## **IBA Annual Conference 2023: ESG Sessions**

### 1.) Growing importance of ESG for investor M&A strategies

Monday 30 October (1115 - 1230) AMPHITHEATRE BORDEAUX, Level 3

Session / Workshop Chair(s)

Harvey Cohen	Dinsmore & Shohl LLP, Cincinnati, Ohio, USA; LPD Council Member
Speakers	
Valentina Cassata	Standard Industries, New York, New York, USA; Diversity and Inclusion Officer, Corporate and M&A Law Committee
Lee Won Chen	Allen & Gledhill, Kuala Lumpur, Malaysia; Newsletter Editor, Corporate and M&A Law Committee
Sarah Ellington	Watson Farley & Williams, London, England; Advisory Board Liaison Officer, Business Human Rights Committee
Melanie Sanchez	Ontario Teachers' Pension Plan, London, England

### 2.) Conflict between corporate duty and ESG considerations?

Monday 30 October (1430 - 1545) Room 241, Level 2

Stuart Chessman	Vivendi SE, New York, New York, USA
Ana Lucia Ferreyra	Pluspetrol, Montevideo, Uruguay; LPD Council Member
Speakers	
Dana Goldberg	Textron Inc, Providence, Rhode Island, USA
Gauthier Halba	Sonepar SAS, Paris, France
Reto Heuberger	Homburger AG, Zürich, Switzerland
Syed Marzidy	Petronas, Kuala Lumpur, Malaysia

## 3.) Why is diversity in the workplace in relation to employees with mental disabilities important and how are the corporates addressing this issue in their ESG agenda?

Monday 30 October (1430 - 1545) Rooms 212-213, Level 2

Session / Workshop Chair(s)

Yvonne Frederiksen LL.M.	Norrbom Vinding, Copenhagen, Denmark; Conference Quality Officer, Diversity and Equality Law Committee
Ajay Singh Solanki	AZB & Partners, Mumbai, Maharashtra, India; Membership Officer
Speakers	
Jonathan Andrews	Reed Smith, London, England
Anette In Sook Holmen	Novo Nordisk, Bagsvaerd, Denmark
Diane Elizabeth O'Connell	Sorting it Out Inc, Brooklyn, New York, USA
Julie Pankert	General Electric I GE Vernova, Baden, Switzerland

### 4.) ESG litigation – trends and strategies in both civil and common law court

Tuesday 31 October (1030 - 1145) OFFSITE - International Chamber of the Paris Commercial Court, 1 quai de la Course 75004 Paris

#### Speakers

Yvette Borrius	Florent, Amsterdam, Netherlands; Member, Litigation Committee Advisory Board
Professor Alessandra Lehmen	Brazilian Bar, Porto Alegre, Brazil
Paul Mougeolle	Notre Affaire à Tous, Vernon, France
Lucy Pert	Hausfeld, London, England; Special Projects Officer, Litigation Committee
Donald Pols	Vereniging Milieudefensie, Amsterdam, Netherlands

# 5.) Beyond the hotline: best practices to manage ESG complaints from workers, communities, business partners, and other stakeholders

Tuesday 31 October (1115 - 1230), Room 342 B, Level 3

Session / Workshop Chair(s)

Clara Serva	TozziniFreire Advogados, São Paulo, Brazil; Membership Officer, Business Human Rights Committee
Speakers	
Carine Coudeville	Total Energies, Paris, France
Elise Groulx Diggs	9 Bedford Row Chambers, Washington, District of Columbia, USA; Member, Business Human Rights Committee Advisory Board
Abhijit Mukhopadhyay	Hinduja Group, London, England; Website Officer, Corporate Counsel Forum
Daisuke Takahashi	Shinwa Sohgoh Law Offices, Tokyo, Japan; Co-Chair, Business Human Rights Committee

# 6.) Next-era generations of firms and companies: ESG criteria, real social purpose, wellbeing and B-CORP approach

Tuesday 31 October (1115 - 1230) Room 242 B, Level 2

Maria Cristina Breida	Avv Maria Cristina Breida, Mondovì, Italy; European Regional Forum Liaison Officer, Environment, Health and Safety Law Committee
Roberta Danelon Leonhardt	Machado Meyer Advogados, São Paulo, Brazil; Co-Chair, Environment, Health and Safety Law Committee
Speakers	
Wojciech Baginski	Impactiv.Law / B Lab Global - Board of Directors, Warsaw, Poland
Satyajit Gupta	EXL, New Delhi, Delhi, India; Secretary, Asia Pacific Regional Forum
Laura Monforte	eni S.p.A., Other City, Italy

Elizabeth Soubelet	B Lab France, Paris, France
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### 7.) ESG in real estate – perspective of the market players

Tuesday 31 October (1430 - 1545) Room 243, Level 2 Session / Workshop Chair(s)

Anna Wyrzykowska	WKB Lawyers, Warsaw, Poland; Newsletter Editor, Real Estate Section
Speakers	
Lora Brill	Orchard Street Investment Management, London, England
Lilia Kouzmina	Eastnine AB, Stockholm, Sweden
Szymon Ostrowski	Newport Logistics Fund, Warsaw, Poland

## **8.)** What role do pro bono legal services have - or should have - in the social aspect of ESG? Tuesday 31 October (1615 - 1730) Rooms 352 A&B, Level 3

Session / Workshop Chair(s)

Odette Geldenhuys	Webber Wentzel, Cape Town, South Africa; Co-Chair, Pro Bono Committee
Speakers	
Douglass Cassel	King & Spalding, New York, New York, USA
Jacquelyn MacLennan	EU Lawyer, Brussels, Belgium
Takeshi Nemoto	Nishimura & Asahi, Tokyo, Japan
Juliana Ramalho	Mattos Filho, São Paulo, Brazil

## 9.) Green thumbs Up - how should financial institutions manage ESG risks and disclosure? Wednesday 1 November (1115 - 1230) Room 341, Level 3

### Session / Workshop Chair(s)

Dirk Bliesener	Hengeler Mueller, Frankfurt, Germany; Senior Vice Chair, Banking Law Committee
Speakers	
Keith Noreika	Patomak Global Partners, Washington, District of Columbia, USA
Marie-Aude Noury	Squair, Paris, France; Vice Chair, Structured Finance Subcommittee
Charles Randell	Slaughter and May, London, England

### 10.) ESG - are law firms taking it as seriously as clients and talent want?

Wednesday 1 November (1615 - 1730) Room 352 A&B, Level 3

Hanim Hamzah	KPMG Law, Singapore, Singapore; SPPI Council Member
Robert F Van Beemen	DRB Group, The Hague, Netherlands; Co-Chair, Law Firm Management - ESG Subcommittee
Speakers	
Amin Abdul Majid	Zaid Ibrahim & Co, Kuala Lumpur, Malaysia
Michael Burke	Arnall Golden Gregory, Washington, District of Columbia, USA
Carys Clipper	Travers Smith, London, England
Pamela Cone	Amity Advisory, Peoria, Illinois, USA
Yulia Fedorenko	CM Murray, London, England
Richard Martin	Mindful Business Charter, Hampton, England
Rosina Muller	Ric Energy, Madrid, Spain
Adrian Peyer	MME Legal Tax Compliance , Zug, Switzerland

#### 11.) ESG - conversion of rules or the wild west?

Thursday 2 November (1115 - 1230) Room 351, Level 3

Session / Workshop Chair(s)

Yves Elvinger	Elvinger Hoss Prussen société anonyme, Luxembourg City, Luxembourg
Speakers	
Yvonne Lenoir Gehl	Pictet Group, Geneva, Switzerland
Roland Montfort	Bryan Cave Leighton Paisner, Paris, France
Heather Palmer	Sidley Austin LLP, Houston, Texas, USA
Francois Rayroux	Lenz & Staehelin, Geneva, Switzerland

## 12.) Sailing uncharted waters: exploring the developing legal landscape at the intersection of ESG and product liability

Thursday 2 November (1430 - 1545) Room 341, Level 3

Session / Workshop Chair(s)

Enjoliqué Lett	Greenberg Traurig PA, Miami, Florida, USA
Edona Vila	Borden Ladner Gervais, Toronto, Ontario, Canada; Membership Officer, Product Law and Advertising Committee
Speakers	
Ed Turtle	Cooley, London, England

#### 13.) The clash between ESG & trade: deforestation regulation - impact & expectations

Thursday 2 November (1615 - 1730) Rooms 212-213, Level 2

Camila Corvalan	Beccar Varela, Buenos Aires, Argentina; Website Officer,
	International Trade and Customs Law Committee

#### Speakers

Nicolas Lockhart	Sidley Austin LLP, Geneva, Switzerland
Renê Medrado	Pinheiro Neto Advogados, São Paulo, Brazil; Senior Vice Chair, International Trade and Customs Law Committee
Suhail Nathani	Economic Laws Practice, Mumbai, Maharashtra, India

## **14.)** These fashionable times - a look into the fashion industry from an ESG perspective Thursday 2 November (1615 - 1730) Room 253, Level 2

Session / Workshop Chair(s)

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Luis Gonzalez Nieves	Perez Correa Gonzalez, Mexico City, Mexico; LPD Representative, IBA Diversity & Inclusion Council
Richard Singleton	Blank Rome, New York, New York, USA; Secretary, North American Regional Forum
Speakers	
Darci Bailey	Interior Labs LLC, New York, New York, USA
Dr David Masson	Scalefast, Paris, France
Mathieu Sauleau	Vilebrequin, Plan-les-Ouates, Switzerland

## 15.) ESG and human rights: unpacking the IBA 2023 Updated Guidance on the UN Guiding Principles on Business and Human Rights

Friday 3 November (0930 - 1045) Room 243, Level 2

Stéphane Brabant	Trinity International Aarpi, Paris, France; Member, Business Human Rights Committee Advisory Board
Speakers	
Maria Izabel Andrade Lima Cardozo	Université de Lausanne, Morges, Switzerland
Douglass Cassel	King & Spalding, New York, New York, USA

Edie Hofmeister	Independent Director, Berkeley, California, USA; Co- Chair, Business Human Rights Committee
Anita Ramasastry	Chair of the UN Working Group on the issue of human rights and transnational corporations and other business enterprises, Seattle, Washington, USA
Daisuke Takahashi	Shinwa Sohgoh Law Offices, Tokyo, Japan; Co-Chair, Business Human Rights Committee

### **ESG-Related Sessions**

## 1.) Prosecuting and defending complaints for employer violations of workplace health and safety and psychosocial duties

Monday 30 October (1430 - 1545) Room 353, Level 3 Session / Workshop Chair(s)

Patrick Benaroche	Stikeman Elliott, Montréal, Québec, Canada; Co-Chair, Employment and Industrial Relations Law Committee
Bill Kritharas	Sparke Helmore Lawyers, Sydney, New South Wales, Australia; Senior Vice Chair, Environment, Health and Safety Law Committee
Speakers	
Gerard Forlin KC	Cornerstone Barristers, London, England
Mikko Kontturi	AURORALAW, Helsinki, Finland
Sarah Malik	SOL International Ltd, Abu Dhabi, United Arab Emirates
Catalina Santos Angarita	Brigard Urrutia, Bogota, Colombia; Corporate Counsel Forum Liaison Officer, Latin American Regional Forum

The panel will cover the steps employers should take to manage psychological risk including risks arising from the workplace environment, bullying and sexual harassment and what regulators around the globe are doing to enforce breaches. This will include a mock regulator interview and highlight some of the questions and issues being investigated by regulators. This panel will also cover recent developments in psychosocial legal duties and ESG reporting and outline interesting cases from different jurisdictions where employers have been prosecuted for a failure to properly manage psychological risk.

#### 2.) Energy independence: new threats/old solutions?

Tuesday 31 October (1115 - 1230) Rooms 202-203, Level 2 Session / Workshop Chair(s)

Philippe Raybaud	Jeantet, Paris, France; Chair, Power Law Committee
John Vellone	Borden Ladner Gervais, Toronto, Ontario, Canada; Newsletter Editor, Power Law Committee
Speakers	
Edmond Grieger	Von Wobeser & Sierra, Mexico City, Mexico; Latin American Regional Forum Liaison Officer, Power Law Committee
Tamara Paquet	H2air, Berlin, Germany
Maria Joao C P Rolim	Rolim Viotti Goulart Cardoso Advogados, São Paulo, Brazil
Nuanporn Wechsuwanarux	MORI HAMADA & MATSUMOTO, Bangkok, Thailand; Special Projects Officer, Alternative and New Law Business Structures Committee

As governments around the world are proposing plans to make their jurisdictions more independent and energy-secure, nuclear power and coal are being re-visited. This session will discuss whether these sources can contribute to energy independence within new frameworks including ESG, new technologies and safety standards, and international commitments regarding emissions and climate change.

#### 3.) The role of the profession, ethics, representation and social responsibility

Tuesday 31 October (1615 - 1730) OFFSITE - International Chamber of the Paris Commercial Court, 1 quai de la Course 75004 Paris Speakers

Robert Steven Bernstein	Holland & Knight, New York, New York, USA; Vice Chair, Project Establishment Subcommittee
Sandrine Giroud	LALIVE, Geneva, Switzerland; Vice Chair, Litigation Committee
Adam S Goodman	Dentons, Toronto, Ontario, Canada; Senior Co- Vice Chair, Rule of Law Forum
Olufunmi Oluyede	TRLPLAW Solicitors, Davidsonville, Maryland, USA; Vice Chair, IBA Diversity & Inclusion Council

Christopher Stephens	Senior Vice President of the World Bank Group, DC, Washington, USA
Ambassador Ret. François Zimeray	Zimeray & Finelle, Paris, France

Beyond mere service providers, lawyers are a key component to the rule of law. Yet, their core mission to provide access to justice and the law is challenged like never before. From lawyers named and shamed for representing certain clients, to lawyers being prohibited to provide advisory services, to lawyers being expected to take an active role in the face of climate change, this panel will explore the blurred lines between morality and professional ethics in light of lawyers' fundamental role. From ESG litigation to Russian sanctions, our panellists will discuss some of the burning ethical questions that the profession is facing.

#### 4.) How can law firms and law schools attract talent?

Wednesday 1 November (1115 - 1230) Room 242 B, Level 2

Session / Workshop Chair(s)

Francesco Gianni	Gianni Origoni, Rome, Italy; Member, Senior Lawyers' Committee Advisory Board
Desi Vlahos	Australian College of Applied Professions, Melbourne, Victoria, Australia; Asia Pacific Regional Forum Liaison Officer, Academic and Professional Development Committee
Speakers	
Máximo Bomchil	Colegio de Abogados de la Ciudad de Buenos Aires, Buenos Aires, Argentina; Co-Chair, Senior Lawyers' Committee
Mark Hsu	Hawkins Parnell & Young, New York, New York, USA; Outreach and Education Officer, Young Lawyers' Committee
Clementine Kleitz	EFB, Issy-les-Moulineaux, France
Kathryn Rousin	White & Case LLP, London, England; Member, Academic and Professional Development Committee Advisory Board

Students are increasingly questioning the value of a legal education and a career in the law. While the financial rewards remain a real incentive, many students recognise that they now have new options in business and technology, which may not require a legal education. Equally, students are seeking roles which will make a demonstrable difference in terms of ESG/the SDGs, and which offer a better work/life balance and commitment to diversity. Alongside issues around recruitment, retention of talent is an even greater problem for many firms. In these contexts, what do law schools/firms need to do to sell the

value of a career in the law, and is there a greater need to reframe the work of lawyers, to respond to these new attitudes? Finally, what about the recruitment of legal academics, where similar problems persist.

#### 5.) Family-owned businesses - key legal issues

Thursday 2 November (1430 - 1545) Room 242 B, Level 2

Session / Workshop Chair(s)

Giuseppe Coco	Ughi e Nunziante, Milan, Italy; Membership Officer, Closely Held Companies Committee
Luciana Tornovsky	Demarest Advogados, São Paulo, Brazil; Senior Vice Chair, Closely Held Companies Committee
Speakers	
Florian Jorg	Bratschi Ltd, Zürich, Switzerland; Scholarship Officer, Closely Held Companies Committee
Elke Napokoj	bpv Hügel , Vienna, Austria
Stan Robbers	Heussen Lawyers & Civil Law Notaries, Amsterdam, Netherlands
Mariana Seixas	SoftBank Investment Advisers, Miami, Florida, USA
Nathalie Younan	FTPA, Paris, France

his session will consider some of the key legal and commercial issues facing closely held businesses in the global environment in 2023 including:

- ESG;
- governance lifecycle (from startups to established businesses);
- protection of intellectual property;
- business model/structure options;
- taking on investment capital; and
- exit readiness.

#### 7.) LPD Showcase: fashionably metaverse - high technology meets high fashion

Tuesday 31 October (1430 - 1730) SALLE MAILLOT, Level 2

#### Session / Workshop Chair(s)

Raphaël Dana	Dana Associés, Paris, France; Vice Chair, Internet Business Subcommittee
Elisabeth Vestin	Hannes Snellman, Stockholm, Sweden; Website Officer, Technology Law Committee
Speakers	
Luca Chiama	Prada Group, Milan, Italy
Beatrice Grifoni	Valentino S.P.A., Milan, Italy
Moritz Holm-Hadulla	Gleiss Lutz, Stuttgart, Germany
Anna Mae Koo	Vivien Chan & Co, Beijing, China
Erika Levin	Fox Rothschild, New York, New York, USA; North American Regional Forum Liaison Officer, Women Lawyers' Committee
Cristina Mesa	J&A Garrigues, Madrid, Spain
Semjon Rens	Meta, Berlin, Germany
Staci Trager	Nixon Peabody, Los Angeles, California, USA

**Panel 1**: Fashionably Metaverse, Al and Web3: everything you need to know about the intersection of fashion and technology

Major luxury brands are seeking creative ways to embrace high technology. The Louis Vuitton Group launched Louis, a game, which gave players the opportunity to win historical postcard NFTs. Valentino partnered with UNXO to opening doors to never-before-seen digital and physical hybrid experiences. Together Balmain released a Balmain X Barbie collection bringing the famous dolls to the Metaverse. Many have partnered with Roblox and Fornite to sell digital goods while some have used web3 tools to have virtual concerts and worlds. This session will not only explain and exemplify AI, Web3, Metaverse and other virtual worlds, it will also explore the evolution of technology incorporated in all phases of fashion – from production to consumer sales - whether digitally or in bricks and mortar stores, as well as the promotion, marketing and content creation strategies being utilized by fashion brands.

#### Panel 2: Fashionably Metaverse, Al and Web3: the future of fashion, retail and technology

Just as styles come and go, so do the tools utilized by fashion brands to sell those clothes. Building on session one, this session will take a look at where fashion is going, so that attendees can be prepared to assist clients with the latest developments in this fascinating and rapidly changing world! The session

will also discuss how traditional high-end fashion is embracing high-tech in ways never imagined before. What does the future of shopping look like? We will look further at IP protection strategies and infringements, how they can be litigated, and what jurisdictions and laws apply. Additionally, the session will discuss sourcing challenges in light of ESG (environmental, social and governance) and how tech can aid, as well as slow, fashion trends (including commercial implications and how to maintain customer intimacy online).

#### 8.) Avoiding the Meatloaf paradox: I will do anything for my client, but I won't do ...

Wednesday 1 November (1115 - 1230) Room 252 A&B, Level 2

Session / Workshop Chair(s)

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Sarah Lucey	Norton Rose Fulbright, London, England; Co-Chair, Regulation of Lawyers Committee
Emma Oettinger	Ashurst, London, England; Co-Chair, Regulation of Lawyers Committee
Speakers	
Alipak Banerjee	Nishith Desai Associates, New Delhi, Delhi, India; Diversity and Inclusion Officer, Professional Ethics Committee
Tracey Calvert	Oakalls Consultancy, Devon , England; SPPI Council Member
Fergal Cathie	Clyde & Co, London, England; Secretary, Regulation of Lawyers Committee
Brenna Greenwald	Freshfields Bruckhaus Deringer, New York, New York, USA
Irina Kalinina	Legal Stratagency, Berlin, Germany; Co-Vice Chair , Regulation of Lawyers Committee
Arush Khanna	Numen Law Offices, New Delhi, Delhi, India; Vice Chair, India Working Group
Robert F Van Beemen	DRB Group, The Hague, Netherlands; Co-Chair, Law Firm Management - ESG Subcommittee

The session will allow participants to explore with international colleagues how people are meeting the current challenges where regulation, ethics and practice intersect.

Topics covered will include:

1. I'll do anything for my client, but I won't act if it is contrary my firm values / ESG expectations – exploring client selection in a commercial firm and how you practically managing competing

expectations from partners developing different practice areas, junior lawyers, other clients, and legal press.

- 2. I'll do anything for my client, but I won't come into the office more than three days or work weekends exploring culture, supervision, and client expectations.
- 3. I'll do anything for my client, but I won't act against them in litigation exploring commercial conflicts.
- 4. I'll do anything for my client, but I won't engage in abusive litigation exploring the perceptions and realities around SLAPs and similar litigious tactics.

## 9.) Due diligence in the supply chain: new proposed EU directive on corporate sustainability due diligence

Wednesday 1 November (1115 - 1230) Room 353, Level 3

Session / Workshop Chair(s)

Alessandro Barzaghi	Cocuzza & Associati, Milan, Italy; Programme Officer, International Commerce and Distribution Committee
Nicole Van Ranst	Agio Legal, Brussels, Belgium; Vice Chair, Closely Held Companies Committee
Speakers	
Anna Dabrowska	WOLF THEISS Rechtsanwälte GmbH & Co KG, Warsaw, Poland; Senior Vice Chair, European Regional Forum
Roland Montfort	Bryan Cave Leighton Paisner, Paris, France
Felix Muhl	Noerr, Hamburg, Germany
Marcio Sperling	Sperling Advogados, São Paulo, Brazil; Chair, Government Procurement Subcommittee

In February 2022 the European Commission adopted a proposal for a directive on corporate sustainability due diligence. By Summer 2023 the parliament is expected to take position and by the time the Annual Conference takes place a final text may be already underway. Some countries have already adopted rules on this delicate topic, such as Germany with the Supply Chain Act. The directive will aim at fostering sustainable and responsible corporate behavior and bringing forward environmental goals and care for human rights in the everyday business conduct of companies. Specific obligations will be set out so that specific risks of human rights abuse and non-sustainable conducts are minimized. The new rules will have an impact also on companies based outside the EU wishing to export goods within the union, as well in groups of companies. The focus of the directive is to move from what

companies say to what companies actually do about ESG. Panelists will discuss the proposed directive and the impact on companies and adjudgments needed.

#### 10.) BIC Showcase: if the client wants it and it's legal, what's the problem?

Wednesday 1 November (1430 – 1730) SALLE MAILLOT, Level 2

Session / Workshop Chair(s)

Ken Murphy	Law Society of Ireland, Dublin, Ireland; Chair, Bar Issues Commission
Speakers	
Sara Carnegie	International Bar Association, London, England; Member, IBA Diversity & Inclusion Council
Patrick Dillen	Nederlandse Orde van Advocaten bij de Balie te Brussel, Brussels, Belgium; Member, Bar Issues Commission Policy Committee
Hans-Michael Giesen	Legerwall Partnerschaft mbB, Berlin, Germany; IBA Council Member, Bundesrechtsanwaltskammer
Jonathan Goldsmith	European & International Legal Services Consultant, Brussels, Belgium; Member, Bar Issues Commission Policy Committee
Steven Richman	American Bar Association, Washington, District of Columbia, USA; Chair, Bar Issues Commission Policy Committee
Tshepo Shabangu	Law Society of South Africa, Pretoria, South Africa; Officer, Bar Issues Commission

A debate of fundamental importance to the legal profession is emerging about the difference between what some call 'thick' and 'thin' interpretations of 'the rule of law'. The thinner approach to the rule of law limits the responsibility of the lawyer to providing the client with what the client wants, provided it's legal and the lawyer is not aiding or abetting any fraudulent conduct. In the thicker approach to the rule of law the lawyer acts not only as representative of a client, but also considers the public interest in advising the client and in determining whether to represent the client. The debate puts into play competing concepts of ESG (environmental social and governance) issues as part of the overall public debate. The ethical obligations of lawyers remain paramount, but as part of fulfilling those ethical obligations, lawyers are under pressure at both ends of the thick and thin spectrum.

What are the consequences for legal practitioners if compliance with the wishes of the client, and with the law, are no longer the only considerations?