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GRI Topic Standard project for biodiversity

Technical committee member biographies

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Technical committee members

In accordance with due process, the Global Sustainability Standards Board (GSSB) has selected the following members to participate in the technical committee that will be responsible for reviewing the biodiversity disclosures in the GRI Standards. The members represent diverse, multi-stakeholder backgrounds and bring an excellent combination of relevant knowledge and experience in biodiversity.



Raphaëlle Archambeaud-Sicot

Sustainability Director, L'OCCITANE Group, Switzerland

Constituency: Business Enterprise

Raphaëlle Archambeaud-Sicot joined L'OCCITANE en Provence brand in 2008 for its values, environmental commitments, and community investment. She spent 10 years in International Marketing for the brand, up to the position of Skincare Director, where she initiated a new ambition and dynamic for the brand's environmental and social commitments. In 2018, she took the position of Sustainability Director for the group to extend this strategy and ambition to the whole company (6 brands, 90 distribution countries, 3 production facilities) – and started at the same time a Master's in Sustainability Management at Geneva Business School. She is also a volunteer facilitator of Climate Fresk, a workshop to explain climate change, its causes, and consequences, and uses it to raise awareness on her professional and personal networks.



Garo Batmanian

Global Lead for Forests, Landscape Biodiversity, World Bank, USA

Constituency: Investment Institution

Garo Batmanian is the Global Lead for Forests, Landscape Biodiversity, responsible for coordinating the implementation of an integrated green agenda. Garo coordinates and manages the Global Partnership for Sustainable and Resilient Landscapes (PROGREEN) and the Forest Investment Program (FIP). Garo is the World Bank's authority focusing on the International Consortium to Combat Wildlife Crime (ICWC), Convention on Biological Diversity, the Collaborative Partnership on Forests (CPF), and the chair of the Finance Task Force of the UN Decade for Ecosystem Restoration Initiative.

He has previously worked in the World Bank offices in Brazil and China. Garo has extensive experience in environmental management, forestry, carbon finance, and rural development. He has also led or had involvement in the Bank's analytical work and lending operations focusing on environmental sustainability.

Earlier in his career, Garo was the LAC Program Director of WWF-USA and the first CEO of the Worldwide Fund for Nature Brazil (WWF-Brazil). Garo is also the founder of FSC-Brazil, serving as its first chairman, leading the development of national standards for natural forest management in the Amazon and plantations.

Garo holds a Ph.D. in Ecology from the University of Georgia, USA.



Jan Bebbington

*Professor, Centre Director, Lancaster University, UK
Constituency: Mediating Institution*

Jan Bebbington works at Lancaster University and published on topics such as the Sustainable Development Goals; sustainability science; motivations and rationales for standalone reporting; carbon accounting; sustainability assessment, and accounting education. Jan is involved in a long-term collaboration between ecologists and sustainability scientists at the Stockholm Resilience Centre that aims to provide knowledge to a practice-based cohort of seafood companies seeking to actively contribute to ocean stewardship (focusing on SDG 14 – Life Below the Water). The project is yielding insight into the differences between accountability and stewardship as well as the issues in establishing organizational control over supply chains and reporting meaningfully on performance.

Alongside her academic work, Jan also has made contributions to the practice and policy communities in a variety of roles, including, for example, being the Vice-Chair (Scotland) of the Sustainable Development Commission from 2006 to 2011. The role of the Commission (a part of the UK Government) was to promote sustainable development across the UK and all sectors of society, particularly within Government. In 2021 Jan was part of a panel of experts for the Intergovernmental Panel of Biodiversity and Ecosystem Services and the Business and Biodiversity working group.



Gerard Bos

Director of the Global Business and Biodiversity Programme, IUCN, Switzerland

Constituency: Civil Society Organization

Gerard Bos is the Director of the Global Business and Biodiversity Programme at the International Union of the Conservation of Nature (IUCN) since 2012. Gerard's career started in the banking world, followed by many years in finance, procurement, and supply chain roles in the building materials sector. He has working experience on all continents, has lived in many countries, and speaks five languages fluently.

Gerard is passionate about driving transformational change through multi-sector collaborative platforms that challenge the corporate sector's current and future business models. He understands that to achieve a sustainable world that values and conserves nature, decision-makers in business, civil, and government need to systematically explore how to avoid or mitigate any negative impact and optimize the opportunities to scale up the positive impact on people and nature. This understanding is at the heart of the Business engagement strategy at IUCN.

Gerard believes valuing natural capital and integrating nature-based solutions in corporate decision-making are the next two critical game-changers towards a more sustainable future.



Wijnand Broer

Programme Manager, PBAF, The Netherlands

Constituency: Investment Institution

Wijnand Broer studied Horticulture and Marketing at Wageningen University in the Netherlands and is a partner at the Dutch Sustainability consultancy CREM. He has been working with CREM since 1993 and has specialized in corporate social responsibility, business and biodiversity, natural capital, and socially responsible investment. He has been working with ASN Bank on their long-term biodiversity objective since 2014 and has been the Program Manager at the Partnership for Biodiversity Accounting Financials (PBAF) since its start in 2019. Wijnand previously contributed to two GRI publications: Biodiversity, a GRI Reporting Resource (2006) and Approach for reporting on ecosystem services: Incorporating ecosystem services into an organization's performance disclosure (2011).



Sharon Brooks

Deputy Head of Business and Biodiversity, UNEP-WCMC, UK

Constituency: Mediating Institution

Sharon Brooks is Deputy Head of Business and Biodiversity at UNEP-WCMC. Sharon oversees a portfolio of work emphasizing nature-related metrics, targets, and data for business and has experience with various industry sectors, including extractives, agriculture, and finance. Sharon has led projects related to private sector standards, methods, and tools to assess, monitor, and report on biodiversity throughout value chains, including prior work with GRI on developing an approach for reporting on ecosystem services. Sharon has over 20 years of experience in international conservation, an MSc in Applied Ecology and Conservation, and a Ph.D. in Conservation and Development.



Rebekah Church

Global Lead Biodiversity Stewardship, WWF, Germany

Constituency: Civil Society Organization

Rebekah Church has extensive experience identifying, assessing, and measuring the impacts of business on nature as an environmental lawyer and advisor with over a decade of experience in biodiversity conservation, sustainability, and corporate governance. As WWF's Global Lead Biodiversity Stewardship, she leads the development and implementation of a corporate biodiversity stewardship management framework. The stewardship framework guides corporate engagement on biodiversity risk and opportunity analysis and the development of business cases, implementation strategies, goals, targets, and KPIs. This work also includes developing tools to help the private sector understand and manage the risks and opportunities concerning their biodiversity impacts and dependencies.

From 2018 to 2021, Rebekah acted as Senior Counsel, Sustainability and Climate Change for BMO Financial Group. In this role, she initiated

the development of an industry-leading biodiversity framework for the 8th largest bank in North America. She also participated in the Biodiversity Working Group of the Equator Principles Association and acted as Chair of the Cross-Sector Biodiversity Initiative, an organization seeking to develop best practices for biodiversity conservation in the extractive industries. In this role, Rebekah supported the production of BMO's public disclosures on sustainability issues, including meeting requirements under GRI, CDP, SASB, TCFD, and emerging regulations made under the EU Sustainable Finance Action Plan.

From 2012 to 2018, in her role with the Environmental Commissioner of Ontario, she provided cutting-edge research and thought leadership on biodiversity conservation.



Simona D'Amico

Biodiversity Expert, UEBT, The Netherlands

Constituency: Mediating Institution

Simona leads UEBT's work on biodiversity. She has been central in the development of biodiversity-related requirements in the internationally-recognised Ethical BioTrade Standard, as well as on implementing tools such as the UEBT Biodiversity Action Plans (BAPs). Simona is currently overseeing the roll-out of BAPs by UEBT members and partners in countries around the world. She is also now developing UEBT's approach on topics such as regenerative agriculture and ecological restoration.

Simona holds a PhD in Rural Sociology from Wageningen University. Prior to UEBT, she worked on European research projects on policies for organic farming and sustainable food systems, as well as the valorisation of agrobiodiversity through sustainable agrifood chains.



Simon Gobert

Sustainability Performance and Reporting Manager, DSM, The Netherlands

Constituency: Business Enterprise

Simon Gobert is responsible for external reporting of DSM's sustainability performance and ensures sustainability performance is continuously improved. He is the Sustainability Manager for DSM's Integrated Annual Report, where he is responsible for reporting in compliance with the GRI Standards: Comprehensive option. DSM's annual report is subject to a reasonable assurance engagement which Simon leads. He is part of DSM's working group on biodiversity, which is currently investigating improving the use of digital tooling to measure our proximity to, and impact on, biodiversity. The group is closely engaged in the revision of the biodiversity standard. In 2022, DSM aims to appoint a biodiversity lead. At this time, Simon would evaluate, together with GRI, the most valuable and appropriate path forward regarding participation in the technical committee.



Annelisa Grigg

Director, Global Balance, UK

Constituency: Mediating Institution

Annelisa Grigg has more than 20 years of experience advising companies and civil society on the business risks and opportunities associated with the loss of nature. She combines a technical background in conservation biology with financial accounting knowledge. She started her career as a sustainability consultant with accounting firm KPMG, later working in leadership roles within environmental groups Fauna & Flora International and the United Nations Environment Programme World Conservation Monitoring Centre (UNEP-WCMC).

Annelisa recently spearheaded efforts to create broad agreement on corporate biodiversity indicators creating the Aligning Biodiversity Measures for Business Initiative.

Annelisa now specializes in integrating biodiversity into natural capital assessments, corporate biodiversity indicators and disclosure, and the integration of biodiversity into business strategy and financial decision-making. She is a long-term advisor to Aviva on the inclusion of biodiversity criteria within its stewardship fund range.

Annelisa has an M.Phil. in Environment and Development and a B.A. in Zoology from Cambridge University.



Jonty Knox

Practice Lead, Natural Environment, Rio Tinto, UK


Constituency: Business Enterprise



Jonty Knox currently leads Rio Tinto's Natural Environment team at the corporate level, delivering on nature-based solutions, natural resource management, biodiversity, and land stewardship. Previously he was embedded within the UN Environment Programme's World Conservation Monitoring Centre directing a seventeen-year multilateral private sector partnership quantifying the risks and opportunities corporate entities and civil society face concerning nature. He has skill sets in resource management, climate change, biodiversity and commercial practice and occupies a unique niche within the sector. With experience working within a variety of organizations including government, NGO, academic and commercial, he has a particular aptitude advising businesses on corporate environmental impacts/interactions at a landscape level and integrating these findings into policy recommendations. Professional interests encompass sustainable resource management through modelling risk profiles, ensuring a fiscally stable future (irrespective of commodity shocks) for the waste management industry and the extension and codification of Carbon Biodiversity Offsets within existing performance standard frameworks.

Thomas Maddox

Global Director for Forests and Land, CDP, UK

Constituency: Mediating Institution

	<p>Thomas Maddox has worked on the interface between business and the environment for twenty years. He has a Ph.D. in Ecology from University College, London, and an MBA from the University of Cambridge Judge Business School and currently works for CDP as the Global Director for Forests and Land. In this role, he is responsible for the CDP Forests Questionnaire and the various projects associated with this, including major grants from NORAD and USAID. He also plays a key role in developing strategy, including the expansion of CDP's remit to incorporate a broader definition of environmental impact. This role includes direct responsibility for incorporating biodiversity into the disclosure cycle – a process initiated in 2021.</p> <p>Additionally, he is a CDSB Biodiversity Technical Working Group member and works closely with the SBTN. He previously initiated and coordinated a project that subsequently evolved into the ALIGN project for standardizing approaches to measuring corporate biodiversity impacts. Thomas also has a long history of working with standards bodies. He is a current board member for Responsible Steel and the Roundtable for Responsible Soy. Thomas has also been actively involved in various voluntary environmental industry standards.</p>
	<h2>Sue Mulhall</h2> <p><i>Global Lead, Business and Biodiversity Partnerships, BirdLife International, Singapore</i></p> <p><i>Constituency: Civil Society Organization</i></p> <p>As Global Lead, Business and Biodiversity Partnerships, Sue Mulhall's key responsibilities include being an Integrated Biodiversity Assessment Tool (IBAT) User Sub-Committee Member (since 2018), where she informs strategy, including new product development, from a user perspective. She leads BirdLife's Biodiversity & Business Strategy. As per BirdLife's key conservation programs (e.g., Key Biodiversity Areas, Flyways, Forests), she designed the strategies to address the key conservation issue and desired outcome. The system change addresses key sectors (e.g., Minerals, Renewable Energy, Agriculture) and sector-wide value chain engagement strategy to transform business as usual practices (BAU) and secure financing to conserve nature. Sue is involved in sector/industry engagement to mainstream biodiversity conservation, including:</p> <ul style="list-style-type: none"> • Global Platform for Sustainable Natural Rubber (GPSNR) – an active contributor in the development of the platform since March 2018, and an active member of the Capacity Building Working Group, previously the Smallholder Working Group. • Membership of BirdLife's Post-2020 Task Team, whose mandate is to facilitate knowledge sharing and alignment on policy advocacy across the BirdLife Partnership of 117 national partners, focusing on the Convention on Biological Diversity's (CBD) global biodiversity framework. <p>Sue engages businesses to inform and advance evidence-based business policy into actionable, sustainable practices at a site level, including:</p> <ul style="list-style-type: none"> • Mineral sector businesses with a focus on biodiversity proximity studies, management plans and training, landholdings evaluation to assess the potential of sites to deliver biodiversity enhancement,

	<p>carbon storage and/or capture and opportunities for indigenous people and local communities.</p> <ul style="list-style-type: none"> • Renewable Energy sector businesses with a focus on synthesizing data and delivering spatial tools to aid in decision-making on the optimum project siting based on resource potential and nature sensitivity and guidance on mitigating biodiversity impacts. • Agricultural sector businesses with a focus on forest positive practices and sustainable supply chains.
	<p>Elizabeth Peters</p> <p><i>Public Services International / Senior Ranger, Department of Conservation, New Zealand</i></p> <p><i>Constituency: Labor</i></p> <p>Elizabeth Peters has a passion for conservation and environmental sustainability with over 10 years of experience in advisory and research roles in government, NGOs, and academia. With the Department of Conservation, she has helped shape policy and managed programs to protect conservation values in Aotearoa. Elizabeth brings international experience, including leading the food policy strategy at WWF Belgium. She has experience in program and stakeholder management, implementation, and development of environmental policies.</p>
	<p>Leah Samberg</p> <p><i>Scientist, Global Programs, Rainforest Alliance/ Accountability Framework Initiative, USA</i></p> <p><i>Constituency: Civil Society Organization</i></p> <p>Dr. Leah Samberg is a scientist with the Rainforest Alliance’s Global Policy team. She works as part of the Accountability Framework Initiative’s Backbone Team, where she leads the AFI’s activities on monitoring, disclosure, and linkages between deforestation and GHG emissions.</p> <p>Before joining the Rainforest Alliance, Leah worked as a research scientist looking at links between smallholder farming, livelihoods, and conservation, for the University of Minnesota’s Institute on the Environment, the Nature Conservancy, the University of California Santa Cruz, and as a Fulbright Scholar in Ethiopia.</p> <p>Leah has a doctorate from the Environmental Studies program at UC Santa Cruz and a BA in Ecology from Dartmouth College.</p>



Alexandra Sangmeister

Director, Marine Watch International, USA

Constituency: Civil Society Organization

Alexandra Sangmeister is the Founder and Executive Director of Marine Watch International. MWI's mission is to protect the oceans by sharing information and fostering collaboration among people and organizations working in ocean conservation around the world. MWI partnered with the Foundation Center to launch FundingtheOcean.org, an online knowledge hub designed to track, inform and inspire ocean conservation philanthropy. Alexandra has over 30 years of experience in conservation, development, and international scientific research. Organizations worked for include the Smithsonian Institution, California Academy of Sciences, San Francisco Zoo, The Marine Mammal Center, and WildAid. For the last five years, she has worked in Data Services for a financial technology company, SS&C Advent. Advent is a portfolio management and accounting solutions and services provider to the world's leading institutional asset and wealth management firms. She recently completed the Sustainable Capitalism and ESG Certification at Berkeley Law.



Willie Staudt

Director Water & Biodiversity, ConocoPhillips, USA

Constituency: Business Enterprise

Dr. Wilfried Staudt is the Director, Water & Biodiversity in ConocoPhillips' corporate Sustainable Development team. He is a water and biodiversity specialist with a Ph.D. in Geochemistry. He has over 25 years of experience with a multi-disciplinary background in sustainable development, strategic planning, environmental impact assessment, environmental human health & ecological risk assessment, metrics and standards development, and multi-stakeholder collaboration.

As Director Water & Biodiversity, Dr. Staudt is responsible for providing strategic leadership and oversight for managing water and biodiversity business risks with an emphasis on the development and implementation of policy, strategy, processes, and metrics to improve performance and reputation. His focus includes integrating sustainability concepts into project design and long-term planning for ConocoPhillips's global asset portfolio.

Current responsibilities include:

- Providing global operations with strategic oversight and consultation on water and biodiversity long-term sustainability strategies and risk assessment;
- Developing and implementing corporate biodiversity strategy;
- Aligning water and biodiversity reporting and metrics with evolving external expectations;
- Leading the development of communications materials for water and biodiversity in annual SD Report and submissions to ESG rating agencies;
- Leading the internal global water and biodiversity expert working groups; and

	<ul style="list-style-type: none"> • Representing ConocoPhillips at industry organizations working groups.
	<p>Guy Williams</p> <p><i>Director, Biodiversity & Natural Capital, Deloitte, Australia</i></p> <p><i>Constituency: Mediating Institution</i></p> <p>Guy Williams is a Director at Deloitte and works as an industry thought leader in biodiversity and natural capital, providing science-based solutions to solve new and emerging global challenges. Guy serves as Deloitte’s global representative of the Taskforce on Nature-Related Financial Disclosure, as well as the IUCN Commission on Ecosystem Management, Species Survival Commission, and as an active supporter of the Science Based Targets Network. A professional ecologist with 20 years in sustainability consulting, working closely with the finance, extractives, infrastructure, and food and agriculture industries.</p>