



Responsible Sourcing and Ethical Trade Forum

March 18th-19th 2026 | London

This year's focus is turning responsibility into resilience and competitive advantage. Through solution-oriented case studies, honest panel discussions, and focused roundtables, we're convening procurement and sustainability leaders across industries to explore how to build governance frameworks and collaborative partnerships that deliver tangible impact.

Gold sponsor



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For more information or to get involved, please contact Emilia Colman at emilia.colman@innovationforum.co.uk

Speakers & moderators include:

1. Aditi Wanchoo, director, human rights, **Novartis**
2. Alice Follot, sustainable sourcing manager, **L'Oréal**
3. Andy Gibbard, chief customer officer, **EQi by LRQA**
4. Andy York, social sustainability manager, **Pilgrim's Europe**
5. Angelo Frangeskou, sustainability impact technical manager, **De Beers Group**
6. Archana Kotecha, founder and CEO, **The Remedy Project**
7. Brigitte Campfens, director, ESG strategy and value chain transformation, **KPMG Netherlands**
8. Catherine Rushforth, head of human rights, **Airbus**
9. Charlotte Brierley, human rights lead, **Sky**
10. Christophe Quiquempoix, VP, sustainable procurement global supply chain, **Schneider Electric**
11. David Reiner, lead ethical sourcing, **Zalando**
12. Eesha Khanna, cofounder and CTO, **Elm AI**
13. Elena López, manager, **GoodCorporation**
14. Emily Day, global sustainability specialist, **Diginex**
15. Giles Bolton, executive director, **Ethical Trading Initiative**
16. Holly McHugh, vice president, sustainability and social impact, **Mejuri**
17. Janet Mensink, CEO, **SLCP**
18. Jessica Wan, social lead, **Redwheel**
19. Jo Webb, global procurement head – sustainability and innovation, **pladis Global**
20. Joanna Gluzman, director of responsible business, **B&Q**
21. Julia Laveissiere, head of responsible sourcing, **Lindt & Sprüngli**
22. Kathrin Raabe, senior manager human rights, **ALDI Süd**
23. Katie Richards, head of sustainability, **Monica Vinader**
24. Laura Curtze, associate director, **Ergon (an LRQA company)**
25. Lena Peleikis, head of human rights & responsible supply chain, **Otto Group**
26. Lina Hilwani, global human rights director, **Mars**
27. Loay Tolba, senior manager, strategic development & stakeholder engagement, **New Balance**
28. Louise Herring, executive director, **AIM-Progress**
29. Louise Nicholls, executive director, **Food Network for Ethical Trade**
30. Lucy Healy, responsible supply chain and governance manager, **Balfour Beatty**
31. Mark Hodge, vice president, **Shift**
32. Mark Robertson, senior vice president, **The Centre for Child Rights and Business**
33. Martin Buttle, better work lead, **CCLA**
34. Matthijs Nieuwenhuis, director of European development, **La Isla Network**
35. Mira Neumaier, executive director, **ACT**
36. Moira Thompson Oliver, head of business and human rights, **Slaughter and May**
37. Nadia Youds, senior human rights manager, **Unilever**
38. Nancy Powell, manager, sustainability UK&I and EMEA markets, **HP**
39. Nelleke Hoffs, supply chain sustainability lead, **ABN AMRO Bank N.V.**

40. Nili Savafi, global director, sustainability and social impact, **Twinings**
41. Peter Hood, counsel, **King & Spalding**
42. Rachel Cowburn-Walden, strategic business and human rights adviser, **RCW Strategic Consulting**
43. Ramesh Panavalli, head of responsible sourcing & human rights, **Holland & Barrett**
44. Rebecca Nguyen, global social sustainability and stakeholder engagement manager, **Mondelez International**
45. Richa Mittal, executive vice president and chief innovation officer, **Fair Labor Association**
46. Sara Otto, chief supply chain officer, **Nest**
47. Simon Blanchard, responsible sourcing manager, **Verkor**
48. Sophie Lane, branding and communications lead, **SOKO Kenya**
49. Susan Brennan, global senior procurement risk and ESG manager, **JLR**
50. Teni Adewumi-Gunn, human rights lead, **Haleon**
51. Thomas Radal, ethical and sustainable sourcing expert, **Ulula**
52. Tom Salisbury, director of sustainability, **GKN Automotive**
53. Virginie Mahin, senior director global social sustainability and stakeholder engagement, **Mondelez International**

Day 1 – Wednesday, 18th March

8.00–9.00 *Arrival and light breakfast*

9.00–9.20 Survivor perspective: Expertise and insights from a survivor of modern slavery

9.20–10.00 **The global legislative landscape: What's happening, what's not, and what's still TBC?**
Illuminate

Even with EU clarity emerging, the global due diligence landscape remains in flux. The simplified EU package raises thresholds to 1,000 employees and €450 million turnover for CSRD, and 5,000 employees and €1.5 billion for CSDDD (ESG Drive, 2025) narrowing scope dramatically. Meanwhile, outside Europe, regulatory momentum continues, so for companies operating across multiple jurisdictions, this creates a complex puzzle.

This session maps the current state of play and what's coming next:

- The latest on CSDDD, CSRD, and EUDR: what the finalised EU simplification package could mean for implementation timelines, scope, and practical obligations
- Beyond Europe: regulatory developments in key sourcing regions and what emerging due diligence frameworks mean for global supply chains
- How businesses are adapting their due diligence systems to stay compliant across multiple, often conflicting, jurisdictions without building parallel programmes
- The role of traceability, data infrastructure, and supplier transparency as enablers of compliance
- How companies can prepare for the next wave of global regulations while avoiding "wait and see" paralysis

Speakers:

- Giles Bolton, executive director, **Ethical Trading Initiative**
- Lena Peleikis, head of human rights and responsible supply chain, **Otto Group**
- Peter Hood, counsel, **King & Spalding**

Moderated by: Louise Herring, executive director, **AIM-Progress**

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10.00-10.35 **Boardroom buy-in: If it isn't compliance, what's going to drive momentum in business and human rights?** Illuminate

The EU's simplification package will remove an estimated 80% of companies from CSRD scope and raise CSDDD thresholds to focus on the largest companies. For many companies, the compliance lever just disappeared. And with it, the easiest argument for boardroom investment in human rights programmes. When "we have to" becomes "we don't have to", how do you get internal buy-in?

The answer lies in what didn't change: investor scrutiny of human rights performance, supply chain disruptions caused by labour violations, reputational damage from exploitation scandals, and the operational advantages of ethical supplier relationships. Regulatory thresholds shifted. Business reality didn't. The challenge now is translating those realities into a language that resonates with finance, procurement, and executive teams who just heard they're off the regulatory hook.

This session tackles how to secure internal commitment when compliance won't do the work for you:

- From obligation to opportunity: how recognising the business case for responsible sourcing drives real impact regardless of regulatory scope
- Storytelling with data: how visibility into supply chain realities can inspire boardroom action and demonstrate tangible ROI beyond compliance
- Meaningful metrics: embedding social impact and worker voice into KPIs and governance structures that prove strategic value
- Practical strategies to sustain leadership commitment when regulatory pressure has eased – anchoring programmes in business value, not just legal requirements

Speakers:

- Virginie Mahin, senior director global social sustainability and stakeholder engagement, **Mondelēz International**
- Lina Hilwani, global human rights director, **Mars**

*Moderated by: Ian Welsh, chair and co-founder, **Innovation Forum***

10.35-11.15 Speed networking and coffee break

11.15-11.30 **Q&A: Building supplier engagement and accountability: What it takes to implement decent work commitments that stick** – Illuminate

This session explores the reality of deploying Decent Work practices within your suppliers base, starting from policies then moving towards implementation. We'll examine lessons from embedding comprehensive decent work programs across strategic suppliers to addressing why ambitious programs can backslide without the right approach.

Speakers:

- Christophe Quiquempoix, VP sustainable procurement global supply chain, **Schneider Electric**

*Moderated by: Ian Welsh, chair and co-founder, **Innovation Forum***

11.30-12.15 **Rights, resilience, ROI: Can procurement manage social risk amid global disruption and supply volatility?** - Illuminate

Procurement is no longer a cost centre it's a power centre. In an era characterised by waves of disruption, the teams managing supplier relationships hold the keys to resilience. Yet too often social risks are still treated as compliance issues rather than strategic levers.

The smartest procurement leaders are flipping this narrative. They're identifying social risk hotspots not as liabilities to avoid, but as opportunities to build supplier partnerships that withstand disruption, attract investment, and deliver competitive advantage. The ROI isn't theoretical- it's measurable.

This session reframes procurement's role in managing social risk:

- How to identify and prioritise social risks in complex, multi-tier supply chains
- How procurement teams can communicate the resilience and ROI case for social sustainability to boards and investors
- Third-party verification: Using certifications and external audits to validate supplier compliance and build competitive differentiation
- Best practices for integrating responsible purchasing practices into sourcing decisions: payment terms, lead times and contract design that protects workers
- Build resilience through supplier relationships, shared risk management, and human rights due diligence

Speakers:

- Kathrin Raabe, senior manager human rights, **Aldi Süd**
- Christophe Quiquempoix, VP sustainable procurement global supply chain, **Schneider Electric**
- Susan Brennan, global senior procurement risk and ESG manager, **JLR**

Moderated by: Ian Welsh, chair and co-founder, Innovation Forum

12.15-13.15 Lunch

13.15-14.45 **Breakout sessions**

At Innovation Forum, we take a unique, participatory learning approach to our breakout sessions. In our breakouts, both our expert panels and attendees contribute to the discussion. Through diverse learning formats, we foster an environment where everyone has a voice.

**In the other room there are no speakers - we'll ask everyone in the room to participate and to contribute their thoughts, experiences, and mistakes. Pre-registration is essential, and spaces are limited.*

Map	Mitigate	Manage	The Other Room*
Illuminate	Smile 1	Smile 4	Smile 2

<p>Getting human rights impact assessments right – From scoping to stakeholder engagement</p> <p>This session tackles the practical fundamentals of company-led HRIAs – from choosing which sites to assess and building meaningful stakeholder engagement to turning findings into action plans with real accountability. Focus is on getting the methodology, scoping, and implementation right so assessments drive change rather than just documentation.</p> <ul style="list-style-type: none"> • Elena López, business ethics and human rights manager, GoodCorporation • Nelleke Hoffs, supply chain sustainability lead, ABN AMRO Bank N.V. • Teni Adewumi-Gunn, human rights lead, Haleon <p><i>Moderated by: Tanya Richard, COO and head of stakeholder engagement and sustainability communications, Innovation Forum</i></p>	<p>Making audits count: Practical examples of successful supplier engagement and improvement programs</p> <ul style="list-style-type: none"> • Janet Mensink, CEO, SLCP • Loay Tolba, senior manager, strategic development and stakeholder engagement, New Balance <p><i>Moderated by: Niamh Campbell, senior project manager – sustainable apparel, Innovation Forum</i></p>	<p>From policy to practice: How supply chain data can ensure effective governance and informed decision-making in procurement</p> <ul style="list-style-type: none"> • Andy Gibbard, chief customer officer, EiQ by LRQA • Jo Webb, global procurement head – sustainability and innovation, pladis Global • Alice Follot, sustainable sourcing manager, L’Oreal <p><i>Moderated by: Louise Herring, executive director, AIM-Progress</i></p>	<p>Below the threshold: Will simplified regulations create a race to the bottom?</p> <p><i>Moderated by: TBC</i></p>
<p>Beyond individual HRIAs – Designing collaborative assessments for systemic impact</p> <p>This session explores when and how to move beyond company-led assessments to collaborative, sector-wide HRIAs. In complex supply chains individual companies lack the leverage to address systemic risks alone. This session brings together a panel of partners to share their experience of designing joint assessments with shared governance, pooled resources, and collectively owned action plans.</p> <ul style="list-style-type: none"> • Laura Curtze, associate director, Ergon, an LRQA Company • Andy York, social sustainability manager, Pilgrim’s Europe • Ramesh Panevalli, head of responsible sourcing, Holland & Barrett 	<p>Tier 2 and beyond: How to leverage multi-stakeholder initiatives for deeper change</p> <ul style="list-style-type: none"> • Rébecca Nguyen, global social sustainability and stakeholder engagement manager, Mondelēz International • Charlotte Brierley, human rights lead, Sky • David Reiner, lead ethical sourcing, Zalando <p><i>Moderated by: Rachel Cowburn-Walden, strategic business and human rights advisor, RCW Strategic Consulting</i></p>	<p>Geopolitics, trade and responsible sourcing: How business can create a positive impact in high-risk sourcing regions</p> <ul style="list-style-type: none"> • Simon Blanchard, responsible sourcing manager, Verkor • Brigitte Campfens, director, ESG strategy and value chain transformation, KPMG Netherlands • Lina Hilwani, global human rights director, Mars <p><i>Moderated by: Ian Welsh, chair and co-founder, Innovation Forum</i></p>	<p>Collaboration theatre: Why do industry partnerships deliver reports, not results?</p> <p><i>Moderated by: Hanna Halmari, head of conferences, Innovation Forum</i></p>

<p>Moderated by: Tanya Richard, COO and head of stakeholder engagement and sustainability communications, Innovation Forum</p>			
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14.45-15.15 Networking break

15.15-15.55 **Beyond traceability: Turning supply chain transparency into meaningful oversight** - Illuminate

Traceability has become a compliance checkbox, but mapping your supply chain isn't the same as understanding it. Companies are investing heavily in digital tools and tier-1 visibility, yet the risks that matter most: forced labour, unsafe working conditions, and unethical recruitment practises, often sit at tier 2, tier 3, and beyond, hidden behind data dashboards that can't capture lived reality.

Real transparency requires more than technology. The gap isn't technical - it's human. Without worker voice, stakeholder feedback, and on-the-ground intelligence, even the most sophisticated tracking systems miss what's actually happening on factory floors and in fields.

This session explores how leading companies are pairing data with dialogue to expose deeper risks and drive real accountability:

- What questions to ask and where to look: How businesses can move from tracing materials to understanding conditions and risks beyond tier 1
- Practical transparency: What level of visibility is achievable and meaningful across different industries and supply chain structures?
- Supplier collaboration: Best practices for effective partnership with suppliers to ensure data-sharing demands are met without eroding trust
- From data to dialogue: Balance digital traceability tools with worker voice, stakeholder feedback and lived experience to create a full picture of supply-chain reality

Speakers:

- Holly McHugh, vice president, sustainability and social impact, **Mejuri**
- Sophie Lane, branding and communications lead, **SOKO Kenya**
- Nili Savifi, global director, sustainability and social impact, **Twinings**

Moderated by: Richa Mittal, executive vice president and chief innovation officer, **Fair Labor Association**

15.55-16.25 **ESG accountability: What do investors really want to see?** - Illuminate

The ESG conversation has shifted. Investors are no longer satisfied with glossy sustainability reports and ambitious net-zero pledges - they want verifiable proof. Capital is increasingly flowing to companies that can demonstrate measurable impact on human rights, supply chain integrity, and environmental performance, not just publish commitments.

The gap between disclosure and credibility is widening. Investors are asking harder questions: How do you know conditions are improving? Where's the data? Can you prove it? Companies that can answer with traceable, auditable evidence - worker grievance data, supplier remediation outcomes, tier-2 visibility - are gaining access to capital and premium valuations. Those relying on narrative alone are being priced out.

For more information or to get involved, please contact Emilia Colman at emilia.colman@innovationforum.co.uk

This session examines what investors actually evaluate when assessing ESG performance:

- How investor expectations on ESG are shifting from disclosure and intent to measurable impact and traceable performance.
- From Scope 3 to human rights due diligence: What does credible ESG data look like in practice, and how do you collect it without overwhelming sourcing teams?
- Responsible sourcing as risk mitigation: The importance of responsible sourcing to demonstrate protection of financial performance
- The tension between short-term financial pressures and long-term sustainability commitments and how leading firms are reconciling both.
- What the next wave of investor priorities will mean for sourcing teams and sustainability strategies in 2026 and beyond.

Speakers:

- Jessica Wan, social lead, **Redwheel**
- Mark Hodge, vice president, **Shift**
- Martin Buttle, better work lead, **CCLA**

Moderated by: *Andrew Wallis, chief executive officer, **Unseen UK***

16.25-17.05 **From volume to value: Will EU simplification really lead to more effective reporting?** –
Illuminate

The EU has handed companies what many claimed they wanted: simpler reporting requirements. The question now is what they'll do with it. Simplification isn't permission to scale back – it's a chance to fix what's broken. For years, sustainability teams have drowned in data collection that satisfies auditors but tells no one anything useful. Bloated reports, immaterial metrics, and compliance theatre that generates paperwork instead of insights.

The "it's too complex" excuse is gone. What's left is a fork in the road: companies can use leaner requirements to rebuild reporting around clarity and credibility, or they can retreat to minimal disclosure and watch competitors pull ahead. The gap between strategic reporters and box-tickers is about to become obvious.

This session explores how to turn simplified reporting into sharper, more useful disclosures:

- What good looks like: defining the characteristics of high-quality, simplified reporting that builds investor trust and supports operational decision-making
- Materiality as strategy: using simplification to cut low-value metrics and focus reporting on what actually drives risk management and business decisions
- Data infrastructure that works: building governance and validation systems that reduce assurance burden while improving quality and usability across teams
- From siloed reporting to integrated systems: how to design processes that serve investors, regulators, and internal management without duplication or conflicting datasets

Speakers:

- Nadia Youds, senior human rights manager, **Unilever**
- Nancy Powell, manager, sustainability UK&I and EMEA markets, **HP**
- Tom Salisbury, director of sustainability, **GKN Automotive**

Moderated by: *Judy Kuszewski, sustainable business expert and writer, **Independent***

17.05-18.00 – Networking drinks

Day 2 – 19th March:

8.00-9.00 *Arrival and light breakfast*

9.00-9.30 **Empowering worker voices: How meaningful worker engagement can drive real-time risk management** - Illuminate

The workplace is changing faster than ever, and supply chains are no exception. Workers expect to be heard and valued, yet 83% want to share their opinions on key issues while 85% remain silent because they worry they'll be viewed negatively if they speak up, according to research from the Harvard Business Review. In global supply chains, this silence is more than a morale issue – it's a risk management blind spot. The most critical risks don't wait for scheduled assessments: conditions deteriorate gradually, issues affecting home-based or informal workers emerge between audits, problems workers won't raise in formal settings escalate unchecked.

This session examines how leading brands are building worker voice programmes that strengthen supply chain oversight:

- Beyond audits: How leading brands are integrating worker voice with existing programmes
- Reaching invisible workers: How businesses can use direct feedback channels to gain visibility on home-based, migrant, and informal workers often missed by traditional assessments
- Practical examples of how worker voice channels help to identify critical risks
- How to ensure worker data collected is reliable and representative of the diversity of ethnic groups, languages and literacy levels
- From insight to action: Turning worker voice into timely remediation and stronger human rights outcomes

Speakers:

- Aditi Wanchoo, director of human rights, **Novartis**
- Thomas Radal, ethical and sustainable sourcing expert, **Ulula**

Moderated by: Ian Welsh, chair and co-founder, **Innovation Forum**

9.30-10.00 **From emissions to equity: Why human rights must be part of a robust decarbonisation strategy** - Illuminate

Decarbonisation is crucial to tackle the effects of global warming, and to meet ambitious climate change mitigation goals. Whilst the phasing out of fossil fuels can prevent further widespread and severe human rights impacts, businesses are realising that transitioning to renewable energy creates human rights risks of its own, as outlined in the UN General Assembly Report (2025). Without intentional integration of human rights into climate transition plans, decarbonisation becomes a shell game – shifting environmental harm while concentrating social harm in already vulnerable regions.

This session explores how to build decarbonisation strategies that protect workers, not just the climate:

- How climate transition plans can embed labour rights and social impact alongside carbon reduction targets.
- Just transition in practice: Create a right-based approach to supply chain decarbonisation.
- How businesses can use data and due diligence frameworks to align Scope 3 emissions action with human rights accountability across tiers

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- Practical examples of balancing carbon performance, equity, and long-term resilience across global value chains

Speakers:

- Catherine Rushforth, head of human rights, **Airbus**
- Julia Laveissiere, head of responsible sourcing, **Lindt & Sprüngli**

Moderated by: *Mark Hodge, vice president, **Shift***

10.00-10.30 **Climate pressures on people: Do we need to rethink human rights due diligence in complex value chains?** - Illuminate

Climate action and human rights are too often treated as parallel workstreams– separate teams, separate budgets, and separate KPIs. But the reality on the ground tells a different story. Climate-related disruptions are hitting the most vulnerable workers in global supply chains hardest, while environmental interventions can inadvertently concentrate risk in already precarious communities.

But there's proof that protecting workers and protecting supply chains from climate risk are the same agenda. Research from the Ethical Trading Initiative found that union members spent 51% less time at unsafe core body temperatures, and workers in unions that negotiate with employers on heat mitigation actions experienced 74% fewer minutes at unsafe temperatures than those that didn't (ETI, 2024). The takeaway isn't just about unions – it's that climate adaptation requires worker voice, direct engagement, and systemic investment in labour protections. Companies treating climate and human rights as separate tracks are missing both the risk and the solution.

This session brings together climate, sourcing, and human rights leaders to explore:

- Worker voice as climate resilience: how engaging workers and their representatives in climate adaptation delivers measurable protection and operational continuity
- Due diligence frameworks that work for both: mapping where CSDDD, CSRD, and climate commitments overlap – and where current approaches create blind spots
- Supplier engagement strategies that address climate vulnerability and labour rights simultaneously, building long-term resilience at both levels
- What it takes operationally: governance, cross-functional buy-in, and investment models that make integration actually work

Speakers:

- Lucy Healy, responsible supply chain and governance manager, **Balfour Beatty**
- Matthijs Nieuwenhuis, director of European development, **La Isla Network**
- Moira Thompson Oliver, head of business and human rights, Slaughter and May

Moderated by: *Ian Welsh, chair and co-founder, **Innovation Forum***

10.30-11.00 Networking break

11.00-12.30 **Breakout sessions**

At Innovation Forum, we take a unique, participatory learning approach to our breakout sessions. In our breakouts, both our expert panels and attendees contribute to the discussion. Through diverse learning formats, we foster an environment where everyone has a voice.

<p>Smile 2</p> <p>Effective remediation: Using technology to prioritise, escalate and resolve issues</p> <ul style="list-style-type: none"> • Archana Kotecha, founder and CEO, The Remedy Project • Emily Day, global sustainability specialist, Diginex <p><i>Moderated by: Ian Welsh, chair and co-founder, Innovation Forum</i></p>	<p>Smile 4</p> <p>Responsible mining: Partnering with communities for long-term sustainability</p> <ul style="list-style-type: none"> • Angelo Frangeskou, sustainability impact technical manager, De Beers Group • Holly McHugh, vice president, sustainability and social impact, Mejuri • Katie Richards, head of sustainability, Monica Vinader <p><i>Moderated by: Judy Kuszewski, sustainable business expert and writer, Independent</i></p>	<p>Smile 1</p> <p>From silence to solutions: Having honest conversations about child labour in supply chains</p> <ul style="list-style-type: none"> • Lena Peleikis, head of human rights and responsible supply chain, Otto Group • Mark Robertson, senior vice president, The Centre for Child Rights and Business <p><i>Moderated by: Krizel Patolot Malabana, human rights officer, Office of the United Nations High Commissioner for Human Rights</i></p>
<p>Making living wages work: How supply chain industrial relations support resilience and competitiveness.</p> <ul style="list-style-type: none"> • Mira Neumaier, executive director, ACT <p><i>Moderated by:</i></p>	<p>Risk prioritisation: how can AI deliver on efficiency as well as impact in responsible sourcing?</p> <ul style="list-style-type: none"> • Eesha Khanna, cofounder and CTO, Elm AI <p><i>Moderated by:</i></p>	<p>Harvest without harm: Ethical recruitment of seasonal workers in agricultural supply chains</p> <ul style="list-style-type: none"> • Louise Nicholls, executive director, Food Network for Ethical Trade <p><i>Moderated by:</i></p>

12.30-13.30 Lunch

13.30-15.00 **Roundtables** – Illuminate

These roundtable discussions are focused workshops for deeper engagement and learning. The sessions aim to drive innovation and collaborative problem-solving across industries, addressing a range of sustainability challenges head-on. We'll run 2 x 45-min rounds of the below sessions.

A. Breaking the cycle: How businesses can drive social mobility

*Moderated by: Joanna Gluzman, director of responsible business, **B&Q***

B. Out at sea, out of mind: Bringing accountability and visibility to social risk in remote supply chains

Moderated by: TBC

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C. When is it time to walk away? How to manage high-risk suppliers responsibly

*Moderated by: Kathrin Raabe, senior manager human rights, **ALDI Süd***

D. AI for human rights: Can it truly deliver on supply chain data, verification and insights?

*Moderated by: David Reiner, lead ethical sourcing, **Zalando***

E. Measuring responsibility: What are meaningful human rights KPIs for strategic procurement

*Moderated by: Teni Adewumi-Gunn, human rights lead, **Haleon***

F. Beyond empowerment rhetoric: where is the real progress for women workers?

*Moderated by: Sara Otto, chief supply chain officer, **Nest***

15.00-15.30 **Roundtable key takeaways and closing remarks**