

Business and human rights

How to get beyond policy, manage risk and build relationships

10th November 2014 | London, UK

www.innovation-forum.co.uk/business-human-rights

- » **Human rights and business performance** A look beyond the typical academic lens and into the practical implications that human rights can have on your business and the bottom line
- » **Go beyond just policy:** A look at progression since the implementation of the human rights guiding principles. Discuss how framework has advanced – and what remains to be done
- » **The legal and enforcement risks** Understand what you must be doing, and where you can, and should, draw the line
- » **Big finance and human rights** Discover how financial institutions view the business and human rights agenda – and how this is quantified
- » **Bring suppliers on board** How to engage and support suppliers as they progress towards ethical practices
- » **What makes policy that works on the ground?** Find out how to integrate human rights principles into your sustainability, and business, framework
- » **Pre-Competitive Collaboration: Buzzword or reality?** Hear from companies who have undergone successful collaboration and seen the positive results

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Hear from these leading experts:



Marcela Manubens
Global Vice President for Social Impact
Unilever



Andrew Cave
Chief Sustainability Officer
RBS



Benet Northcote
Head of CSR
John Lewis Partnership



Ron Popper
Head of Corporate Responsibility
ABB



John Morrison
Executive Director
Institute for Human Rights and Business



Camilla Goldbeck-Lowe
Expert Sustainability and Corporate Responsibility
Ericsson



Elizabeth Wild
Social Responsibility Director
BP



Yann Wyss
Human Rights Specialist, Corporate, Operations and Supply Chain
Nestlé



Katja Shikowski
Head of Sustainable Procurement
Novartis

Why business and human rights matter today for your company

"Relationships cannot be retro-fitted"



"Relationships cannot be retro-fitted." This quote comes from Rachel Davis, fellow at Harvard Kennedy School, and managing director of the business and human rights non-profit, Shift. The point is an important one. Increasingly the value of bad relationships and their costs to business can and are being measured as well as better managed.

Investors, too, now take a serious interest. "Financial actors are also beginning to factor in the prospect of delays in valuations of projects," Davis says.

A valuation of environmental, social and governance risks across the Australian Stock Market in 2012 by Credit Suisse identified a total impact of AU\$21.4bn that was knocked off the value of shares. Mining and hydrocarbon sectors are at the greatest risk with around AU\$8.4bn in negative impacts. This had an average of 2.2% impact on the the share price values.

Community unrest costs

Dr Daniel Franks, deputy director of the University of Queensland's Centre for Social Responsibility in Mining, says that in the mining, oil and gas industries, conflict has become a major contributor to cost of projects. He points out that a series of the industries' flagship projects abandoned or delayed in the face of community opposition.

"There is a popular misconception that local communities are powerless in the face of large corporations and governments," Franks points out. "Our findings show that community mobilisation can be very effective at raising the costs to companies."

His research reveals that delays caused by conflict with communities can incur costs of roughly US\$20m per week for mining projects valued between US\$3-5bn. Analysis by one company of their exposure to non-technical risks revealed US\$6bn in costs over a two-year period, representing a double-digit percentage of the company's annual operating profits.

Clearly community conflicts are very much human rights related. Companies managing their human rights impacts are noticing risks, measuring progress and starting to value improved human rights practices regularly.

Human rights are not just for the extractive industry

Alongside the extractive sector, retailers are also under increasing pressure from campaigners, consumers and their own governments to do much more to reduce human rights breaches in corporate supply chains. After a recent investigation by the Guardian newspaper, which found that some prawns sold in UK supermarkets were produced with the help of slaves, government ministers have become publicly involved. Britain's consumer affairs minister, Jenny Willott, has now ordered the British Retail Consortium to produce new guidance on urgent steps members must take to improve transparency around human rights abuses linked to food, drink, clothing and other products.



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The Guardian noted Karen Bradley, the Home Office minister with responsibility for modern slavery, called on firms to stop working with suppliers with links to forced labour, saying they have a “social responsibility to ensure that those that they do business with are not involved in the exploitation of others”.

Solutions ARE at hand

Organisations such as the Institute for Human Rights and Business (IHRB) have done much in recent years to show companies that solutions are increasingly available.

John Morrison, executive director of the institute notes that: “During the past 15 years, consensus began to emerge on how the broad international human rights framework should relate to the business sector. We saw this through the evolution from the broad principles of the UN Global Compact to the more precise due diligence framework found in the UN Guiding Principles on Business and Human Rights endorsed unanimously by the UN in 2011. The Guiding Principles are now also incorporate into the OECD Guidelines for Multinational Enterprises, the European Union CSR Communication, the ISO 26,000 social responsibility standard and increasingly within the Global Reporting Initiative.”

So frameworks are available, and companies are using them.

Morrison says that there are now four key questions for companies on business and human rights:

1. How much knowledge do I need to have about the human rights risks in my operations?
2. What represents an adequate level of mitigation to reduce these risks?
3. How transparent should I be about this knowledge and associated mitigations?
4. What remedies must I have in place for victims?

At the upcoming day of analysis, debate, discussion and networking – **Business and human rights: How to get beyond policy, manage risk and build relationships** – on 10th November, you’ll get to hear from corporate leaders on just how they are tackling these difficult challenges.

The conference is organised in partnership with the Institute for Human Rights and Business, and the agenda has been developed with their input.

We’re bringing together companies such as Anglo American, BP, John Lewis Partnership, Novartis, Oxfam, Bechtel, ABB, Reed Elsevier, New Look, Ericsson and Nestlé.

Unlike many other events, these companies will be given time and focus to discuss what they are doing to manage human rights across their value chains.





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How to get beyond policy, manage risk and build relationships

Investors and financial institutions, too, will be on hand to offer their views and ask questions. Aviva Investors, First State Investments and UK Export Finance will all be represented, alongside experts such as Norton Rose Fulbright and communications experts Context.

Leading expert NGOs will further provide insight. Join us on 10th November and you'll hear not just from the Institute of Human Rights and Business, but also from Amnesty International UK, Business & Human Rights Resource Centre, ShareAction, ICMM and Oxfam.

The event promises to deliver in-depth insight into how companies can make a difference on human rights and delve into what it means for their businesses. Because we're bringing together a

diverse group of experts from other sectors too, and allowing lots of time for facilitated discussion rather than endless PowerPoint, we're convinced this event is worth your time to attend on 10th November in London.

So much so, in fact, that we'll give you your money back if you don't feel it has delivered value for you.

Join us on 10th November in London for the event. We look forward to meeting you there.

10% of the net profits will be donated to help further the important work of the Institute for Human Rights and Business.



Conference objectives:

- **To raise** the level of debate on business and human rights in the UK and around the world
- **To bring together** key players to look at three key areas: today's state of play, the medium term trends and the long term outlook
- **To explain** how to design and implement better human rights policy and practices
- **To help** governments and their agencies understand business priorities and drivers, and vice versa
- **To showcase and debate** current best practice in implementing human rights policy across business
- **To highlight** partnerships and collaboration that help deliver best practice

Support independent debate and progress

Innovation Forum are looking for a small number of partners to work with to push forward the agenda around business and human rights.

The conference along with our publishing of analysis and briefings on the subject, provide the perfect platform to promote debate, innovation and action in the attempt to improve human rights across business.

Three key facts:

1. Promote innovation and action amongst a room filled with your peers and wider stakeholders
2. Highlight your extensive, leading work in front of industry media, peers, NGOs, suppliers and government
3. Build relationships with key organisations to help promote action through collaboration

If you are interested in supporting independent debate around sustainability, get in touch to discuss partnership opportunities:

Oliver Bamford | Tel. +44 (0) 20 3096 1518 | oliver.bamford@innovation-forum.co.uk | www.innovation-forum.co.uk



Key questions you may be asking

1 Who will be in the room?

150 senior professionals representing large corporations from CSR, Sustainability, Supply Chain and Human Rights specific job functions. We're also bringing together the NGOs who can help you make a real difference. We're actively restricting the number service providers to ensure a minimum of 80% of attendees are corporate practitioners and key NGOs to ensure the conference delivers maximum value – and maximum results.

2 Is it just another academic gathering? What about the practical implications on business?

The conference has been specifically designed to cover the topics that matter to business. Not just another academic overview of the theory behind the guiding principles, but an in-depth look at the real-world implications of putting principles into practice. By bringing together an intimate group of corporate practitioners and experts, the conference provides a strong platform for delegates to take away actionable insight that can be implemented from the first day back in the office.

The conference will be an annual event. Our annual report that goes alongside the conference will reflect progress and highlight areas for effective action. Speakers will be invited to report back on progress in 2015.

3 Why will this event be different from others?

All event organisers like to tell you they are different. We all want to be unique. Well, we can't promise the earth with this event. But we can tell you a few things about our approach, and you can decide for yourself if we're worth your attention.

The people behind Innovation Forum have spent most of their careers in the field of sustainable business. We want to create an annual event that discusses the trends, debates the issues, connects the key players and drives progress. We've designed this event and our broader strategy in such a way that best drives positive change across the industry. That's why our report on the subject is given away for free. We want it read and used.

We're big advocates of challenging reporting on the topic, which is why 10% of the net profits of the event will be donated to the Institute for Human Rights and Business. The rest of the profits will be invested in our own reporting and publishing on this topic and growing the Innovation Forum business. Read about our mission at: www.innovation-forum.co.uk/mission

4 Why should I attend this event?

This event will be one of the most time and cost efficient days you spend out of the office all year. By joining a room of experienced corporate practitioners in an engaging and interactive format, you're guaranteed to pick up useful insight into the following areas:

- How human rights can impact business performance
- Progress to date – and what's next on the agenda
- What you must be doing from a legal perspective – and where you can, and should, draw the line
- Best practice insight into supplier engagement and support
- Integrating human rights practices into your broader sustainability, and business, framework



Download our report, for free

The management briefing that complements this event has been put together as a result of extensive cross-industry research with the leading experts in the field. Produced by Toby Webb and Ian Welsh (Former Founder and Editor of Ethical Corporation) the report covers in detail the current state of play in the industry as well as assessing and analyzing the practical steps companies can take, and the challenges/opportunities that will result. The report is an incredibly useful tool in itself, but also works well to set the scene for discussion at the conference.

Make sure to download your copy for free from www.innovation-forum.co.uk/business-human-rights

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10th November 2014 | London, UK

A best practice forum, with discussion, debate and interactive working groups

Agenda 10th November 2014

OPENING REMARKS

by Tobias Webb, founder, **Innovation Forum**

CHAIRMAN'S ADDRESS

by John Morrison, executive director, **Institute for Human Rights and Business**

KEYNOTE Q&A

The challenges and opportunities in tackling social and human rights objectives at Unilever

As a set of big, hairy and audacious goals, Unilever's sustainable living plan is one of the best known. The devil, however, is always in the detail. In this Q&A session we'll ask Marcela Manubens for her views on how, and where Unilever is making serious progress on social and human rights issues, and just where the challenges are. The session will cover:

- Lessons learned in implementing the UN Guiding Principles on Business and Human Rights throughout operations (so far) and their planned 2015 reporting on progress
- How the company plans to only place (and measure) their procurement spend through suppliers who commit to promote fundamental human rights
- The Living Wage debate: Their plans for a framework for fair compensation, starting with an analysis in 180 countries by 2015
- Progress made to date in empowering women in operations and against the target of improving the livelihoods of smallholder farmers in the value chain

Marcela Manubens, global vice president for social impact, **Unilever**

The UN Guiding Principles on Business and Human Rights: Are we beyond just policy?

This session looks at the state of play since 2011, when John Ruggie's framework for business and human rights was endorsed by the UN, and what's been achieved. Despite the framework's progress, much remains to be done. This session will discuss:

- Where are we today on real business risk assessments for human rights that make a difference to on the ground business decisions and investments?
- What are the geographic risk trends companies need to be aware of?
- Has collaboration between business and NGO partners improved?

Jan Klawitter, group manager government relations, **Anglo American**

Penny Fowler, head, private sector team, campaigns and policy, **Oxfam**

Peter Frankental, economic relations programme director, **Amnesty International UK**

Phil Bloomer, executive director, **Business & Human Rights Resource Centre**

Aidan Davy, deputy president and senior programme director, **ICMM**

Facilitated by: Tobias Webb, founder and managing director, **Innovation Forum**

Legal Risk and Human Rights – An overview of what you MUST be doing, and where you can, and should, draw the line

The once-forgotten 1789 Alien Tort Claims Act has been famously used in recent years to take companies to civil courts in the US on human rights issues. Yet some say its use has now been curtailed by certain judgements in US courts. We'll ask our panel of experts to discuss this, and other, possibly more significant mechanisms, which create legal risks for companies. Our speakers will be quizzed, in Q&A format, on the following areas:

- Where is ATCA today, eviscerated or still significant?
- Other mechanisms being used, how effective are they in creating risk?
- Legal advice on risk avoidance in the first instance: How can company lawyers and external counsel add value to risk management in advance rather than mitigation?

Jehan-Philippe Wood, partner, **Norton Rose Fulbright**

Margaret Wachenfeld, director of legal affairs, **Institute for Human Rights and Business**

How big finance is responding to the human rights challenge

Risk, leverage and common standards are all major issues for banks and financial institutions to think about with regard to business and human rights. We'll ask three major financial institution representatives to talk about:

- The investor view on the business and human rights agenda: how are risks quantified, if at all?
- Practical actions investors can do, and will take with companies: how are engagement strategies evolving?
- Common approaches: an update on the OECD and export credit agency mandates for business and human rights.

Stephanie Maier, head of strategy and research, **Aviva Investors**

Will Oulton, global head of responsible investment, **First State Investments**

Louise Rouse, director of engagement, **ShareAction**

Andrew Cave, chief sustainability officer, **RBS**



Networking dinner

Innovation Forum have organised a networking dinner on the first evening of the conference. The dinner will be an informal networking opportunity, but guest speaker will also be looking at the political state of play.

For more information, see the registration form on page 11 or get in touch on oliver.bamford@innovation-forum.co.uk

COMPANY CASE STUDIES – BREAKOUT GROUPS

How companies are integrating business and human rights

CASE STUDY ONE

Ericsson: Human rights in the ICT sector – rights and responsibilities

By 2017, it is estimated that 90% of the world's population will have 3G coverage; 50% will have 4G coverage and, by 2018, smartphone subscriptions will exceed three billion. For many, a mobile phone will be their only means of accessing the internet. ICT of course helps the free exchange of views and information. This supports human rights such as freedom of expression, freedom of assembly and the right to privacy. Conversely, the same technology can also be used to restrict human freedom. Today this restriction is relatively small but likely to grow.

In this case study Camilla Goldbeck-Lowe will discuss how Ericsson views ICT's positive role in fulfilling human rights, how these can be enhanced, and misuse by governments minimised.

Camilla Goldbeck-Lowe, expert sustainability and corporate responsibility, **Ericsson**

CASE STUDY TWO

Novartis: Integrating human rights into procurement practices

As Shift, a human rights NGO reports, many companies are reporting on human rights due diligence, although often providing information in high level statements rather than explaining their processes for implementing their commitment to respect for human rights. Companies are disclosing information about assessing impacts, integrating, acting, and the importance of grievance mechanisms. However, companies are typically disclosing that they acknowledge the importance of these principles and do not necessarily provide further information about their specific processes and programmes. Global pharma and healthcare group Novartis has long been a leader in the business and human rights field. In this session we'll ask Katja Sbiowski, head of sustainable procurement at Novartis to explain in detail the company's approach to embedding human rights into procurement.

Katja Sbiowski, head of sustainable procurement, **Novartis**

CASE STUDY THREE

UN Global Compact, business alliances and the rule of law

The Global Compact, in collaboration with the Atlantic Council and LexisNexis and in consultation with the UN rule of law unit, is developing a statement on business for the rule of law. This aims to provide guidance on how companies are able to support the rule of law in the regions where they operate, particularly when the rule of law is not well established.

We'll discuss the inputs and likely impacts of this during this interactive breakout session.

Marcia Balisciano, director, corporate responsibility, **Reed Elsevier**

I Breakout groups, roundtable discussions

CASE STUDY ONE

Human rights in infrastructure: Bechtel's approach

Infrastructure companies such as Bechtel are taking human rights ever more seriously. They face serious and difficult issues including having projects with a limited timescale, labour rights, health and safety, carbon emissions and water usage. Bechtel is focusing on these areas and others, and in this case study we will ask Tam Nguyen, an experienced field manager, to discuss the company's areas of focus, what they are doing on the ground and how he and his colleagues are overcoming important and difficult human rights challenges.

Tam Nguyen, global head of sustainability, **Bechtel**

CASE STUDY TWO

Women's rights in the supply chain: how can business actions be scaled?

Women's rights and empowerment are the topic of many high level executive discussions in a variety of companies today. From agriculture in Africa and India to factory workers in Bangladesh and Pakistan, improving female rights on areas such as healthcare, education, access to finance is now seen as vitally important in creating more resilient, sustainable and ethical corporate supply chains. In this session we'll talk about how some major brands are doing this, the results they have achieved so far, how they measure it, and the challenges they are looking to overcome.

Peter Knight, chairman, **Context Group**

CASE STUDY THREE

Power generation and engineering: ABB's approach to human rights

Power and technology group ABB has long been a business leader in the field of human rights, adopting a human rights policy and public statement in 2007 and updating it in 2013. The company aims to bring human rights into business decision-making processes by using risk reviews for projects, a supply chain questionnaire, its supplier code of conduct and a mergers and acquisitions process. In this session Ron Popper will discuss how the company has embedded human rights considerations when deciding where ABB should have business activities. We'll also be discussing the company's global human rights training programme for senior managers and country managers.

Ron Popper, head of corporate responsibility, **ABB**

Confirmed speakers include:

John Morrison, executive director, **Institute for Human Rights and Business**

Marcela Manubens, global vice president for social impact, **Unilever**

Jan Klawitter, group manager government relations, **Anglo American**

Stephanie Maier, head of strategy and research, **Aviva Investors**

Elizabeth Wild, social responsibility director, **BP**

Will Oulton, global head of responsible investment, **First State Investments**

Benet Northcote, head of CSR, **John Lewis Partnership**

Katja Sbukowski, head of sustainable procurement, **Novartis**

Penny Fowler, head, private sector team, campaigns and policy, **Oxfam**

Tam Nguyen, global head of sustainability, **Bechtel**

Ron Popper, head of corporate responsibility, **ABB**

Camilla Goldbeck-Lowe, expert sustainability and corporate responsibility, **Ericsson**

Yann Wyss, human rights specialist, corporate, operations and supply chain, **Nestlé**

Marcia Balisciano, director, corporate responsibility, **Reed Elsevier**

Jehan-Philippe Wood, partner, **Norton Rose Fulbright**

Margaret Wachenfeld, director of legal affairs, **Institute for Human Rights and Business**

Peter Knight, chairman, **Context Group**

Peter Frankental, economic relations programme director, **Amnesty International UK**

Phil Bloomer, executive director, **Business & Human Rights Resource Centre**

Louise Rouse, director of engagement, **ShareAction**

Subathra Vaidhiyanathan, ethical trade and environment manager, **New Look**

Andrew Cave, chief sustainability officer, **RBS**

Aidan Davy, deputy president and senior programme director, **ICMM**

I Breakout groups, roundtable discussions

CASE STUDY ONE

How Anglo American integrates human rights

Anglo's Socio-Economic Assessment Toolbox (SEAT) is well known amongst practitioners as a useful aid for developing better business and human rights policies.

The company also uses a carefully developed social and environmental assessment standard, and its group social policy to help manage issues.

With a focus on community health, gender issues, and conflict prevention and resolution, as well as a tool specifically covering indigenous peoples, we'll ask Jan Klawitter to discuss how these work in action. Anglo also manages using the "protect, respect and remedy" framework provided in the UN Guiding Principles on Business and Human Rights. You'll hear in this session how the company puts into action the due diligence and redress requirements set out in the framework.

Jan Klawitter, group manager government relations, **Anglo American**

CASE STUDY TWO

New Look and protecting human rights in Bangladesh

Fashion retailer New Look sources products from more than 270 suppliers, from over 860 factories across 28 countries and have almost 500,000 workers across their supply chain.

In this session we'll discuss the company's approach to supplier engagement, as set out in its ethical aims. Most importantly, we will consider how and why New Look supports suppliers to improve performance.

Subathra Vaidhiyanathan will share how the company engages workers, partners with NGOs and helps factories improve work practices to both meet ethical aims and improve productivity.

The session will include a focus on Bangladesh.

Subathra Vaidhiyanathan, ethical trade and environment manager, **New Look**

CASE STUDY THREE

Nestlé and human rights in the supply chain and operations

Nestlé, like other large companies, is seeking to assess and address human rights impacts in its operations and supply chain. Since the launch of its online human rights training tool in 2011, nearly 38,000 employees have been trained across 64 countries. In 2013, Nestlé trained a further 6,650 employees on human rights, in nine FTSE4Good countries of concern. Nestlé is also the first multinational company to issue a public report on human rights impact assessment.

Recently, the company invited the Danish Institute for Human Rights to conduct an in-depth study of its policies and practices in seven countries. In this case study session, Yann Wyss will share some of the key lessons the company has learned and discuss how integration challenges are being tackled by the company in their supply chain and operations.

Yann Wyss, human rights specialist, corporate, operations and supply chain, **Nestlé**

CASE STUDY FOUR

BP and human rights across global operations

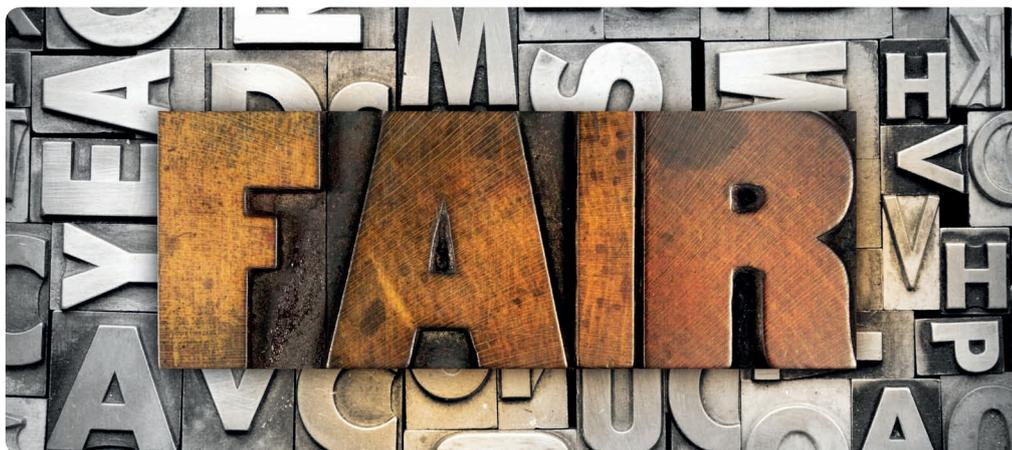
More than a decade ago, BP was a pioneer in human rights approaches to infrastructure projects such as the Tangguh gas project in Indonesia and the BTC pipeline across Turkey, Georgia and Azerbaijan.

Today the company is focused on helping key businesses and functions to understand the relevance of human rights to them; embedding human rights considerations into company procedures; and continuously improving how the company manages the potential for human rights impacts from its projects and operations.

BP have also worked with the oil and gas industry association IPIECA on developing industry guidance and tools for community grievance mechanisms and for integration of human rights into environmental and social impact assessments.

In this case study session, social responsibility director Elizabeth Wild will discuss how BP has learned from its experiences in the field and where it is on its journey of moving towards alignment with the UN Guiding Principles.

Elizabeth Wild, social responsibility director, **BP**



CLOSING KEYNOTE

The current and future dilemmas in business, human rights and the supply chain

The John Lewis Partnership, which also contains UK supermarket Waitrose, has calculated the number of people whose livelihood is dependent on their operations. They estimate this to be well over 600,000 world-wide. In this closing set of remarks and Q&A session, Benet Northcote will discuss:

- How should a responsible company consider how progressive policies around pay progression and social equity apply to suppliers?
- The benefits of long-term supplier relationships in a changing global marketplace.
- How the Partnership sees the trend for Human Rights legislation to affect how companies work with suppliers.

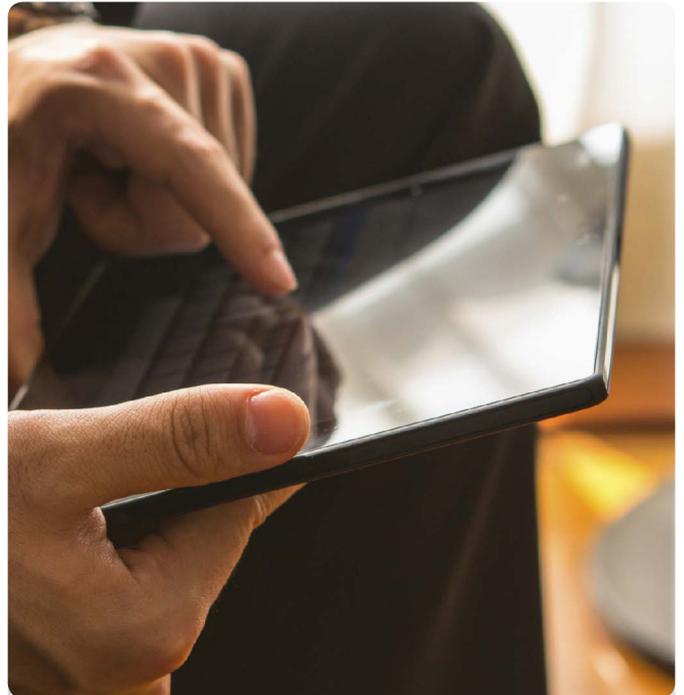
Benet Northcote, head of CSR, **John Lewis Partnership**

CLOSING REMARKS

John Morrison, executive director, **Institute for Human Rights and Business**

OPTIONAL CONFERENCE DINNER

The politics of it all: where are governments going over the next 5 years on this agenda?



Get involved!

With a highly interactive agenda, this event is designed to engage the audience and promote discussion throughout the whole room.

No PowerPoint. No long presentations. Just in-depth discussion between senior peers around the pressing trends and issues in the business and human rights space.



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<input type="checkbox"/> Standard pass: £795 +vat Save £200!	<input type="checkbox"/> Standard pass: £895 +vat Save £100!	<input type="checkbox"/> Standard pass: £995 +vat	Innovation Forum will be hosting an exclusive dinner for event attendees in the evening of the conference. With various speakers already confirmed we'll be discussing the political state of play and where governments will be going over the next 5 years with this agenda.
<input type="checkbox"/> Standard pass plus a dinner ticket: £895 +vat Save £200!	<input type="checkbox"/> Standard pass plus a dinner ticket: £995 +vat Save £100!	<input type="checkbox"/> Standard pass plus a dinner ticket: £1,095 +vat	

UPCOMING EVENTS

IF How Business Can Tackle Deforestation
 28-29 October 2014, London, UK

Executive Education – How to Effectively Engage Stakeholders in Frontier Markets
 30-31 October 2014, London, UK

IF South-East Asia Corporate Sustainability Forum
 21 November 2014, Bali, Indonesia

The Abu Dhabi Corporate Sustainability Leadership Forum
 February 2015, Abu Dhabi

IF How Business Can Tackle Deforestation
 March 2015, Washington DC

Sustainable Cotton Forum
 March 2015, London

If you're interested in any of these events, please do get in touch:

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