



**People Sustainability  
Global Summit**

**Wednesday 12 and Thursday 13  
November 2025**

London

People are at the heart of all organisations and protecting them helps to demonstrate sustainability and performance. People who feel valued, safe, healthy and well, make the right decisions that ultimately contribute to protecting the wider community, nature, society and the economy.

The value of employees for both organisations and their stakeholders is directly connected to their health, safety and wellbeing. This event will enable you to recognise the broad range of benefits which can be delivered across your organisation by investing in creating a valued, safe, and healthy workforce.

Through this approach we will amplify the message that people matter. That the health and safety of people and their wellbeing creates value and long-term sustainability for a company and its stakeholders, while generating value across the capitals.

We are stronger together so join our guest speakers and presenters, and colleagues from likeminded organisations to understand common thinking, motivators and incentives, standards and key performance indicators surrounding the value of people and their health, safety and wellbeing in the workplace and beyond.

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### Steering Group

We would like to thank our steering group for all their hard work in making this event possible.

The steering group consists of:



Dee Arp



Natalie Nicholles



Charles F. Redinger



Kathy Seabrook



Malcolm Staves

### Sponsored by

L'Oréal, Global Solutions Inc, NEBOSH, AIHA, ASSP, ERM, Pinsent Masons and RoSPA.

12 November - Agenda

9:00-9:30

Registration and Networking

9:30-9:45

Welcome and Introduction

**Kathy Seabrook**, Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition; and CEO, Global Solutions Inc.

**Malcolm Staves**, Co-Founder and Co-Chair, Valuing Human Capital in (OHS) Project - Capitals Coalition and Global Vice President Health and Safety - L'Oréal

9:45-10:00

**Keynote Presentation: The role and value of the health & safety professional**

Presenter:

**Lord Jordan of Bournville**, Life President of RoSPA

10:00-10:40

**Keynote Presentation: The State of People Sustainability. An overview**

As the discussions around sustainability, ESG, and human capital continue to evolve, their connection with Safety and Health remains fundamental. This brief introduction to the summit delves into the current state of People Sustainability.

Presenter:

**Kathy Seabrook**, Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition; and CEO, Global Solutions Inc.

10:40-11:10

Networking break

11:10-11:50

**Keynote Presentation: Baseline Safety**

Risk Assessments. The very foundation of how we deal with risks to our people. Yet, unless we are faced with an obvious exception, we often make the assumption that our risk assessments apply to everyone equally. We assume that all staff walk out and experience risks in the same way, that the baseline safety that we are exposed to is the same.

Yet, as we understand the workplace better, and as research moves on, we are finding that personal characteristics, more often discussed in the context of equity, diversity and inclusion, have an impact of safety outcomes.

Rosie Russell has examined and collected together the emerging evidence and asks the question - What are we missing in our risk assessments and can everyone assume the same baseline of safety?

Presenter:

**Rosie Russell**, Director of Environment, Health, Safety, and Sustainability (EHSS), MeiraGTx; IIRSM Co-President

11:50-12:45

**Keynote Presentation: Impact Accounting for Value Creation – the Standards**

What does it take for the markets to build confidence in the value of what matters to people. The International Foundation for Valuing Impacts has announced it is merging into the Capitals Coalition. Hear about the latest developments the standardization and what it means for people sustainability.

Presenter:

**Natalie Nicholles**, Executive Director, Capitals Coalition

12:45-13:45

Networking lunch

13:45-14:45

**Workshop 1: Valuation - How to build a business case for valuing health, safety and wellness**

This workshop is focused on the earlier presentation on Impact Accounting and will draw upon the collective intelligence and experience of those in the room. A thought leadership report will be produced to capture the discussions and outputs from this.

Facilitators:

- **Esil Mertoglu**, Senior EHS Manager EMEA, Adient
- **Natalie Nicholles**, Executive Director, Capitals Coalition

14:45-15:25

**Keynote Presentation: How metaphors shape and frame how we understand safety.**

Understanding safety through metaphors helps us communicate and grasp various safety concepts and theories. Recognising the role of metaphors allows us to see how they influence our approach.

Presenter:

**James Pomeroy**, Global HSEQ Leader, Arup

15:25-15:50

Networking break

15:50-16:35

**Panel: Creating business value through people centricity**

People are at the core of every thriving business and their ability to contribute is influenced by their health, safety and wellbeing at work. This panel will discuss all aspects of this.

Chair:

- **Pam Walaski**, RiverLure OSH Services, ASSP past president

Panellists:

- **Becky Hickman**, Chief Executive Officer, RoSPA
- **Carina Hjørngaard Hjorth**, Global Head of Health, Safety, Environment & Safety Transformation, MAERSK
- **Phillip Pearson**, Chief Executive, IIRSM
- **Stephanie Thery**, Head of Sustainability Global Manufacturing, PMI

16:35-16:50

Closing Remarks – Day 1

**Kathy Seabrook**, Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition; and CEO, Global Solutions Inc.

**Malcolm Staves**, Co-Founder and Co-Chair, Valuing Human Capital in (OHS) Project - Capitals Coalition and Global Vice President Health and Safety - L'Oréal

17:00-19:00

Evening reception

## 13 November - Agenda

**08:30-09:00**

**Registration and Networking**

**09:00-09:15**

**Day One recap**

**Kathy Seabrook**, Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition; and CEO, Global Solutions Inc.

**Malcolm Staves**, Co-Founder and Co-Chair, Valuing Human Capital in (OHS) Project - Capitals Coalition and Global Vice President Health and Safety - L'Oréal

**09:15-10:00**

**Keynote Presentation: The value of journey toward leadership in human capital management**

Companies' management of human capital is a key competitive driver, but remains poorly understood and typically badly recognised in financial markets. Most companies are on a journey toward stronger performance in this area, which can be as valuable to investors as finding today's leaders. Andy will discuss Schrodgers' work in this area, the measures they look at when assessing companies' strengths and prospects for improvement and why this matters for investors.

**Presenter:**

- **Andrew Howard**, Global Head of Sustainable Investment, Schroders

**10:00-10:40**

**Keynote Presentation: CSRD State of Play after year one**

The EU's Corporate Sustainability Reporting Directive ("CSRD") suffered a significant setback this year when EU politicians agreed to a two-year delay and took many companies out of scope of mandatory reporting. Nonetheless, the largest companies remain in scope and many published their first CSRD report earlier this year. In this session, James Hay will discuss what can we learn from the first set of reports and what the sustainability reporting landscape will look like going forward.

**Presenter:**

- **James Hay**, Principal Climate and Sustainability Advisor, Pinsent Masons

**10:40-11:10**

**Networking break**

**11:10-11:50**

**Panel: The impact and measurement of wellbeing**

This panel will explore why wellbeing must be a strategic priority, drawing on data, insights, and international benchmarks to illustrate its impact. The discussion will unpack what wellbeing truly means, its critical role in health and safety, and the tangible benefits it brings to team performance, resilience, and innovation.

**Chair:**

- **Mark Rix**, Group Managing Director, Wellbeing at Work

**Panellists:**

- **Georgia Bryce-Hutchinson**, Mental Health Consultant
- **Crystal Danbury**, Director of Group Safety, Insurance and Occupational Wellbeing, Sainsburys
- **Stuart Hughes**, Head of Head & Safety, Mercedes-AMG Petronas F1 team
- **Dr Mark McBride-Wright MBE**, Founder & CEO, EqualEngineers

**11:50-12:30**

**Panel: Our health and safety journey so far and what the future may look like**

This session will explore the evolving landscape of the health and safety profession. We'll discuss emerging needs across the sector, including the influence of the "New View" (HOP, Safety Differently, Safety I & II), and the growing emphasis on mental health and wellbeing. Together, the panel will identify gaps between today's practices and the envisioned future state—and begin mapping a path forward. How do we get there from here?

**Chair:**

- **Dee Arp**, Chief Officer - Quality, NEBOSH

**Panellists:**

- **Nancy Hey**, Director Evidence and Insight, Lloyds Register Foundation
- **Andresa Hernandez**, Global VP EHS, Siemens
- **Monique Parker**, ASSP – President Elect, Senior Vice President Safety, Environment and Health, Piedmont Lithium, Inc
- **Shirley Parsons**, Brand Ambassador, Shirley Parsons
- **Lawrence Webb**, Chief Safety Officer, DSTL

**12:30-13:15**

**Networking Lunch**

**13:15-14:00**

**Workshop 2: Path to being Future Fit Health and Safety as a core value: Making it happen**

This workshop will allow attendees to further explore the panel discussion on the evolving landscape of the health and safety profession. Discussing emerging needs across the sector, including the influence of the "New View" (HOP, Safety Differently, Safety I & II), and the growing emphasis on mental health and wellbeing. Together, we'll identify the gap between today's practices and the envisioned future state—and begin mapping a path forward. How do we get there from here?

**Facilitators:**

- **John Dony**, CEO, What Works Institute
- **Louis Wustemann**, Freelance writer

**14:00-14:40**

**Panel: Impacts and dependencies of environmental degradation**

This panel will explore the far-reaching effects of climate degradation on environmental and occupational health. We'll examine how climate-related risks are increasingly intersecting with workplace safety, drawing on evolving regulatory frameworks, ISO standards, and insights from the ILO and Capitals Coalition. The discussion will also highlight strategic responses organisations can adopt to mitigate these challenges and protect both people and the planet.

**Chair:**

- **Martin Bardle**, Global HSQE Director, RES

**Panellists:**

- **Martin Cotton**, Former Chair TC283/ISO 45007
- **Alicia Olo Martinez**, Corporate Director Health & Safety, H&S Council
- **Carole Smets**, Global Social Sustainability Director, Pernod Ricard
- **Veronique Zerrouki**, VP, Group Health, Safety & Environment, Safran

**14:40-15:00**

**Networking break**

**15:00-15:50**

**Workshop: Impacts and dependencies of environmental degradation**

This workshop will engage attendees in what their companies, clients, and other stakeholders are experiencing with environmental degradation. The output of this workshop will be published in the People Sustainability Global Summit Report.

**Facilitators:**

- **Charles Redinger**, Founder, CEO, Institute for Advanced Risk Management
- **Becky Hickman**, Chief Executive Officer, RoSPA

**15:50-16:00**

**Closing Remarks – Day 2**

**Kathy Seabrook**, Co-Founder and Co-Chair Valuing Human Capital in Occupational Health & Safety (OHS) - Capitals Coalition and CEO, Global Solutions, Inc.

**Malcolm Staves**, Co-Founder and Co-Chair, Valuing Human Capital in (OHS) Project - Capitals Coalition and Global Vice President Health and Safety - L'Oréal



## Keynote Speakers



### Kathy Seabrook

Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition; and CEO, Global Solutions Inc

Kathy Seabrook is on a mission to help business leaders integrate safety, health and environmental strategies with sustainable business growth. She champions integration of EHS with corporate culture and strategy development, emphasizing its crucial role in organizational financial success and risk management. Her international impact and guidance in developing global safety, health and sustainability standards showcase her dedication to improving global business practices.

Seabrook's co-authored book due out Feb 2025, *Connecting the Dots: Environment, Health, Safety and Sustainability*, shares her vision for leveraging safety and health management to drive cultural transformation, enhance brand reputation, financial performance by embedding safety, health and sustainability deeply within organizations. Beyond her professional achievements, Kathy is a futurist, passionate about mentoring the next generation of leaders, collaborating with innovative thought leaders, and is inspired by Star Trek's vision, embodying the #TrueNorthTest and her commitment to business success balanced with the safety, health and wellbeing of people at work and environmental stewardship.



### Malcolm Staves

Co-Founder and Co-Chair, Valuing Human Capital in (OHS) Project - Capitals Coalition and Global Vice President Health and Safety - L'Oréal

Malcolm Staves is a Fellow of the Institution of Chemical Engineers and graduated from Loughborough University with a degree in Chemical Engineering. He also has an MSc in Integrated Environmental Management from Bath University. Malcolm is considered a futuristic thought leader in Health & Safety.

Previously a site engineering technologist and a plant manager he has worked in the Corporate Environment, Health & Safety for several companies prior to joining L'Oréal, in 2009, where he is Global VP Health & Safety. Since his arrival in L'Oréal Malcolm has developed strategies for the globalization of health & safety with a focus on risk management, visible felt leadership, and putting people in the centre.

He is known for his networking and sharing as well as his hummingbird approach which was the subject of his 2022 TEDx talk.



### Lord Jordan of Bournville

Life President of RoSPA

Born in 1936 and educated at Birmingham's Barford Road Secondary Modern School, Lord Jordan began his career in organised labour as a shop steward at GKN in Birmingham.

His career in the trade union movement was marked by significant leadership roles. He served as President of the Amalgamated Engineering Union (AEU) from 1986 until its merger into the Amalgamated Engineering and Electrical Union (AEEU), continuing as President until 1995. During this period, he was also a member of the Trades Union Congress (TUC) General Council.

In 1995, Lord Jordan was appointed General Secretary of the International Confederation of Free Trade Unions (ICFTU), a position he held until 2002. In this capacity, he championed labour rights on a global scale, engaging with international organisations to promote fair labour standards and practices.

Beyond his trade union activities, Lord Jordan served as a Governor of the London School of Economics from 1987 to 2002, Influencing higher education policies and governance. He also, served as a Governor of the BBC from 1988 to 1998, participating in the oversight of one of the UK's key public service broadcasters.

In November 2008 he was appointed President of the Royal Society for the Prevention of Accidents, and as of 2022, has served RoSPA as Life President.

In recognition of his extensive service, Lord Jordan was appointed a Commander of the Order of the British Empire (CBE) in the 1992 New Year Honours. He was created a life peer with the title Baron Jordan, of Bournville in the County of West Midlands, on 5 June 2000.



### Andrew Howard

Global Head of Sustainable Investment, Schroders

Andrew Howard is Global Head of Sustainable Investment at Schroders and a member of the firm's Group Management Committee. He has been at Schroders since 2016 and is responsible for the firm's sustainability strategy. He oversees the firm's sustainability thought leadership, ESG integration and stewardship.

Andrew was an Equity Analyst at Didas Research from 2013 to 2016, an independent investment research firm he founded. He was an Equity Analyst at Goldman Sachs from 2007 to 2013, where he headed the GS SUSTAIN research team in London identifying long term investment opportunities across global industries.

He also previously worked at McKinsey & Co as a consultant and Deutsche Bank as Head of European Mining Research.

Andrew graduated with a BSc in Economics from London School of Economics and has an MBA in Business Administration and Management from INSEAD.



### Rosie Russell

Director of Environment, Health, Safety, and Sustainability (EHSS), MeiraGTx; IIRSM President

Rosie Russell is the President of IIRSM which celebrates its 50th anniversary in May 2025.

Rosie started her career as an Organic Chemist working in academic and biotechnology research and development laboratories where she began taking an involuntary interest in health and safety matters following a laboratory accident. This, and her wife's academic background, led her to take on a Health and Safety role alongside laboratory management and continued lab work. She discovered that health and safety was her true vocation and is now Director of EHS & Sustainability for MeiraGTx, a research phase, vertically integrated, pharmaceutical company specialising in gene therapies.

She has worked in R&D and biomanufacturing across academic, charity and private sector settings for almost 30 years with over 20 of those involving health and safety. As well as developing expertise across chemical, biological and radiation safety, she has a keen interest in the psychology of work and states that 'It is not possible to be safe unless you are in the right state of mind.' As such, she sees physical and psychological risks as being inextricably intertwined.

Rosie splits her time between Edinburgh and London and is an avid reader and cook.



### James Hay

Principal Sustainable Finance Advisor, Pinsent Masons

James is a Principal Climate & Sustainability Advisor at Pinsent Masons, advising financial services firms and corporates on a broad range of sustainability matters. James supports companies through complex ESG regulatory change and the operational implementation of business-critical sustainability requirements. Previous experience includes implementing firm-wide sustainability reporting procedures and integrating sustainability into supply chain management programmes. James also delivers cross-functional training to companies to upskill staff on sustainability-related BAU processes.



### James Pomeroy

Global HSEQ Leader, Arup

James has been involved in leading safety and risk management programmes internationally for over 30 years. He is currently the director of Global Health, Safety and Quality Management at the international engineering and design consultancy Arup. James has firsthand experience of managing HSEQ in a variety of high hazard sectors including marine, oil and gas, aerospace and industrial manufacturing.

James is also a PhD candidate at the Cranfield University. His research focuses on the understanding of representations that are used within safety, and how they function as semiotic objects and often lead to different interpretation. He has degrees in sustainable business, international environmental law, and safety and risk management, and a PhD candidate. James is a Fellow of the UK safety and environmental bodies IOSH and IEMA.



**Natalie Nicholles**

Executive Director, Capitals Coalition

Natalie leads the Coalition's system change agenda, forging innovative partnerships and mobilizing a global network. For over a decade, the Capitals Coalition has driven the fundamental shift in our economic system - moving from valuing only financial capital to recognizing the true value of nature, people and society. With 500+ partners and 25,000+ practitioners worldwide, the Capitals Coalition uniquely bridges climate, nature and social issues, shaping corporate practice, policy, and international standards through its widely adopted frameworks and tools. Its collaborative approach fosters ownership among leaders, giving the work credibility, legitimacy and impact across sectors from mining to forestry and agriculture.

Previously Global Director at the RSA (Royal Society of Arts, Manufactures and Commerce), Natalie began her career in the private sector with Wolseley Plc before establishing a pioneering socio-economic impact consultancy at the New Economics Foundation. She has developed leading valuation models with 100+ organizations worldwide to capture social, economic and environmental value. Natalie also serves as a Trustee at the Friends Provident Foundation.