



100 Women to Watch 2024

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100 Women to Watch 2024

Our last report was issued in the wake of the pandemic, and noted changes in ways of working, together with global geopolitical and ESG challenges.

Post-pandemic, companies are continuing to face internal challenges, including flexibility, skill gaps, development support, retention, all underlining the importance of people and culture strategies.

Burning external issues in the post-pandemic era continue to include geopolitical uncertainty, an increasing focus on the planet, addressing global sustainability and climate change, and the need for and pace of technological innovation. Functions such as marketing, supply chain management, and service operations have been quicker to embrace the promise of AI. Other industries are poised to benefit from AI: energy and materials, real estate, life sciences, high technology and banking. I have sought candidates in these areas.

There is continuing determination to embrace diversity on boards. This report was introduced to focus on gender, specifically to enlarge the potential pool of female candidates for FTSE 350 boards. It has subsequently also sought out women of different ethnicity. Where individuals have publicly declared other aspects of diversity (such as disability or sexual orientation), then I have noted this in their profile.

You will find a plethora of job titles: President, Chief Executive, Managing Director, Chief Operating Officer, Chief Financial Officer, Chief Investment Officer, Chief Information Officer (Digital, Technology, Insights), Chief Strategy Officer, Chief Marketing Officer, Chief People Officer, to Customer Director and Growth Officer, to name but twelve.

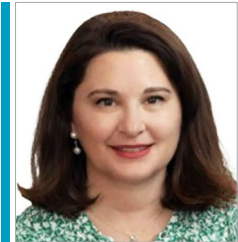
You will also find expertise in: talent, health, sustainability, environmental, social and governance (ESG), investment, consulting, privacy, legal, risk, corporate development and not-for-profit.

I have looked for candidates across industries. The split is the following:

Financial services	17
Professional services (including research, law, consulting and outsourcing)	13
Property, infrastructure and transportation	13
Retail	13
Consumer goods	10
Technology	10
Energy and materials	6
Media and communications	5
Hospitality	5
Not-for-profit	5
Health/sport	3

Please note that the profiles are based on publicly available information. I have not interviewed the women and they do not know that they are included in the list until publication. I have identified many of these women myself, but appreciate early input from Korn Ferry, Non-Executive Directorships Consulting Ltd, Manchester Square Partners, Praesta, Sapphire Partners, Stork & May, Warren Partners and Women on Boards.

The information contained in the profiles was correct, according to published data on 31 July 2024.



Cherine Saddi Aboulzelof,

Managing Director,
Co-Head BGO Strategic
Capital Partners,
BentallGreenOak

Cherine sits on BGO Strategic Capital Partners Global Investment Committee, having held a similar position at The Carlyle Group, with over 12 years' previous experience in real estate investing in Europe and the Middle East. She heads the European business for BGO's real estate multi manager (BGO SCP) business and is responsible for the European strategy and for sourcing and executing investment opportunities across sectors and geographies. She started her career in investment banking, spending eight years in London and New York at Goldman Sachs, JP Morgan and Morgan Stanley. Cherine has served on boards of various funds, is on the Advisory Boards of GRI Women in Real Estate and Women in Safe Homes (WISH). She speaks five languages and holds three citizenships (French, British, Lebanese).



Sonya Adams,

Chief of Staff, bp

Sonya joined the bp Group in Australia in 2001 as a Graduate Trainee, undertaking marketing, supply, logistics and procurement roles, running both the customer facing and terminals and logistics businesses. In the UK since 2017, she became Managing Director Northern, Central and Western Europe, responsible for Air bp's strategy and operations, then amassing expertise in transforming businesses in competitive and fast changing markets, managing safety and operational risks, working with joint ventures and delivering operational excellence across complex facilities. Most recently, as Vice-President Mobility and Convenience Retail UK, she focused on building customer loyalty through 1,200 bp filling stations, EV bunker sites and convenience shops, to deliver bp's energy transition strategy for a low carbon future. She was promoted to her current role in May 2024.



Elizabeth Anyaegbuna,

Co-founder and Chief
Executive Officer
16x9 Media

An established media executive with commercial, operational and management experience in the TV and digital advertising industry in the UK and Africa, Elizabeth has worked for blue chip organisations such as Viacom, Sky Media, Turner and latterly as Director of Partnerships at A&E Networks. She has expertise in building client relationships, at brand and board level, on brands from Masterfoods and 20th Century Fox to ad-funded programmes for NFL, Nike and Adidas. She is President of Bloom, a 450-member women's network and co-founder of Bloom in Colour. She recently co-launched Black Corner, a black owner business directory, marketing and mentoring support platform, is an advocate for the need for diversity and inclusion in the media industry and was named in Campaign's 40 over 40, 2024.



Saba Arab,

Managing Director,
Publicis Sapient

Publicis Sapient is the digital business transformation hub of Publicis Groupe, working at the intersection of strategy, creativity, technology and data, supporting global organisations to create and sustain competitive advantage by undertaking value-based large-scale transformations, re-imagining products and experiences. Her experience is focused on helping enterprises hunt for digital value pools in their core business and across new offerings and markets. Saba joined in 2020 with a wealth of experience in the retail and consumer products industries, having been an Associate Partner at McKinsey & Company and then, as Head of Strategy at The LEGO Group, playing a key role in shaping and delivering their commercial and digital transformation programme. Saba is a Trustee of the charity Standing Tall and speaks Farsi.





Susan Asprey Price,
Chief Executive Officer
EMEA, Work Dynamics,
JLL

With JLL since 2017 and a member of the Work Dynamics Global Executive Board, Sue's team deliver professional services that help businesses adapt and add value to the changing workplace. A former Canadian rugby international, her career started in Canada, running her own business (which she sold) in the data centre sector. She has subsequently built a strong track record in corporate real estate with extensive consulting skills, understanding of internal business functions, business drivers and profit and loss management. She champions diversity and inclusion in the workplace and externally, introducing underprivileged schoolchildren to the sector. She sits on the Global Institute of Women in Leadership Board and is a Trustee for London Youth, a charity focused on improving the lives of young people in London.



Priscilla Baffour,
Global Equity,
Diversity and Inclusion
Strategy Director,
Unilever

Priscilla joined Unilever in 2023 from TikTok. There, as Global Head of Diversity and Inclusion, she was instrumental in shaping the culture, driving an authentic strategy across people, partnerships and platform. She had previously overseen the *Financial Times'* first global D&I strategy, led ITN's EDI strategy and spearheaded 4Talent at Channel 4, the broadcaster's first 360 Diversity Charter, winning the Deputy Prime Minister's Excellence Award for a pioneering role in tackling social mobility. She is a Cultural Advisory Council member at ITN, has been named in the top eight BAME workplace heroes at the Investing in Ethnicity Awards and one of the most influential Global D&I Leaders by Hive Learning. In 2022 she was highly commended as Head of Diversity at the British Diversity Awards.



Pooja Bagga,
Chief Information Officer,
The Guardian

Pooja has led digitally enabled transformational change in e-commerce, logistics and supply chain, airports and airlines, through data, digital, cyber resilience and innovative solutions. She joined The Guardian in May 2024, responsible for corporate technology and data strategy, from Royal Mail where she led a large-scale technology enabled operations transformation of the UK business. This encompassed Parcelforce (express parcel carrier), international hub (Heathrow Airport) and fulfilment (end-user delivery for parcels), harnessing data, AI led and introducing robotics, whilst investing in a wider Group IT Strategy Framework and innovation/transformation roadmap with a multi-year Digital & Technology Investment Programme. Prior to joining RM, Pooja led a similar scale business and IT change at Transport for London (TFL) after 12 years at British Airways. She graduated in India.



Zoe Bailey,
Chief Strategy and
Operations Officer,
Withers & Rogers LLP

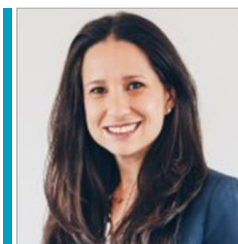
A Board Advisor and Strategic Development Specialist, Zoe has expertise in influencing the delivery of commercially focused business strategies. She joined Withers & Rogers, one of Europe's largest dedicated intellectual property law firms with offices across the UK, Paris and Munich, in 2021 to lead the development and management of the firm's strategic operational activities, leveraging her deep knowledge of strategic business models across diverse organisational complexities. Working alongside the firm's Chair, she is delivering a business strategy that achieves great results for clients while strengthening the brand. Previously at BDO for 19 years, latterly as Chief Strategy Officer, she established the firm's strategy team, which coordinated and delivered the firm's strategic framework working across business streams. She is a Non-Executive Director of Nelson Croom.





Vineta Bajaj,
Group Chief Financial
Officer, Rohlik Group

Vineta joined Rohlik, a Prague-listed leading start-up European e-commerce grocery delivery service, in 2023 bringing e-commerce expertise in growing a disruptive business. Having spent 10 years at Ocado Group, latterly as Finance Director, at an extremely pivotal time transitioning Ocado from a pure-play online retailer to a large technology business licensing grocery technology and grocery fulfilment globally, she was involved in raising over £2 billion and leading strategic M&A. Vineta trained as a chartered accountant and tax advisor at KPMG Ireland, delivering audits for large corporate clients before moving into Kerry Group plc, a successful Irish multinational. She advises several Series A food tech companies globally, is a mentor at the Judge Business School, University of Cambridge and was e-Grocery CFO of the year 2023.



Natalia Ball,
Global Chief Growth
Officer Pet Nutrition,
Mars

Natalia rejoined Mars in April 2024, leaving her role in France as Global Chief Brand Officer and Pet Specialty Retailing Vice-President at Royal Canin, to lead on the growth agenda for Mars' pet care portfolio, which includes Pedigree, Cesar and Whiskas brands. She brings over 20 years' experience in the FMCG industry, including six years at Mars, which culminated in the role of Marketing Vice-President for the business's global pet care and treats portfolio. She started her career with 15 years at Procter & Gamble as Global Senior Brand Director for the menstrual hygiene brand Naturella and later the multi-national's laundry portfolio, based initially in Caracas and then Geneva. She is on the Chief Marketing Officer Council as Advisory Board Member (a global network of Chief Marketing Officers).



Jenn Barnett,
Head of Equity, Diversity
and Inclusion and ESG,
Grant Thornton UK LLP

An experienced culture change and EDI specialist and psychologist, Jenn is committed to improving and embedding inclusion and diversity. She has led senior leadership and behaviour change programmes, coached senior leaders and championed creating inclusive cultures that prioritise wellbeing. Diagnosed with a rare and unseen condition, Dermatomyositis, in 2018 and having to shift her lifestyle, she is passionate about prioritising mental wellbeing and improving social mobility, breaking down unseen barriers. In earlier roles in her 12 years at Grant Thornton, she has shaped the employee value proposition and led on behavioural change and has worked previously as a Senior Business Partner at Heathrow and a Project Manager with BAE Systems. She is a Trustee of the Lord's Taverners and was recognised as an 'Inspiring I&D Leader' in 2021 and 2022.



Lynn Baxter,
Senior Vice President,
Head of North America
ViiV Healthcare

Lynn joined GSK's HIV focussed ViiV in February 2019, with a team of some 700. She had previously been leading the GSK Global Vaccines commercial business, out of Belgium, covering more than 100 countries. She has worked in Asia (based in the Philippines and China), Europe and Global Head Office for emerging markets. She has been responsible for driving pharmaceutical business performance, delivering business transformation and significant global corporate change initiatives, plus building commercial capabilities, encompassing R&D, manufacturing and commercialisation. Before GSK, Lynn was with Roche Pharmaceuticals, starting her career with Merck Sharp & Dohme in the UK. A proud Scot, she is the Executive Sponsor of GSK/ViiV's Mosaic group, supporting Black Employees, of the Women's Leadership Initiative and an ally of LGBTQIA community.





Paula Bellostas Muguerza,

Senior Partner and
Global Healthcare
and Life Sciences
Practice Leader,
ATKearney

Paula has deep expertise in commercial and digital strategy spanning the entire pharma value chain and transforming go-to-market models and brand strategies using digital technologies. She works with leading global biopharmaceutical companies at the intersection of medicine and technology to improve patient outcomes. With a Master's degree in industrial engineering (from Navarra), she worked as an industrial engineer in logistics (Christian Salvesen and XPO) before undertaking a MBA at Cranfield University sponsored by Camara Navarra Regional Chamber of Commerce. She thereafter joined Kearney in 2010. With personal experience of burnout, she is Kearney's global mental health and wellbeing programme lead, a mental health advocate, speaker on workplace mental health, volunteer with Samaritans and writes for Thrive Global and *The Huffington Post*. She is also a mum.



Susanna Berger,

General Counsel for
Europe, Kohlberg Kravis
Roberts & Co Partners
LLP

Susanna joined Kohlberg Kravis Roberts (KKR) in 2009, shortly after its IPO. Her role involves her in a diverse range of transactional mandates for her acquisitive employer, demonstrated in 2018 by its purchase of Unilever's global spreads division. A member of the Executive Committee, she leads on Private Equity, Infrastructure, Energy, Venture/Growth Equity, Real Estate and Capital Markets (debt/equity) transactions in EMEA. Described as "at the forefront of automation" for legal issues, she is listed in Chambers Review Global Influencers in Band 1 of Global Counsels. Prior to KKR, Susanna worked at private equity firm Avenue Capital Management and earlier in private practice at Simpson Thacher, London and New York. A native German speaker, she speaks fluent English, Spanish and French, with law qualifications in Austria and USA.



Sharon Bligh,

Director Health and
Sustainability, The
Consumer Goods
Forum

Sharon works with the largest consumer goods retailers and manufacturers globally, working towards building healthier and more sustainable lifestyles, halving food waste by 2030 and reaching a net zero ambition for both supply and consumption. She leads the Consumer Goods Forum (CGF) Healthier Lives, the Food Loss and Waste and the Net Zero Coalitions of Action. Collaborating with global CEOs who form the CGF's Board of Directors on coalition progress towards the UN Sustainable Development Goals is a key part of her role. She is passionate about the power of collaboration as a catalyst for change, actively engaging with experts from the retail and manufacturing sectors, as well as multi-stakeholder groups, to craft solutions that benefit people and the planet. She is Irish, based in Paris and bi-lingual.



Sarah Boyd,

Managing Director,
Sephora UK

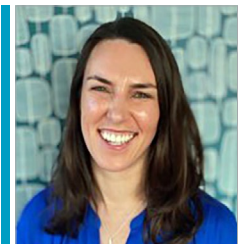
Sephora is LVMH owned with 3,000 stores in 35 countries. Joining in 2018, as Head of Markets and New Ventures, Southeast Asia and Pacific Region, Sarah was based in Singapore (where she grew up), covering 16 countries. Sephora acquired Feelunique in 2021, committing to re-enter the UK market. Sarah was promoted to Managing Director UK in 2022, opening the first physical Sephora store in 2023. Her career started in sales with Coca-Cola, Black & Decker and L'Oreal, then becoming Commercial Director of Bourjois (Chanel group). In 2013 she moved to the Retailer side, returning to Singapore as Chief Operating Officer, then Chief Executive Officer for Guardian Health and Beauty (leading pan-Asian retail group DFI). She joined the British Beauty Council's Advisory Board in June 2024.





Lucy Bristowe,
Chief Executive Officer,
UK and Western Europe,
Kantar Media

Lucy joined Kantar Media, global leader in audience measurement and data, in June 2024, bringing deep expertise in the TV and media industry, following successfully leading teams at UK broadcasters Channel 4 and Sky Media in research and insight roles. She is noted as an architect behind CFlight, the UK's first unified TV advertising metric which reports live, time-shifted and on-demand commercial impacts and impressions across viewing platforms. Recently listed among the 'Top 50 women gamechangers in TV', Lucy has served as a board member and active collaborator on TV Joint Industry Committees (JICs) Barb and TAM Ireland. In her role she leads on the implementation and evolution of Kantar Media's cross-platform and cross-media industry services including those in Israel, Netherlands, Switzerland and the UK.



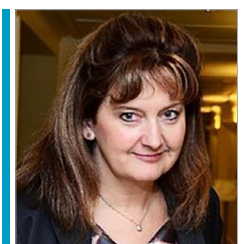
Becky Brock,
Customer and Digital
Director, Tesco

Becky has deep commercial, digital/brand marketing and category management experience. At Costa Coffee since 2020 until June 2024, she led the global commercial proposition, brand direction, innovation roadmap and marketing execution, plus the UK and Ireland P&L, securing the partnership with Marks & Spencer. Becky's career started at Unilever, before joining entrepreneurial global spirits business The Edrington Group in global marketing and commercial roles and then retail, with venture capital owned Homebase, as a board director at private equity backed Outdoor and Cycle Concepts (leading the sale and merger of two businesses) and most recently as Marketing Director of John Lewis. Marketing accolades include *Management Today*, *Retail Week* and *Marketing Week* Data Strategy. She is a Non-Executive Director for The Marketing Society and a Fellow of the Marketing Academy.



Syreeta Brown,
Group Chief People and
Communications Officer,
Virgin Money UK plc

Joining in 2021, a member of the Executive and Board Committees, reporting to the Chief Executive Officer, Syreeta leads the People and Communications strategy, with 150 people across HR and Corporate Affairs. She had previously spent 11 years at Citi, latterly as Managing Director, Head of HR Global Functions, Operations and Technology, responsible for the HR strategy for 20,000 employees across 52 countries. Her experience encompasses inclusive cultural transformation, talent attraction and development and building a future-fit workforce. She started her career with BT Group. Named in the Top 10 of the Powerlist 2024 most influential black persons in Britain and as Financial Services Leader in the 2018 Black British Business Awards. As a parent of a child with autism, she advocates for support of like parents.



Samantha (Sam) Burns,
Global Chief Marketing
Officer, KPMG
International

A degree in drama and theatre arts might not be conventional preparation for a career in marketing but might contribute to Sam describing herself as "a highly creative strategic thinker focused on developing distinctive sales and marketing programmes." She was UK Chief Marketing Officer at KPMG for eight years before taking on the global position in October 2021. She had previously spent over a decade at rival EY, therefore is adept at working in complex organisations undergoing transformation, managing multi-stakeholders across local and international markets and leading/inspiring large, dispersed teams with a challenger brand mindset, focused on delivering strong ROI and real business outcomes. She has consistently been recognised amongst her peers, being named in *Marketing Week's* Top 100 Marketing Leaders since 2020.



**Lucy Chadwick,**

Partner and Head
of ESG, Global
Infrastructure
Partners

Joining New York based Fund Manager GIP in 2019, Lucy chairs GIP's ESG Committee and advises the Investment Committee, providing continuity and consistency when assessing key ESG considerations for new opportunities. She also sits on the Boards of Gatwick Airport, Naturgy Energy Group, Edinburgh Airport and until recently, NTV Italo Spa on behalf of GIP. Lucy had previously spent 14 years in the Department of Transport, the last seven as Director General International Security and Environment Group, having previously held Director positions for Rail and Road and for Regional and Local Transport. Previously she had been an advisor to Prime Minister Tony Blair on transport. This followed 13 years at Accenture where she rose to Senior Partner. She has been a Non-Executive Director of the Defence Infrastructure Organisation and of the Driving Vehicle Agency.

**Carol Chen,**

Global Chief Marketing
Officer and Senior
Vice-President Shell
Mobility and Chair, Shell
Brands International

Carol is responsible for Shell's mobility products, convenient retail, services, campaigns, digital solutions and data analytics (including adoption of AI as appropriate), E-mobility and low carbon fuels, elevating customer experiences for 30 million+ customers across 47,000 retail sites over 83 countries. She champions sustainable packaging, carbon neutral products and gender equality, with a team of 150+ in 80 countries. In July 2024 her remit was expanded, to include Licensed Markets, across 59 countries and five continents. She chairs the Shell Brands International Board and is a Non-Executive Director of Shell Downstream JV in Turkey. Previously in marketing with P&G for 20 years, she led \$4 billion brands (Baby care, Haircare, Laundry, Feminine Products) with teams in China, Canada, USA global HQ and Singapore regional HQ.

**Eunice Clements-Tweedie,**

Global Vice-President,
Global Talent Acquisition,
IHG Hotels and Resorts

IHG has 19 hotel brands, in 100 countries, with 350,000 colleagues in over 650 leased, managed and franchise hotels, plus corporate offices. In her current role in UK Head Office since 2022, Eunice is responsible for setting up a truly global talent acquisition function via an innovative and forward-thinking approach to attracting and retaining the right talent. She joined from The LEGO Group where she focused on building a best-in-class global talent acquisition and onboarding function, driving operational efficiencies, leveraging the LEGO brand and uplifting customer experience to the next level. Previously undertaking interim contracts over 16 years across multiple industries for companies including bp and Vodafone, she started her career in recruitment consultancies. She is a Judge for the 2024 Recruitment ADvertising (RAD) Awards.

**Lisa Commene,**

Chief Operating Officer,
Government Property
Agency

Government Property Agency oversees one million square metres of Government properties, with an ambitious workplace transformation programme and green agenda. Joining in October 2023, from the role of Chief Operating Officer of Ofwat, Lisa is responsible for corporate services, including teams working across commercial operations, data and technology systems, security, planning and performance, HR and legal, plus marketing and communications. With 20 years' senior experience in public and private sectors, she has expertise in developing and implementing financial, people, customer, property, data and IT strategy. Qualified in public sector accountancy at KPMG, then at Deloitte (both in Birmingham), she spent 11 years at Coventry City Council, focused on delivering income and efficiencies. Lisa is a board member at MHA, the UK's largest charitable provider of care for older people.





Dee Corsi,
Chief Executive Officer,
New West End Company

A business partnership of 600 UK and international retailers, restaurateurs, hoteliers and property owners in over 80 streets in/around Bond Street, Oxford Street, Regent Street and Mayfair, NWECC represents 150,000 employees and £10 billion annual turnover. Dee joined as Director of Finance and Performance in 2016, becoming Chief Operating Officer in 2017 and Chief Executive in 2022. Responsible for delivering place management, inward investment, destination marketing, insights, sustainability and advocacy services, she works in partnership with public and private sectors to deliver world-class street operations, the customer insights programme and the creation and implementation of the Road To Zero Sustainability Action Plan. She chairs the Association of International Retail. A qualified accountant, previously Head of Commercial Finance at Bauer Media, with 10 years' experience in consumer publishing.



Paula Coughlan,
Chief People,
Communications and
Sustainability Officer,
Currys plc

With extensive experience shaping and managing global transformation programmes at Pepsi, McDonalds and Currys, Paula is passionate about attracting and developing top talent and engaged colleagues. She joined Currys in 2019 as Chief People Officer, taking on the roles of Chief Communications Officer and Chief Sustainability Officer in 2022. Leading on the sustainability agenda, focussed on building a circular business, net zero, and alleviating digital poverty, she notes that it is a big driver of colleague engagement and talent attraction. Currys is now in the global top 10% of businesses for colleague engagement scores. Previously at McDonald's, latterly as Global Chief People Strategy Officer, her global remit encompassed the business's youth opportunity programme, employer reputation, digital engagement, change management, organisational design and people analytics and insight.



Claire Cronin,
Chief Marketing Officer,
Chelsea Football Club

Claire joined Chelsea in August 2023, responsible for overseeing the brand, creative, growth marketing and fan engagement teams. Previously Chief Marketing Officer with the McLaren Formula 1 Team, she spearheaded their entry into Extreme E, a sustainable race series targeting a new demographic of motor-racing fans and achieving a fivefold increase to the marketable fanbase, helping the team to attract premium brand partners such as Jack Daniels and Google. Earlier, Claire had spent 20 years working in consumer-facing brands across Barclaycard, private aviation business NetJets and Virgin Holidays, ultimately as Senior Vice-President Marketing and Chief Marketing Officer at Virgin Atlantic, where she oversaw the sponsorship of the NFL London Games, securing the airline's position as the leading transatlantic carrier. She started her career as a Graduate Trainee with Barclays.



Sapna Dattani,
Chief Operating Officer,
Commercial and
Institutional, NatWest
Group

Sapna joined NatWest in her current role in 2023 from DWS Asset Management, having won a Computing Rising Star Award 2021 for her work there. As Managing Director and Technology Chief Operating Officer she helped run the Technology and Operations division, working on efficiency and digital transformation, bridging the gap between business requirements and technology deliverables. Earlier, she worked directly for the Board of Deutsche Bank Group on strategy and communications, having had a similar role at Citi and having started her career in consulting with Oliver Wyman. She is an avid supporter of diversity and has participated in and led many initiatives to encourage women and minorities to further their careers in financial services and technology. She is NED at Jack & Grace (a communications B Corp).





Emma Davies,
Chief Investment
Officer, Guy's and St
Thomas' Foundation

Emma is responsible for implementing the investment strategy for the Foundation's £1 billion endowment for health impact, consisting of a diversified portfolio of investments, land and other properties. She leads a team of specialists on the Foundation's mission to build a healthier society into investment policy. Emma was previously Co-Chief Executive of Octopus Ventures, a venture capital firm where she played a role in launching the Octopus Future Generations Venture Capital Trust that invests in businesses that support sustainability, improved societal outcomes and measurable health impact and where she championed internal DEI policies. She has a wealth of cross-sector experience from previous roles at JP Morgan, Perry Capital, The Wellcome Trust and as founding Chief Investment Officer at the social enterprise wholesaler Big Society Capital.



Nhlamu Dlomu,
Global Head of People,
KPMG International

London-based, Nhlamu sits on KPMG's Global Management Team and is responsible for leading the execution of a leading-edge talent strategy for over 200,000 KPMG people in 146 countries. She had previously been Head of People and Change and then Chief Executive Officer of KPMG South Africa and more recently served as KPMG's Head of Global Culture and Organisational Development. She has over 19 years' experience in management consulting and strategic human resources across various industry sectors. A former HR and organisational development executive for one of South Africa's largest banks, Nhlamu's experience spans culture transformation, change management consulting, leadership development and other strategic people management practices. She is Chair of the World Economic Forum Global People Steering Group (Heads of People of the largest member firms).



Angie Doll,
Chief Executive Officer,
Govia Thameslink
Railway

Angie joined the railway industry in 1999 as Station Manager in Brighton and has held a series of senior passenger delivery and strategic positions at the Go-Ahead Group rail operating companies. From Managing Director of Southern and Gatwick Express, she joined Govia Thameslink Railway (GTR) in 2021 as Chief Operating Officer and was appointed Chief Executive in November 2023 by the Go-Ahead Group and Keolis, joint owners of GTR. Her achievements include leading the UK's first domestic high-speed train services at Southeastern, introducing a new Gatwick Express fleet and leading Southern Rail to become National Passenger Operator of the Year 2021. Trustee for Women in Rail, champion for youth employability and advocate for diversity in the workplace, she has won the Everywoman Transport and Logistics Champion award and the Rail Business Award for Diversity.



Sana Duncan,
Global Chief Privacy
Officer, WSP

Sana specialises in all aspects of data protection. She joined WSP, a Canadian headquartered global engineering professional services firm, in April 2023. UK based, she leads a global team of Data Officers and is responsible for a business that spans six continents and employs nearly 70,000 people. She previously spent three years as Global Protection Advisor with global law firm King & Wood Mallesons, after four years in a UK based role at Deutsche Bank as VP Data Protection Counsel. She qualified and practiced as a lawyer with Gowling WLG. Sana is an advocate for accessibility. Being blind from birth gives her a platform of knowledge and experience to champion the roll out of accessibility technologies across the workplace. She is a Trustee of Roam.





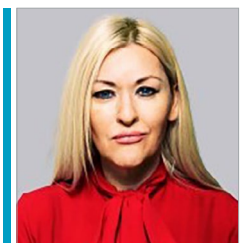
Mary Dunn,
Managing Director,
Aldi UK

Mary has a stellar career at Aldi, having joined in 2003 after a season as a Resort Manager with Le Ski Company (Brownrock). She is experienced in leadership, strategic planning, operations and logistics. As Logistics Director for eight years, she was responsible for running a distribution centre servicing 90+ stores, with a remit including shipping/receiving of stock and transport, as well as HR functions and site management. Mary was made Communications Director in 2015, subsequently becoming Group Director Brand and Category before being promoted to Managing Director in 2019. As part of her degree, Mary interned at the Court of Justice of the European Union in the French and German offices, assisting full-time staff. She was also President of Oxford University Women's Rugby Football Club (2000-2001).



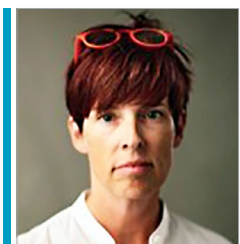
Kathryn Fleming,
Chief Financial Officer,
Control Risks

Based in London, Kathryn is a member of Control Risks' Board and Executive Committee, responsible for overseeing all aspects of the financial performance and strategy across their worldwide operations. She was previously Chief Financial Officer/Chief Operating Office at Eversheds and has held senior financial and operational roles in BT and Johnson Controls and was initially a Finance Manager at Marks & Spencer. She has significant experience of strategy, finance, transformation, technology and global operations in professional services firms, and has worked globally, setting and implementing financial strategies. She has also undertaken commercial and client facing roles based in Hong Kong, New York, Gothenburg and UAE. She is a Non-Executive Director of FRP (professional business advisors) and Seerist Inc (analytics technology for security and threat intelligence professionals).



Caroline Frankum,
Global Chief Executive
Officer, Profiles Division,
Kantar

On the Executive Committee at Kantar, the world's leading market research agency, Caroline is responsible for the multi-million-dollar access panel and first party data division that powers insights and analytics, helping consumer, media, tech, publisher, consultancy, healthcare and e-commerce brands to transform and grow. She has been driving positive disruption of the established market research industry, harnessing the best in automation and human collaboration. She is Global Executive sponsor for Kantar's Extraordinary People Programme that supports Special Olympics and local communities and for Kantar's Pride@Kantar ERG, a safe global community for over 700 LGBTQIA+ employees. She is a member of the Market Research Society DI&E Council and global Co-Chair of The Women Business Collaborative Advisory Group, an alliance to achieve equal position, pay and power for all women in business.



Caroline Gorski,
Chief Executive Officer,
Capital Enterprise

Entrepreneur and innovator, Caroline has over 25 years' experience in digital transformation and emerging technologies and commercial transfer. She joined Capital Enterprise (non-profit supporting early-stage start-ups) in 2023 having led R² Data Labs, Rolls-Royce's Data Analytics and Artificial Intelligence Division and as the former CEO of the R² Factory bringing industrial AI capability to highly regulated businesses. In 2020, she led publication of Rolls-Royce's Artificial Ethics and Trustworthiness toolkit, now used in media, education, sustainability and oncology cases, assuring data integrity. Previously Head of IoT and Digital Manufacturing at the Digital Catapult, she is a NED of Censis (Scottish Enterprise and University of Glasgow) and past research board member of PETRAS Hub (UK's national IoT cybersecurity excellence centre). Caroline is co-founder/inaugural chair of Emergent Alliance (global data collaboration on Covid-19 recovery).





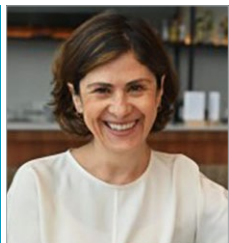
Ruth Handcock,
Chief Executive Officer,
Octopus Money and
Director, Octopus
Investments

Passionate about sustainable investment, Ruth spent four years as Chief Executive Officer (CEO) of Octopus Investments before becoming CEO of Octopus Money in May 2023. She had joined Octopus as they applied for B Corp accreditation from Tandem Bank where, as a founder member, she was responsible for strategy, customer value proposition, marketing, commercial planning, performance and external relations. A scientist by education (comprehensive to Cambridge) her career started in science journalism, management consultancy and then a year in Sierra Leone with Tony Blair's charity, before a move into finance with Bacardi, ultimately Global Finance Director, Martini, Whisky and Cognac. She is Chair of Secci, an Octopus platform, Non-Executive Director of Aldermore Bank, Founder and Chair of Supporting West Africa Through Schooling charity and previous Governor, Bolingbroke Academy.



Alison Hands,
Chief Executive Officer,
Lincolnshire Co-op

Starting as a Management Trainee, Alison spent 19 years at Marks & Spencer, then moved to Boots, ultimately as Vice-President and Director of New Customer Proposition Development in Walgreens Boots Alliance. Following an interim role at the Body Shop and seeking a move back to the Midlands, she spent four years with Wilko, latterly as Managing Director. She joined Lincolnshire Co-op in April 2023 attracted by its breadth of values beyond food (healthcare, the funeral business, travel, a property portfolio) and by its ownership structure, owned by its members, supporting them and the communities. Challenges include disruptor threats (funerals), growth opportunities (pharmacies), re-purposing property (social housing) and focusing on making life better in communities. She recently completed her term as Trustee of Nottingham Forest Community Trust.



Taisa Hansen,
Chief Research and
Innovation Officer,
Lipton Teas and
Infusions

Brazilian-born chemical engineer and bio-scientist Taisa has worked in Mexico, US and Europe with world-leading drinks and food businesses. She joined Liptons in the Netherlands in May 2023 from Danone, where she was Senior Vice-President responsible for the Group's Research and Innovation team, based in Paris. Previously at The Coca-Cola company as Vice-President R&D, Europe, Middle East and Africa, she had started her career in Research and Development Strategy with Kraft, taking on senior roles over 10 years. At Liptons she is currently carrying out trials in Kenya with Cranfield University, supported by the UK's Biotechnology and Biological Sciences Research Council and UK Tea & Infusions Association to develop solutions to reduce nitrogen fertiliser-related emissions, to be shared in the industry.



Emma Hardaker-Jones,
Chief Transformation
and People Officer,
Legal & General

Emma has worked in Europe, North America and Africa and has a passion for increasing all kinds of diversity, seeing HR as an integral part of business strategy. Joining Legal & General (L&G) in 2017 as Group HR Director, her role grew to include internal communications, sustainability, real estate investments and Director of the housing business that L&G bought in 2018. It was further expanded in April 2024 to her current remit. She was previously Global HR Director at PA Consulting, co-leading the successful sale of 51% to The Carlyle Group in 2015, having been Group Head of Talent, Insight and Resourcing at bp for seven years. She started her career with the Bank of England and Prudential Assurance. She is a Trustee of Auditory Verbal UK.





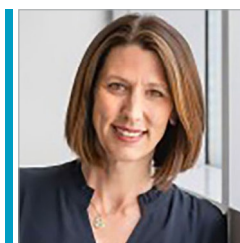
Rachel Higham,
Chief Digital and
Technology Officer,
Marks & Spencer

Rachel joined the M&S Executive Team in June 2024 from WPP, where she had been Global Chief Digital and Technology Officer since 2020. A technology specialist, she has international experience in leadership roles in HSBC, Vodafone and latterly BT, bringing expertise in revolutionising customer experience, simplifying a business process, or lead to brand new products and services. Committed to building more diverse and inclusive work environments, she founded and sponsored the award-winning BT TechWomen, a development programme for 450 women and supporting 2,300 alumni. At WPP, she championed equality in recruitment and in senior appointments. A Trustee of Macmillan Cancer Support, with four earlier Trustee positions in arts charities, she has chaired FACT in Liverpool, using world-class digital and immersive art for community-based learning and engagement programmes.



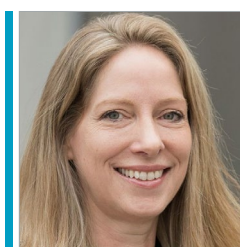
Jasmine Hudson,
Chief People Officer,
Mitie

From EE and Johnson Controls, Jasmine joined Mitie in Bristol in 2009. She progressed from HR Administration to HR business partner, supporting Mitie's largest contract, Lloyds Banking Group, then to an HR Head, gaining extensive TUPE experience with the likes of GSK, and Vodafone, and to HR Director in different specialist areas, ultimately Group and Specialist Services. She was promoted to the Executive Leadership Team as Chief People Officer (CPO) in 2020, one of the UK's youngest CPOs in an organisation of Mitie's size (68,000 employees). She has led on the rethinking and relaunching of the employee value proposition, MyMitie, on the purpose, formulation of the environmental, social and governance strategy, and creation of an engaging diversity and inclusion programme "Count Me In" (winning two British Culture Awards categories).



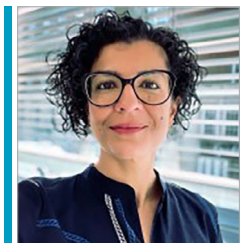
Megan Hunt,
Chief People Officer,
AWE

Joining AWE (experts in nuclear security, counter-terrorism solutions, technological and engineering research, design and production) in 2017 as Head of HR to support transformational change, Megan was made Executive Director for HR in 2018. She leads the people strategy, talent management, acquisition and engagement, leadership development, the Apprentice Academy, reward and benefits, industrial relations and HR operations, also shaping the Wellbeing and Diversity and Inclusion (D&I) strategies. She had previously spent 10 years at Vodafone, in national and global leadership roles supporting mergers and acquisitions and global offshoring activity, business transformation, major cultural change programmes and establishing Vodafone UK's first wellbeing team and D&I strategy. Her earlier career included EMEA roles in investment banking and five years as a Head of HR based in Sydney.



**Kristina (Kris)
Isherwood,**
Chief Financial Officer,
Eight Roads

Kris has responsibility for finance, real estate and technology at Eight Roads, the global proprietary investment firm backed by Fidelity International, primarily focused on venture capital, particularly in healthcare and technology sectors with invested assets of c.\$3 billion. Kris had previously spent 10 years at Fidelity International, joining as Chief Financial Officer (CFO) Europe and a year later being made Group Chief Financial Officer, leading a team of c.400, involved in major transactions and with a remit including treasury, strategy, planning and procurement. Before entering the asset management industry, Kris held leadership roles as CFO of a UK-based life insurer and was a Director at KMPG. She role-modelled a four-day week in Fidelity and championed gender balance in recruiting her team. She is a Non-Executive Director at the Business Growth Fund (BGF).



Prerana Issar,
Chief People Officer and
Head of Corporate Affairs,
Sainsbury's

Prerana joined the Operating Board in May 2023 from the NHS, where she was the first Chief People Officer and supported the 1.2 million NHS employees through the Covid-19 pandemic. Before that, she spent six years in Rome at the United Nations World Food Programme, initially as Chief HR Officer and then as Director of Public-Private Partnerships. During this time, she led the development of the United Nation's first strategic human capital approach, as well as the reform of many key policies. Earlier, Prerana worked for over 15 years at Unilever plc, starting in India in 1997 and then in global roles at Unilever's headquarters in London, latterly as Vice-President HR for the Global Foods business. Prerana is a Trustee of Marie Curie.



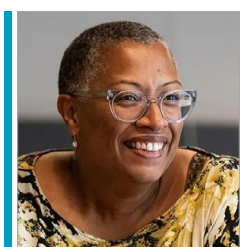
Anna (Bohman) Jakobsen,
Principal and EMEA
Leader - Sustainability
and Commercial
Advisory, GHD

Joining GHD (a global consultancy with 200 offices delivering engineering, environment, design and construction expertise) in 2022 from Business in The Community, to establish and lead the sustainability and environmental, social and governance (ESG) offer in EMEA, Anna's remit now also includes economic and transactions advisory on transitioning to a low-carbon economy. Initially an ESG Analyst with consultancies and non-profit organisations in New York, Brussels, Stockholm, Amsterdam and London, Anna spent 12 years in EY's Climate Change and Sustainability advisory practice. Latterly as Associate Director she led large multi-stakeholder projects, plus EMEIA human rights services and UK&I pay gap reporting. She advised a global FMCG company board on EDI issues, sat on a Government Taskforce to boost socio-economic diversity in UK financial and professional services and co-founded UpTown youth charity.



Pip Jamieson,
Founder and Chief
Executive Officer,
The Dots Global

Pip launched The Dots as a platform connecting creative professionals, dubbed 'The next LinkedIn?' by Forbes. It developed into supporting private networks and off-line community networks, including Apple and Soho House. Pip has spoken publicly about neurodiversity and her dyslexia, how it framed her career progression into entrepreneurship. She found the fast stream Civil Service programme not for her, joined MTV in Australia in strategy, moved to MTV New Zealand in marketing, then founded The Loop in Australia (sold after five years). Recognised in *The Sunday Times* Top 100 Disruptive Entrepreneurs innovating in their respective fields, by *Founders Forum* as one of the Inspiring 50 Women in Technology and by *Ad Week* as a trailblazing leader having a positive impact on the world.



Sarah Jenkins,
Chief Operating Officer,
Saatchi & Saatchi
London

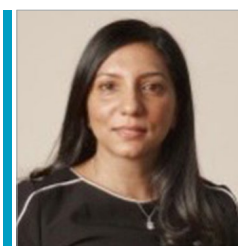
With 25 years' experience in advertising and brand management, Sarah joined Saatchi & Saatchi London as Managing Director in 2019, focussed on talent, culture and business development, notably winning the John Lewis Partnership account. Promoted in February 2024 to the new role of Chief Operating Officer, she is tasked with driving operational growth and commercial efficiency, working with key clients and leading on strategic talent programmes. Formerly Chief Marketing Officer and a Managing Partner of Grey London, she managed some flagship accounts, winning Cannes Lions and IPA Effectiveness Awards. Believing in nurturing diverse talent, she co-founded the Advertising Diversity Task Force in 2017 with other progressive agencies and more recently the Upriser platform in schools to offer a route into the creative industries. A Royal Palaces Trustee.





Elizabeth de Jong,
Chief Executive Officer,
Fuels Industry UK

Chief Executive Officer since 2022, Elizabeth heads Fuels Industry UK as the UK's principal advocate for the downstream oil refining sector, arguing that investment in refineries is vital to achieve the UK's net zero targets. Starting her career in business analysis and economic consultancy, she now has over 20 years' experience in public/private sector interface, leading policy teams, advocacy and stakeholder engagement, covering the diverse interests of operators, government and supply chain companies across the transport/rail sector. Holding senior roles in The Department for Transport and the Rail Delivery Group she was latterly Director of Policy at Logistics UK, leading on UK and international policy, government relations, public affairs, research, information and member services. She is a Non-Executive Director/Trustee of Cogent Skills.



Nasreen Kasenally,
Global Chief Operating
Officer and UK Country
Head, UBS Asset
Management

Appointed to this role in 2023, Nasreen is responsible for all Asset Management Division's business support functions. Additionally, she is Country Head Asset Management UK and chairs the UBS Management Operating Forum. Previously in senior risk roles across the firm in the US and UK, most recently as Chief Risk Officer (CRO) for UBS Asset Management from January 2017, she became a member of the Management Team and subsequently a member of the UBS Asset Management AG Board. As CRO she was also responsible for the UBS Group EMEA region and for Group Sustainability. An active champion of Diversity, Equity and Inclusion at UBS, she mentors female social entrepreneurs tackling microfinance in developing countries, sits on the FCA Practitioners' Panel and is a NED of The Investment Association.



Sarah Kenny OBE,
Chief Executive Officer,
BMT

Initially a marine environmental scientist in the Department for Environment, Food and Rural Affairs, Sarah entered the defence industry with QinetiQ in 1998 to deliver naval research and technology programmes. Moving into business and sales management, she ultimately became Managing Director of their largest operating businesses, 'Maritime, Land and Weapons', and Director, QinetiQ Australia. In 2017 she joined BMT Group, an international scientific, technical services and consulting business, specialising in maritime and defence. Among many volunteer roles, she sits on the UK Defence Innovation External Advisory Panel, the UK Department for Transport Maritime 2050 Expert Panel, and the UK Maritime Enterprise Working Group. She is an Honorary Officer of the Royal Navy, Honorary member of the Royal Corps of Naval Constructors and passionate STEM ambassador.



Fenil Khiroya,
Global Head of HR –
Legal, CoSec and Special
Investigation Services
and Corporate Affairs,
Brand and Marketing,
Standard Chartered Bank

Starting in generalist HR roles, then 11 years in increasingly senior HR roles at UBS (UK and Europe), Fenil joined Standard Chartered in 2018. In her current global role since 2021, she authored the firm's 2021 Ethnicity Strategy, UK and US, making diversity and inclusion training mandatory for UK employees, launching a toolkit called 'How to have Conversations about Race' (allowing BAME colleagues to openly share their experiences) and sponsoring the 'Futuremakers RISE' programme for BAME young adult mentoring. She has been a diversity and inclusion working member in the Financial Services Skills Commission and served on the City HR Ethnicity EDI Taskforce. A past School Governor, she speaks in schools for the Inspiring Women Campaign and has been on the *EMpower* 100 Ethnic Minority Executives List (2016, 2020, 2021).





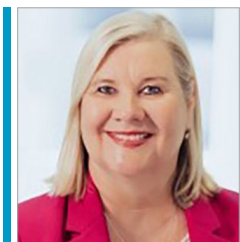
Mary-Ann Kilby,
Managing Director,
Warburtons

Mary-Ann joined Warburtons in September 2023 from Samworth Brothers, where she had risen through the ranks to Executive Board Director after senior commercial leadership roles at two of its subsidiaries: Managing Director, Melton Foods and Sales Director, Saladworks, having started her career with two smaller food companies. She already had experience of Warburtons, the biggest bakers in the UK and a big brand, now in the sixth generation of the Warburtons family, having been a Non-Executive Director since 2022. She understands the family business values, the commitment to quality, innovation, their people and their customers. The company has reported retail sales of £750 million, with 28 sites, making over 70 products at its 11 bakeries, delivering fresh food to over 18,500 stores daily from its 17 depots.



Kim Kinnaird,
Chief Operating Officer,
Business and
Commercial Banking,
Lloyds Banking Group

Kim started her career as a restructuring and insolvency lawyer at Berwin Leighton Paisner LLP advising large corporates, banks and funds on solvent and insolvent debt restructurings. At Lloyds Banking Group since 2010, she was appointed into her current role in April 2024. Latterly as MD Homes and Protection, Consumer Relationships, she led the customer channels for home and protection business, including mortgages, across Halifax, Lloyds Bank and Bank of Scotland brands. She previously held roles in the Commercial and SME banks spanning strategy and development, large scale transformational change, implementation of segmentation strategies, skills development, cultural change programmes and customer service. Kim is champion for apprenticeships within Lloyds Banking Group and is a Non-Executive Director and Audit and Risk Committee Chair at Barts Health NHS Trust.



Maria Laine,
President, Boeing UK,
Ireland & Nordic Region,
Boeing

Maria has three decades of global experience at Boeing, holding leadership roles in Asia, Australia, the US and key European markets. She has led the development and successful execution of Boeing's industrial participation programmes valued at more than \$5 billion. She has grown business and partnerships as Vice-President International Business Development for Boeing's Defence, Space and Security and Global Services business units, expanding Boeing's defence business in Asia. Earlier as Vice-President International Strategic Partnerships she and her team were forming alliances, developing programmes and securing industrial and technology partnerships. Born in Finland, she spent her childhood in Sweden and moved to the US for university. Currently based in London, she is a Trustee of the Whitehall & Industry Group, and Advisory Board Member, British-American Business Association.



Tara Lajumoke,
Group Chief Strategy and
Transformation Officer
(Global), BUPA

Moving from Nigeria at eight and spending her early years growing up on a council estate, Tara's career consists of a list of prestigious global brands. She studied at both the London School of Economics and at Harvard on a Fulbright Scholarship and worked at Goldman Sachs, McKinsey and the Financial Times leading FT Strategies, a global consulting business, where she was Global Managing Director before joining BUPA in September 2023. With 20 years' experience at the intersection of strategy, digital technologies and innovation, she is passionate about transforming the experience of consumers and employees and driving sustained organisational performance. A past Non-Executive Director at The Bureau of Investigative Journalism, previous business mentor at Cherie Blair Foundation for Women. Named on the 2021 Black Power List, she is on the Apex Investment Committee.





Mandy Lamb,
Managing Director,
UK and Ireland, Visa

In her current role since 2021, responsible for the strategic direction and success of Visa's business in the region, Mandy has been with Visa for over 12 years, joining the UK and Ireland business from Singapore where she was Group Country Manager, Regional Southeast Asia (Singapore, Malaysia and Thailand) and Senior Vice-President, Global Client Management Asia Pacific. She had previously held senior roles spanning South Africa, Sub-Saharan Africa and Ukraine, where she led 17 markets across the Commonwealth of Independent States and South Eastern Europe as Group Country Manager. Prior to Visa she worked in financial services and IT industries, starting her career in Information Technology and Telecommunications as a Project Manager at Amvia Ltd and Dimension Data, after graduating in South Africa.



Kathryn Maria Leahy OBE,
Chief Operations Officer,
NATS

Kathryn was a Non-Executive Director of NATS Holdings for five years, before resigning in 2023 to take up her executive role, leading the day-to-day running of Swanwick, Prestwick and the airports where NATS provides the ATM service. Previously Director of Operations at Heathrow Airport since 2017, she had been responsible for airside and airfield operations including the airport operations centre, resilience and emergency planning, having joined BAA in 2010 after 13 years at Virgin Atlantic Airways, focused on risk, safety management and audit. Her roles have encompassed risk, safety, customer management (tasked with improving relationships with airlines), delivery of major transformation programmes and the integration of technology and asset programmes into the live airport operations. She started her career in financial services with AIG.



Hannah Lewis,
UK Country Manager and
Senior Vice-President, UK
Card Services, American
Express Services Europe
Ltd

As Country Manager since 2022, Hannah has full responsibility for Amex's 6,000 staff in the UK. As a female leader of one of the biggest financial services names in the UK, she is also a huge advocate of giving her staff the necessary opportunities and confidence to help them reach the top, acknowledging the importance of a role model for herself. In 2023 LinkedIn recognised American Express UK as one of the 25 best workplaces to grow your career. Hannah's career started with six years at Boston Consulting Group, then joining Amex in a strategic planning role in 2008. Rising through functions including Business Insights, International Marketing, Acquisition and Loyalty, Consumer Marketing, Business Development, Partnerships, she now chairs the American Express Services Europe Ltd Board.



Anna Lundstrom,
Chief Executive Officer,
Nespresso UK and ROI

Anna has a background in luxury goods, having initially secured an internship while at the London School of Economics (LSE) with LVMH in London. This led to a role with Louis Vuitton, moving to Chanel and Gucci before she joined Weber Shandwick in Geneva to handle the Nespresso account. One year in, she went client-side, joining Nespresso (a B Corp) in 2010. She subsequently held titles including Brand Communications Manager and Head of Brand Identity, joining the leadership team as Global Chief Brand Officer in 2020. In her current role, since late 2022, she leads a team of 700 focussed on delivering a high-quality product, sustainable coffee experiences and has successfully established partnerships with Starbucks Reserve on product development and with the Royal Mail for recycling.





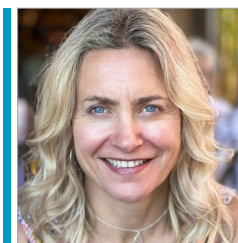
Fiona Mackay,
Director and Legal
Counsel, BlackRock

Fiona is a senior alternatives funds and real estate lawyer providing commercial advice on fund structuring and fund management, real estate investments, debt and equity financing, mergers and acquisitions and joint ventures. Qualifying as a solicitor in 1997, she developed this expertise with Linklaters, London and Hong Kong (qualifying as solicitor of the High Court of Hong Kong) and with Dechert LLP and Tishman Speyer (as European Counsel). Joining BlackRock in 2011, her legal team supports both the Real Estate group and the Alternative Solutions group in Europe, focusing on a variety of alternative investments including infrastructure, private equity and private credit, overseeing the launch of new funds and separate accounts and their ongoing operations. She is a member of the British Property Federation Regulatory Committee.



Kate Mackie,
Global Integrated
Go-To-Market
Lead/Partner, EY

Senior board-level marketer Kate has experience working across B2B and B2C delivering proven commercial results, driving both brand and revenue growth. Initially in advertising with Ogilvy and Indicia (insight and technology communications), she joined GE Capital where she was ultimately Head of Brand and Communications, before being headhunted in 2016 for EY. In her current role since 2023 she has budget and strategy responsibility, leading a cross-border team of c.175 in the Global Brand, Marketing and Communications function, focused on connecting marketing to revenue, driving measurable market impact from initiatives delivered and underpinned by marketing technologies. She is a member of EY Women's Network driving greater diversity and inclusion across the firm and of the Global Markets, Global Business Development, Global Digital Steerco and Global BMC Executives.



Kate Matthews,
Vice President DE&I,
Global External
Engagement and Talent
Development, bp

Kate started her career in HR generalist roles with BT, followed by 18 years in financial services. She worked at BlackRock, Morgan Stanley and ultimately eight years at Citi, where she initially focussed on recruitment, talent development, compensation, compliance and employee relations across EMEA, ultimately becoming Practice Lead Future of Work, introducing best practice from outside and from within the global Citi business. She joined bp in 2020, responsible for advancing all strands of diversity across EMEA and Asia Pacific. In her current role since 2023 she and her team partner with HR and business colleagues to put a DE&I lens onto every aspect of the talent lifecycle, in an organisation committed to continually improving the DE&I landscape to help achieve net zero aims.



**Tracey McDermott
CBE,**
Group Head, Conduct,
Financial Crime and
Compliance, Standard
Chartered Bank

Tracey leads teams responsible for the Bank's internal and external engagement, sustainability agenda, marketing, conduct, financial crime and compliance. Prior to joining Standard Chartered in 2017 she spent 15 years at the UK regulator, latterly as Acting Chief Executive of the Financial Conduct Authority and previously as Director of Supervision and Authorisations and of Enforcement and Financial Crime. She has served on the FSA Board, the Prudential Regulatory Authority and on the Bank of England's Financial Policy Committee. Before joining the regulator, she was a lawyer in private practice in the UK, USA and Brussels. She is a Trustee of the Standard Chartered Foundation; Board member of UK Finance; member of the International Regulatory Strategy Group Council and Honorary Professor at the Centre for Commercial Law Studies, Queen Mary University, London.





Tara McRae,

Global Chief Marketing
and Digital Officer,
Clarks

Following 10 years at PUMA, Tara joined Clarks (now Massachusetts and Somerset based) in 2016, in marketing, strategy and e-commerce roles, leaving to head marketing at TB12 in 2020. She was recruited back to Clarks in 2021 by new owners. As Chief Marketing and Digital Officer she leads marketing, creative, digital, brand collaborations and partnerships and is key to the company-wide reinvention, using different media and marketing strategies for older and younger generations. Turnover in 2021/22 was £920 million (18% up), moving from loss to profit. In 2023 Clarks won the UK Draper Awards Consumer Choice Footwear Business of the Year. Recognition of her successes in growing digital and traditional businesses, repositioning and enhancing the brand includes Top 50 Women in Brand Marketing. She lives with her wife in Massachusetts.



Sarah Miles,

Chief Executive Officer,
Hush

Joining Hush, the women's fashion and lifestyle brand with a digital-first model and clear brand purpose, in January 2023 Sarah brought expertise in successfully driving growth across UK and international consumer brands and a deep passion for sustainability and purpose-led brands. She joined from global prestige beauty group Sephora, which had acquired the beauty e-commerce platform Feelunique, where she was Chief Executive Officer UK. Her career started in strategy consulting with Gemini, then moving into business development and strategy roles before joining Diageo, where she spent 12 years, ultimately as Managing Director of Wines Europe and Reserve Brands, followed by five years at Amazon, including running the apparel business across Europe. She is a Non-Executive Director of The British Retail Consortium and at James Cropper plc.



Tina Mitchell,

Retail Director,
Waitrose & Partners

Tina joined Waitrose in November 2021, the first outsider in this role. She is responsible for setting shops strategy, leading the plan to offer world class service across all Waitrose shops and empowering the 45,000 Waitrose shop partners. She had previously been Divisional Managing Director at the Co-op, having worked at Tesco for 17 years in various positions, including Store Manager, Head of Distribution Support Office and Head of Convenience Development. She started her career at Selfridges in a variety of operational and strategic roles. Reporting to Waitrose's Executive Director, the role is pivotal to delivery of the Waitrose strategy, putting 'World Class' service at the centre of their vision and making Waitrose the ultimate destination for food and drink.



Andrea Montague,

Chief Executive Officer
Designate, Brooks
Macdonald

Having joined in 2023 as Chief Financial Officer it was announced in June 2024 that Andrea will become Chief Executive Officer in October. She has operated at Board and Executive level across the UK long-term savings and asset management sector, with experience in strategy, transformation, operational finance and audit. She had previously been Group Chief Risk Officer (and earlier Group Chief Financial Controller) at Aviva, sitting on five Aviva Group company boards and leading major strategic programmes including, Finance Transformation, improvement of Risk and Controls and reporting on Net Zero. Andrea had earlier held senior leadership positions at Royal London Group and Standard Life plc. She trained and qualified with PricewaterhouseCoopers before her first industry role with Scottish & Newcastle. She grew up in Northern Ireland.





Alexandra Mousavizadeh,

Co-Founder and Co-Chief
Executive Officer,
Evident

With over 20 years' experience ranking and quantifying complex societal and political forces, Alexandra co-founded Evident in 2022, to create the global standard benchmark of AI adoption, which will drive performance, growth and prosperity locally and globally. The platform currently indexes, benchmarks and tracks AI adoption across the financial services sector, providing data driven peer comparisons on AI performance. An economist interested in emerging economies, she started her career as an Africa Risk Analyst at Moody's, moved to Morgan Stanley, became CEO of ARC Ratings and then Director of the Prosperity Index. Latterly, as a Founding Partner at Tortoise Media, she ran Tortoise Intelligence, creating The Responsibility 100 Index and the groundbreaking Global AI Index, the first benchmark tracking the strength of national AI ecosystems.



Jessica Myers,

Chief Customer Officer,
The Very Group

Joining The Very Group, multicategory digital retailers Very and Littlewoods, in 2022 as Chief Marketing Officer, Jessica was promoted in April 2024. She leads a team of around 500 colleagues across marketing, creative, e-commerce, customer experience, digital product, data, insight and analytics. Previously on the Executive Committee at Metro Bank as Director Brands and Marketing, she shaped Metro Bank's brand strategy, building transformational marketing capabilities and investing in brand and marketing communications. Earlier she headed NatWest Group's brand team with responsibility across its 10 portfolio brands, including RBS, NatWest, Royal Bank, Coutts and Ulster Bank, after marketing and brand roles at Commonwealth Bank of Australia in Sydney and at American Express. She was recognised in *Marketing Week's* 2021 Top 100 most effective marketers in the UK.



Laura Needham,

Group Chief Internal
Auditor, Lloyds Banking
Group

Laura joined as a member of the Group Executive Committee of Lloyds Banking Group in September 2022, bringing extensive experience as a banking partner at PwC where she worked in New York, Sydney and London on international assignments over the previous 22 years. Expert in risk, governance and control, Laura was both an External Audit Partner and Internal Audit Partner working with most major banks in the UK. She has held several people leadership roles, including being the Head of People for the banking audit practice and the executive sponsor for gender balance. Laura is passionate about talent development, diversity and inclusion and has led on cultural change programmes to improve employee engagement. She is a Trustee of the Lloyds Bank Foundation for England and Wales.



Kate Nicholls OBE,

Chief Executive Officer,
UKHospitality

UKHospitality's 90,000 members represent the breadth of UK hospitality businesses, which contribute £93 billion to the British economy, employing 3.5 million people and generating £54 billion in tax revenues. As Chief Executive Officer since its inception in 2018, Kate was instrumental in gaining support for the industry during Covid-19, negotiating with the Government, banks, and insurers. Now working on strategies for the sector, including education and skills, flexible employment and gender balance opportunities, she is Trustee of two industry charities (focussed on wellbeing and mental health and work experience for neurodiverse young people) and is a Government Disability and Access Ambassador. Initially a researcher in the Westminster and European Parliaments, then Government Relations Manager at Whitbread, she has strong expertise in devising and delivering strategic public policy and communications campaigns.





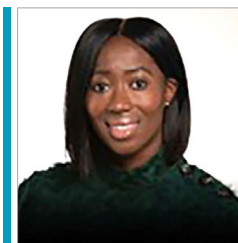
Banke A. Odunaïke,
Global Head of Legal,
CBRE Global Workspace
Solutions

Moving from private practice to Mercer in 2012 as EMEA Corporate Counsel, Banke joined CBRE in 2017 and on promotion to Head of EMEA and APAC Legal for CBRE's Advisory Services Business, led 97 legal professionals across 43 countries. In her current role since July 2023, she is responsible for ethics and compliance, diversity, equity and inclusion, senior leadership talent identification and development as well as succession planning as a member of CBRE's global Executive Committee. She is Executive Sponsor of CBRE's REACH network, an Advisory Board member of the Apollo Leadership Institute and listed in *The Lawyer Magazine's* prestigious Hot 100 as one of Black Women in Real Estate's Phenomenal Women and one of the UK's 21 'Women Who Will' for 'Driving Innovation in Diversity and Inclusion'.



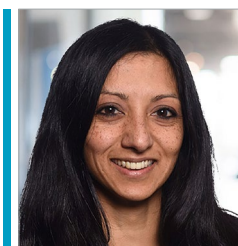
Kayte O'Neill,
Chief Operating Officer,
National Grid ESO

Kayte joined National Grid in 2002 and has held a wide variety of increasingly senior roles, including three years in the US business. Most recently as Director of Transformation and earlier as Director of Markets, she oversaw delivery across energy networks and markets and the real time operation of the electricity transmission system. Appointed Chief Operating Officer in January 2024, her focus is on the transition to and embedding of 'Future System Operator' (FSO) backed by Government and Ofgem, to strengthen the nation's energy security while helping to deliver net zero. As the ESO transitions to become 'Future System Operator' (FSO) in 2024 (anticipated in the autumn), Kayte's focus is on building this new public corporation. Kayte is a Non-Executive Director on the Board of Jersey Electricity.



Claudia Osei-Nsafoah,
Chief People Officer UK
and Ireland, Sky

Joining Sky in 2020 as People Director for UK and Ireland, Claudia became responsible for Group Talent, Diversity and Inclusion in 2022 and took on her present role on the Group Executive Management Team in May 2023. She leads on the people agenda, performance, engagement, learning, wellbeing, talent, leadership development and on Sky's progress towards being more diverse and inclusive for employees, customers and communities. Previously at Treasury Wine Estates for over five years as HR Director Asia and EMEA based in Shanghai and London and eight years with Elizabeth Arden in London and Geneva, she has expertise in culture and engagement with a strong focus on leadership, organisation design and business transformation in global matrixed organisations. She is a Trustee of the Media Trust.



Sheila Pejavar Brown,
Managing Director, Head
of European Investor
Coverage, Antares
Capital LP

Sheila has over 20 years' experience in cultivating strong relationships, developing investment solutions and with a passion for environmental, social and governance (ESG). She joined Antares in London in May 2023 from Hayfin Capital Management, after five years as Managing Director, Business Development focused on UK and Irish clients and Chair of their ESG Committee. She had previously spent nine years at PIMCO covering UK and Irish institutional investors and consultants for traditional and alternative fixed income. She started her career with Lehman Brothers, spending six years in origination and capital markets, joining them in Los Angeles, where she had graduated, working then in London and New York and moving to London to undertake an MBA at London Business School. She is a CFA Charterholder.





Bonnie Pelosi,
Chief Marketing Officer
EMEA, Microsoft

Bonnie was promoted to her EMEA role in May 2024 having joined Microsoft in 2022 as Chief Marketing Officer (CMO) UK, leading Microsoft marketing and brand strategies to deliver growth, investing heavily in AI, using “leading in an era of AI” as a theme to accelerate companies’ success in this area. Briefly Europe CMO at Wipro IT Services, Bonnie had spent eight years at EY UK&I, moving from Corporate Profile and Digital Marketing to CMO, on the firm’s leadership team, responsible for brand strategy, marketing campaigns, customer insights, corporate and employee communications. She had spent five years at Accenture as EMEA marketing lead on consumer goods and earlier on Health and Life Sciences. She was named as one of *Marketing Week’s* Top 100 most effective marketers in 2023.



Claire Pointon,
Managing Director,
Just Eat Takeaway.com,
UK and Ireland

A pioneer of data-driven business, Just Eat has been scaling its data analytics, using AI and personalising offerings. A former FTSE 100 constituent, it delisted in December 2022. Claire joined in 2023, when the company had a new partnership with Iceland stores, bringing more than 20 years commercial experience in customer strategy, brand innovation and marketing. Latterly as Customer Director at John Lewis, she had been accountable for the Retail and Financial Services brand and marketing, digital product development (JL.com) and Omni Channel experience including in-store design. She started her career in 1997 at Carphone Warehouse where she returned in 2012 after roles at Deutsche Telecom and Kerry Foods, ultimately becoming Chief Customer and Commercial Officer. She sits on Meta (Facebook) Council as an advisor.



Caroline Russell,
Chief Executive Officer,
Parkinson's UK

Starting her career in accountancy with Essex County Council, Caroline transitioned into the charity sector in 2021 having held senior roles across the health service, latterly as Chief Executive Officer (CEO) of NHS Mid Essex Clinical Commissioning Group, managing a budget of £2 billion and overseeing transformative programmes. Her previous roles included Chief Financial Officer at NHS Property Services, Deputy CEO and Director of Strategy at Community Health Partnerships and Chief Finance Officer at primary health trusts. As CEO she has led the charity through intense change management, focused on staff health and well-being and published its first EDI strategy, committing to hire more workers with Parkinson's and living with disabilities. Caroline is the first person from the Third Sector to become President of the Chartered Institute of Public Finance and Accountancy (CIPFA) with her key themes, “sustainability, social mobility, stronger together”.



Ade Rawcliffe,
Group Director of
Diversity and Inclusion,
ITV

Joining ITV as Head of Diversity Commissioning in 2017, Ade was promoted to Director of Creative Diversity, then Group Director of Diversity and Inclusion, joining the Management Board in 2020. She has responsibility for all diversity and inclusion related matters across the Group including, leading, developing and growing ITV's Diversity, Equity and Inclusion strategy on and off screen. Previously at Channel 4 for 10 years, most recently leading Creative Diversity, she spearheaded delivery of its 360° Diversity Charter, supported and nurtured the careers of diverse creative talent and sought out and commissioned developments encouraging diversity, risk-taking and innovation. Ade is a Board Member of Independent Television News (ITN), Trustee of BAFTA, Chair of BAFTA's Learning, Inclusion and Talent Committee and Trustee of the National Trust.





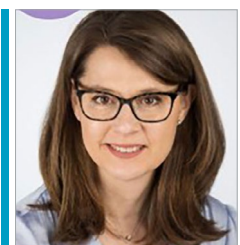
Gill Riley,
Marketing Director,
Quorn Foods

A qualified food scientist, Gill's career started in product development at Britvic before joining the marketing team, working across innovation, trade and consumer marketing. Then followed five years at Kellogg's, ultimately as Marketing Director, Adult Cereals and two years as Marketing Director for Alton Towers (Merlin Entertainments). In 2017 she joined Quorn Foods as International Marketing Director, where health and sustainability are key drivers. A pescatarian herself, she was inspired by the meat-free brand's goals of supporting the wellbeing of people and the planet, by its Northern roots, its partnerships (including with Liverpool FC and Newcastle brand Greggs vegan sausage rolls) and Quorn's aim to be a Net Positive Company, by 2030. She has featured in Campaign's 100 and The Grocer's Plant Based Power Lists.



Elaine Rodrigo,
Chief Insights and
Analytics Officer,
Reckitt

Elaine re-joined Reckitt in 2019, leading on "humanising data" and accelerating the digital and data transformation of the group, building insights and analytics as key enablers of digital marketing and e-commerce. Initially at Reckitt Benckiser in 2001 for six plus years in roles spanning the Global Category in UK, and Geographies, nine years at Kraft/Mondelez, as Regional Consumer Insights and Strategy Director Asia Pacific and Global CIS Director, Biscuits category and three years as Chief Strategy and Insights Officer at Danone, leading a company-wide charge towards a more agile and digital approach to insights. She is an Non-Executive Director of Stravito, knowledge technology. Originally from Singapore, gaining a PhD in Marketing from Monash University, she started her career at market research agencies including Kantar and Ipsos.



Kate Rogers,
Chief Executive Officer,
Follicular Lymphoma
Foundation

Joining the Follicular Lymphoma Foundation in 2022, Kate's focus is on progressing key research programmes, securing grants and building capability in Follicular Lymphoma research, with a mission to find a cure. She brought significant finance, organisation, change and cultural transformation skills following a 21-year career with GSK plc, latterly as Global Finance Transformation Lead, and previously as CFO for Laboratoire Glaxo SmithKline SaS (GSK France). She started her career as a Management Trainee with Unilever, gaining expertise in commercial finance and change management internationally, before moving into the pharmaceutical and life sciences industry. She has a deep belief and passion for enabling scientific advances to improve human health. She is a Non-Executive Director and Audit Committee Chair for IXICO plc, a medical imaging company for biopharmaceutical clinical research.



Helen Selby,
General Counsel
and Company Secretary,
Asda Contact

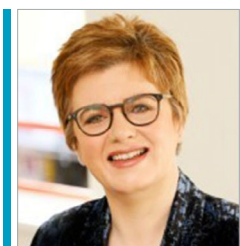
Helen joined Asda in 2020, following similar roles at Mars Wrigley Confectionery UK, Premier Foods and Hovis. She and her Legal and Compliance team at Asda were at the heart of the 2022 acquisition of EG Group's UK and Ireland operations (enterprise value c.£2.27 billion) and won *The Lawyer's* 'In House Commerce and Industry Team of the Year'. After serving for six years in the Royal Airforce, she qualified as a solicitor in 2007 and won *Legal Week's* Counsel of the Year 2011. She featured in *The Lawyer's* 'Hot 100' List for 2021 and won the Ex-Forces in Business Award, '2022 Business Leader of the Year (Large Company)'. Helen is Honorary Group Captain of 601 (Aux) Squadron and has been a Trustee for the RAF Museum.





Ritu Shirgaokar,
Head of International
and Regulatory Legal,
State Street

Joining from Nomura in 2012, Ritu provides guidance on how to leverage opportunities, overcome regulatory challenges, mitigate risks and drive diversity initiatives within the organisation, inspiring and engaging approximately 15,000 staff members. In her capacity as executive sponsor of the Race and Ethnicity Network, Ritu ensures direct representation in the UK governing body, facilitating swift action on issues of inequity. As a founding member of the Advisory Council to Reboot, Ritu contributes to strategic initiatives to address racism in the UK financial sector, collaborating with industry leaders and governmental bodies to promote diversity and transparency. Qualifying as a solicitor in 1994, she joined Clifford Chance, moving inhouse in Credit Suisse and then Nomura as Director and Global Head of New Business, Risk Management Division.



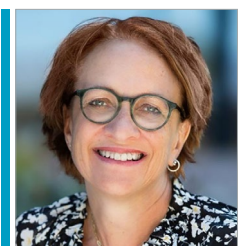
Margot Slattery,
Global Head of Diversity,
Inclusion and Social
Sustainability, ISS A/S

Starting as a chef in Dublin, Margot moved up the ranks at Sodexo Ireland, where she became CEO then President before being appointed Global Chief Diversity and Inclusion Officer for Sodexo Group in 2019. She joined Copenhagen based ISS in 2021, responsible for directing and implementing ISS's diversity and inclusion strategies across five global dimensions, advocating for workplace standards and disability inclusion. She has featured in the *Financial Times* 'Top 100 OUTstanding LGBT Business Leaders' for four years in a row and been shortlisted in the Diva and IMAGE PwC Ireland 2023 awards (Diversity and Inclusion Businesswoman of the Year). She is a member of the Workplace Pride Council and co-chaired the Irish NGO involved in passing the 2015 Marriage Equality Act in Ireland.



Priya Srinivasan,
Chief People and
Purpose Officer, Coty

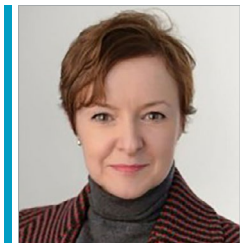
A proven global HR leader with a diverse perspective having lived and worked in many cultures and a track record of building capabilities and achieving transformation, Priya joined Coty in April 2023. She leads on the people agenda with the Human Resources function a key business driver. She had previously spent four years at Reckitt, latterly as Senior Vice-President HR, Health Business Unit and earlier 14 years at AstraZeneca, in various roles across the world, including HRVP Europe, HR Business Partner, Global Medicines Development and ultimately six years as HRVP International, leading emerging markets, with 19,000 employees in over 100 countries, based in Shanghai and London, where she relocated in 2019. Her HR career started with Colgate Palmolive in Mumbai, New York and Hong Kong.



Linda Summers,
formerly Global
Marketing Director,
Meta for Work, Reality
Labs

Linda has extensive B2C and B2B expertise in product and digital marketing, NPD and corporate strategy, in technology, mobile, media and industrial sectors. She joined Meta in 2020 as Director of Digital and Integrated Marketing for Workplace by Facebook, taking on her global role in 2022. She is responsible for shaping the market for Mixed Reality Solutions for businesses, re-inventing the way we work, meet, learn, create and build communities. Previous employers including Telefonica/O2 and Skype (managing marketing integration activity following Microsoft acquisition in China, Japan, Russia, US and Brazil). She is experienced in scaling private equity and venture capital backed tech businesses in competitive global markets including EMEA, Latin America, Americas, Asia and has successfully led teams through acquisitions and exits with profit and loss accountability.





Paula Sussex CBE,
Chief Executive Officer,
OneID

OneID, the identity service provider, appointed Paula in 2023 to lead on the growth of their technology which enables Adobe Acrobat Sign. She joined from the Government-owned Student Loans Company (SLC) that manages a loan book of some £200 billion, where she was recognised as CEO of the year by the National Centre for Diversity (Fairness, Respect, Equality, Diversity, Inclusion and Engagement Awards). She had previously been CEO of the Charity Commission. Qualifying as a barrister, her career had been primarily in consultancy (KPMG and Atos) and in service delivery of large-scale IT, latterly as Senior Vice-President, Logica, responsible for building new markets in health and public sectors. She has delivered large-scale transformation and change programmes and services in the public, private and voluntary sectors.



Sara Taylor,
Senior Vice-President,
UK, FR. IT. ES, MGA
Entertainment

Sara joined MGA, the largest privately held toy company at the forefront of the toy industry, in 2022 as Managing Director, UK and Ireland. Promoted to her current role in 2023, she manages functional teams in Europe and is driving the growth of top-performing brands across several categories including, market leading and award-winning Rainbow High dolls, plus entertainment with The Rainbow High YouTube Channel. She has a strong background in sales and marketing, with over 30 years' experience within the international toy industry. Previously at Spin Master as General Manager, UK, Ireland and Amazon Europe, she had also held senior positions at Funrise and Mattel. She is fluent in French and German and was nominated in Women In Toys "Deal Maker" category 2021/22.



Kate Teh,
General Counsel,
Innovo Holding Ltd

Joining in 2022, reporting to the Innovo board and shareholders, Kate leads on corporate governance, risk, compliance and regulatory affairs. An international multidisciplinary lawyer, experienced in property, construction, mergers and acquisitions, media, digital and data, she has lived and worked in Australia, China and Europe. She established an early foreign law office in Shanghai, advised the Russian Government and on the Sydney Olympics. She worked on satellite technology (AsiaSat II) and tackled the commercial, operational and regulatory hurdles in the evolving digital and data markets in Europe. Previously Group Legal Director and Data Protection Officer at Telegraph Media Group for 14 years, she was pivotal to its transformation into a multimedia news and data driven business. Graduating in Australia she speaks Spanish, Japanese, Mandarin and Hokkien.



Valerie Todd CBE,
latterly HR Director,
Siemens UK and Ireland,
and Global Head of HR
Operations, Siemens

Valerie is pursuing a plural career, after five years with Siemens UK and Ireland, with 11,000 employees, taking them through five years of transformation and growth. A champion of diversity, equity and inclusion, she spearheaded Siemens signing the Race at Work Charter in 2020, a Business in the Community/UK Government initiative to improve outcomes for BAME employees in the UK. Previously in senior people leadership roles with Crossrail and Transport for London, her career started in local authority social care services. She is a Non-Executive Director (NED) with Digital Catapult and Trustee (and Chair of the People Committee) at the Leonard Cheshire Disability Charity. She has held NED positions with the British Army, Pearson Education Limited, VocL and Investors in People CIC. Her CBE was awarded for Services to Skills, Training and the Development of Young People.

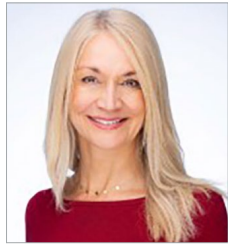




Nathalie Vafiadis,

Chief Information
Officer, Consumer
Division, BT Group plc

In her current role since 2021, Nathalie is responsible for the IT infrastructure for all services supporting BT's three big brands: EE, BT and Plusnet, leading the transformation of the consumer IT estate and developing a state-of-the-art ecosystem with a forecast 36% reduction in cost. Previously serving as the company's Chief Technology Information Officer, Consumer Division, she had earlier been Director of Delivery and Technology at EE, where, over a decade, she served in various leadership roles including Head of Strategic Programmes, building and launching the 4G network which underpinned the EE Brand Launch, managing all network and device deliverables and subsequent rollout to provide award winning coverage and capacity, enabling one of the fastest rollouts in the world. She started her career with Orange in 2003.



Rebekah Wallis,

Board Director - People
and Environmental,
Social and Governance,
Ricoh UK

Rebekah is an experienced HR leader with expertise across change management, cultural transformation, employee value proposition and engagement, organisational, leadership and talent development, rewards and benefits and environmental, social and governance. She has built a successful career in British Gas, Rentokil Initial and Ricoh (Fortune Global 500 company specialising in technology transforming document intensive business processes) while caring for her now adult disabled elder daughter, who requires 24-hour support. She has been able to work flexibly and has played a pivotal role in developing Ricoh's people-first culture, championing disability inclusivity and flexible working. She has launched a Disability Affinity Group for people with or affected by a disability. Her remit includes corporate responsibility, sustainability and community investment. She chairs a Regional Advisory Board for Business in the Community.



Katherine White,

Chief Talent Officer,
Spencer Stuart

Katherine joined Spencer Stuart in 2013, its first Chief Talent Officer, needing to build trust and win supporters to bring about change without formal authority in this global professional services firm. Previously with Boston Consulting Group for 12 years, initially on the consulting team, then moving into HR for the firm, she was latterly a member of its global people management team as Western Europe and South America lead, responsible for a range of talent management, human resources and other global initiatives, based in London and Warsaw. As a consultant her focus had primarily been R&D in healthcare, working with big pharma, biotech, government entities, international philanthropic organisations and public-private partnerships. Katherine earlier worked for Andersen Consulting in Chicago. She is a Trustee of DEMAND.

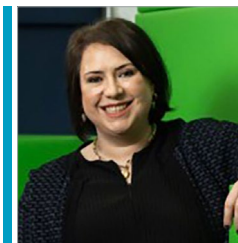


Beth Whittaker,

Chief Human Resources
Officer, Northern Europe,
Veolia

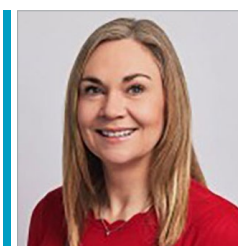
Beth started her career in HR as an apprentice with Cheshire East Council, followed by 11 years in HR positions with Staffordshire Police. Joining Veolia in 2015 as Head of Employee Relations and Business Partnering, she co-created Veolia's Respect at Work Programme and led the submission for the Princess Royal Training Awards. Promoted to Chief Human Resources Officer UK and Ireland in 2019, she has implemented a four-year HR strategy recognising the importance of attracting, developing and retaining people to deliver services which achieve ecological transformation in waste and energy management. Veolia was listed in *The Sunday Times* Top 10 Best Places to Work 2023 and 2024 (Big Organisations), noting their career development programme to boost the number of women in operational positions, flexible working and wellbeing benefits.





Eve Williams,
Vice-President and
General Manager,
eBay UK

Joining eBay in 2020 as Chief Marketing Officer, Eve was promoted in 2023 to her current position. She has overseen high profile brand campaigns to show the breadth of eBay's marketplace and champions the 300,000 businesses on the new brand platform, The eBay Way. Before eBay, Eve spent seven years as Global Brand Director at ASOS, responsible for the company's marketing and customer programmes, alongside creative strategy, content planning, consumer communications and social media output. Previously Eve was Managing Director at Cedar Communications Ltd, producing content for leading brands including British Airways, Tesco, O2, TUI and Nikon. She is a Committee Member of the Effectiveness Leadership Group of the Institute of Practitioners in Advertising, Board Member of the eBay Foundation and of The 93% Club (breaking down structural barriers to social mobility).



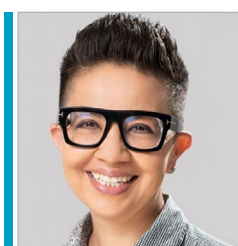
Louise Wrathall,
Executive Director,
Corporate Development,
Central Asia Metals plc

Studying geology sparked an interest in mining and Louise started her career with hands-on industrial experience working for Hanson Aggregates in the UK quarrying industry. In 2004 she became a mining equity analyst, focused on London listed companies, more recently working as part of the No.3 Extel ranked team at Investec covering a wide range of companies including miners in the FTSE100 index. She spent two years in Investor Relations for GoldBridges Global Resources before joining Central Asia Metals plc (CAML) in 2015 where she was appointed to the Board in 2022. She serves as an official company spokesperson, responsible for directing development and delivery of all investor-relations activities and external communications, the first point of contact with the investment community and leading CAML's business development efforts.



Elle Xu,
Head of Acquisitions
(Europe), Lendlease

Elle joined Lendlease in 2023 with 20 years' experience in real estate and investment banking, a track record in leading the successful completion of capital market transactions, investment and divestment opportunities and the negotiation and completion of over £6 billion of real estate transactions. She is now responsible for the origination and execution of new investment opportunities across Europe in a range of sectors including living, life science and value add office. Elle was previously the Board Director and IC member for Qatari Diar Europe, overseeing its portfolio of large scale, complex development projects and platforms like Chelsea Barracks, former US Embassy and the Get Living platform. Elle started her career in investment banking, covering blue chip companies in the consumer sector in Europe.



Marzia Zafar,
Deputy Director of
Governance for Data
and Digitalisation,
Ofgem

Marzia is a sustainability expert, working with regulators, businesses and not-for-profits. At Ofgem since July 2022, she has overseen the £450 million Strategic Innovation Fund to lead the energy system to net zero and is now focused on digitalisation and decentralisation of the energy system to ensure delivery from an intermittent energy supply. Previously Marzia was Director of Sustainability and Energy Policy at Kaluza Technologies, having moved to London in 2018 as Director of Insights at the World Energy Council. Earlier, as Director of Strategic Planning for the California Public Utilities Commission she worked through the de-regulation of the California energy market and ensuing energy crisis which led to a re-regulation of the market. She is a Non-Executive Director of Harworth Group plc focused on land regeneration.



Find out more

Previous versions of the Women to Watch supplement are available [here](#).

The data and imagery in this report was sourced from publicly available sources published before 31 July 2024.