

- DIVERSITY & COMPLIANCE

RE-THINKING TOGETHER HOW TO ADDRESS THE CHALLENGE

BA REGIONAL COMPLIANCE & ETHICS CONFERENCE

Dalma Parisi | Soledad Urri | Silvina Coria
August 23, 2019



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- DALMA PARISI



SIEMENS

LEAD COUNTRY COMPLIANCE OFFICER SOUTH AMERICA W/O BRAZIL

Lawyer specialized in Corporate Law, Oil & Gas, Energy, Regulatory and Public Law. Former in-house lawyer at Siemens (acted as Senior Legal Counsel and as Senior Contract Manager). Before Siemens S.A., she performed her legal practice in Marval, O' Farrel & Mairal and in Perez Alati, Grondona, Benites y Arntsen.

Very active on Collective Action in order to promote integrity and transparency in the region working together with the Public sector and NGO's. In her role, she has participated in different forums and seminars as speaker both locally and internationally.

During 2018 she had an active role in the B20 Argentina as Deputy Co- Chair of the Integrity & Compliance Taskforce.

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SOLEDAD URRI



TRENES ARGENTINOS INFRAESTRUCTURA HEAD OF THE ETHICS, TRANSPARENCY & RISKS

Soledad holds a Financial Bachelor Degree and has international certifications in Compliance at ECOA and IAE, and Compliance and Criminal Law at Universidad Austral. She is the CCO of the Argentinean SOE in charge of the construction and development of the railway infrastructure across Argentina. She has worked as Audit, Risk & Compliance Manager and Chief of Ethics & Compliance Officer in the crop protection company, Atanor. Previously, she was Director of Business Intelligence & Investigations and Manager of Fraud, Investigations & Disputes at Kroll and BDO consultant companies, respectively. In both positions and for over 10 years, she has investigated cases related to internal fraud and corruption within important organizations, as well as conducting Due Diligence investigations, developing Compliance and Fraud Prevention Programs, providing training on money-laundering prevention and promotion of anti-corruption practices. She has also designed corporate governance structures and supported litigation. Active Anti-corruption Trainer of the initiative "Alliance for Integrity". Member of the Chief Audit Committee of IAIA, Argentinean Branch of The Institute of Internal Auditors. Member of Women in Compliance Argentina.

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SILVINA CORIA



OLX / OPCW GLOBAL DIRECTOR RISK & CONTROLS DIRECTOR OFFICE OF INTERNAL OVERSIGHT

She has been leading the Global Risk & Controls Department OLX Naspers Classifieds, a leading Classifieds internet company that operates in +45 markets (with teams across Latin America, US, Europe, Africa and Asia) now shifting to The Hague to work for the Organisation of the Prohibition of Chemical Weapons as Director of the Office of Internal Oversight. She is an international management executive and CPA with +20 years of experience in global governance and forensic audit, specialized in emerging markets. Knowledgeable in the set-up and management of internal audit, controls & compliance departments, implementation of risk analysis initiatives, processes improvement, data privacy and compliance. Broad industry experience, including pharmaceutical, e-commerce, advertising and entertainment (Bayer, BBDO, Philip Morris among others), Regional/international speaker on Transparency, Cybersecurity, Compliance and Ethics in Supply Chain. Data Privacy Advisor. Anti-corruption Trainer of the initiative Alliance for Integrity. CCEP-1. Member of the Compliance and Integrity task force of the B20 (2018). Member of Women in Compliance Argentina. Diversity and women empowerment enthusiast.

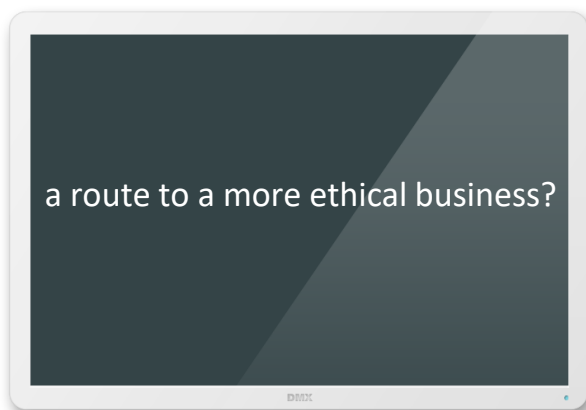
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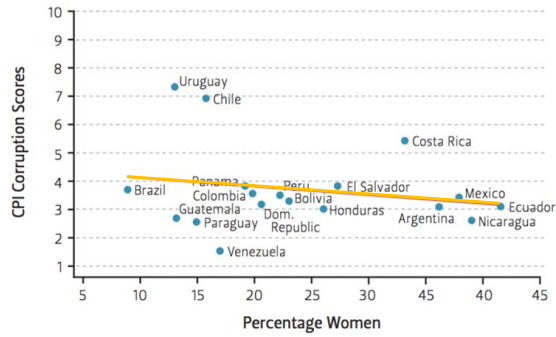
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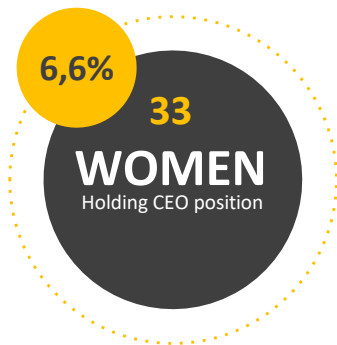
Relationship between CORRUPTION & WOMEN's legislative representation in Latin America (2015)



Source: Schwindt-Bayer (2016: 4)

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Source: Fortune 500 list (2019)

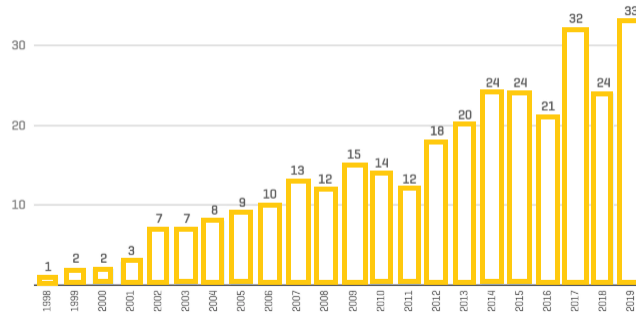
Female Fortune 500 CEOs

CEO	Fortune 500 Company	Start Date
Laura Alber	Williams-Sonoma	5/26/10
Mary Barra	General Motors	1/15/14
Corie Barry	Best Buy	6/1/19
Gail Boudreaux	Anthem	11/20/17
Michele Buck	Hershey	3/1/17
Safra Catz	Oracle	9/18/14
Mary Dillon	Ulta Beauty	7/1/13
Beth Ford	Land O' Lakes	8/1/18
Michelle Gass	Kohl's	5/18/18
Lynn Good	Duke Energy	7/1/13
Patricia Griffith	Progressive	7/1/16

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Number of Female CEOs in the Fortune 500

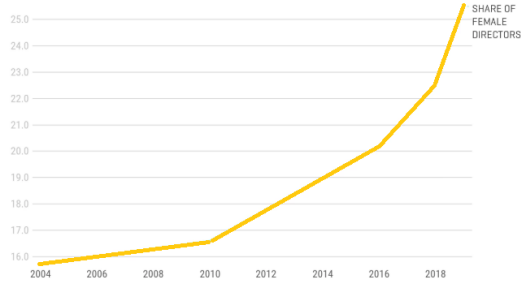


Source: Fortune

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Share of Female Directors on Fortune 500 Boards



Source: Deloitte, Alliance for Board Diversity, Fortune

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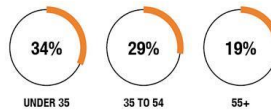


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YOUNGER PEOPLE ARE BEING HIT HARDER

People aged under 35 are **more likely** to have to pay a bribe to access a public service.



WOMEN ARE JUST AS LIKELY AS MEN TO PAY BRIBES



30% OF MEN PAID A BRIBE



27% OF WOMEN PAID A BRIBE

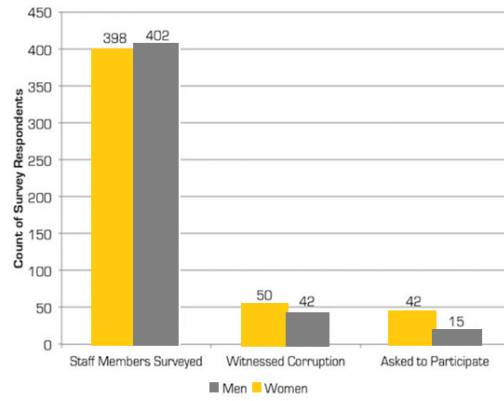
Similar proportions of both men and women have paid a bribe in the last 12 months

Source: [Transparency International](https://www.transparency.org)

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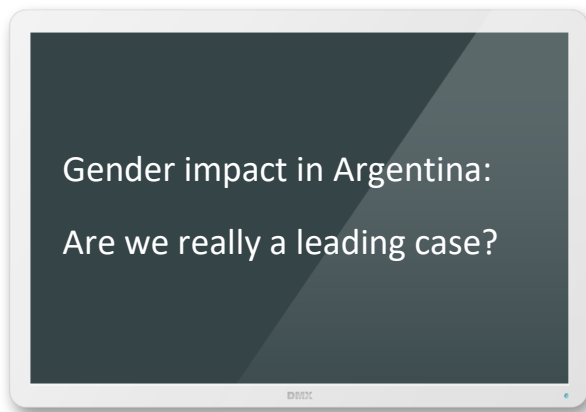
Breakdown of Observed Corruption by Gender



Source: UNDP | Gender Equality Related Corruption Risks and Vulnerabilities in Civil Service in Kosovo (2014). [Open Data Kosovo](#)

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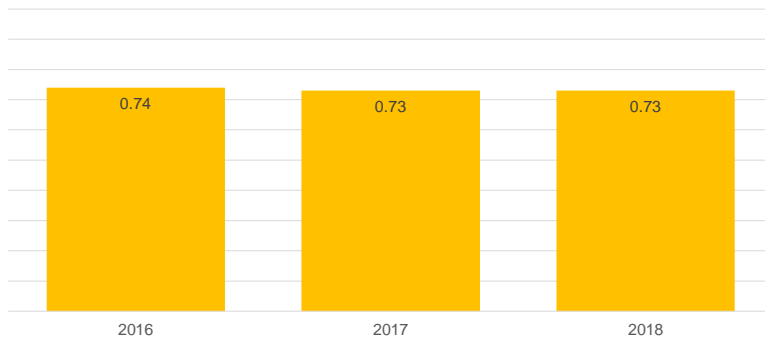
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Gender GAP index in Argentina from 2016 to 2018



Additional Information: The highest possible score is 1 (equality) and the lowest possible score is 0 (inequality)

Source: World Economic Forum (2019)

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— FINAL QUOTES

“When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization.”

— Pat Wadors, Head of HR at LinkedIn

Source: LinkedIn

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“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

— Sundar Pichai, CEO of Google

Source: Diversity.Google

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