



People Sustainability Global Summit

**Tuesday 8 and Wednesday 9
December 2026**

London

Event Agenda

This year marks the 5th anniversary of the People Sustainability Global Summit — first hosted by L'Oréal in Paris in 2019 and co-founded by Kathy Seabrook and Malcolm Staves. What began as a simple idea, putting people back into sustainability and at the centre, has grown into a global movement reshaping how organisations think about value.

Over the past five years, one truth has become impossible to ignore: when people thrive, organisations perform. Not as a slogan, but as a measurable reality. Safety, health, wellbeing, trust, leadership decision making and action - these are not “soft” topics. They are the conditions that enable businesses to create value, protect reputation, and stay resilient in a world that is becoming more and more complex. Partners such as NEBOSH and the Capitals Coalition have helped push this thinking into the agenda of senior EHS professionals, c-suites, boardrooms, global standards, professional associations, accounting and investment conversations.

This year's agenda reflects this continued shift. We look at the hard questions: how human and social capital become visible in decision making, why safety is foundational in creating value; how climate, investors, accounting, AI, wellbeing, SMEs and supply chains all intersect with people; and what leaders must do differently.

Five years on, the message is clearer than ever: people sustainability is at the heart of sustainable business.

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:



Kathy Seabrook



Malcolm Staves



Dee Arp

Sponsored by

L'Oréal, Global Solutions Inc, NEBOSH, Pinsent Masons, AIHA, ERM, BOHS, IIRSM,
Manufacturing Safety Alliance of British Columbia

8 December - Agenda

8:30-9:00

Registration and Networking

9:00-9:15

Welcome, Logistics 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 VP Environment, Health & Safety - L'Oréal

9:15-9:30

Keynote Presentation: Making invisible value visible: Next frontier in sustainable economies

How can we create an economy that values people as much as profit? The greatest barrier to sustainable decision-making is not a lack of ambition, but a lack of visibility. People, communities, relationships and trust are fundamental drivers of long-term value, yet they remain largely invisible in many business and financial decisions.

In this keynote, Mark will explore how making human and social capital visible - alongside financial, natural and other forms of capital - can transform the way organisations, investors and policymakers make decisions. Drawing on the work of the Capitals Coalition and the International Valuation Standards Board, he will demonstrate how better information leads to better decisions, enabling businesses and governments to create lasting value for people, the economy and the planet. This is not simply about measuring value differently - it is about reshaping the systems that drive sustainable outcomes.

Presenter:

Mark Gough, Chief Executive Officer, Capitals Coalition

9:30-10:00

Keynote Presentation: The Accounting Paradox - What's the link between social and human capital and financial accounting?

Most business decisions are made to either achieve expected financial results or in response to actual financial results. And those financial results depend on the balance between income and expenditure. Jeremy will explore the way in which the accounting system recognises costs and how this is damaging the economy and our society. He will argue that the accounting system could be restorative and encourage business models and activities that create value without, at the same time, extracting value. Work on social and human capital can help lay the ground for this, driving better decisions across business and investors at the rate now required.

Presenter:

Jeremy Nicholls, Ambassador, Capitals Coalition – Advisor - Social Value International, Ashoka Fellow

10:00-10:20

Networking break

10:20-11:10

Panel: Provocations - Setting the stage for our next two days

Where is sustainability heading in today's landscape of geopolitics, economics, value creation, decision-making and people-focused priorities, and what breakthroughs are needed to move it forward?

Chair:

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

Panellists:

- **Jeremy Nicholls**, Ambassador, Capitals Coalition – Advisor - Social Value International, Ashoka Fellow
- **Natalie Nicholles**, Executive Director, Capitals Coalition
- **Andresa Hernandez**, Global VP EHS, Siemens
- **Hayden Morgan**, Partner, Head Climate and Sustainability Consulting, Pinsent Masons

11:10-11:40

Keynote Presentation: Understanding the intersection of climate and social risks

Climate and social risks are increasingly interconnected, creating significant implications for business, investment, and long-term value. This keynote explores research by the University of Cambridge Institute for Sustainability Leadership on how these risks influence people, organizations, and economies, and why leaders must consider them together. Participants will gain insights into integrated approaches that strengthen decision-making, resilience, and sustainable value creation.

Presenter:

Elliot Cyriax, Head of the Investment Leaders Group at the University of Cambridge Institute for Sustainability Leadership

11:40-12:10

Keynote Presentation: The future of safety and health research

This keynote will present the current global 'state of the knowledge' on safety and health, drawing on insights collated by the Global Safety Evidence Centre. Building on this evidence base, it will explore how we can strengthen understanding of what works in practice and set a more collaborative, impact-focused research agenda to improve safety outcomes worldwide.

Presenter:

Nancy Hey, Director Evidence and Insight, Lloyds Register Foundation

12:10-13:00

Panel: The state of evidence: People sustainability leads to value creation in business

This panel will examine the growing body of evidence linking people sustainability, human capital, and occupational health and safety to business value creation. Panellists will explore how investing in people contributes to organisational performance, resilience, and long-term success.

Chair:

- **Martin Cottam**, Chair of expert advisory panel, Global Safety Evidence Centre, Lloyd Register Foundation – Chair of the IIPAG Safety subgroup, Transport for London, Independent Consultant

Panellists:

- **Carina Hjørngaard Hjorth**, Global Head of Health, Safety, Environment and S&R Transformation, A.P. Moller – Maersk
- **Wayne Arondus**, Chief Executive Officer, Manufacturing Safety Alliance
- **Tom McKenna**, Ecological Economist and Senior Manager,

13:00-13:45

Networking lunch

13:45-14:30

Panel: Real value creation is to stop people dying because of work

This panel makes a simple, uncomfortable claim: an organisation that cannot keep its people alive or safe from serious irreversible injuries and illnesses cannot create sustainable business value. Full stop! Everything else, culture, performance, innovation, ESG, operational excellence, collapses the moment a life changing serious incident or fatality occurs. We will confront the hard truth that many companies talk about value creation or culture while quietly tolerating conditions that could kill or permanently injure their people. We'll expose how "good numbers" mask catastrophic risk, how leaders drift into complacency, and how one irreversible event can destroy trust, reputation, productivity, and strategic momentum overnight. This session is not about safety as a value add on. It is about safety as the foundation of business value itself, the non negotiable starting point for any organisation that claims to be responsible, resilient, and future ready.

Chair:

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

Panellists:

- **Laurie Shelby**, Vice President - EHS&S, Tesla
- **Becky Hickman**, CEO, RoSPA
- **Ruairi Connor**, Senior Director of Operational Risk Global/EMEA, Ball Corporation
- **Stuart Hughes**, Head of Health and Safety, Mercedes AMG Petronas Formula One Team

14:30-15:10

Keynote Presentation: Introducing Impact Valuation/Accounting Methodology

Introducing a Human Capital Impact Valuation Methodology for Occupational Health, Safety, Wellbeing and People Sustainability

Presenters:

- **Adam Richards**, Consultant to UNDP – ISO/UNDP 53001 SDG Management System; Founder – Integrating Impacts
- **Kathy Seabrook**, Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition, and CEO, Global Solutions Inc.

15:10-15:25

Networking break

15:25-16:45

Workshop: How to create business values for a company's stakeholders

This workshop will help you understand and apply the principles of impact accounting and valuation within your organisation's strategy and decision-making processes. Through real-world examples, we will explore how impact accounting generates value, strengthens stakeholder relationships and informs decisions at every level of a company.

Facilitators:

- **Adam Richards**, Consultant to UNDP – ISO/UNDP 53001 SDG Management System; Founder – Integrating Impacts
- **Kathy Seabrook**, Co-Founder and Co-Chair, Valuing Human Capital in Occupational Health & Safety (OHS) Project - Capitals Coalition, and CEO, Global Solutions Inc.

16:45-17:00

Closing Remarks – Day 1

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

17:00-19:00

Evening reception

9 December - Agenda

08:30-09:00

Registration and Networking

09:00-09:10

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 VP Environment, Health & Safety - L'Oréal

09:10-10:20

Keynote Presentation: The investors perspective on value creation and people sustainability

Exploring how mainstream and impact investors' view people sustainability as a driver of long-term value creation, risk management, organisational resilience, and sustainable business performance.

Presenter:

- **Andrew Howard**, Global Head of Sustainable Investment, Schroders
- **Leslie Kaplin**, Partner and Director of Impact, Astanor

10:20-10:40

Networking break

10:40-11:30

Panel: The intersection of environmental and occupational health and people sustainability

Exploring how organisations can align environmental, health, and people-focused strategies to create long-term value, improve wellbeing, and drive sustainable business performance.

Chair:

- **Kevin Bampton**, Chief Executive Officer - British Occupational Hygiene Society (BOHS)

Panellists:

- **Mary Cameron**, HM Specialist Inspector – Occupational Hygiene, Health and Safety Executive
- **Louise Hosking**, Head of UK Health & Safety Transformation, The Scouts
- **Krishnen Mootien**, Global Head of Health and Safety, Finlays
- **Martin Bardle**, SVP, HSQE, Renewable Energy Solutions

11:30-12:20

Panel: Wellbeing is Everything ... People, Planet, Business, Society

As expectations of business continue to evolve, wellbeing is emerging as a critical driver of resilience, sustainability, and long-term value creation. This session will examine how organisations can embed wellbeing into decision-making, creating positive outcomes for employees, communities, society, and the environment.

Chair:

- **Rosie Russell**, Director of EHS and Sustainability, MeiraGTx and Co-President, IIRSM

Panellists:

- **Crystal Danbury**, Director of Group Safety, Insurance & Occupational Wellbeing, Sainsburys
- **Melissa Mark-Joyce**, Head of HSE, WE Soda
- **Stine Moesmand**, Director East, Human House Leadership & OSH
- **Chris Cummings**, Founder, Wellbeing at World

12:20-13:10

Panel: The Intersectionality of AI, value creation and OHS

Artificial intelligence is reshaping how leaders create business value — from sharper risk anticipation to faster, more informed decision-making. This panel will explore how AI enhances OHS performance when paired with strong leadership behaviours, ethical governance, and a clear sense of purpose.

Panellists will discuss how leaders can use AI-driven insights to elevate situational awareness, reinforce trust, and convert complex data into decisive action that protects people and strengthens organisational resilience. The session will highlight the leadership capabilities required to turn AI into value: disciplined prioritisation, transparent communication, and the ability to align technology with human judgement and organisational values.

Chair:

- **Chet Brandon**, Senior Director of Global Sustainability, Product Stewardship and Regulatory Affairs, Hexion Inc

Panellists:

- **Mousa Yassin**, Founder and Chief Executive Officer, Pixaera
- **Lawrence Webb**, Chief Safety Officer, Dstl
- **Moustafa ElSawalhy**, Global EHS Manager, L'Oréal
- **Anthony Aarons**, Chief Executive Officer, Epifini Ltd

13:10-13:50

Networking Lunch

13:50-14:20

Keynote Presentation: Managing OHS in SMEs and the Supply Chain

Based on insights from ISSA's SME project, this session will examine the unique health and safety challenges faced by small and medium-sized enterprises and their role within wider supply chains. The presentation will explore practical strategies, collaborative approaches, and emerging good practice that can help organisations improve worker protection, strengthen resilience, and drive sustainable business performance.

Presenter:

- **Barbara Libowitzky**, Chair, ISSA's Small Medium Size Enterprises Project

14:20-15:20

Workshop: It starts with you

You will leave with a clear challenge: to notice what your own actions and behaviours are teaching others, and to make one conscious change that strengthens trust, learning, care, and wellbeing in your organisation. Because culture is not set by intention alone. It is shaped, moment by moment, by your actions and their impact on business decision-making and the sustainability of people and their wellbeing in your organisation.

Facilitators:

- **Dee Arp**, Chief Quality Officer, NEBOSH
- **Carole Smets**, Global Health & Safety Director, Pernod Ricard

15:20-15:40

Networking break

15:30-16:30

Workshop: Bringing it all together

This interactive closing workshop will bring together the key themes, insights, and practical lessons from across the conference. Drawing on discussions around human capital valuation, occupational health and safety, wellbeing, sustainability, AI, investor expectations, and supply chains, participants will reflect on what they have learned and how these topics connect to create long-term value.

Through round table discussions, attendees will identify practical actions they can take within their own organisations to embed people sustainability into decision-making, strengthen business performance, and improve outcomes for workers, communities, and society. Delegates will leave with clear takeaways, fresh perspectives, and a renewed commitment to driving meaningful change.

Facilitators:

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

16:30-16:40

Closing Remarks – Day 2

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 VP Environment, Health & Safety - L'Oréal

