



Canada-Southern Africa  
Chamber of Business

# The 13th Risk Mitigation & CSR Seminar

Tuesday September 9, 2014 • Toronto ON Canada

Also taking place:

Friday October 31, 2014 • London UK

*premier founding sponsor*



*partners*

**Goodmans**<sup>LLP</sup>



# PROGRAM

**Tuesday September 9, 2014**  
**0830 - 1700**

Goodmans LLP  
Bay-Adelaide Centre  
333 Bay Street, Suite 3400  
Toronto, Ontario, Canada M5H 2S7  
Tel: 416.979.2211

0830-0850 Registration and Networking

0850-0900 Welcome  
- Wayne Floreani, Vice President, MineAfrica Inc. and Director, Canada-Southern Africa Chamber of Business  
- (Morning Chair) Tessa Mackay, Environmental Manager, Hatch

## MORNING ADDRESS

0900-0920 *CSR and Responsible Mineral Development: Are We Really Making Progress?*  
- Tony Andrews, Principal, The Center for Responsible Mineral Development (RMD) Inc. and Director, Canada-Southern Africa Chamber of Business

## MEETING THE CSR CHALLENGES

0920-0940 *Engaging for Exploration: A Guide to Initiating Stakeholder Relations*  
- Emily Nunn, Manager, Corporate Social Responsibility, Prospectors & Developers Association of Canada

0940-1000 *Measuring Corporate Social Responsibility: The Trials, Tribulations and Traps*  
- Kathrin Bohr, Senior Partner, Stakeholder Research Associates

1000-1020 *CSR: It's Never Too Soon*  
- Kate Lyons, Partner, Goodmans LLP

1020-1040 *The Mary River Project: Aligning Environmental and Socio-Economic Programs with Community Input*  
- Tina Charalambu, Social Impact Management Specialist, Hatch  
- Oliver Curran, Director of Sustainable Development, Baffinland Iron Mines

1040-1100 Networking Refreshment Break

## MANAGING THE RISKS OF MINING DEVELOPMENT

1100-1120 *Managing Corruption Risk and the Interface with CSR Implementation*  
- Milos Barutciski, Board Member, Transparency International Canada and Partner and Co-Chair, International Trade & Investment, Bennett Jones LLP

1120-1140 *Mitigating Human Rights Risk through Systematic Due Diligence*  
- Yousuf Aftab, Principal, Enodo Rights

1140-1200 *A Simple Approach to Managing Above-Ground Risks*  
- Stephanie Meyer, President, Stratos Inc.

1200-1220 *Corporate Diplomacy*  
- Witold J. Henisz, Professor of Management, The Wharton School, University of Pennsylvania and Principal, PRIMA LLC and The Probitry Group

1220-1240 Question and Answer Session

1240-1320 Networking Buffet Luncheon

#### AFTERNOON ADDRESS

1320-1340 *Five Tips to Successful Matchmaking: Aligning Your Corporate Interest with Social Interests*  
- Pamela Divinsky, Founder, The Divinsky Group

#### CONTRIBUTING TO LOCAL ECONOMIC DEVELOPMENT

1340-1400 *Putting Government in the Driver's Seat: Municipal Sustainable Development Plans at Pueblo Viejo*  
- Naomi Johnson, Director, Community Relations, Barrick Gold Corporation

1400-1420 *The Role of A Community Trust in Local Development*  
- John Hasyn, Director, Corporate Social Responsibility, Dundee Precious Metals

1420-1440 *The Benefits of Partnerships*  
- James Peart, Manager, Corporate Social Responsibility, Sherritt International Corporation

1440-1500 Networking Refreshment Break

1500-1520 *Contributing to Social and Economic Development in the Eastern DRC*  
- Martin Jones, Chairman, Banro Foundation and Director, Canada-Southern Africa Chamber of Business

#### CASE STUDIES IN DEVELOPMENT

1520-1540 *Can You Invest in the "Social" Responsibility of Mining? Technically the Answer is No*  
- Bonnie Lyn de Bartok, Founder and Chief Executive Officer, MacCormick IMC

1540-1600 *Beating the Odds: How a Nine Year CSR Project Impacts Lives in Canada & Africa*  
- Radcliffe Dockery, President and Chief Executive Officer, HigherEye Training & Consulting and Director, Canada-Southern Africa Chamber of Business

1600-1620 *Microfinance - A Market-based Solution to Poverty*  
- Blair Colliver, Director of International Programs, Emergency Relief & Development Overseas (ERDO)

1620-1640 Question and Answer Session

1640-1650 Wrap Up  
- (Afternoon Chair) Martin Jones, Chairman, Banro Foundation and Director, Canada-Southern Africa Chamber of Business  
- Bruce Shapiro, President, Canada-Southern Africa Chamber of Business and President, MineAfrica Inc.



# CORPORATE PROFILES



## Baffinland Iron Mines

Baffinland Iron Mines is focused on the exploration and development of the Mary River Property, located in the Qikiqtani Region of Nunavut on Baffin Island. The Mary River Project consists of nine plus high-grade lump and fine iron ore deposits that can be mined, crushed and screened into saleable products. It is currently one of the largest mining developments planned in Canada, and one of the most significant developments ever planned above the Arctic Circle.

[www.baffinland.com](http://www.baffinland.com)



## Banro Corporation

Banro is a Canadian-based gold mining and exploration company (TSX, NYSE MKT: BAA) with four wholly-owned projects along the Twangiza-Namoya gold belt of the Democratic Republic of the Congo. In 2011, the Company brought its first gold project, the Twangiza gold mine, into production. The Company's second gold mine began production at the Namoya project in May, 2014. Banro's commitment to Corporate Social Responsibility includes the creation of capacity building jobs, technology transfer and adherence to global standards in environmental management, social and labour policies, occupational health & safety, the nurturing of local and African supply chains and more. The Banro Foundation works to improve the lives of thousands of Congolese through strategic investments in education, health care and social infrastructure. [www.banro.com](http://www.banro.com)

The Divinsky Group

## The Divinsky Group

The Divinsky Group believes that defining a clear Stand in the world is the key to success. With a purposeful point of view on the world, organizations can drive material social change through profitable business actions. Combining rigorous research, strategic insights and creative, unusual thinking, The Divinsky Group develops strategic Stands and compelling activation approaches that earn our clients the pride of employees, the respect of investors and watchers, the trust of consumers and the support of communities.

[www.divinskygroup.com](http://www.divinskygroup.com)



## Dundee Precious Metals

DPM is a Canadian-based, international mining company engaged in the acquisition, exploration, development and mining and processing of precious metal properties. DPM's business objectives are to identify, acquire, finance, develop and operate low-cost, long-life mining properties. [www.dundeeprecious.com](http://www.dundeeprecious.com)



## Enodo Rights

Enodo Rights designs bespoke, practical and comprehensive CSR solutions. Our unique expertise is at the intersection of law and CSR. We blend commercial expertise in national and international law with extensive stakeholder engagement experience to design CSR strategy addressing all dimensions of business risk. Our solutions are structured to be litigation ready and efficient. Our experience includes advising IPIECA members on human rights impact assessment methodology; conducting stakeholder engagement for Latin American mining projects; developing CSR management system for a consortium of oil and gas companies in Latin America; conducting a human rights risk assessment for an African mining project; and advising UN Global Compact members across industries on effective supply chain management. [www.enodorigths.com](http://www.enodorigths.com)



## ERDO (Emergency Relief & Development Overseas)

EROD is a Christian organization passionately responding to the practical needs of people living with poverty or crisis around the world by listening, caring and partnering. Focusing on crisis response, child sponsorship, food assistance and community development, ERDO manages approximately 100 different programs in 29 countries around the world. The primary beneficiary groups all exhibit high levels of vulnerability and need, and many are from marginalized segments of society. [www.erdo.ca](http://www.erdo.ca)



## Goodmans LLP

Goodmans LLP is internationally recognized as one of Canada's pre-eminent business law firms with market-leading expertise in M&A, corporate and transaction finance, private equity, real estate, tax, restructuring, litigation and other business-related specialities. Goodmans advises domestic and international players active in the mining, oil and gas, forestry and other natural resource sectors, including companies at all stages of development, from junior exploration companies to some of the world's largest senior producers. With a strategic entrepreneurial history and deal-making mindset, Goodmans lawyers deliver intelligent solutions, responsiveness, energy, talent, and determination to get the deal done. It's more than just legal services; it's strategic business advice.

[www.goodmans.ca](http://www.goodmans.ca)



#### Hatch

Hatch is an employee-owned, multidisciplinary professional services firm that delivers a comprehensive array of technical and strategic services, including Consulting, Information Technology, Engineering, Process Development, and Project and Construction Management to the Mining, Metallurgical, Energy, and Infrastructure sectors. Hatch companies have served clients for over 80 years and have project experience in more than 150 countries around the world. With 11,000 people in over 65 offices, the firm has more than US\$35 billion in projects currently under management.

Clients recognize Hatch for its ability to bridge the gaps between research and innovative technologies, and between engineering and reliable operations. We are particularly known for working with senior client management to develop business strategies; managing and optimizing production; executing projects that involve the scale-up of process technologies; and managing startups, commissioning and ramp-ups.

Hatch delivers unprecedented business results for our clients through a commitment to quality, lower operating costs, more efficient utilization of capital assets, higher standards for safety and risk management, faster startups and continuous performance improvements in all projects and programs. [www.hatch.ca](http://www.hatch.ca)



#### HigherEye Training & Consulting

HigherEye Training & Consulting delivers outsourced Business Development and Social Media/Responsibility services that helps organizations increase revenues and improve social impact. HigherEye has delivered Social Responsibility initiatives for young people from Sub Saharan Africa, South East Asia and North America. These initiatives have generated a 225% increase in post-secondary school enrollment and assisted in the creation of over 200 small businesses.

Through our Business Development practice organizations such as IBM, ADP, Xerox, Microsoft, CIMB Malaysia, HP and Cisco have realized revenue increases by as much as 488%. This experience is utilized to deliver Social Responsibility projects.

[www.highereye.com](http://www.highereye.com)



MacCormick

#### MacCormick IMC

From Intentions to Impact: MacCormick is a management consultancy dedicated to social responsibility in the mining sector. We offer a comprehensive range of services including training and development, implementation of social management systems, social impact assessments, risk assessments and stakeholder mapping, community profiling, management action planning for health and safety, culture and heritage, grievance and response mechanisms, local employment and capacity development, human rights, resettlement, social compliance monitoring and evaluation, social reporting, audit and

international standards compliance services.

Our team can provide outsourced CSR services or customize training and development programs for mining teams both at the corporate level or localized to site developments.

Our consultants come from backgrounds in Environmental and Social Governance, Human Resources, Socioeconomics, Health and Safety, International Development, and Finance. We are globally situated, multilingual and our tools and processes are tailored to the industry's needs. [www.maccormickimc.com](http://www.maccormickimc.com)



#### MineAfrica Inc.

MineAfrica is a business development, marketing and educational company providing the premier platform for mining companies, service providers and governments to promote themselves to a senior level, Africa focussed financial and natural resources audience. Our programs include 4th Focus on West Africa in London, UK on October 28, 2014, 8th Investing in African Mining in London, UK on December 1, 2014 and our 12th Investing in African Mining in conjunction with the Canada-Southern Africa Chamber of Business 15th Annual African Mining Breakfast in Toronto on March 3, 2015 during PDAC. We also offer educational courses and training programs under our MASTERMINING brand including our 3-day "Understanding the Mining Industry: From A to Z". In 2010 we launched On the Ground Group to produce our non-African mining investment seminars including our 3rd annual mineLatinAmerica seminar in Toronto on November 4, 2014. [www.mineafrica.com](http://www.mineafrica.com)



#### On the Ground Group

On the Ground Group (the international division of MineAfrica Inc.) is a business development and marketing company producing seminars for the international mining and financial industries including mineLatinAmerica taking place in Toronto on November 4, 2014 and educational courses including our MASTERMINING programs. [www.onthegroundgroup.com](http://www.onthegroundgroup.com)



#### Peruvian-Canadian Chamber of Commerce

The Peruvian-Canadian Chamber of Commerce plays a vital and active role in assisting Peruvian companies in Canada as well as Canadian companies in Peru to expand their business. The Chamber:

- Promotes and facilitates better business relations
- Provides essential information about doing business in each country
- Brings business leaders together to facilitate contact
- Provides platforms for networking in both countries
- Represents the mutual interests of members

[www.perucanadacc.com](http://www.perucanadacc.com)



### PRIMA

PRIMA identifies and quantifies high-impact risks and high-yield opportunities in complex sociopolitical and infrastructure systems. We provide our clients with actionable insights by analyzing vast quantities of data to identify the stakeholder positions with the greatest potential impact on financial performance or mission attainment. PRIMA's clients share a common concern: the profound impact that critical stakeholder coalitions or complex system interactions may have on financial performance or mission attainment. PRIMA assists private executives and public officials by identifying the stakeholder coalitions or infrastructure system architectures toward which limited risk mitigation resources can be most effectively directed.

[www.prima-llc.com](http://www.prima-llc.com)



### Prospectors & Developers Association of Canada

The PDAC represents the interests of the Canadian mineral exploration and development industry. Today, 82 years after its founding, the association is a national organization with more than 9,000 individual members (including geoscientists, consultants, mining executives, students, and those involved in the drilling, financial, investment, legal and other support fields) and more than 1,200 corporate members (including senior, mid-size and junior mining companies and organizations providing services to the mineral industry). The work of the association is guided by its mission to promote a responsible, vibrant and sustainable Canadian mineral exploration and development sector. The PDAC encourages leading practices in technical, environmental, safety and social performance in Canada and internationally.

[www.pdac.ca](http://www.pdac.ca)



### The Center for Responsible Mineral Development (RMD) Inc.

The Center for Responsible Mineral Development (RMD) is a Toronto, Canada based organization co-founded by Tony Andrews, former CEO of the Prospectors and Developers Association of Canada (PDAC) and Bernarda Elizalde, international leader and practitioner in social responsibility and environmental stewardship as applied to the extractive sector.

RMD specializes in sustainable development, corporate social responsibility (CSR), social audits and social due diligence and risk assessment, applied to mining, oil and gas, infrastructure and power generation. We work with industry, government agencies, the financial sector, international institutions, communities and civil society.

We have working knowledge and on-the-ground experience in North America, Central and South America, Northern and Sub-Saharan Africa, the Middle East, Central Asia and South-East Asia.

[www.rmdconsultants.ca](http://www.rmdconsultants.ca)



### Sherritt International Corporation

Sherritt International Corporation is a world leader in the mining and refining of nickel from lateritic ores with operations in Canada, Cuba and Madagascar. The Corporation is the largest independent energy producer in Cuba, with extensive oil and power operations on the island. Sherritt licenses its proprietary technologies and provides metallurgical services to commercial metals operations worldwide.

[www.sherritt.com](http://www.sherritt.com)



### Stakeholder Research Associates

Stakeholder Research Associates is a boutique consultancy that brings together a team of expert practitioners and academics that specialize in mobilizing formal and informal channels of stakeholder opinion to senior business, government and civil society leaders in support of effective governance, strategy formulation & implementation, stakeholder engagement and integrity-based communication. With a list of clients that includes Kimberly-Clark, Merck, McDonald's, Walmart, Loblaw's, BP, Chevron, Novo Nordisk, The Body Shop, Kinross Gold, UNEP, UNICEF, Industry Canada, Environment Canada and Export Development Canada, our consulting model is rooted in the belief that a stakeholder intrinsic approach to CSR can provide an organization with enduring value creation and effective, impact-focused policies and programs. [www.stakeholderresearch.com](http://www.stakeholderresearch.com)



### Stratos Inc.

Stratos Inc. is a values-based sustainability consultancy with a focus on the extractive sector. Our clients include corporations from juniors to majors, governments, First Nations, industry associations and NGOs. We combine forward-looking strategic expertise with management consulting skills in program design and implementation, risk management, and assurance. Since our inception in 2000, we have established a strong track record for providing objective and practical services and advice. Stratos differentiates itself through its depth of experience with the public, private and civic sectors and its ability to translate evolving expectations into effective and straightforward management practices. [www.stratos-sts.com](http://www.stratos-sts.com)



### Transparency International Canada

Transparency International's Vision is a world in which government, politics, business, civil society and the daily lives of people are free from corruption. The Mission of Transparency International Canada (TI-Canada) is to be an informed voice that promotes anti-corruption practices and transparency in Canada's governments, businesses and society at large. [www.transparency.ca](http://www.transparency.ca)



# PRESENTER PROFILES



The 13th  
**Risk Mitigation  
& CSR**  
Seminar

## **Yousuf Aftab, Founder and Principal, Enodo Rights**

Yousuf advises companies across sectors on the legal implications of the Guiding Principles on Business and Human Rights; integrating structured due diligence and human rights impact assessments in line with the Guiding Principles; business and human rights training programs; designing principled supply chain management strategy; and drawing on the Guiding Principles for innovative stakeholder engagement. Before starting Enodo Rights, Yousuf specialized in private and public international law at leading firms in New York and Toronto, where he represented an array of public-and private-sector clients and acted as counsel to UN Global Compact and Canadian Business for Social Responsibility. [yousuf.aftab@enodorigths.com](mailto:yousuf.aftab@enodorigths.com)

## **Tony Andrews PhD**

**Principal, The Center for Responsible Mineral Development (RMD) Inc. and Director, Canada-Southern Africa Chamber of Business**

During his 40-year career, he has worked in the government, industry and academic sectors. He was CEO of the Prospectors and Developers Association of Canada (PDAC) from 1987-2011. He has been 'on the ground' at the sites of exploration projects and mining operations in North America, Latin America, Africa and Asia, reviewing regulatory and industry CSR practices and engaging with government agencies, civil society organizations and academia on key industry issues. Tony is a member and past Chair of the World Economic Forum, Global Agenda Council on Mining and Metals. He graduated with a PhD in geology from the University of Western Ontario. [aandrews.global@gmail.com](mailto:aandrews.global@gmail.com)

**Milos Barutcski, Board Member, Transparency International Canada and Partner and Co-Chair, International Trade & Investment Bennett Jones LLP**  
Milos is recognized as one of Canada's leading international trade and competition lawyers and practises in the areas of international trade, investment and competition law, and other aspects of economic regulation and compliance. He co-chairs the firm's International Trade and Investment Practice and has represented Canadian and international clients in matters relating to NAFTA and the WTO Agreements.

Milos chairs the International Affairs Committee of the Canadian Chamber of Commerce and is a member of the Trade and Investment Commission of the International Chamber of Commerce, the Business and Industry Advisory Committee to the OECD and the Canadian Services Coalition. [barutcskim@bennettjones.com](mailto:barutcskim@bennettjones.com)

## **Kathrin Bohr, Senior Partner, Stakeholder Research Associates**

Kathrin has fifteen years' experience working in the field of CSR & sustainability. Prior to joining SRA, she spent five years working for Intertek, a global testing and auditing firm where she headed up the CSR consulting practice. Kathrin was also Vice President at Canadian Business for Social Responsibility. In addition to her consulting work, Kathrin is the Industry Advisor for CSR/Sustainability at the Schulich Career Development Centre. She holds an MBA with a specialization in Business and Sustainability from the Schulich School of Business and an Honours BA in History and Political Science from the University of Toronto (Victoria College). She is GRI certified, has traveled and worked in over thirty countries and is fluent in French and German. [kbohr@stakeholderresearch.com](mailto:kbohr@stakeholderresearch.com)

## **Tina Charalambu, Social Impact Management Specialist, Hatch**

Tina is a member of Hatch's Environmental Services Group. Tina specializes in social impact mitigation and management, socio-economic assessments and community development with focus on local capacity building surrounding environmental assessments and procurement. Tina has worked with companies such as Vale, Glencore and Cliffs in the areas of stakeholder and Aboriginal identification and engagement. For the past year Tina has been working with Baffinland Iron Mines to support the implementation of their Inuit Impact and Benefit Agreement with the Qikiqtani Inuit Association for the Mary River Project. In addition to working with major clients, Tina also supports Hatch's own CSR initiatives. [tcharalambu@hatch.ca](mailto:tcharalambu@hatch.ca)

## **Blair Colliver, Director of International Programs, ERDO (Emergency Relief & Development Overseas)**

Blair has spent half of his twenty-eight year career in the for-profit commercial finance industry, and the other half in the not-for-profit sector, so he has a unique understanding of the relationship between the two. In addition to considerable short-term travel internationally, Blair and his wife Esther have also held posts as lecturers at universities in Beijing, China. Blair holds a BA in Economics, an MBA and is currently completing an MSc in Poverty Reduction with the University of London. [bcolliver@erdo.ca](mailto:bcolliver@erdo.ca)

## **Oliver Curran, Director of Sustainable Development, Baffinland Iron Mines**

Mr. Curran is experienced in environmental permitting and approvals with broad exposure to Canadian and international mining projects. With 14 years of environmental permitting experience in the mining sector, Oliver has participated in all aspects of permitting including execution of baseline field programs, report writing, project management; and public, government and aboriginal consultation. Projects have included numerous mining, milling, smelting and refining operations in Canada, the US, South America, Asia, and Europe. For the past 3.5 years as Director of Sustainable Development with Baffinland Iron Mines Corporation, Oliver has successfully managed environmental permitting for the Mary River Project and achieved his goal of obtaining all required government authorized permits and licences for the construction and operation of the Mary River Mine. This required coordinating and submitting an Environmental Impact Assessment, extensive regulatory and aboriginal consultation and attending all associated formal meetings including final public and government hearings. [oliver.curran@baffinland.com](mailto:oliver.curran@baffinland.com)

## **Bonnie Lyn de Bartok**

**Founder and Chief Executive Officer, MacCormick IMC**

Bonnie Lyn brings more than 17 years of international business and social development experience to the leadership of the firm with a background in finance, socio-economic development, and executive recruitment. Ms. de Bartok has led hundreds of corporate social responsibility projects and executive searches throughout the Americas and Africa. Bonnie Lyn also led the development of Canada's first socially responsible junior mine index in 2012 and recently released MacCormick's social governance audit tool which covers 12 global frameworks and 150 social specific indices.

Bonnie Lyn is a graduate of Saint Mary's University in Halifax, Nova Scotia with a Bachelor's Degree in International Development Studies and International Politics, and holds additional certification in Finance and Technology. Bonnie Lyn sits on the Program Advisory Council, for Mining Management at Ryerson University, Toronto and is a Board Director for the Toronto Hispanic Chamber of Commerce. [bonnielyn@maccormickimc.com](mailto:bonnielyn@maccormickimc.com)

## **Pamela Divinsky, Founder, The Divinsky Group**

Pamela's driving purpose is to align corporate interests with social needs. She believes that there is a sweet spot where collaboration and competition combine to create business success and improve seemingly intractable social issues.

Pamela is the Director of The Center of Excellence in Collaborative Capitalism at Schulich Executive Education Centre, York University. With a PhD from The University of Chicago in economics and history, Pamela started her career as an academic, teaching at Queen's University, Kingston, Canada, and at The University of Toronto, Canada. Today she is a sought-after contributor to Corporate Knights, Business News Network and the CBC. [pamela@divinskygroup.com](mailto:pamela@divinskygroup.com)

## **Radcliffe Dockery**

**President and Chief Executive Officer, HigherEye Training & Consulting and Director, Canada-Southern Africa Chamber of Business**

Radcliffe has delivered training for businesses, educators and young people in Asia, South East Asia, the Americas and Sub-Saharan Africa. As a community volunteer, Radcliffe has hands on knowledge about the challenges facing youth around the world. He used this knowledge to strengthen CSR initiatives for

companies across various sectors. He has been featured on CBC Newsworld, Business News Network and in CIM Magazine. Radcliffe has an Honours Business Degree and a Certificate in Strategic Alliances from York University. He has worked for companies such as HBC, Zurich, TELUS, IBM, AT&T and Canada Post. This includes roles in Marketing, Training and Strategic Alliances. [rdockery@highereye.com](mailto:rdockery@highereye.com)

**Wayne Floreani, Vice President, MineAfrica Inc. and Director, Canada-Southern Africa Chamber of Business**

Wayne has 25 years of international trade and investment promotion experience and expertise, with a particular focus on natural resources. He worked previously with the South African Consulate (Department of Trade and Industry) in Toronto and the Sudbury Regional Development Corporation. He has organized numerous international trade missions, conferences, seminars and ministerial delegations. He is a current Board Member (and past Chairman) of the Canada-Southern Africa Chamber of Business, a member of the Prospectors and Developers Association of Canada and Past President of the Canadian Italian Business and Professional Association of Canada. [wayne@mineafrica.com](mailto:wayne@mineafrica.com)

**John Hasyn, Director, Corporate Social Responsibility, Dundee Precious Metals Inc.**

John's responsibilities include the ongoing development of DPM's corporate social responsibility strategy and global sustainability reporting platform. Prior to joining DPM in 2012, John worked as an independent consultant to both the private sector and non-profit organizations, assisting in the design, development and execution of social impact initiatives. In this capacity, he worked extensively with NGOs, aboriginal communities in Arctic Canada, and has completed projects for the World Health Organization in South East Asia. Prior to that, John spent 15 years in the investment industry working as a portfolio manager specializing in North American equities. [jhasyn@dundeeprecious.com](mailto:jhasyn@dundeeprecious.com)

**Witold J. Henisz, Principal, PRIMA LLC and Professor of Management, The Wharton School, The University of Pennsylvania**

Witold J. Henisz is the Deloitte & Touche Professor of Management in Honor of Russell E. Palmer, former Managing Director at The Wharton School of The University of Pennsylvania. His research examines the impact of political hazards on international investment strategy including efforts by multinational corporations to engage in corporate diplomacy to win the hearts and minds of external stakeholders. His research has been published in top-ranked journals in international business, management, international studies and sociology and he is the author of the book "Corporate Diplomacy: Building Reputations and Relationships with External Stakeholders". Witold has won multiple teaching awards at the graduate and undergraduate levels and also teaches extensively on the topic of Corporate Diplomacy in open enrollment and custom executive education offerings and serves as the Academic Director for a new open enrollment program specifically on this topic. He is currently a principal in the political risk management consultancy PRIMA LLC whose clients include multinational corporations, intergovernmental organizations and the United States government. [henisz@wharton.upenn.edu](mailto:henisz@wharton.upenn.edu)

**Naomi Johnson, Director, Community Relations, Barrick Gold Corporation**  
Naomi has more than 14 years of experience working in community relations and sustainable development, with a particular emphasis on social risk and impact management. Before joining Barrick, she was the Regional Practice Lead for Hatch focused on Social Impact Management. She has previous experience working for the United Nations and War Child Canada in Ethiopia, India, Sudan, Democratic Republic of Congo, Kenya, Uganda, and Sierra Leone. Naomi has degrees in Law and International Development. [njohnson@barrick.com](mailto:njohnson@barrick.com)

**Martin Jones, Chairman, Banro Foundation and Director, Canada-Southern Africa Chamber of Business**

Martin Jones is Chairman of Banro Corporation's award winning Banro Foundation, which invests strategically in education, health care and social infrastructure development in the eastern Democratic Republic of the Congo. Martin studied Political Studies and History at Queen's University and began his career as a newspaper reporter and then as an executive assistant to a Member of Parliament. He spent five years with the public affairs department of Imperial Oil before becoming a consultant in corporate and financial communications, where his clients over a period of 20 years included several of Canada's leading corporations. He joined Banro in September 2004. [mjones@banro.com](mailto:mjones@banro.com)

**Catherine Lyons, Partner, Goodmans LLP**

Kate Lyons is a partner who practices environmental and municipal law. Kate represents private/public sector clients where there are disparate public/private and institutional stakeholders. Her mining expertise focuses on environmental assessment, permitting and compliance from exploration through to closure and social license matters. She advised on a significant foreign investment in a mine subject to environmental approvals; a memorandum of understanding with First Nations on infrastructure construction to support the development of a mine; and performed due diligence on mining assets in a share purchase. [clyons@goodmans.ca](mailto:clyons@goodmans.ca)

**Tessa MacKay, Environmental Manager, Hatch**

Tessa Mackay is an Environmental Manager at Hatch with experience in managing variety of mining, infrastructure and energy projects. She has expertise in permitting, environmental management and coordination, and sustainable development integration. She supported the environment and sustainability aspects for the Transnet Rail expansion project in South Africa. Most recently she was the environmental manager for an Iron Ore project in Nunavut. She has also been the environmental manager on a pre-feasibility mine study in Russia. She holds a degree in civil engineering and has also been the Geotechnical Co-ordinator for the PMH1 highway expansion in Vancouver. [tmackay@hatch.ca](mailto:tmackay@hatch.ca)

**Stephanie Meyer, President, Stratos Inc.**

Stephanie is the President of Stratos, a leading management consultancy that works closely with its clients to embed sustainability within their core business processes. Stephanie is a Certified Environmental Auditor (Emeritus) who brings a practical, systems-based perspective to her consulting practice. Stratos supports the Mining Association of Canada in the development and on-going implementation of Toward Sustainable Mining (TSM) in Canada and abroad. [smeyer@stratos-sts.com](mailto:smeyer@stratos-sts.com)

**Emily Nunn, Manager, Corporate Social Responsibility, Prospectors & Developers Association of Canada (PDAC)**

Before joining the PDAC in 2011, Emily worked with the Coady International Institute and Oxfam Canada in Ethiopia on community-driven development programs. As the Manager of CSR with the PDAC, Emily works to promote the improvement of social and environmental performance by mineral exploration companies and manages the PDAC's framework for responsible exploration, e3 Plus. Emily holds an M.A. in Human Rights and Democratization and a B.A. in Political Science and International Development, and is a trained practitioner in asset-based community development and participatory monitoring and evaluation. [enunn@pdac.ca](mailto:enunn@pdac.ca)

**James Peart, Manager, Corporate Social Responsibility, Sherritt International Corporation**

James Peart is Manager, Corporate Social Responsibility in the Corporate Affairs and Sustainability Department at Sherritt International Corporation, working closely with both operating divisions and senior management. He has been with Sherritt since 1996, in positions as Manager, Market Research in Sherritt's Metals Division and Manager, Environmental Development in Sherritt's Power Division. Prior to Sherritt, James held positions in comptrollership at Ontario Hydro Ltd. and in metals marketing at Rio Algom Ltd. James holds a BA in Geography from Carleton University in Ottawa and an MBA from Queen's University at Kingston. [jpeart@sherritt.com](mailto:jpeart@sherritt.com)

**Bruce Shapiro  
President, Canada-Southern Africa Chamber of Business and President, MineAfrica Inc.**

In addition to On the Ground Group and MineAfrica Bruce is also the president of A.P.O.C. Inc., a business development company that provides management and executive services to the Canada-Southern Africa Chamber of Business, of which he is the President. Prior to immigrating to Canada in 1977, and until 1991, Bruce held various senior executive positions in retail, real estate and finance industries and owned a consulting practice in trade and investment finance in South Africa. He has taught finance and marketing at various universities and colleges both in Canada and South Africa and is a frequent speaker at international conferences. Bruce is a member of both the Prospectors and Developers Association of Canada and the Canadian Institute of Mining. [bruce@mineafrica.com](mailto:bruce@mineafrica.com)