45	Break (15 minutes)	https://bit.ly/3KUHBjF
16:00/17:00/11:00	Concurrent Facilitated Discussions	S7. https://bit.ly/3lPK5y0 S8. https://bit.ly/3g9ca7g
17:15/18:15/12:15	Day 2 Closes	

Thursday 03 February (GMT/CET/ET)

13:00/14:00/08:00	Day 3 Welcome and Plenary 3	https://bit.ly/3KUHBjF
14:15/15:15/09:15	Conversations Cafe: Hot Topics Forum	https://bit.ly/3KUHBjF (same room as the Plenary)
15:00/16:00/10:00	Concurrent Facilitated Discussions	S9. https://bit.ly/3skXrfl S10. https://bit.ly/3rcWUg7
16:15/17:15/11:15	Day 3 Closes	

Friday 04 February (GMT/CET/ET)

13:00/14:00/08:00	Day 4 Welcome and Plenary 4	https://bit.ly/3KUHBjF
14:15/15:15/09:15	Conversations Cafe: Machines vs. Humans: The E&C AI Dilemma	https://bit.ly/3KUHBjF (same room as the Plenary)
14:45/15:45/09:45	Concurrent Facilitated Discussions	S11. https://bit.ly/3KQHHJr S12. https://bit.ly/3KNM3ki
16:00/17:00/11:00	EBEF 2022 Closing Remarks	https://bit.ly/3KUHBjF