



# The 15th Risk Mitigation & CSR Seminar

Wednesday September 30, 2015 • Toronto ON Canada

Also taking place: Thursday October 15, 2015 • London UK

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Wednesday September 30, 2015  
0830 - 1600

## PROGRAM

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

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

**Afternoon Chair** - Olivia Gamache, Environment and Social Impact Consultant, Environmental Services Group (ESG), Hatch

- |           |  |
|-----------|--|
| 0830-0850 | Registration and Networking  |
| 0850-0900 | Welcome <ul style="list-style-type: none"><li>- Wayne Floreani, Director, Canada-Southern Africa Chamber of Business <i>and</i> Vice President, MineAfrica Inc.</li><li>- Kate Lyons, Partner, Goodmans LLP</li><li>- Martin Jones, Chairman, Banro Foundation <i>and</i> Director, Canada-Southern Africa Chamber of Business (<i>Morning Chair</i>)</li><li>- Jeffrey Davidson, Extractive Sector Corporate Social Responsibility Counsellor</li></ul> |
| 0900-0920 | Keynote Address<br><i>Striking the Sweet Spot - Reflections on a Shared Value Approach to Risk Mitigation and Sustainability</i> <ul style="list-style-type: none"><li>- M.J. (Mimi) Marrocco, PhD., Sense &amp; Sustainability, e-founder of the CSR program at St Michael's College at U of T</li></ul>  |
| 0920-0940 | <i>Challenges Facing Junior Companies Operating Outside of Canada</i> <ul style="list-style-type: none"><li>- Anne Belanger, Sustainable Development, Prospectors and Developers Association of Canada (PDAC)</li></ul>  |
| 0940-1000 | <i>Fostering Better Governance and Greater Transparency Through Media in Post-Conflict Environments</i> <ul style="list-style-type: none"><li>- Rachel Pulfer, Executive Director, Journalists for Human Rights</li><li>- Grant McDonald, International Trainer, Journalists for Human Rights</li></ul>  |
| 1000-1020 | <i>Stakeholder Engagement and Impact and Benefit Agreement Implementation in the Canadian Arctic</i> <ul style="list-style-type: none"><li>- Tina Charalambu, Social Impact Management Specialist, Hatch</li><li>- Jennifer St Paul Butler, Sustainability and Reporting Specialist, Baffinland Iron Mines</li></ul>   |
| 1020-1040 | Networking Refreshment Break   |
| 1040-1100 | <i>Making a Virtue Out of Environmental Stewardship in the Financial Markets</i> <ul style="list-style-type: none"><li>- Kate Lyons, Partner, Goodmans LLP</li></ul>   |
| 1100-1120 | <i>Integrating NGOs Into a CSR Strategy to Reduce Social Licence Risk</i> <ul style="list-style-type: none"><li>- Dr. Laurie Marker – Founder and Executive Director, Cheetah Conservation Fund (Namibia)</li></ul>  |





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- 1120-1140      *Managing Supply Risk Through Effective Procurement Disciplines*  
- Nick Seiersen, President, Seiersen Enterprises Inc.
- 1140-1210      Morning Session Q&A
- 1210-1300      Networking Lunch
- 1300-1320      *Managing Risk in Challenging Markets*  
- Steven Fox, Founder and Chief Executive Officer, Veracity Worldwide
- 1320-1340      *Anti Corruption Due Diligence in a South African Context - What Special Issues Drive Potential Buyers When Performing Integrity Due Diligence in South Africa*  
- Frederic Miller, Managing Director, SME Anti-Bribery & Corruption Services, PwC
- 1340-1400      *Anti-Corruption Compliance in the Field – When "Just Say No" is Not Enough*  
- Milos Barutciski, Bennett Jones LLP and Transparency International Canada
- 1400-1420      *CSR - Authentic Initiative or PR Stunt?*  
- Christie Christelis, Co-Founder and Chief Executive Officer, Consilient Inc.
- 1420-1440      Networking Refreshment Break
- 1440-1500      *Mapping the Intersections Between International Development and Private Sector CSR Initiatives*  
- Douglas McNeil, Senior Environmental and Social Consultant, AECOM
- 1500-1520      *Overdue – A New Mining Order is Needed – Steps to Longevity*  
- Terry Ortslan, Managing Director, TSO & Associates and Executive Member, Mineral Resource Analyst Group (Canada)
- 1520-1550      Afternoon Session Q&A
- 1550-1600      Wrap Up  
- Olivia Gamache, Environment and Social Impact Consultant, Environmental Services Group (ESG), Hatch (*Afternoon Chair*)  
- Bruce Shapiro, President, Canada-Southern Africa Chamber of Business and President, MineAfrica Inc.

# CORPORATE PROFILES

## AECOM



AECOM is a premier, fully integrated professional and technical services firm positioned to design, build, finance and operate infrastructure assets around the world for public- and private-sector clients. With nearly 100,000 employees — including architects, engineers, designers, planners, scientists and management and construction services professionals — serving clients in over 150 countries around the world. The firm is a leader in all of the key markets that it serves, including transportation, facilities, environmental, energy, oil and gas, water, high-rise buildings and government. AECOM provides a blend of global reach, local knowledge, innovation and technical excellence in delivering customized and creative solutions that meet the needs of clients' projects. A Fortune 500 firm, AECOM companies, including URS Corporation and Hunt Construction Group, had revenue of approximately \$19 billion during the 12 months ended March 31, 2015. [www.aecom.com](http://www.aecom.com)

## Baffinland Iron Mines



Baffinland Iron Mines is focussed 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 2012, the Company brought its first gold project, the Twangiza gold mine, into commercial production. Its second gold plant at Namoya is currently being brought into commercial production. 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)

## Cheetah Conservation Fund, Namibia



Cheetah Conservation Fund's mission to save the cheetah in the wild encompasses strategies to address human-wildlife conflict, poverty alleviation, habitat restoration and large landscape conservation, in partnership with community, industry and government stakeholders. The efforts to save the cheetah are consistent with broader strategies aimed at helping preserve our planet, and, in turn, changing the prospects for Africa. The cheetah is currently in 24 countries across Africa and parts of the Middle East. Protecting endangered predators such as the cheetah offers similar challenges to those experienced by mining companies who must ensure social license to operate in a region. Mines are often located in close proximity to indigenous populations and to the critical habitats of wildlife. Expanding a mining company's supply chain to engage NGOs responsible for protecting endangered species may be a very effective partnership as both need to provide new opportunities for local communities to better their livelihoods as well as ensuring that biodiversity is protected. [www.cheetah.org](http://www.cheetah.org)

## Consilient Inc.



Consilient Inc. helps organizations discover the authentic values embedded in their cultures. The Consilient Universal Values Framework provides an elegantly clear and simple way to assess and visualize an organization's culture by identifying and mapping the values that underpin it. We identify gaps and prioritize actions so that management effort is focused on things that will make a real difference to the organization. Consilient's values assessment process takes the guesswork out of aligning strategy and culture, guides transformation initiatives, and provides an important roadmap for leaders. [www.consilientinc.com](http://www.consilientinc.com)

## 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 specialties. 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)



## The 15th Risk Mitigation & CSR Seminar



### 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 10,000 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)



### Journalists for Human Rights (JHR)

JHR is Canada's leading media development organization. We train journalists to report on human rights and governance issues in their communities. When the media puts a spotlight on human rights, people start talking about the issues and demanding change. A strong, independent media is a referee between governments and citizens. When human rights are protected, governments are more accountable and people's lives improve. [www.jhr.ca](http://www.jhr.ca)



### 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 5th Focus on West Africa in London, UK on October 13, 2015, 9th Investing in African Mining in London, UK on November 30, 2015 and our 14th Investing in African Mining in conjunction with the Canada-Southern Africa Chamber of Business 17th Annual African Mining Breakfast in Toronto on March 8, 2016 during PDAC. We also offer educational courses and training programs under our MASTER-MINING 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 17, 2015. [www.mineafrica.com](http://www.mineafrica.com)



### The Mineral Resource Analyst Group (MRAG)

MRAG has been in formal existence since late 1971, providing a forum for the mining industry to interact with senior sell side mining analysts. The generation of mining analysts of the 1960s have expanded from occasional get togethers at the Engineers Club on Victoria Street in Toronto. MRAG is a non-profit association and its members of good standing pay an annual or bi-annual fee for the activities of MRAG, which include corporate and industry presentations, field trips and forecast sessions.

MRAG expanded its membership in 2003 to include qualified research associates of the industry in view of the industry need for these members to acquire skills to become the next generation of analysts. MRAG is proud of the professionalism of its members with extensive educational backgrounds and field experience in mining, geology, metallurgy and geophysics. MRAG is the only continuous association of analysts representing a key sector of the equity markets in Canada. [www.mrag.ca](http://www.mrag.ca)



### 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 17, 2015 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)



## CORPORATE PROFILES continued



### The Prospectors and Developers Association of Canada (PDAC)

The PDAC represents the interests of the Canadian mineral exploration and development industry. Today, 83 years after its founding, the association is a national organization with more than 8,000 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. PDAC is also known worldwide for its annual PDAC Convention, regarded as the premier event for mineral industry professionals. The PDAC Convention has attracted over 25,000 people from 125 countries in recent years and will next be held March 6-9, 2016, in Toronto.

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



### PwC's Anti-Bribery & Corruption Practice

PwC's Canadian Forensic Services practice continues to grow with approximately 55 staff members among our 8 offices. We also have an unrivaled Global Footprint with our well trained and strategically placed AB&C Forensics professionals located in member firms throughout the world. With more than 180,000 people in 158 countries around our global network of member firms, PwC is the global leader in the professional services industry, including approximately 2,000 forensic specialists globally. These professionals offer local knowledge and insight into regional and national differences in business practices, regulatory frameworks, culture and language. Our access to these global AB&C resources enables us to efficiently investigate and analyze issues in specific countries.

Our local and global experts have specific Anti-Bribery & Corruption ("AB&C") experience you won't find anywhere else. PwC brings experts deeply experienced with the Corruption of Foreign Public Officials Act ("CFPOA"), the Foreign Corrupt Practices Act ("FCPA") and other similar anti-bribery regulatory enforcement matters. We have acted as investigators, remediation consultants, independent monitors (on behalf of the court) and other roles in many high profile global AB&C engagements. [www.pwc.com/ca](http://www.pwc.com/ca)



### Seiersen Enterprises Inc.

Seiersen Enterprises provides Supply Chain Consulting, Implementation, Interim Executive Services in Supply Chain Management: We help senior operating and finance executives get the right deals with the right suppliers, and make sure they perform. That can be simple

cost reduction, supply stability, new capability development and innovation. We have served major and smaller companies across industries in Europe and in the Americas, including major mining and downstream operations (including Copper, Aluminium, Zinc, Gold, Oil & Gas). We help you drive "Sustainable value for every supply chain dollar". [www.seierseninc.com](http://www.seierseninc.com)



### Sense & Sustainability

Sense & Sustainability offers imaginative approaches to leadership, organizational development and Corporate Social Responsibility. By referencing the arts in general and literature in particular, we specialize in making connections between the prose that defines an organization's day to day business and the passion that ensures its long term sustainability. We begin each new project with an appreciation of the story, the culture and the values that define both the business and the community in which it operates. We focus on the importance of building trust in order to identify ways in which environmental, social and financial value can be created and shared.

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



### 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)



VERACITY

### Veracity Worldwide

Veracity is the premium advisor on political, corruption, and reputation risks in challenging markets. We combine an extensive network of sources with a rigorous methodology to gather and analyze obscure information and provide advice that is clear and fully contextualized. Our work enables clients to make confident, informed decisions in even the most difficult markets. Veracity has offices in New York, London, and Singapore, and a global network of regional advisors.

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



### Women in Mining

The Women in Mining Toronto Networking Branch (WIM) is a lively and informal group of over 700 women who work across the spectrum of the mining industry. We meet on the second Wednesday of every month from September to June, over lunch, always with a speaker, and time to network with your mining counterparts.

[www.women-in-mining.com](http://www.women-in-mining.com)

# PRESENTER PROFILES



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## **Milos Barutciski**

**Board Member, Transparency International Canada and**

**Partner and Co-Chair, International Trade & Investment, Bennett Jones LLP**

Milos Barutciski co-chairs Bennett Jones's International Trade and Investment Group. He has represented Canadian and international companies, including Fortune 500 companies and corporations listed on the TSX, NYSE, NASDAQ, European and Asian exchanges, in anti-corruption matters on five continents, including investigations by the RCMP, the U.S. DOJ and SEC, and the World Bank, and has appeared as counsel before the World Bank's Sanctions Committee. Mr. Barutciski is a founding member of the Business and Industry Advisory Committee to the OECD Task Force on Bribery and was intimately involved in the OECD's consultations and negotiations leading to the 1997 OECD Anti-Bribery Convention. Mr. Barutciski was consulted by the Government of Canada regarding the drafting of the Corruption of Foreign Public Officials Act and was retained by the World Bank on regulatory reform mandates in Africa and the Middle East. He is a member of the Bars of Ontario and Quebec. [BarutciskiM@bennettjones.com](mailto:BarutciskiM@bennettjones.com)

## **Anne Belanger**

**Sustainable Development, Prospectors and Developers  
Association of Canada (PDAC)**

Anne Belanger is a geologist with more than 4 years of experience in the mineral exploration industry, where she has been involved in several early to advanced stage exploration and mining projects located in Canada, and Australia. Ms. Belanger holds a B.Sc. Honours degree in Geology from Dalhousie University and has participated in field courses in Chile, Hawaii, Trinidad and South Africa. She is currently working with the Prospectors & Developers Association of Canada (PDAC) as a Project Assistant, using her passion for the mining industry to promote a responsible and sustainable Canadian mineral exploration sector. [abelanger@pdac.ca](mailto:abelanger@pdac.ca)

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

Tina is a social impact professional specializing in socio-economic assessments, community engagement, participation agreement implementation and local content planning and execution across the mining, energy and infrastructure sectors. Tina has worked with clients such as Vale, Glencore, Cliffs and Baffinland in the areas of stakeholder and Aboriginal identification and engagement and local procurement. Tina has been working with Baffinland Iron Mines over the past two years 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. Tina holds a post graduate certificate in Community Relations for the Extractive Industries from Queens University and a B.A. from The University of Western Ontario.

[tcharalambu@hatch.ca](mailto:tcharalambu@hatch.ca)

## **Christie Christelis, Co-Founder and CEO, Consilient Inc.**

Christie is the co-founder and CEO of Consilient Inc., a company that focuses on identifying the authentic values that shape organizational culture. A veteran market researcher and strategy consultant, he has an international experience base, and has been engaged by governments and private sector clients to provide foresight and transformation services. He is the co-developer of the Consilient Universal Organizational Values Framework, a tool that enables organizations to maximize stakeholder value.

[christie.christelis@consilientinc.com](mailto:christie.christelis@consilientinc.com)

## **Wayne Floreani**

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

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)

## **Steven Fox**

**Founder and Chief Executive Officer, Veracity Worldwide**

Steven Fox regularly advises business leaders worldwide on political and corruption risk issues in emerging markets with a particular focus on sub-Saharan Africa. He has extensive experience in the mining, energy, and telecommunications sectors and has presented at the World Economic Forum, the World Bank, and the Harvard Business School. In July 2013, his anti-corruption advisory work in Guinea was profiled in The New Yorker magazine. Prior to founding Veracity, Steven served as a US diplomat in Burundi, France, Washington, and Algeria. Steven holds degrees from Princeton, Cambridge, and INSEAD, and speaks French.

[sfox@veracityworldwide.com](mailto:sfox@veracityworldwide.com)

## **Olivia Gamache, P.Eng**

**Environment and Social Impact Consultant,  
Environmental Services Group (ESG), Hatch**

Olivia is responsible for developing social impact management strategies for mining and energy projects, including: stakeholder mapping and consultation plans, Aboriginal engagement strategies, local employment and training plans, local procurement strategies, influx management plans, and grievance mechanisms. Olivia has more than 10 years experience with environmental management for large scale mining operations, including developing and implementing environmental protection strategies, preparing permit applications, performing due diligence reviews, and supporting environmental impact assessments.

[ogamache@hatch.ca](mailto:ogamache@hatch.ca)

## **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, social infrastructure development and sustainable agriculture 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. Kate is recognized by Lexpert's Special Editions on Leading Canadian Lawyers in Global Mining and Canada's Leading Infrastructure Lawyers.

[clyons@goodmans.ca](mailto:clyons@goodmans.ca)

## PRESENTER PROFILES continued

### **Dr. Laurie Marker**

#### **Founder and Executive Director, Cheetah Conservation Fund, Namibia**

Dr. Laurie Marker has pioneered research, established conservation models and created cooperative alliances on behalf of the cheetah that never before existed. Named a Hero for the Planet by TIME Magazine in 2000, she was featured in Smithsonian, National Geographic, Discovery and The New York Times. She is recognised as one of the world's leading cheetah experts and began her in-situ research in Namibia in 1977. Laurie assists in developing cheetah conservation programmes in South Africa, Botswana, Zimbabwe, Algeria, Iran, as well as supporting a field research base in Kenya. [info@cheetah.org](mailto:info@cheetah.org)

### **M.J. (Mimi) Marrocco, PhD.**

#### **Sense & Sustainability**

#### **e-founder, CSR program at St Michael's College at U of T**

Dr. M. J. (Mimi) Marrocco was the Founding Director of Continuing Education at the University of St. Michael's College in the University of Toronto, a position she left in 2012. For over twenty five years, in addition to teaching, her role at the University included the planning, development and marketing of a broad range of general interest and certificate courses, including, since 2001, a Certificate Program in Corporate Social Responsibility. She continues to serve as a faculty member in that program and also leads an independent consultancy specializing in leadership and CSR.

With a Ph.D. in English Literature, Dr. Marrocco describes herself as a lifelong learner who has attended or presented at dozens of professional and academic conferences. She is a graduate of the Harvard Seminar in Management and Leadership for Higher Education (MLE) and was the President of both the Ontario Council for Lifelong Learning and the Canadian Association of University Continuing Education (CAUCE). [mj.marrocco@utoronto.ca](mailto:mj.marrocco@utoronto.ca)

### **Doug McNeil, Senior Environmental & Social Consultant, AECOM**

Doug has established a tested and trusted ability to design, build and measure Environmental & Social (E&S) systems that provide organizations with a level of assurance that risks and opportunities are managed. Doug has led numerous international ES due diligence engagements, audits, and permitting projects pursuant to requirements and various international standards.

Above all, Doug's greatest passion is driven by the understanding that sustained ES system performance is achieved by the proactive engagement and capacity building of the people who need the system.

[Douglas.McNeil@aecom.com](mailto:Douglas.McNeil@aecom.com)

### **Frederic Miller**

#### **Managing Director, SME Anti-Bribery & Corruption Services, PwC**

Fred Miller is the Subject Matter Expert on Anti-Corruption for PwC Canada. He is the co-founder and previous Global Co-Leader of PwC's FCPA/ Anti Corruption Practice. He has represented numerous clients in the full spectrum of anti corruption engagements (investigations, monitoring, compliance, remediation, due diligence, etc) all over the world. He has also regularly represented clients before Canadian, US, UK, World Bank, and other regulatory and enforcement bodies. He has conducted numerous cases involving South Africa and the rest of Africa. He also regularly represents clients before US and Canadian Anti-Corruption regulators/enforcers. He is now resident in Toronto after spending most of his career in Washington DC. He is a licensed CPA (DC and VA), CFE and CFF in the US. He holds an MBA from Cornell University. [frederic.miller@ca.pwc.com](mailto:frederic.miller@ca.pwc.com)

### **Terence S Ortslan, Managing Director, TSO & Associates and Executive Member, Mineral Resource Analyst Group (MRAG)**

Terry is the managing director of TSO & Associates, a firm focusing on independent mining, metals and fertilizer research. He entered the investment industry as a mining analyst in the mid 1970's. He obtained his degree in engineering in Mining and Applied Geophysics and his MBA from McGill University. He has been highly ranked for his independent research and analysis by

unsolicited investment industry sources. He is a member of the CIM, the Society of Mining and Metallurgical Engineers, the National Association of Business Economists and the PDAC. He has been an active member of the Mineral Resource Analyst Group of Canada since 1975, Emeritus Analyst since 2009, served as chairman until 2014 and an executive for MRAG related industry advocacy matters. Terry also serves on the boards of various private and public companies. [tsboards@yahoo.com](mailto:tsboards@yahoo.com)

### **Rachel Pulfer, Executive Director, Journalists for Human Rights**

Rachel Pulfer has managed media development projects in Sierra Leone, Liberia and the Democratic Republic of the Congo.

Prior to joining JHR, Pulfer was a Canadian Journalism Fellow at Massey College, and a magazine journalist of 10 years' standing. She was the U.S. correspondent, editorial board member, and columnist for Canadian Business – Canada's national business news magazine.

Pulfer has previously held positions at Investment Executive Magazine, the Montreal Gazette, and Azure magazine, and her journalism has appeared in The Walrus, Toronto Life, the Toronto Star, the Globe and Mail, the Ottawa Citizen and Maclean's Magazine.

As a humanitarian who grew up in Swaziland, Lesotho and Papua New Guinea, Pulfer believes JHR's mission – empowering journalists to cover local human rights issues – is an excellent way to put her profession to work for a greater good. She is pleased to be part of making that mission a reality.

[rachel@jhr.ca](mailto:rachel@jhr.ca)

### **Nick Seiersen, President, Seiersen Enterprises Inc.**

Nick Seiersen recently served as the Corporate Supply ChainKGHM is the world's 8th largest copper producer, and the largest producer of silver. KGHM is aiming to become the 7th largest copper producer in 2018, when the massive Sierra Gorda project in Chile ramps up, placing KGHM just behind Anglo-American.

At KPMG and BearingPoint, he led projects helping prestigious sectors. He now leads Seiersen Enterprises, focused on providing professional services to the supply chain community.

He has served the supply chain community in various leadership roles (Europe, CSCMP in the US, PMAC/SCL in Canada, and IACCM), and in executive education programmes at leading institutions, including France's ENPC, Switzerland's EPFL, and Canada's Schulich. [nick@seierseninc.com](mailto:nick@seierseninc.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)

### **Jennifer St Paul Butler**

#### **Sustainability and Reporting Specialist, Baffinland Iron Mines**

Jennifer St Paul Butler has been with Baffinland for nearly five years. In that time, Jennifer has contributed to two environmental assessments, written two annual sustainability reports, and participated in the drafting of two Canada-wide corporate social responsibility reports for shareholder ArcelorMittal on behalf of Baffinland. She chairs the Mary River Community Group in Pond Inlet, Nunavut. Jennifer holds a MSc in Planning from the University of Toronto and a BA in Geography from the University of Victoria.

[Jennifer.stpaulbutler@baffinland.com](mailto:Jennifer.stpaulbutler@baffinland.com)