

2025 New York Leadership Series

**Responsible Supply Chain
Stewardship and Leadership:
Navigating a Dynamic Era**

**Speaker & Facilitator
Biographies**



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Ashley Apel

Director of Partnerships & Strategy, Conservation International

Director of Partnerships & Strategy at Conservation International, Ashley focuses on engaging industry and corporate partners as they improve their seafood purchasing policies, supply chain engagement, and integration of human rights due diligence into their social responsibility programs. Co-leading the Consortium on Social Risks in Seafood, she works closely with Consortium partners LRQA, FishWise, and Ocean Outcomes to support the implementation of human and labor rights risk assessments and social improvement projects globally.

Prior to joining Conservation International, Ashley was the Director of Agriculture and Seafood Producer Services at Fair Trade USA where she helped guide farmers, fishermen, and processors toward Fair Trade certification, protecting fundamental human rights and ensuring safe working conditions and sustainable production practices. Before establishing the seafood certification program at Fair Trade USA, Ashley worked on rights-based management policies and stock assessment science for data-limited fisheries at Environmental Defense Fund. She holds a Master of Environmental Science and Management from the Bren School at UCSB and a B.A. in Environmental Studies and Sociology from Whitman College.



Alejandra Barajas Barbosa

Data Insights Manager, Social & Labor Convergence Program (SLCP)

Alejandra Barajas is the Data Insights Manager at SLCP. With over ten years of experience in generating data-driven insights related to trade and global value chains within international organizations, she brings a wealth of knowledge to her role.

In her current position at SLCP, Alejandra draws insights from aggregate facility data to identify trends in working conditions across supply chains. From this analysis, she also derives indicators for data quality improvements. Prior to joining SLCP, Alejandra worked at the World Trade Organization Secretariat in the Economic Research and Statistics Division.



Thibault Boiron

Director of Supply Chain Decarbonization, RESET Carbon, an LRQA Company

Based in the San Francisco Bay Area, Thibault Boiron is the Director of Supply Chain Decarbonization at RESET Carbon, an LRQA company, leading global initiatives to reduce carbon emissions across complex supply chains. In this role, Thibault partners with multinational organizations to design, run, and scale decarbonization programs that accelerate progress toward net-zero targets while maintaining operational resilience. These programs focus on industries such as consumer goods, electronics, and agriculture, where supply chain emissions are often the largest and most complex to address.

With over fifteen years of experience at the intersection of digital innovation and sustainability, Thibault has a proven track record in driving business transformation and enabling organizations to achieve both commercial and environmental goals. Before focusing on climate, Thibault founded and managed digital agencies in China, successfully scaling operations and delivering growth for global clients. A major milestone in Thibault's entrepreneurial journey was the strategic acquisition of his agency, Altima, by Accenture in 2017, marking a significant achievement in his career.

Thibault's expertise spans sustainability and supply chain transformation, underpinned by a strong foundation in technology and business strategy. He holds an MBA in Circular Economy from the University of Bradford in the United Kingdom and an MSc in IT Business Management from Institut Mines-Télécom Business School in France.



Kim Combs

Supplier Risk & Compliance Manager, The Kroger Co.

Kim Combs is the Supplier Risk & Compliance Manager at The Kroger Co., where she leads the company's social compliance and human rights due diligence efforts. Her career has consistently focused on working directly with suppliers to strengthen ethical sourcing, food safety, and regulatory compliance.

A graduate of Purdue University with a degree in food science, Kim is a certified Qualified Individual and architect of Kroger's FDA Foreign Supplier Verification Program (FSVP). She also serves on the board of the Equitable Food Initiative and represents Kroger on the advisory team for the Ethical Charter Implementation Program.

Known for her collaborative style and tenacity, Kim builds strong partnerships that drive program growth and embed accountability across the supply chain.



Jill Davies

Sr. Director of Corporate Responsibility & Human Rights, Best Buy

Jill Davies is the senior director of corporate responsibility and human rights at Best Buy. In addition to leading Best Buy's responsible sourcing program, she also is responsible for enterprise corporate responsibility strategy and annual reporting.

Prior to her current role, Davies worked in various responsible sourcing and impact roles at Target. Outside of work, she is a volunteer youth athletics coach and is on the board of the YWCA of Minneapolis with a passion for girls and sport.

Davies holds a Bachelor of Arts in political science from St Olaf College and a Master of Science in Foreign Service from Georgetown University. She also served in the Peace Corps in Uzbekistan and Mozambique.



Logan Duran

Sr. Director of ESG & Sustainability, Tapestry

Logan Duran is a sustainability management professional who helps organizations measure, reduce and communicate their environmental impacts across the value chain. His experience covers several ESG-related subject areas, including sustainability strategy, circularity, product responsibility, product claims substantiation, supply chain responsibility, traceability, carbon accounting, renewable energy, stakeholder engagement, communication, B Corp Certification and reporting.

Logan started his career in corporate sustainability at Coach, and has held various roles of increasing leadership and responsibility at several companies, including Patagonia, PVH, and most recently Tapestry, where he leads ESG programs across all three brands (Coach, Kate Spade and Stuart Weitzman).

Originally from a suburb of Chicago, IL, Logan holds a master's degree in Sustainability Management from Columbia University in New York City and a joint Bachelor of Arts in Environmental Studies and Geology from Middlebury College in Vermont.



David Fortney

Co-Founder, Fortney & Scott LLC

David Fortney is a co-founder of Fortney & Scott, LLC, a Washington, D.C.-based law firm counseling and advising clients on the full spectrum of workplace-related matters, including employment discrimination and labor matters, compliance programs, government contracting, and developing strategies for avoiding or responding to workplace-related crises.

Mr. Fortney has a broad-based practice representing and counseling employers and executives in employment and labor matters, including legal compliance with equal employment opportunity requirements and addressing pay equity initiatives and the evolving standards relating to inclusion and opportunity programs; wage and hour matters including Department of Labor audits and enforcement, and collective action litigation claims against employers; union organizing and collective bargaining; and, workplace health and safety. He brings experience from the private and public sectors in advising clients on these issues, and he frequently represents clients before federal agencies, including the U.S. Department of Labor's agencies, the Equal Employment Opportunity Commission, and the National Labor Relations Board.

Mr. Fortney has been widely recognized for his professional accomplishments, including being named one of the leading employment lawyers in Washington, D.C. by the CHAMBERS USA survey of America's Leading Lawyers for Business. He also is recognized in The Best Lawyers in America, Washington D.C.'s, Washington D.C.'s Best Lawyers, and Super Lawyers. Mr. Fortney has received an AV rating (the highest level) by Martindale-Hubbell.

Before co-founding the firm, Mr. Fortney previously served as the chief and deputy legal officer of the U.S. Department of Labor in Washington, D.C. during the term of President George H.W. Bush. As Acting Solicitor of Labor, he was responsible for enforcing over 140 laws regulating the nation's workplaces and managing an agency with 800 attorneys and support staff. He advised the Department of Labor agencies on a broad range of legal, policy, legislative, regulatory and enforcement issues.

Mr. Fortney's expertise and experience has been requested in testimony before the U.S. Congress, and state legislative committees and before the Equal Employment Opportunity Commission and the National Academy of Sciences.

Mr. Fortney works closely in support of the employer compliance, training and outreach efforts by The Institute for Workplace Equality and the American Employment Law Council. He also hosts the DC Insider – Employer Update™ podcast, is a co-editor of the Federal Employment Law Insider monthly newsletter, and frequently presents at the leading bar association and professional meetings. He also has media experience, including appearances on CNN, CBS and Fox News.



Kevin Franklin

CEO, EiQ, Chief Product Officer, LRQA

Kevin has over 25 years experience leading businesses and advising clients on global risks, analytics and management systems. He has engaged with many of the world's largest companies on sustainability strategy, supply chains and data-driven risk management. Kevin has dual responsibilities as Chief Executive Officer, EiQ as well as Chief Product Officer, LRQA.

Before joining LRQA, Kevin was the Chief Operating Officer of ELEVATE, an industry leader in sustainability and responsible sourcing. He also held senior roles at Verisk Maplecroft, a global risk intelligence company. Kevin has made significant contributions throughout his career to product and supply chain management practices, organizational resilience, responsible sourcing, decarbonization and beyond compliance across various sectors, including consumer goods, manufacturing, electronics, and extractives. He has pioneered data-led risk mitigation products and strategies, such as the industry-leading EiQ supply chain intelligence platform, and delivered award-winning sustainability disclosures for multinational clients.

Kevin holds a Master's degree in Policy and Planning and a PhD from Warwick Business School. An experienced auditor and thought leader, he has authored numerous reports and delivered keynote sessions at international forums, underscoring his expertise and dedication to advancing sustainability and resilience in business.



Arno Gasteiger

Global Head of Programs, LRQA

Arno is overseeing LRQA's Programs Team, which includes fully or partially outsourced responsible sourcing program management, as well as curated and complex due diligence projects. Arno has 12+ years of experience in HREDD and supply chain monitoring program design and development, living wages, responsible purchasing practices, supplier ownership, and service provider and labor agency assessments.

He previously worked at the Fair Labor Association (FLA), where he was responsible for identifying, vetting, and onboarding new affiliates and managing the organization's relationship with, as well as developing trainings for existing affiliates.

Arno has also worked with the ILO/IFC Better Work Vietnam program on program communication strategies and led the marketing efforts of Central Europe's largest furniture retailer's expansion into Sweden.

Arno holds an MBA from the Vienna University of Economics and Business, and a master's degree in international relations from Georgetown University and speaks fluent English, German, and Swedish, intermediate French and some Spanish and Croatian.



Stuart Kelly **Commercial Advisor, LRQA**

With over 25 years of global account management and business development experience, Stuart has worked with global and household-name brands across several sectors and markets, to help them manage risk around a range of safety, health, quality, social and environmental issues.

Stuart has advised on a number of data-led risk management programs to help companies prioritize efforts in the most impactful areas; experience which he applied to his previous role at LRQA as Chief Commercial Officer.



James McMichael

Founder & Managing Partner, Mosaic Responsible Sourcing Resource

James has 25 years of expertise working on supply chain social and labor issues. Prior to launching MOSAIC Responsible Supplier Resource, a specialty firm focused on supplier remediation, James was a founder and managing partner at ELEVATE Global.

While at Elevate, the firm grew to be the largest 'boutique' firm specializing in sustainability support services (e.g., strategy consulting, supplier assessments, training, and remediation support) that seek to identify social and environmental risk/opportunities across global supply chains. Prior to Elevate James spent seven years, as a partner, leading the rapid expansion of Level Works Ltd, a Hong Kong based social compliance monitoring and capacity building firm supporting global brands and retailers. Level Works became known as the largest specialty firm in its space as well as an influential advocate for transparency driven monitoring and continuous improvement programs.

James spent another six years with Bureau Veritas (BV) CPS where he helped launch the Social Accountability division also working with American and European brands/retailers to develop and implement international labor compliance programs. While based in Asia, James also acted as a BV's global technical manager. James has extensive experience working with multi-stakeholder and industry initiatives such as Alliance for Bangladesh Worker Safety, SA8000, WRAP, ICTI (Toys), ETI, ICS, BSCI, RBA (Electronics), and the FLA (Apparel).

James holds an undergraduate degree in environmental studies from University of California Santa Barbara as well as an international MBA. James is a California native that lives in San Francisco. He can usually be found surfing Ocean Beach, exploring the California coastline, and snowboarding in the Sierra.



Kilian Moote

US Head of ESG & Managing Director, Georgeson

Kilian Moote is a Managing Director within Georgeson's ESG advisory practice, where he advises clients on developing and implementing effective strategies that align with investors' expectations. Kilian has 15 years of experience working with executives and investors on sustainability, including leading the development of the ESG rating tool KnowTheChain.

Prior to joining Georgeson, Kilian developed and managed strategies on corporate responsibility and public policy for the private foundation Humanity United. He has deep expertise on responsible supply chain management, having previously taught an MBA course at the University of San Francisco.

As a leading expert on social and human capital issues he's frequently called on to provide guidance. He is currently advising The Investment Integration Project and involved in an effort to enhance SASB's human capital management standard.

Kilian earned an MBA with Distinction from the Imperial College Business School in London and a Bachelor of Arts from the University of San Francisco.



Tina Nguyen

VP of ESG, Centric Brands

Tina is a dynamic ESG professional with 18 years of experience, working with companies to create business value while promoting social, environmental and economic justice in global supply chains. She is VP of ESG at Centric Brands and she previously worked in-house and as a consultant for British brands (Hunter Boots, Primark, Stella McCartney, Superdry, Wiggle Chain Reaction and others).

With experience in both the public and private sectors, Tina brings a balanced perspective and skills-set to her work. Before transitioning to ESG, she worked for two human rights organizations that conducted research, advocacy, and litigation to promote civil and political rights.

Tina holds an M.A. in Human Rights Law with distinction from the University of London, School of Oriental and African Studies (SOAS), where she focused on corporate violations of human rights and humanitarian law.



Meghan Quinlan

Principal, LRQA

With a background in corporate social responsibility, certification and economics, Meghan brings nearly 20 years' experience in analytics, and in designing, implementing and scaling sustainability strategies and initiatives, with a specialization in food and agriculture.

She is regularly consulted on how to effectively assess risk and manage social, labor and environmental issues in global supply chains. Her work has driven social responsibility and environmental sustainability performance improvement programs, for many of LRQA's top clients. Meghan is a frequent public speaker and has facilitated stakeholder workshops in the United States, Europe, South Asia, Africa and Latin America. Prior to joining LRQA, Meghan led the certification, standards and impact teams at Fair Trade USA.

Meghan has degrees in Economics and International Relations from the University of Wisconsin – Madison. She is proficient in Spanish. Meghan joined LRQA (formerly ELEVATE) in late 2014 to build and lead a global Client Services division, elevating customer satisfaction and ensuring consultative thought partnership at all levels. She has lived in Asia, Europe and Latin America and has traveled to over 30 countries.



Edward Raleigh

Partner, Fragomen, Del Rey, Bernsen & Loewy, LLP

Eddie represents employers in immigration investigations, enforcement actions and litigation. As Fragomen's trial lawyer, he has defended companies before the Department of Justice, the Department of Homeland Security and the Department of Labor. His courtroom experience gives him practical insight to help employers anticipate government scrutiny and respond effectively when disputes arise.

Eddie works with companies ranging from Fortune 50 corporations to startups, with significant experience in the meatpacking and food processing sector—one of the industries most frequently targeted for immigration enforcement. He also advises clients in technology, finance, healthcare, energy, manufacturing and professional services. This breadth of experience enables him to design compliance strategies that address industry-specific risks while supporting broader workforce needs.

He also serves as the compliance partner for several of Fragomen's largest client relationships, including major technology companies. In this role, he helps manage complex, high-volume immigration programs and works directly with in-house legal, compliance and HR leadership to align immigration with business priorities and risk management. His practice spans I-9 and E-Verify compliance, labor condition application (LCA) audits, visa sponsorships and permanent residence programs—building frameworks that withstand government scrutiny while enabling workforce mobility at scale.

A frequent and sought-after speaker, writer and trainer, Eddie advises corporate leadership teams, professional associations and industry groups on enforcement trends and compliance strategies. His combination of courtroom experience and leadership of large-scale client programs makes him a trusted advisor to companies navigating both immediate enforcement challenges and long-term workforce planning.



Margot Sfeir

Global Head of Responsible Sourcing Assessment, LRQA

Margot is responsible for account management for strategic US-based brand and retailer clients. In her role, she provides support and guidance to improve client Responsible Sourcing program strategy and overall program effectiveness. In addition, Margot provides periodic support on corporate consulting projects and is the author of the LRQA Responsible Sourcing Management Model.

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Prior to joining LRQA, Margot was Director of Compliance and Social Responsibility at J.Crew. In this role, she oversaw development and implementation of all aspects of the company's social responsibility and compliance programs, including Responsible Sourcing, Environment, Anti-Corruption, and Code of Ethics.

Margot is a graduate of the University of Chicago, with an honors degree in Economics



Ian Spaulding

CEO, LRQA

Ian Spaulding is the Chief Executive Officer (CEO) of LRQA, the global leader in **reimagining risk management**. LRQA combines deep sector expertise and cutting-edge technology to offer a unique range of services in **certification, inspection, advisory, cyber security, and data-insights**. These offerings empower clients to proactively anticipate, mitigate, and navigate risks in an increasingly complex and fast-paced world.

Since becoming CEO, Ian has led LRQA through a period of transformation, establishing the company as a leader in **redefining how organizations approach risk**. Some of the key achievements from LRQA under Ian's leadership include:

- **Streamlining operations** to eliminate inefficiencies, delivering more value to clients.
- **Revamping the company culture** to be more client-focused and market-driven.
- **Improving revenue and sales per client**, highlighting the value of trust and performance.
- **Dramatic improvement in EBITDA** with a **35% CAGR** over 3 years, driven by strategic growth, operational efficiency, market expansion, and nearly **15% CAGR in revenue** over the same period.
- **Completing 6 acquisitions in 3 years**, enhancing LRQA's service offerings and global footprint.
- Achieving a step change in **decluttering our digital landscape**, reducing costs, and developing new client-facing products, including nearly **10 AI-enabled solutions**.

With over 25 years of experience across Asia, Europe, and the U.S., Ian has built, led, and grown businesses in business assurance, consulting, and sustainability. Prior to becoming CEO, Ian was instrumental in shaping LRQA's growth as Chief Growth Officer and Assessments Business Director, and he played a key role in setting the strategy behind the company's **Full Potential Plan**. This ambitious plan is driving LRQA's growth, allowing the company to remain a proactive leader in managing risk, not merely responding to it.

Earlier in his career, Ian held senior leadership roles at Sears Holdings, KPMG, and BSR, and later founded ELEVATE, a world-class risk and sustainability solutions organization acquired by LRQA in 2022.

Today, Ian leads LRQA's execution of its **Full Potential Plan**, positioning the company to deliver **innovative, comprehensive risk management solutions** across 150 countries to more than 61,000 clients. By focusing on proactive risk management and driving innovation across certification, inspection, advisory, cyber security, and data, LRQA is enabling clients to thrive in an increasingly complex world.



Michelle Tarry

VP of Corporate Responsibility, American Eagle Outfitters

Michelle Tarry is Vice President of Corporate Responsibility at American Eagle Outfitters, Inc. (AEO). In this role, she oversees the social, environmental, and traceability programs in AEO's supply chain, and the company's overall corporate sustainability goals.

Michelle has worked in the areas of workers' rights and corporate responsibility for more than 20 years, starting her career with the International Labor Organization in China.

Michelle holds college and graduate degrees from the University of Oregon and New York University (NYU).



Michael Toffel

Professor, Harvard Business School

Professor Toffel is the Senator John Heinz Professor of Environmental Management. His research examines how companies are addressing climate change (especially decarbonization) and other environmental and working condition issues in their operations and supply chains.

He co-founded and hosts the HBS Climate Rising podcast, which covers a range of business and climate change topics, and co-created the HBS Working Conditions in Supply Chains microsite to summarize evidence-based academic research on that topic.



Fiona Watson

VP of Corporate Performance and Accountability, WBCSD

Mrs. Fiona Watson is Vice President and a member of the Leadership Team (LT) at the World Business Council for Sustainable Development (WBCSD), based in Amsterdam, the Netherlands. Fiona joined WBCSD in May 2023.

In her role as VP, Fiona leads WBCSD's work on Corporate Performance & Accountability, working with members and partners to streamline and accelerate the integration of sustainability-related impacts, risks and opportunities into financial decision making to drive capital allocation for transformation at scale. This work includes WBCSD member programs on corporate transparency, transformation and aligning finance and value as well as convening CFO, GC and other executive forums. She also convenes the Senior Advisory Board of WBCSD's Preparer Forum for Sustainability Disclosures with key standard setters and global reporting experts.

Fiona has more than 25 years of international experience working on transformative finance agendas. As a dual qualified US/UK lawyer, she was Head of Legal for Treasury, Disclosure and ESG at RBS Group (now NatWest) in the aftermath of the financial crisis from 2011 to 2020. At RBS she was appointed as a member of various executive committees including the Executive Disclosure Committee with legal responsibility for the Group's global market disclosures (including risk factors) and prudential balance sheet funding activity. She was also a protagonist in the Bank's initial response to prudential regulation of climate risk and associated disclosures. This was followed by legal and sustainability leadership roles at Amazon based in Luxembourg from 2020-2023 where she led on EU Green Deal and global ESG reporting initiatives.

Having started her career in advisory at PWC in New York in 1999, she was an Associate at Davis Polk & Wardell LLP in New York and London from 2007 to 2011. Fiona holds a LLM in International Trade and Business Law (cum laude) from Fordham University and LLB (Hons) in Law with German Law from University College London. Prior to UCL, she spent a year in Indonesia teaching in an Islamic University.

Fiona currently holds the following Advisory and Board positions:

Advisory Group, International Transition Planning Network (ITPN)

Advisory Panel, Value Balancing Alliance

Advisory Panel, Capitals Coalition

Advisory Board, B4NZ (Bankers for Net Zero)

Chair, WICI Global (World Intangible Capital Initiative)



Eva Xiao

Data Journalist, Financial Times

Eva Xiao is a data journalist for the Financial Times in the US, where she covers politics, business and climate issues. Before joining the FT, she was a foreign correspondent for The Wall Street Journal and Agence France-Presse in Hong Kong and Beijing, respectively.

In 2021, one of her stories for the WSJ was part of a series that was a Pulitzer Prize finalist. She is currently based in New York City.