



GRI Topic Standard project for Labor

Advisory group experts biographies

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Advisory group members

In accordance with due process, the Global Sustainability Standards Board (GSSB) has selected the following experts to participate in the advisory group responsible for supporting and advising the labor Technical Committee (T.C.) in the content development process. The members represent diverse, multi-stakeholder backgrounds and bring an excellent combination of relevant knowledge and experience in Labor.



Joana Barata Correia

IWAY Development Manager, Inter IKEA Group

Constituency: Business Enterprise

Joana is leading the development of IWAY, the IKEA way of responsibly procuring products, services, materials and components for the IKEA value chain. IWAY includes both the requirements for suppliers and the supply chain, and the framework that secures that IWAY remains a credible and robust system, in terms of governance, capacity building, assurance, due diligence, performance reporting, and monitoring and evaluation.

Joana represents IKEA in several collaborations, such as the ILO Child Labour Platform, the ISEAL Technical Committee, the ISEAL Stakeholder Council, and the Advisory Committee of IRIS convened by the U.N. International Organisation for Migration.

Joana has 25 years of experience in sustainability development and leadership positions in different industries and geographies. Joana holds a master's degree in Environmental Engineering from Nova School of Science & Technology, and an MBA from CatólicaNova Lisbon MBA.



Tariq Desai

Human Rights Lead, Position Green

Constituency: Business Enterprise

Tariq leads Position Green's human rights work. He has worked with clients to identify salient human rights issues, assess the quality of their due diligence programmes, implement processes and procedures.

A qualified solicitor, Tariq previously worked for the human rights organisation, Justice, as well as the Danish Institute for Human Rights. Tariq has also contributed to SPOs for sustainability-linked bonds, TCFD analyses, and assisted companies in producing ESG policies. Tariq's work on the human rights impact of large internet companies has been published in the Nordic Journal of Human Rights.

Tariq holds an M.A. in International Human Rights Law from Lund University in Sweden.



Caroline Eriksen

Head of the Social Initiatives, Corporate Governance, Norges Bank Investment Management (NBIM)

Constituency: Investment Institution

Caroline Eriksen heads the Social Initiatives team within the Corporate Governance area at Norges Bank Investment Management (NBIM). In this role, she is responsible for NBIM's engagement with portfolio companies on social topics, including human rights, anti-corruption, human capital management and tax transparency.

Prior to joining NBIM in 2018, Eriksen worked for the Norwegian Parliamentary Ombudsman. She has experience working on broad range of social topics, in particular human rights and responsible business conduct, including from Human Rights Watch and UNESCO.

Eriksen holds a B.A. in International Affairs from the American University of Paris and an M.A. in Human Rights Studies from Columbia University.



Antoine Heuty

CEO, Ulula

Constituency: Business Enterprise

Antoine Heuty is a social entrepreneur and an economist with over 20 years of experience in governance, technology, business and human rights.

He is the founder, and CEO of Ulula- a B-Corp software and analytics platform collecting social, labor and human rights impact data and engaging stakeholders to create more transparent and responsible supply chains.

He previously held senior positions at the International Natural Resource Governance Institute and the United Nations Development Program. He is the co-author of various publications on transparency, technology, fiscal policy, natural resource governance and supply chains.

He has graduate degrees from the Institut d'Etudes Politiques, Paris, Oxford University and Columbia University's School of International and Public Affairs.



Sachiko Ichikawa

Partner lawyer at the law firm Tanabe and Partners

Constituency: Business Enterprise

Sachiko Ichikawa is a Partner lawyer at the law firm Tanabe and Partners and is an independent director at two companies listed on the Tokyo Stock Exchange Prime market. She is also a director at BDTI.

Ms. Ichikawa has been a lawyer at Tanabe and Partners since 1997, certified in Japan and the state of New York in the United States of America. She graduated from the University of Tokyo in 1989 and from Georgetown University Law Center (LL.M.) in May 2004. She specializes in employment laws and the legal side of human resource management. She is also familiar with the representation of issuers in securities fraud litigations and matters regarding corporate governance. She is a US CPA and FSA credential holder.

As an advisor and litigator, she gained deep knowledge about labor related national laws and global norms such as UNGP, ILO conventions and OECD guidelines. She has been a member of the labor law committee at Daiichi Tokyo Bar Association and led the research at the foreign law subcommittee.

After she obtained firsthand experience in the impact of the failure of issuers' internal control and board governance through securities fraud litigation, she joined the public interest organization, Board Directors Training Institute, which aims to provide high quality and practical training for board directors. She provides lectures to issuers' board directors and officers about the importance of disclosure integrity, including ESG topics, and acquires a firsthand understanding of their endeavors and challenges.

She has been serving as an independent board director beginning in 2015, when the Japanese Corporate Governance Code was introduced under the pressure that investors' viewpoints should be respected. She observes the process of issuing integrated reports, including GRI tables, through board meeting discussions and understands the issuer's inside details and users' views.



Muhammad Azizul Islam (Aziz)

Chair in Accountancy and Professor in Sustainability Accounting & Transparency at the University of Aberdeen Business School

Constituency: Mediating Institution

Professor Muhammad Azizul Islam (Aziz) is Chair in Accountancy and Professor in Sustainability Accounting & Transparency at the University of Aberdeen Business School. Aziz grew up in an area in Dhaka, the capital city of Bangladesh, surrounded by densely packed garment factories supplying far-away retailers and witnessed the tough life faced by garment workers. He made it his life's research work to bring change. Now, his work is raising awareness for ethical trade by giving a voice to the unheard valuable garment workers of Bangladesh and other nations

Aziz is one of the world's leading sustainability accounting researchers investigating some of the specific issues, including human rights disclosures, corporate transparency on modern slavery, SDGs & social audit and corporate anti-bribery measures. Over the past 17 years, Aziz has been investigating the use of social audits and disclosures in relation to the lives of those who work in garment factories based in the global south that supply goods to big retailers in the global north. His research collaborations are currently underway with international institutions and researchers based in Australia, Bangladesh, Canada, Egypt, New Zealand, Nigeria, Portugal, and the USA. In addition, he is actively engaged in doctoral and postdoctoral supervisions.

Aziz is the recipient of many grants, including two prestigious grants—UK AHRC and GCRF (Scottish Funding Council)—for two corporate accountability projects related to modern slavery. He is a finalist for the UK Green Gown Award (in association with UKRI) and the winner of the University of Aberdeen's excellence award for the outstanding research project (2022). He has also been honoured with a prestigious Scottish Fair Trade Award (2022).

His research findings attract widespread media attention and influence policy changes. His research-based opinions appear in BBC Radio (Scotland), Sunday Post, Conversation, The Age, Sydney Morning Herald, Prothom Alo, The Times-Raconteur, IFAC-Gateway, ICAEW feature articles.



Dongsoo Kim

Director of the ESG Research Institute at Kim & Chang

Constituency: Mediating Institution

Dongsoo Kim is the Director of the ESG Research Institute at Kim & Chang. An expert in sustainability, his work in this field has helped numerous multinational enterprises, public organizations, and the government innovates their sustainability policies, strategies, and performance.

Dongsoo is also a board member of the Council on Economic Policies, a member of the standards board at AccountAbility, and an adjunct professor at Hanyang University. Prior to joining Kim & Chang, Dongsoo led the ESG Research Institute and the Sustainable Management Division at KPC, a leading Korean government agency under the Ministry of Trade, Industry, and Energy (MOTIE). He was also Secretary-General of the Sustainability Center at MOTIE, Secretary of the CSR Center at the Ministry of SMEs & Startups, and served as an ESG advisor on the 20th Presidential Transition Committee.

With his extensive experience in the public and private sectors, Dongsoo is often invited to speak at ESG events and provide insights through media outlets. Dongsoo was born in South Korea, studied in the U.S., and holds a doctorate in management engineering from the Korea Advanced Institute of Science and Technology.



Erik Nyman

Acting Senior Programme Manager (Children's Rights and Business) with UNICEF

Constituency: Civil Society

Erik Nyman serves as acting Senior Programme Manager (Children's Rights and Business) with UNICEF' Programme Group Leadership Team in Geneva. In this function, he is responsible for leading UNICEF's global work to integrate children's rights into responsible business conduct and address the negative impacts on children of business activities. Previous to this role, Mr. Nyman has held various functions with the U.N. and civil society organizations as an advocate and technical expert for human- and children's rights in Latin America, Asia, and Europe.

Mr. Nyman holds an LLM from the University of Lund, Sweden.



Abiola Okepechi

Regulatory & Sustainability Expert, ESG & Responsible Sourcing with Assent Inc

Constituency: Business Enterprise

Abiola Okpechi is a human rights professional whose work focuses on the environmental, social and governance (ESG) practices of companies and their impacts. In her role as a regulatory and sustainability expert at Assent Inc., she provides expert guidance to companies on integrating human rights considerations into their operations. This includes appropriate due diligence measures to prevent labor rights violations and other social issues in the supply chain.

Abiola previously served as lead specialist on human rights at AngloGold Ashanti Ltd, where she led implementation of the company's human rights strategy, in accordance with the United Nations Guiding Principles on Business and Human Rights. Prior to that, she led the Business and Human Rights Resource Centre's work in Africa, engaging companies on the social and environmental impacts of their operations.

Abiola holds a Ph.D. in Public Law (Human Rights) from the University of Cape Town, South Africa.



Dr Sepideh Parsa

*Associate Professor in Accounting, Middlesex University,
Member of the Centre for Social and Environmental Accounting
(CSEAR)*

Constituency: Mediating Institution

Sepideh's research has focused on how Transnational Corporations report labour rights related issues along global value chains, particularly with reference to the GRI guidelines/standards. Her most recent work concentrates on how these themes resonate with the related issue of Modern Slavery, which has become an issue of increased importance and visibility for governments around the world. Currently, she is engaged in research project to support Local Authorities in the identification and prevention of modern slavery in their regions. Her other research includes corporate accountability, and social reporting in China.

Sepideh is the recipient of research funding from the British Academy for two projects related to labour rights and sustainable human resource management. Her work on sustainable reporting in China was funded by the Institute of Chartered Accountants in England and Wales (ICAEW). More recently and in collaboration with a team of researchers from different disciplines, she has secured funding from the Middlesex University Business School for projects related to labour rights and governance mechanisms.

Teaches undergraduate and postgraduate courses on Corporate Governance and Corporate Accountability, Ethics, and Sustainability.



Rachel Phillips Rigby

Lead, Human Rights, Rainforest Alliance

Constituency: Civil Society

Rachel Rigby is Human Rights Lead at Rainforest Alliance, focusing on a wide range of labor and human rights issues of saliency in the agriculture sector, including child labor, health & safety, protection from pesticides, the rights to freedom of association and collective bargaining, responsible recruitment of migrant workers, and the rights of indigenous persons and local communities. Her work involves collaborating with colleagues and partners across continents to identify decent work deficits and human rights violations in different contexts and industries, understand their root causes, and identify locally-relevant solutions.

Prior to joining the Rainforest Alliance in 2019, Ms. Rigby spent 15 years at the United States Department of Labor, first with domestic labor law enforcement agencies and then with the Bureau of International Labor Affairs. In this role, she conducted labor diplomacy with foreign governments on behalf of the United States to promote improvements in labor laws and enforcement; brokered partnerships between the U.S., partner governments and NGOs in the garments, electronics, seafood and other sectors; and served as lead author of several editions the Department's flagship publications, the List of Goods Produced by Child Labor or Forced Labor and Comply Chain: Business Tools for Labor Compliance in Global Supply Chains.

Ms. Rigby holds a Master of Business Administration degree from the Middlebury Institute of International Studies at Monterey.