

greenly

TOP



WOMEN
IN SUSTAINABILITY

INDEX



Introduction ————— 4

Methodology ————— 5

Women in
Sustainability (USA) ————— 4

Technology Sector ————— 8

E-commerce Sector ————— 17

Energy Sector ————— 23

Healthcare Sector ————— 31

Food Sector ————— 37

Manufacturing Sector ————— 43

Hospitality Sector ————— 50

Finance Sector ————— 56

Fashion Sector ————— 64

Telecom Sector ————— 73



Introduction

Sustainability is dynamic. With so much constantly changing, the significant impacts of the women who have dedicated their lives to the field can often go unnoticed. These women are true heroes of sustainability, driven by their passion, innovation, and unwavering commitment to the environment, and they have become pioneers in their own right. In the book "Leading the Way: 50 Women in Sustainability," we recognize and celebrate these exceptional individuals whose dedication to environmental stewardship has not only led to meaningful change but has also set new precedents for what is possible in the field.

The complexities of the issues surrounding climate change require a diverse set of perspectives and voices. With so many areas of concern, it is impossible to approach issues like resource depletion the same way we approach habitat loss and biodiversity.

It is crucial to have the most amount of eyes and ears working on these problems, however, the contributions of women in the sustainability field have often been overlooked or undervalued. This guide is aimed to correct this oversight by highlighting 50 exceptional women who are leading the way in environmental sustainability.

We embarked on a journey to create this guide with the intention of acknowledging, celebrating, and amplifying the crucial work of these remarkable women. Their stories are a source of inspiration and serve as a driving force for advocating a more sustainable future.

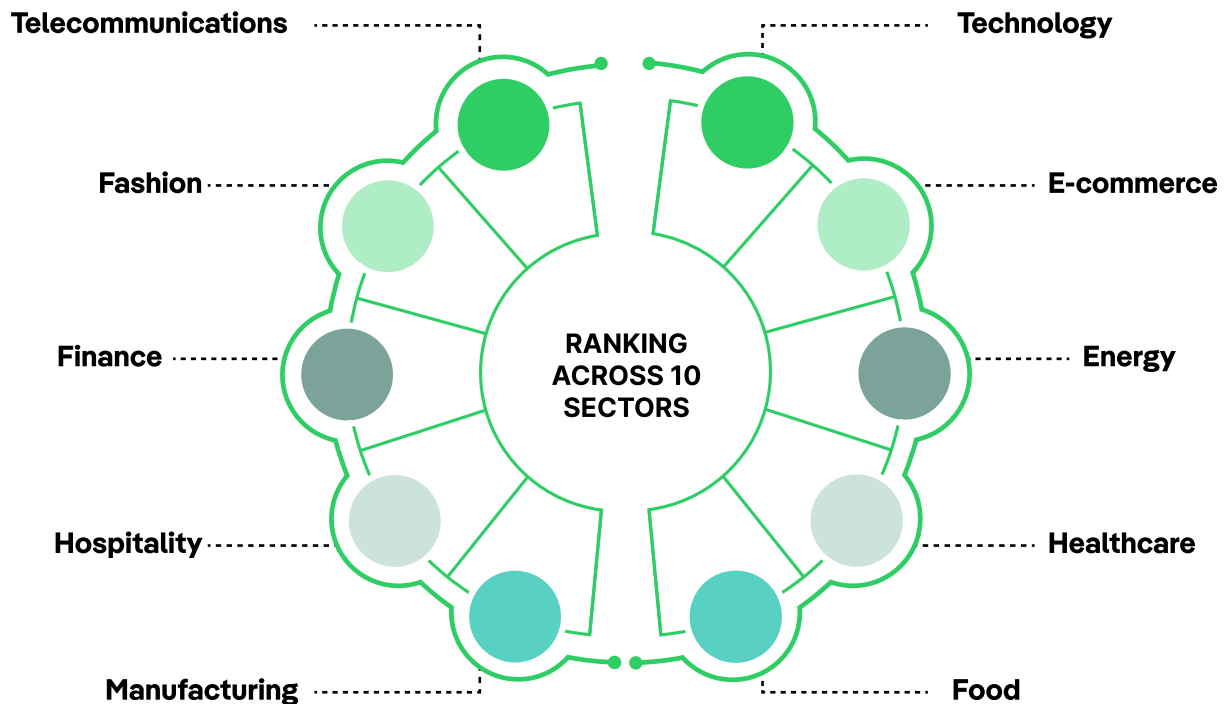
From groundbreaking research and innovative technologies to community empowerment and policy advocacy, these women are actively shaping the sustainability landscape, and their influence reaches far beyond their respective fields.

We conducted this research for an important reason - representation matters. It is crucial to inspire the next generation of environmental leaders, showcase that women are leading the way in creating impactful change, and promote a more inclusive and fair sustainability movement. These 50 women are a living testament that when diverse perspectives are included, we are better equipped to handle the intricate challenges our world is facing today.

In the following pages, you will meet women who have broken barriers, challenged conventions and forged new paths towards a sustainable future. Their stories are a testament to the resilience of the human spirit, the power of innovation, and the profound impact that individuals can have on the world when they are driven by a shared vision of environmental stewardship.

As you embark on this journey through the lives and achievements of these 50 women in sustainability, we invite you to be inspired, to be moved, and to recognize that each one of us has the capacity to be a pioneer for positive change. Through their stories, we hope to convey the urgency of our collective mission, the importance of diversity in sustainability, and the endless possibilities that arise when we unite in our commitment to protect our planet for generations to come.

Methodology For Rankings



There are a combination of generalized metrics and specific metrics. The metrics chosen are a mix of **qualitative** and **quantitative metrics**.

Generalized metrics (eg. years of experience) apply to each person in each sector. **Specific metrics** (eg. sustainable packaging) are specific to each industry.

Each metric has been assigned a **specific weight** as a percentage according to the importance of the metric in that industry.

The final score is calculated for each individual as a **weighted cumulative score** of all the metrics. The final intra-industry ranking is based on the weighted scores.

Rankings and Weighted Sum Model

Industry	Metrics for analysis per domain, and corresponding model weights					# of people per sector
Technology Sector	Experience	Emission Reduction	Initiatives started	Future Plans	-	7 (14%)
	0.10	0.40	0.30	0.20	-	
E-commerce Sector	Experience	Packaging Reduction	Renewable Energy Transition	Emission Reduction	-	4 (8%)
	0.20	0.20	0.30	0.30	-	
Energy Sector	Investments	Size of Impact	Innovation	Energy Capacity	-	6 (12%)
	0.30	0.20	0.20	0.30	-	
Healthcare Sector	Innovation	Experience	Net Zero Strategy	Future Plans	-	4 (8%)
	0.30	0.20	0.30	0.20	-	
Food Sector	Innovation	Experience	Net Zero Strategy	Future Plans	Packaging & Sourcing	3 (6%)
	0.16	0.16	0.16	0.16	0.33	
TOTAL (1/2)						24



Rankings and Weighted Sum Model

Industry	Metrics for analysis per domain, and corresponding model weights				# of people per sector
Manufacturing Sector	Carbon Emission Reduction	Renewable Energy	Waste Reduction	Supply Chain Sustainability	5 (10%)
	0.35	0.30	0.25	0.10	
Hospitality Sector	Carbon Emission Reduction	Energy Efficiency	Innovation	Waste Reduction	4 (8%)
	0.35	0.20	0.15	0.30	
Finance Sector	Innovation	Credit/ Investments	ESG Ratings	CSR Efforts	6 (10%)
	0.20	0.50	0.20	0.10	
Fashion Sector	Experience	ESG Ratings	Use of Sustainable Materials	Other Mentions	7 (14%)
	0.20	0.20	0.30	0.30	
Telecom Sector	Industrial Experience	Projects Undertaken	Ecological Sustainability	Economic Sustainability	4 (10%)
	0.20	0.20	0.30	0.30	
TOTAL (2/2)					26



8

Technology
Sector

Technology Sector Metrics



1

Experience (10% weight)

The experience metric assesses a sustainability leader's proficiency, leadership skills, and past work across different organizations in the field of sustainability. See appendix for key.



2

Reduction in Emissions (40% weight)

This metric assesses company-controlled scope 1 emissions, including energy consumption from data storage and computing, to measure a tech company's operating emissions. We then calculate the % change in scope 1 GHG emissions from 2019 to 2022.



3

Initiatives (30% weight)

This metric assesses a company's initiatives for reducing GHG emissions, managing waste, and utilizing natural resources. Initiatives can range from larger-scale to narrowly-focused (e.g. modifying product packaging).



4

Future Plans (20% weight)

This metric examines an organization's long-term climate goals. Scores are based on clear communication of these programs, the time span set for their achievement, and the organization's progress toward previously set goals.



Kate BRANDT

Introduction

Kate Brandt, CSO at Google, oversees sustainability for Google's global operations, products, and supply chain. She works with teams across the company to advance sustainability and the circular economy. Previously, she served as the Federal Environmental Executive and the United States' first Chief Sustainability Officer under President Obama in 2014.

Experience	9
Reduction in Emissions	9
Initiatives	9
Future Plans	10
Weighted Score	9.2

[1]: Google's 2022 Sustainability [Report](#)



Google



Google's commitment to sustainability is by promoting a **carbon-free, circular economy** pioneering waste management and water security.



In 2007, Google was the **first major firm** to achieve net carbon neutrality in operations and its future goal is to achieve **100% renewable energy reliance**.



Google has made great progress in renewable energy use, developing sustainable workplaces, and waste management.



IBM's major environmental activities are **product stewardship and design-for-environment**.



Other sustainability initiatives cover areas including resource conservation, pollution prevention, energy efficiency, supply chain, and chemical management.



21 SDGs were set in 2021 under Dionne's leadership at IBM. Their goal progress is displayed in the company's 2022 annual report.

Edan DIONNE

Introduction

Edan Dionne, the Director and VP of IBM's Corporate Environmental Affairs is in charge of establishing the IBM environmental strategy, management system, and objectives. The activities of IBM, including research, product development, production, and services, are led by her team.

Experience	10
Reduction in Emissions	8
Initiatives	10
Future Plans	9
Weighted Score	9

[1] IBM's 2022 ESG Report





Mary DE WYSOCKI

Introduction

In her role as CSO for Cisco, Mary De Wysocki directs the organization's sustainability strategy, and creates long-term strategies to meet climate goals pertaining to waste management, renewable energy, and carbon emissions. She previously oversaw the Corporate Affairs Strategy, which included program development, funding, and research.

Experience	7
Reduction in Emissions	8
Initiatives	9
Future Plans	8
Weighted Score	8.2

[1]: Cisco's 2022 ESG Purpose Report



 **cisco**



Cisco's circular economy program is a key initiative focusing on design, building, delivery, product management for multiple lifecycles, and pioneering technology solutions.



De Wysocki's leadership at Cisco has seen the company set a goal to achieve **net zero** across **all emissions scopes by 2040**.



Cisco has trained thousands of employees on its **Circular Design Principles**, and they have begun evaluating the performance of new products and packaging.



Lisa JACKSON

Introduction

Lisa Jackson is Apple's Vice President of Environment, Policy and Social Initiatives, reporting to CEO Tim Cook. Jackson oversees Apple's efforts to minimize its impact on the environment by addressing climate change through renewable energy, energy efficiency, using greener materials, and inventing new ways to conserve precious resources



Apple's goal is to achieve carbon neutrality for their entire carbon footprint, including products, by 2030, and to **reduce emissions by 75%** compared with FY15.



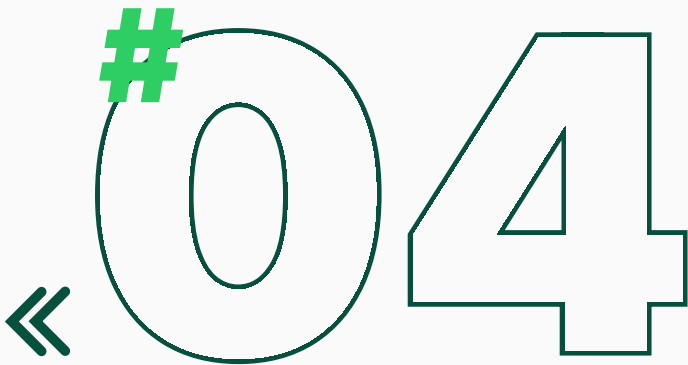
Apple manufactures Macbook, iPad, Apple Watch, and Mac Mini with **100% recycled aluminum** enclosures in addition to driving product energy efficiency.



The company claims to have a rigorous program to ensure the safety of chemicals used in their products under their **'Smarter Chemistry'** initiative.

Experience	10
Reduction in Emissions	5
Initiatives	10
Future Plans	9
Weighted Score	7.8

[1]:Apple's Environmental Progress [Report](#) 2022





Monica BATCHELDER

Introduction

Monica Batchelder, CSO at Hewlett Packard Enterprise directs a global team that sets the ESG vision, strategy, and implementation plans of the company. She guides the development and management of programs, and partners with senior leaders across the organization to ensure the integration of ESG into the company's business strategy.

Experience	10
Reduction in Emissions	6
Initiatives	7
Future Plans	8
Weighted Score	7.1

[1]: HPE's Sustainability [Report](#)




Hewlett Packard
Enterprise



Sustainability at HPE spans various domains including programs focused on **decarbonization**, the **circular economy**, and strategic partnerships with organizations.



HPE has set diversified climate sustainability goals corresponding to UN SDGs related to **emissions, circularity, forests, and water conservation**.



Batchelder helped implement **HPE's ESG plan**, working with internal/external stakeholders to build programs with customer-driven metrics and investor value.



Angela BAKER

Introduction

Angela Baker is the CSO at Qualcomm where she oversees all corporate responsibility and ESG programming. At Qualcomm, she leads all ESG efforts including helping tie executive compensation to ESG goals, setting public sustainability targets, and ensuring disclosures align with key stakeholders such as investors, policy makers, and employee interests.

Qualcomm



By reducing reliance on **carbon-intensive fuels**, Qualcomm is trying to **decarbonize** its energy use at its manufacturing sites.



To promote low-carbon tech, Qualcomm has set **internal carbon pricing** at 3 plants, and has **energy contracts** to reduce reliance on high-carbon sources.



Qualcomm has set carbon footprint goals to reduce **50% of scope 1 and 2 carbon emissions** by 2030 and to **become net carbon neutral by 2040**.

Experience	9
Reduction in Emissions	6
Initiatives	7
Future Plans	7
Weighted Score	6.8

[1]: Qualcomm's CSR [Report](#) 2022





Suzanne DIBIANCA

Introduction

Suzanne DiBianca is the Executive Vice President and CIO at Salesforce. DiBianca has worked at Salesforce for more than 20 years and was president of the Salesforce Foundation. Since 2016, she has led Salesforce's global corporate relations and sustainability efforts. She leads the company's ESG strategy and reporting.

Experience	7
Reduction in Emissions	4
Initiatives	8
Future Plans	7
Weighted Score	6.1

[1]: Salesforce's Stakeholder Impact [Report](#) 2022



Salesforce's Sustainability Cloud enables clients to practice climate management by using a pre-built solution to monitor, analyze, and report on environmental data.



With the World Economic Forum, Salesforce has an initiative to **plant 1 trillion trees**. Other initiatives include setting an internal carbon price and decreasing carbon intensity.



By 2040, they are aiming for carbon neutrality, **cutting GHG emissions by 50%**, relying on renewable energy, and mobilizing employees to decarbonize operations.



17

E-commerce
Sector

E-Commerce Sector Metrics



1

Experience (20% weight)

The experience metric assesses the sustainability leaders' proficiency, leadership skills, and past work across different organizations in the field of sustainability.



2

Packaging Reduction (20% weight)

This metric takes into consideration the composition of the packaging material used, and the percentage that the packaging materials have been reduced in order to reduce waste.



3

Renewable Energy (30% weight)

This metric measures the amount of renewable energy used by the organization as a percentage of the total energy usage/consumption.



4

Scope 1 Emissions (30% weight)

This metric assesses company-controlled scope 1 emissions to measure e-commerce businesses' operating emissions. We'll calculate the % change in scope 1 GHG emissions from 2019 to 2021.



Kara HURST

Introduction

Kara Hurst is Vice President, Head of Worldwide Sustainability at Amazon. Prior to joining Amazon, Hurst was CEO of The Sustainability Consortium (TSC), a multi-sector group across academia, the retail industry, and the public sector. For 11 years before that, Hurst worked as Vice President of Business for Social Responsibility where she built several global industry practices.

amazon



Over 300 signatories have joined Amazon in signing The Climate Pledge, which is a commitment to reach **net-zero carbon by 2040**.



In 2021, Amazon sourced **85% of their energy from renewable sources** with more than 12GWs of renewable energy for global production capacity.



Since 2015, Amazon has reduced its per-shipment packaging **weight by 38%**, and **eliminated over 1.5 million tons** of packaging.

Experience	10
Packaging	9
Renewable Energy	9
Reduction in Emissions	10
Weighted Score	9.5

[1] Amazon's ESG [Report](#) 2021

#01

#02 »

Candace RODRIGUES



In 2021, The Home Depot recycled **18.3 million** pounds of LDPE plastic, **138,700 tons** of metal, and **272,900 tons** of OCC cardboard.



The Home Depot aims to achieve 100% renewable energy equivalent to the needs for all Home Depot facilities worldwide by **2030**.



The company reduced its absolute combined scope 1 and 2 carbon emissions by approximately **172,000 metric tons** in 2021.

Introduction

Candace Rodrigues has been with The Home Depot for 20 years serving as Associate General Counsel and as Divisional Merchandising Manager of Building Materials for Private Brands. Her main areas of focus are: Carbon Emissions, Circularity, Sustainable Forestry, Water Conservation, and Responsible Chemistry.

Experience	9
Packaging	8
Renewable Energy	5
Reduction in Emissions	8
Weighted Score	7.3

[1] Home Depot's ESG Report 2022



Amanda NUSZ

Introduction

Amanda Nusz is Senior Vice President of corporate responsibility for Target and serves as President of the Target Foundation. She leads the company’s commitment to co-create an equitable and regenerative future together with its guests, partners, and communities.



She supports the team that has created a learning lab to shift and transform the systems that create greater equity opportunity for all.



By 2025, Target intends to reduce annual total virgin plastic in their own brand packaging by 20%.

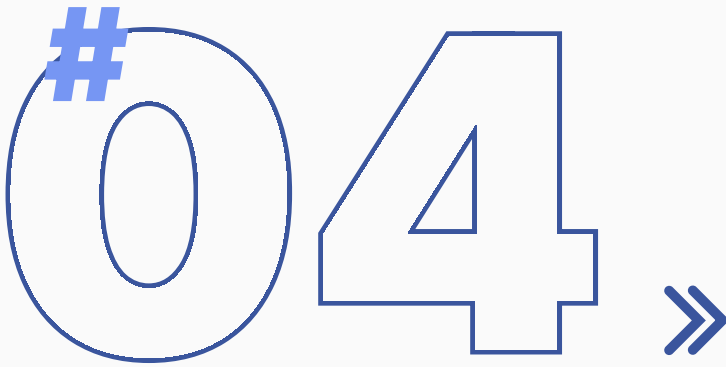


Today, an estimated 22% of the electricity Target uses to power their business comes from renewable sources.

Experience	7
Packaging	9
Renewable Energy	6
Reduction in Emissions	6
Weighted Score	6.8

[1] Target ESG [Report](#) 2022

#03



Kathleen MCLAUGHLIN

Introduction

Kathleen McLaughlin is responsible for programs that help Walmart create opportunity through jobs and sourcing, advance the sustainability of supply chains, foster diversity, equity and inclusion, and build inclusive and resilient communities. In 2018, McLaughlin was recognized as one of the "The World's 50 Greatest Leaders" by Fortune .

Experience	10
Packaging	6
Renewable Energy	4
Reduction in Emissions	7
Weighted Score	6.5

[1] Walmart's ESG Report 2021



Walmart ✨

Through business initiatives and philanthropy, her teams work to drive improvements to economic, social, and environmental systems.



Under her leadership, 58% of Global private brand packaging is estimated to be recyclable, reusable, or industrially compostable.



Walmart has committed to science-based targets for emission reductions, aiming to achieve zero emissions for operations by 2040.



23

Energy
Sector

Energy Sector Metrics



1

Energy Sector Investments (30% weight)

This metric is used to analyze the total investments made by each business towards research and development, setting up manufacturing units, and expansion into new territories.



2

Size of Impact (20% weight)

This metric is used to signify the size of operations of the company in terms of number of geographical regions, and also whether a company is publicly traded or not.



3

Innovation (20% weight)

This metric is used to indicate the level of advancements, uniqueness of the company proposition, and the feasibility and sustainability of the company.



4

Energy Capacity (30% weight)

This metric is used to analyse the total energy capacity of the company including renewable sources of energy as well as conventional sources.



Her previous positions include **Senior Vice President at Stanford Group** and Equity Analyst at Goldman Sachs.



Under Kujawa’s leadership, NextEra Energy has achieved **approximately 23,900 megawatts** of total net generating capacity in 38 states in the US.



Kujawa joined NextEra Energy in 2007 and has held various business and finance roles, including **Director of Investor Relations** for NEP.

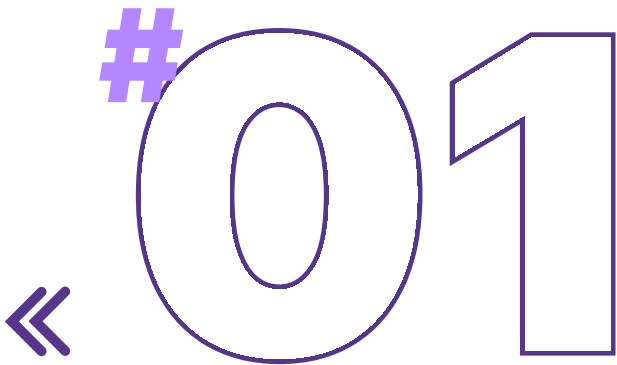
Rebecca J. KUJAWA

Introduction

Rebecca Kujawa has served as President of NextEra Energy Partners (NEP LP) since March 2022, and has been a director of NEP LP since March 2019. She previously served as Chief Financial Officer of NEP LP from March 2019 until March 2022. She also serves as President and Chief Executive Officer of NextEra Energy Resources.

Investment in Energy Sector	8
Size of Impact	8
Innovation	9
Energy Capacity	6
Weighted Score	7.6

[1] NextEra’s ESG [Report](#) 2022



#02 »

Katherine NEEBE

Introduction

Katherine Neebe, Chief Sustainability Officer for Duke Energy and President of the Duke Energy Foundation, leads Duke Energy's stakeholder engagement efforts to develop solutions to meet customer needs for continued reliable and affordable energy – while simultaneously working to achieve the company's goal of net-zero carbon emissions by 2050.

Investment in Energy Sector	6
Size of Impact	6
Innovation	8
Energy Capacity	10
Weighted Score	7.6

[1] Duke Energy Annual [Report](#) 2022



Neebe managed to secure a **\$97M sustainability-driven** initiative between The Coca-Cola Company and World Wildlife Fund.



She has worked on various sustainability projects across **45 countries** covering the topics of renewable energy, market strategy, and partnerships.



Neebe was **previously the head of Walmart's ESG team**, and is an advisory board member on the US Chamber of Commerce.



Erin LIEBERMAN

Introduction

Erin Lieberman serves as Invenergy’s Executive Vice President of Environmental Compliance and Strategy, and leads efforts to advance the development, construction, and operation of environmentally responsible, clean energy projects. In this role, Lieberman oversees teams supporting land-based renewables, offshore wind, and long-distance and multi-state transmission.

Invenergy



Working at the intersection of energy and the environment, Lieberman has **15+ years of experience** providing legal and strategic policy leadership.



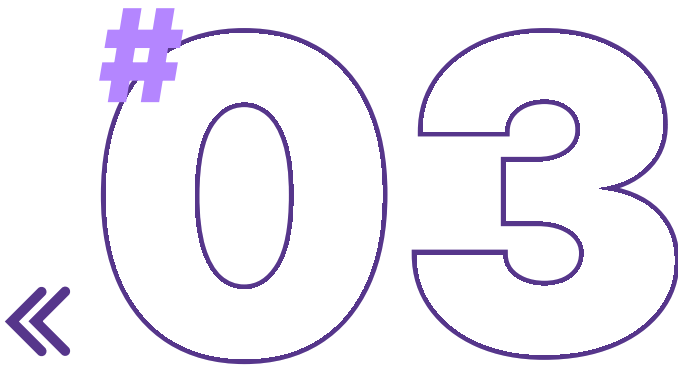
Under the leadership of Lieberman, Invenergy expanded their **energy capacity to over 31,000 megawatts** across 4 continents.



She previously worked at a national environmental non-profit organization on federal wildlife and federal land policy.

Investment in Energy Sector	2
Size of Impact	8
Innovation	7
Energy Capacity	10
Weighted Score	6.6

[1] Invenergy Impact [Report](#) 2022





Caroline STOCKDALE

Introduction

Caroline Stockdale is the Executive Vice President of HR and Communications at First Solar Inc. She has significant experience in reinventing and operationalizing performance and talent management, transformation, and change. She has been the recipient of awards for innovation in HR and went on to build her own businesses, First Perform and The Career Exchange.

Investment in Energy Sector	6
Size of Impact	6
Innovation	8
Energy Capacity	8
Weighted Score	7

[1] First Solar Inc. Sustainability [Report](#) 2021



Stockdale has more than **20 years** of operating experience in finance, human resources, business leadership, and process excellence.



She served as **CHRO** for **Warner Music Group** and as the senior Human Resources leader of American Express and GE.



Her responsibilities currently include overseeing a global workforce of over 6,500 associates.







Barrón previously served as **Exelon's Executive Vice President** for government and regulatory affairs and public policy.



Prior to joining Exelon, Barrón was the **Deputy General Counsel** at the Federal Energy Regulatory Commission (FERC)



Under her leadership, Constellation Energy developed **32,400 megawatts of capacity** and an annual output that is nearly 90 percent carbon-free.

Kathleen L. BARRÓN

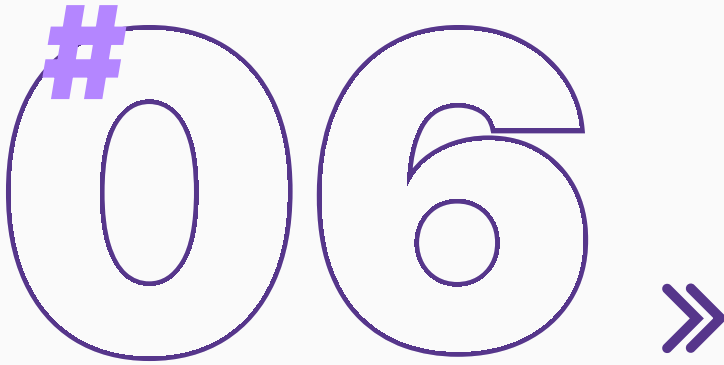
Introduction

Barrón serves as Executive Vice President and Chief Strategy Officer for Constellation, the United States' largest producer of carbon-free energy and the leading competitive retail supplier of energy products and services for two million homes and businesses across the United States. Barrón is responsible for corporate strategy and development, public policy, sustainability, and communications.

Investment in Energy Sector	2
Size of Impact	6
Innovation	8
Energy Capacity	10
Weighted Score	6.4

[1] Constellation Energy Sustainability [Report](#) 2022





Alicia STEVENSON

Introduction

Alicia Stevenson oversees Business Operations spanning Strategy, Program Management, Information Technology, Customer Operations, and Human Relations across the shared Clearway & Clearway Energy, Inc. platform. Stevenson played a key role in the creation of Clearway as a standalone company, leading a cross-functional team on the divestiture and transition of services from NRG.

Investment in Energy Sector	6
Size of Impact	6
Innovation	7
Energy Capacity	4
Weighted Score	5.6



 Clearway

She previously held positions in finance and energy in Citi's investment banking group, IHS Energy, and the US Department of Energy.



She has more than **20 years of experience** in corporate strategy, finance, and Mergers and Acquisitions (M&A) across more than 10 countries.



Under Stevenson's leadership, Clearway Energy expanded their **energy capacity to over 7000 megawatts** of solar, wind, and gas segments.

[1] Clearway Energy ESG Report 2022



31

Healthcare
Sector



Healthcare Sector Metrics

**1**

Experience (20% weight)

The amount of experience indicates the level of advancements that the organization has made and their impact.

**2**

Innovation (30% weight)

This metric covers innovative waste management strategies and carbon management strategies, working as the vital indicators for identifying progress in the creation of novel sustainability technologies, business models, and strategies.

**3**

Net Zero Strategy (30% weight)

This metric encompasses the lowest pollutant impact that the company has to support the environment and a sustainable future.

**4**

Future Plans (20% weight)

This metric examines an organization's long-term climate goals. Scores are based on clear communication of these programs, the time span set for their achievement, and the organization's progress toward previously set goals.







Pfizer claims to **promote resilient and sustainable infrastructure, scientific research, and innovation** for its sustainable practices.



Pfizer is incorporating the **concepts of green chemistry** into their drugs by placing emphasis on R&D and reducing waste.



By 2030, they are committed to reducing their scope 1 and 2 **emissions by 46%, and sourcing 80% of their energy from renewable sources** by 2025.

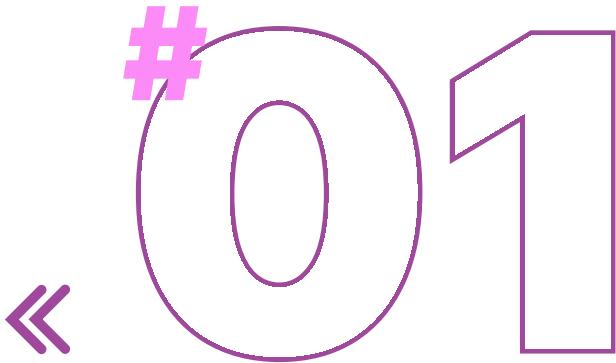
Caroline ROAN

Introduction

As Pfizer's Chief Sustainability Officer, Senior Vice President of Global Health & Social Impact, and as President of The Pfizer Foundation, Caroline Roan oversees Environmental, Social and Governance (ESG) and global health work across Pfizer to help build a healthier, more prosperous, more sustainable world for all.

Experience	3
Innovation	10
Net Zero Strategy	9
Future Plans	8
Weighted Score	7.1

[1]: Pfizer's Sustainability [Report](#) 2022





Kathryn MCKENZIE

Introduction

Kathryn McKenzie serves as Divisional Vice President, Global Citizenship and Sustainability, leading Abbott's global citizenship programs and sustainability efforts. She is also Vice President of the Abbott Fund, a philanthropic foundation established in 1951 that partners with others to expand access to health care, strengthen communities worldwide, and promote science and health education.

Experience	1
Innovation	8
Net Zero Strategy	8
Future Plans	10
Weighted Score	6.5



She partners with organizations to expand access to healthcare, strengthen communities, **and promote science and health education.**



Abbott's Climate Plan 2030 states innovation as one of three priority pillars in fighting climate change with transformation and partnerships.



Abbott partners with stakeholders to improve health outcomes by building access to affordable, integrated solutions.

[1]: Abbott's Sustainability [Report](#) 2022



CommonSpirit



She is responsible for handling deals related to **sustainable growth chains** between hospitals and environmental organizations.



She served on the eco-team that helped create the **hospital's ecology program**, and developed tools to measure the system's waste stream.



Her team developed a **chemical reduction program** and established a hospital vegetable garden.

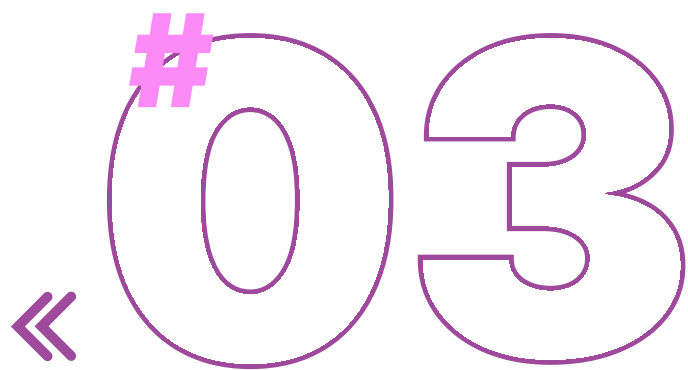
Mary Ellen LECIEJEWSKI

Introduction

Sister Mary Ellen Leciejewski is the System Vice President for Environmental Sustainability for Common Spirit Health based in California. In this role, Sister Leciejewski is responsible for overseeing systemwide sustainability initiatives. She facilitates communication networks among colleagues and works closely with hospital systems and environmental organizations to raise awareness of healthcare's impact.

Experience	2
Innovation	7
Net Zero Strategy	8
Future Plans	6
Weighted Score	5.4

[1]: Common Spirit's [Sustainability Stewardship](#)





Patricia LEWIS

Introduction

Patricia L. Lewis was named UnitedHealth Group's first CSO in February 2022. She leads the development and implementation of the enterprise's ESG strategy, including environmental sustainability goals and UnitedHealth Group's health equity and diversity, equity and inclusion commitments, and initiatives. She previously served as Executive VP & CHRO of UnitedHealth.

Experience	1
Innovation	5
Net Zero Strategy	7
Future Plans	7
Weighted Score	4.8



UNITEDHEALTH GROUP*



UHG is collaborating with public and private partners helping to decarbonize the U.S. healthcare system in the long-term.



UHG plans on reaching operational **net-zero emissions** by 2035, and achieving a **60% reduction** in scope 1 and 2 **emissions by 2030**.



UHG is committed to the Science Based Targets initiative (SBTi) and aims to **source 100%** of their electricity from **renewables by 2030**.

[1]: Unitedhealth Group's Sustainability [Insights](#) 2021

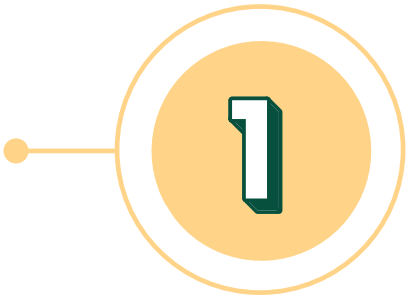


37

Food
Sector



Food Sector Metrics

**1**

Impact (16.6% weight)

Impact metrics in the food industry refer to the assessment of the environmental, social, and economic effects of food production, processing, and consumption. This includes measuring factors such as greenhouse gas emissions, water usage, land degradation, and biodiversity loss.

**2**

Innovation (16.6% weight)

Innovation metrics in the food industry focus on evaluating and measuring advancements and improvements in food production, processing, packaging, and distribution. This includes tracking the adoption of new technologies, development of sustainable practices, and introduction of novel products or ingredients.

**3**

Waste (16.6% weight)

Waste metrics in the food industry involve quantifying and monitoring the amount of food that is wasted or lost throughout the supply chain. This includes measuring food losses during production, post-harvest handling, processing, distribution, and consumer consumption.

Food Sector Metrics



4

Sustainable Packaging (16.6% weight)

This metric encompasses various factors that contribute to reducing the environmental impact of packaging materials and processes. It evaluates the packaging's ability to be recycled efficiently without compromising its quality, ensuring that it can be reused as a valuable resource.



5

Transport Emissions (16.6% weight)

Transport emissions metrics in the food industry focus on measuring and reducing greenhouse gas emissions associated with food production, processing, transportation, and storage. This includes tracking carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) emissions, which contribute to climate change.



6

Sustainable Sourcing (16.6% weight)

Sourcing metrics in the food industry involve evaluating the sustainability and ethical aspects of sourcing raw materials, ingredients, and agricultural products. This includes assessing factors such as responsible farming practices, fair trade certifications, organic production, and the use of genetically modified organisms (GMOs).







Harris oversees innovative approaches to sustainability such as implementing energy-efficient lighting and exploring alternative energy sources.



Her background includes over **25 years** of direct operations management experience with **prominent foodservice players**.



She has reduced CO2 emissions by optimizing delivery routes, exploring other methods, and executing traceability systems to ensure supply chain transparency.

Shelly HARRIS

Introduction

Shelley Harris is the Senior Vice President of Operations of the Restaurant Category at Focus Brands, which comprises McAlister's Deli, Moe's Southwest Grill, and Schlotzsky's. As the SVP of Operations, she oversees franchise and company restaurant operations, as well as training.

Impact	8
Innovation	9
Waste Reduction	8
Packaging	9
Emission Reduction	7
Sourcing	7
Weighted Score	8.0

[1] Focus Brands - [Digital Innovation](#)



#02 »

Christine BARONE

Introduction

Christine Barone is the President of Dutch Bros Coffee and has more than a decade of food service and beverage leadership experience. Prior to joining Dutch Bros in February 2023, she served as CEO of True Food Kitchen, a high growth restaurant and lifestyle brand, and has had various leadership roles at Starbucks.

Impact	8
Innovation	9
Waste Reduction	8
Packaging	9
Emission Reduction	7
Sourcing	7
Weighted Score	8.0

[1] Dutch Bros Coffee - [Seed to Cup](#)

[2] [Recycling](#)



DUTCHBROS
Coffee

Dutch Bros introduced a mobile app for ordering and payment. They also added new menu items made with high-quality, **sustainable ingredients**.



They made efforts to reduce use of **single-use plastics and food waste**, donate surplus food to the local food bank, and implement an inventory management system.



They have made efforts to reduce transportation emissions by using electric or hybrid vehicles for delivery, and by exploring some alternative transportation methods.



Phinyawatana created a program to recycle cooking oil into **biodiesel fuel** for catering vehicles, and has been innovative in her approach to sustainability.



She uses compostable takeout containers made from sugarcane, and promotes the **use of reusable containers** for dine-in customers.



She sources ingredients from local farmers using sustainable farming methods, donates surplus food to local food banks, and composts food waste.

Nikky PHINYAWATANA

Introduction

Nikky Phinyawatana is a visionary entrepreneur – the creator and owner of Dallas' highly acclaimed, award-winning Asian Mint Restaurants. Nikky grew up in Bangkok, Thailand, and ventured to Dallas, Texas where she graduated from Hockaday in 1996.

Impact	5
Innovation	9
Waste Reduction	8
Packaging	9
Emission Reduction	6
Sourcing	7
Weighted Score	7.7

[1] Asian Mint Restaurants - [Meal Kit Program](#)

#03



43

Manufacturing
Sector

Manufacturing Sector Metrics

**1**

Carbon Reduction (35% Weight)

This metric takes into consideration the carbon footprint reductions (Scopes 1, 2 and 3) which are planned by the business in the near future.

**2**

Renewable Energy (30% weight)

This metric is based on energy efficiency goals set by the organization to use renewable energy sources. Sourcing energy from renewable sources as much as possible greatly increases a business's sustainability.

**3**

Waste Reduction (25% weight)

This metric measures the reduction in waste sent to landfills. This metric helps us compare the innovative methods used by the company to divert the waste from landfills.

**4**

Supply Chain Sustainability (10% weight)

This metric takes into consideration the level of supply chain sustainability the company has achieved in terms of using recyclable and reusable packing materials since they account for a majority of the supply chain waste.



Johnson & Johnson



Frank helped Johnson & Johnson achieve a **50% carbon reduction** in scopes 1 and 2 since 2016, and has targets to reach carbon neutrality in operations by **2030**.



They are sourcing **52% of their energy from renewable energy** sources, and plan to source 100% of their energy from renewable sources by **2025**.



They have a target to **reduce** supply chain emissions by **20%** by 2030, thereby reducing carbon emissions by **250%**.

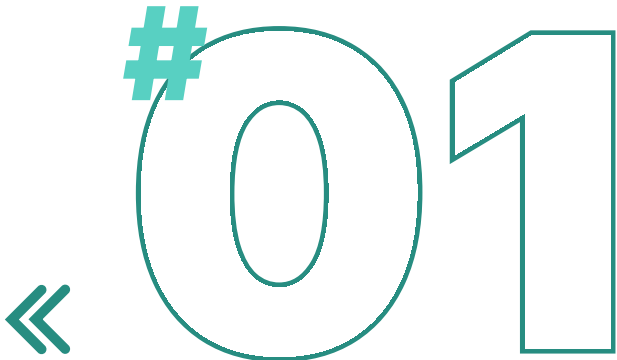
Paulette FRANK

Introduction

Paulette Frank has been the Chief Sustainability Officer of Johnson & Johnson since 2021, and has taken various steps and initiatives to improve the sustainability goals of the company. She has worked at Johnson & Johnson for the last 26 years, focusing on their environmental and health impacts. She has been active in the sustainability, environmental health, and safety sectors since the beginning of her career

Carbon Footprint Reduction	10
Energy Efficiency	10
Waste Reduction	9
Supply Chain Sustainability	6
Weighted Score	9.35

[1]: Johnson and Johnson's Sustainability [Report](#) 2021
[2]: [Supply Chain Management](#)





Jeannie RENNÉ-MALONE

Introduction

Jeannie Renné-Malone is the Vice President of Global Sustainability at VF Corporation, an American Global Apparel company based out of Denver, Colorado. She drives the company's environmental sustainability strategy covering VF's footprint, including direct corporate impacts, supply chain environmental impacts, and impacts from materials and products.

Experience	10
Sustainable Material Usage [1]	6.4
ESG Rating	9.5
Mentions & Appearances	1.1
Weighted Score	6.18

[1]: VF Sustainability Report 2022

[2]: Energy Efficiency.



Renne-Malone featured in the **Top 100 Women in Sustainability** list by Sustainability Magazine 2022.



She has over **28 years of professional experience** in roles across GHG Management, supply chain management, etc.



She is currently leading the **development of VF's Science Based Targets** roadmap, and development of VF's Green Bond Framework.







Avice aimed to reduce emissions from scopes 1 and 2 by **22% in 2022** compared with 2021, as well as reduce scope 3 emissions by 12%.



45% of the primary and secondary packaging is **free from single use plastic** compared to 21% in 2021.



Schneider Electric is extensively exploring the use of green materials for their products, and green material use is about **18% in 2022 versus 11% in 2021**.

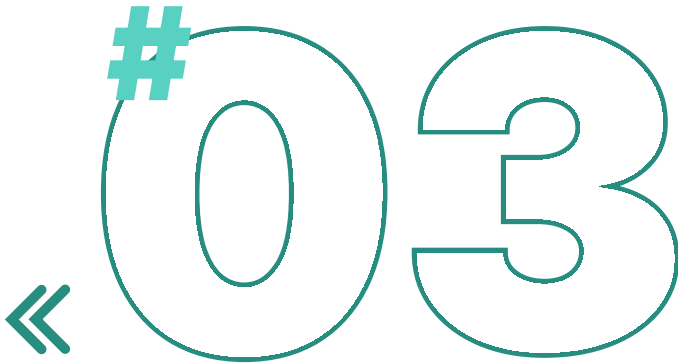
Gwenaelle AVICE

Introduction

Gwenaelle Avice is the Chief Strategy & Sustainability Officer at Schneider Electric, and has been working with the company for two years. This is her first role as Sustainability Officer, and it has gone well so far, leading the sustainability team to aim for bigger and bolder targets. Despite the fact that this is her first position in this domain, she has been delivering projects at a very high level.

Carbon Footprint Reduction	10
Energy Efficiency	6
Waste Reduction	5
Supply Chain Sustainability	8
Weighted Score	7.35

[1]: [Schneider Sustainability Report 2022](#)
[2]: [Energy Efficiency](#)





Mary BARRA

Introduction

Mary Barra has been the Chair and Chief Executive Officer of General Motors for the past seven years, and has been working for the company for over 33 years. She completed her MBA from Stanford before joining General Motors. She has taken big steps towards a sustainable future and has reduced GM's carbon emissions significantly.

Carbon Footprint Reduction	8
Energy Efficiency	5
Waste Reduction	8
Supply Chain Sustainability	6
Weighted Score	6.90



Barra plans to reduce emissions from scopes 1 and 2 by **72% by 2035**, and **scope 3 emissions** from sold products by **51%**.



She aims to divert waste from landfills by **90% by the end of 2025**, and had attained 86.40% of this goal as of 2021.



They are working heavily to reduce single-use plastic, and aim to use **100% recyclable** and **reusable** packing material by 2030.

[1]: General Motors Sustainability [Report](#) 2022





LAND O LAKES

Ford plans to reduce **emissions from scopes 1 and 2 by 42%** by 2030, and reduce **scope 3 emissions by 25%**. She also aims to reach net zero carbon within all 3 scopes by 2050.



She aims to switch to **100% renewable energy** for all their operations by 2030.



Working within supply chain sustainability, the company has a goal of reaching **100% recyclable** and renewable material by 2030.

Beth FORD

Introduction

Beth Ford has been serving as President and CEO at Land O'Lakes since 2018 and has worked at the company for 11 years. Her prior experience at several organizations includes her role as Director of Starbucks. Due to her experience with supply chains, she helped Land O'Lakes expand their business and help fill some gaps in the dairy industry.

Carbon Footprint Reduction	7
Energy Efficiency	10
Waste Reduction	2
Supply Chain Sustainability	6
Weighted Score	6.55

[1]: Land O' Lakes Sustainability [Report](#) 2021





50

Hospitality
Sector

Hospitality Sector Metrics



1

Carbon Emissions (35% weight)

This metric takes into consideration the amount of carbon footprint reductions (scopes 1, 2 and 3) that will be achieved by the organization in the near future.



2

Energy Efficiency (20% weight)

This metrics is based on energy efficiency goals set by the organization to switch to renewable energy sources. Switching to renewable energy highlights sustainable business practices.



3

Innovation (15% weight)

This metric includes the financial tools which have been implemented or proposed by the company to reduce their carbon footprint. This includes issuing of green finance options and steps taken to achieve carbon neutrality.



4

Waste Reduction (30% weight)

This metric examines an organization's efforts to reduce its waste production, as well as how much of the produced waste is disposed without harming the environment.



Marriott's commitment to sustainability is shown by promoting a **carbon-free, circular economy** pioneering waste management and water security.



Marriott was recognized with the 2021 Global Energy Management Leadership award, one of the highest accolades in energy management and conservation.



Marriott has made great progress by reducing its carbon emissions by **25.6% from 2016**.

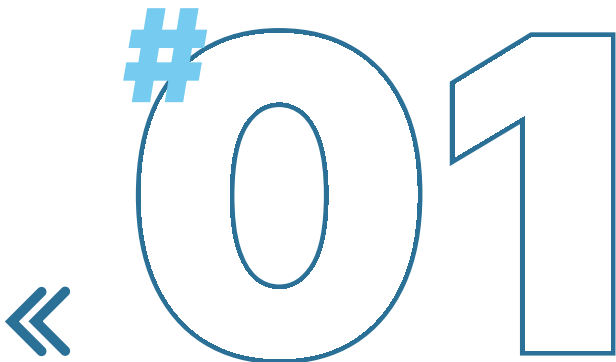
Denise NAGUIB

Introduction

Denise Naguib is Vice President of Sustainability & Supplier Diversity at Marriott International. Her expertise and leadership in sustainability have earned her recognition within the industry, making her a key figure in Marriott's commitment to corporate responsibility and environmental stewardship.

Carbon Emission Reduction	8
Energy Efficiency	8
Innovation	9
Waste Reduction	9
Weighted Score	8.35

[1]: Marriott's 2022 Sustainability [Report](#)





Kristin CAMPBELL

Introduction

Kristin Campbell is the Chief ESG Officer, Executive Vice President and General Counsel for Hilton. With her leadership, she oversees legal and compliance matters, driving Hilton's commitment to ethical practices and corporate governance. Campbell plays a critical role in guiding Hilton's strategic decisions and ensuring the company operates with integrity and in alignment with its sustainability goals.

Carbon Emission Reduction	8
Energy Efficiency	8
Innovation	9
Waste Reduction	9
Weighted Score	8.35

[1]: Hilton's 2022 Sustainability [Report](#)



Hilton



In 2018, Hilton was the first major hospitality company to set science-based targets to reduce their greenhouse gas emissions in line with climate science.



Hilton was presented with the **inaugural Sustainable Stand Award** at the 30th edition of Arabian Travel Market held at Dubai in 2023.



Hilton aims to cut managed emissions **intensity by 75%** and **Franchise Portfolio emissions by 56%** by 2030.







Delta Air aims to **reduce life cycle jet fuel GHG** emissions on a per revenue ton kilometer basis by 2035 compared to a 2019 baseline.



Delta Air Lines was **awarded the 'Top Airline in the ESG category'** for 2021.



Their long-term goal is **net zero by 2050**, and have announced their intention to set a net zero GHG emission goal covering airline operations.

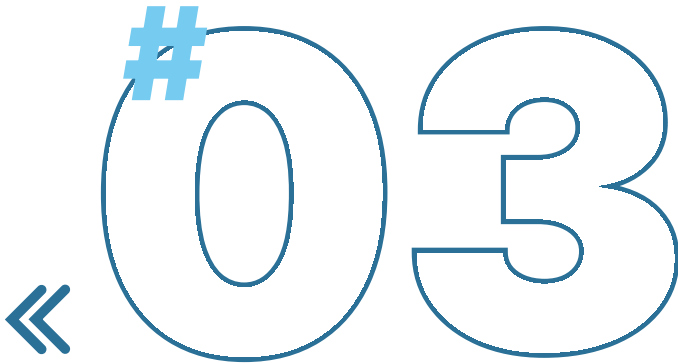
Pam FLETCHER

Introduction

Pam Fletcher serves as Chief Sustainability Officer & Corporate Innovation at Delta Air Lines. Fletcher leads Delta’s Sustainability and Innovation Organization in service of the company’s net-zero future. She is organizing around two main focus areas: eliminating Delta’s climate impact from flying via the airline’s fleet, fuel and contrails; and embedding sustainability across the airline’s business.

Carbon Emission Reduction	9
Energy Efficiency	7
Innovation	8
Waste Reduction	2
Weighted Score	6.85

[1]: Delta’s 2022 Sustainability [Report](#)





Jyoti CHOPRA

Introduction

Jyoti Chopra is Chief People, Inclusion, and Sustainability Officer at MGM Resorts. With her leadership, she drives MGM's initiatives on workforce diversity, inclusion, and sustainability, emphasizing responsible business practices. Chopra plays a crucial role in promoting a culture of diversity, equity, and sustainability within MGM Resorts International.

Carbon Emission Reduction	7
Energy Efficiency	7
Innovation	5
Waste Reduction	6
Weighted Score	6.50



MGM RESORTS



In 2017- 2018 MGM established the following set of goals: **Fostering Diversity & Inclusion, Investing in Communities, and Protecting the Planet.**



MGM was presented with the 2017 **INNOVATION Award for Conservation and Sustainability** at The Las Vegas Business Press.



MGM Resorts aims to switch to **100% renewable electricity by the year 2030.**

[1]: MGM's 2022 Sustainability [Report](#)



56

Finance
Sector

Finance Sector Metrics

**1**

Innovation (20% Weight)

This metric includes the financial tools which have been implemented or proposed by the company to reduce their carbon footprint. This includes issuing of green finance options and steps taken to achieve carbon neutrality.

**2**

Credit/ Investments (50% weight)

The nature of the credit or investment determines the output. The various options a company is expected to use include: Green Loans, Carbon Credits, Dedicated Climate Funds etc.

**3**

Organization's ESG ratings (20% weight)

This metric encompasses a multitude of factors that determine how well a company is placed on the ESG front using data which is publicly available for well-established organizations.

**4**

CSR efforts (10% weight)

CSR spending reflects the initiatives an organization takes and what their resulting impacts are. The data for this is publicly available which indicates whether a company is serious about its CSR or indulges in mere tokenism.



Since its inception in 2001, Acumen has helped more than **263 million people**.



Investments total **\$137 million** in **139 companies**.



During the pandemic, she provided **\$7 million** in emergency funding across 20 countries.

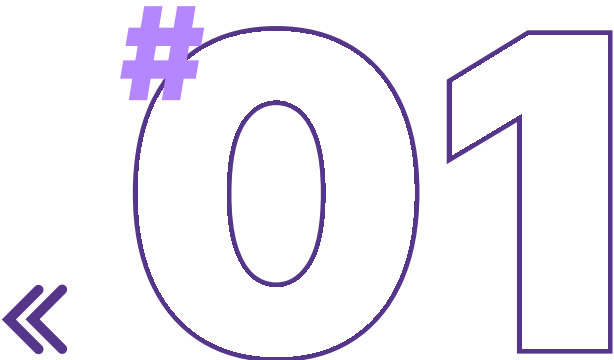
Jacqueline NOVOGRATZ

Introduction

Jacqueline Novogratz is the founder and CEO of Acumen, and a New York Times best-selling author. She founded Acumen in 2001 with the idea of investing philanthropic patient capital in entrepreneurs seeking to solve the toughest issues of poverty. Acumen’s investments have brought critical services to hundreds of millions of low-income people.

Innovation	5
Credit/ Investments	9
ESG Rating	8.5
CSR Initiatives	6
Weighted Score	7.80

[1] Women in Sustainable Finance (WISF) | [International network](#)





Audrey CHOI

Introduction

Audrey Choi is the Chief Sustainability Officer and Chief Marketing Officer at Morgan Stanley and served as Chief of Staff on the White House Council of Economic Advisers and as Bureau Chief and foreign correspondent for The Wall Street Journal. She was the first ever CSO on Wall Street. She founded the firm's Community Development Finance Group.

Innovation	4
Credit/ Investments	9
ESG Rating	7.5
CSR Initiatives	8
Weighted Score	7.60



Morgan Stanley

Choi directed investments for more than **\$20 billion** to strengthen **low-income communities**.



She **spearheaded** the firm's groundbreaking Plastic Waste Resolution.



She scaled the **Sustainable Solutions Collaborative** to drive systemic change for sustainability.

[1] Women in Sustainable Finance (WISF) | [International network](#)



Putnam has \$176 billion in assets under management (AUM) with most investments moving towards sustainability.



VanderBrug **co-founded WORK IN PROGRESS**, a non-profit focused on career development for underprivileged youth.



She is on the advisory boards of **Gender Smart** and the **Case Initiative on Impact Investing (CASE i3)**.

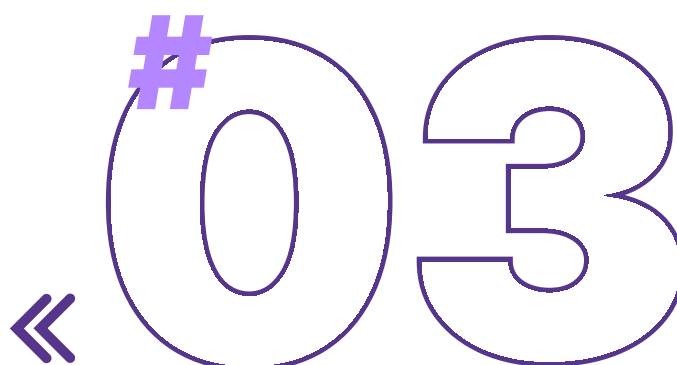
Jackie VANDERBRUG

Introduction

Jackie VanderBrug is Head of Sustainability Strategy for Putnam Investments, leading Putnam's ESG-focused business functions. She served as Head of Sustainability and Impact Investment Strategy for the Chief Investment Office within Bank of America Corporation, and is the author of several ESG-focused works. She received an M.B.A from the Ross School of Business at the University of Michigan.

Innovation	4
Credit/ Investments	9
ESG Rating	7
CSR Initiatives	8
Weighted Score	7.50

[1] Women in Sustainable Finance (WISF) | [International network](#)





Colleen VIEN

Introduction

Colleen Vien is the Sustainability Director at Timberland where she leads global programs, teams, and initiatives aimed at making positive environmental impacts. She is accomplished in mitigating environmental and societal risks. She has a rich background in Community Engagement, Employee Engagement, and Community Enrichment, and is a skilled public relations spokesperson. She manages effective stakeholder engagement, and is a cross - industry collaborator and facilitator.

Innovation	3.5
Credit/ Investments	8.8
ESG Rating	7.5
CSR Initiatives	8
Weighted Score	7.40



Timberland 



Vien oversees monitoring across **350+ suppliers** and leads **18 factory assessment specialists**.



She was named **#4 on the Top 100 CSR Influence Leaders List** by Assent.



She oversaw **one million hours of community service** across the globe.

[1] Women in Sustainable Finance (WISF) | [International network](#)



Noble heads the Schwab Foundation for Social Entrepreneurship (Africa and Latin America).



There are **70+** member families across **20 countries**.



They are leading some of world's **most noteworthy investors** to support sustainable causes.

Abigail NOBLE

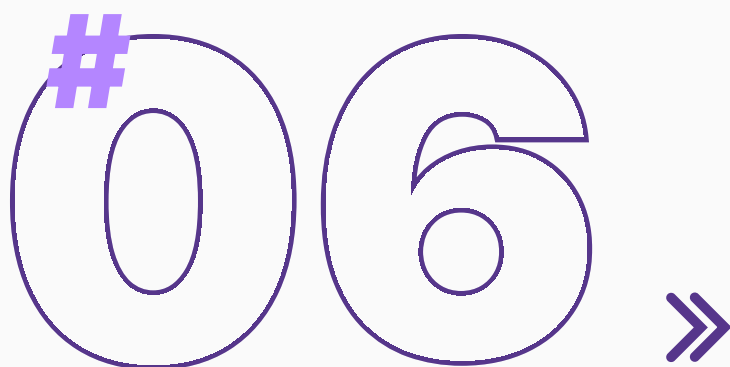
Introduction

Abigail Noble is the founding CEO and head of the Board of Directors at The ImPact. She is a globally recognized leader and executive at the intersection of capitalism and social change who came to realize the most impactful act is to empower individuals to make important changes in their lives. She previously served at The World Economic Forum and Schwab Foundation for Social Entrepreneurship.

Innovation	4.5
Credit/ Investments	8.8
ESG Rating	7.5
CSR Initiatives	6
Weighted Score	7.40

[1] Women in Sustainable Finance (WISF) | [International network](#)





Kirsten SPALDING

Introduction

Kirsten Spalding is Vice President of Ceres Investor Network. She also heads the California Office which oversees Ceres Investor Network (260+ institutional investors) and California programs (policy, communications, investment, corporate, and development). She also manages all investor initiatives for Ceres.

Innovation	4.5
Credit/ Investments	8.6
ESG Rating	8.5
CSR Initiatives	4
Weighted Score	7.30



Spalding conceptualized **Climate Action 100+**, the world's largest corporate net zero initiative.



She chaired the Center for Labor Research and Education, at the University of California, Berkeley.



Ceres is helping capital market leaders aim for **net-zero emissions** by 2040 and **50%** emission reductions by **2030**.

[1] Women in Sustainable Finance (WISF) | [International network](#)



64

Fashion
Sector

Fashion Sector Metrics

A circular icon with a white border and a light orange background, containing the number 1 in a dark green, 3D-style font. A small orange dot is to the left of the circle, connected by a thin orange line.

1

Experience in Sustainability (20% weight)

The experience metric assesses the sustainability leaders' proficiency, leadership skills, and past work across different organizations in the field of sustainability.

A circular icon with a white border and a light orange background, containing the number 2 in a dark green, 3D-style font. A small orange dot is to the left of the circle, connected by a thin orange line.

2

ESG Ratings (20% weight)

The rating of each organization, based on environmental, social, and governance factors gives an overall picture of the impact that organization is able to create outside of its profits.

A circular icon with a white border and a dark orange background, containing the number 3 in a dark green, 3D-style font. A small orange dot is to the left of the circle, connected by a thin orange line.

3

Use of Sustainable Materials (30% weight)

Development of programs to source raw materials sustainably and use recycled materials is a key metric to decide how concerned the brand is about its adverse impact on the environment.

A circular icon with a white border and a light orange background, containing the number 4 in a dark green, 3D-style font. A small orange dot is to the left of the circle, connected by a thin orange line.

4

Other Mentions (30% weight)

Interviews, speaker sessions, and mentions on online and offline media platforms show how influential a leader is on the sustainability front.



ecofashionCORP®



Zaroff founded and chaired multiple sustainable fashion brands since founding her first apparel and lifestyle company, FASE.



She authored the book "ECOrenaissance", which featured **"ECO Amazons: 20 Women Who are Transforming the World"**.



She received the Natural Product Industry's "Socially Responsible Business Award", and a prestigious Henry Crown Fellowship from The Aspen Institute.

Marci ZAROFF

Introduction

Having coined and trademarked the term "ECOfashion" in 1995, Marci Zaroff is an ECOLifestyle entrepreneur, educator, and innovator. She has founded and chaired multiple sustainable fashion brands, including ECOFashion Corp, Seed to Style, and Farm to Home. She was a key figure in the development of the Global Organic Textile Standard and the first Fair Trade Textile Certification.

Experience	10
Sustainable Material Usage [1]	10
ESG Rating	10
Mentions & Appearances	8.4
Weighted Score	9.52

[1] Sustainability - [ECOfashion](#)



#02 »

Amy SMITH

Introduction

Amy Smith is the Chief Strategy & Impact Officer at TOMS, and oversees all aspects of the company's corporate strategy and impact, including managing global giving partners, measuring the giving program impact, and leading TOMS Giving Trips. With 20+ years of experience leading corporations and non-profits, she has worked in diverse areas at the intersection of impact and innovation.

Experience	7.1
Sustainable Material Usage [1]	8
ESG Rating	9
Mentions & Appearances	9.4
Weighted Score	8.44

[1] TOMS - [Impact Report 2022](#)



TOMS



TOMS, with Smith as Chief Giving Officer, devised a new giving model with \$1 given to charity for every **\$3 earned by the company**.



Smith was featured on **Forbes' Changemaker Interview**, the Inc. Magazine, the Glossy Podcast and at the 2021 ANA Brand Masters: Inspirational Branding Conference.



Currently involved with **80 Giving Partners at TOMS**, she also oversees the corporate strategy alongside giving and impact.



EILEEN FISHER



Williams was recently appointed **CEO** of the 38-year legacy built by **Eileen Fisher**, the queen of slow fashion.



She advocates for the **improvement of raw material** sourcing as a key factor in bringing about change in sustainable fashion.



With over **6 months as the CEO of Eileen Fisher**, she is carrying forward iconic initiatives such as HEY FASHION! and DesignWork.

Lisa WILLIAMS

Introduction

In August 2022, Lisa Williams was appointed Chief Executive Officer at Eileen Fisher, a luxury sustainable fashion brand based in the United States. Prior to this, she played a pivotal role at Patagonia as the Chief Product Officer, and has over 20 years of experience in the domain of sustainable fashion.

Experience	7.1
Sustainable Material Usage [1]	10
ESG Rating	9.3
Mentions & Appearances	1.6
Weighted Score	6.76

[1] Eileen Fisher - [Benefit Corporation Report](#)





Kim DRENNER

Introduction

Kim Drenner is the Head of Environmental Impact at Patagonia. With an educational background in Environmental Sciences and Conservation Policy, she leads the team with the goal of reducing the environmental impacts of Patagonia's business - from their products, supply chain, and owned and operated entities.

Experience	5.3
Sustainable Material Usage [1]	8.9
ESG Rating	10
Mentions & Appearances	3.4
Weighted Score	6.75

[1] Sustainability - [Patagonia](#)



patagonia



Drenner was featured in the **Top 100 Women in Sustainability** list by Sustainability Magazine 2023.



With an educational background in environmental sciences, she has extensive experience in the domain of supply chain management at Patagonia.



Drenner currently leads an initiative to **decrease the carbon footprint** of the supply chain at Patagonia.

#05 »

Seana HANNAH

Introduction

Seana Hannah is the Vice President of NXT Sustainable Innovation at Nike. She sets the long-term vision for sustainability across all product innovation at Nike and leads a team of innovators, scientists, and analysts who bring sustainability expertise to the exploration and creation of new, sustainable product concepts.

Experience	10
Sustainable Material Usage [1]	2
ESG Rating	9
Mentions & Appearances	1.5
Weighted Score	4.85

[1] Nike - [Impact Report](#)



Hannah has been with Nike for over 28 years. She started off as a Product Line Manager, and now leads the sustainable innovation initiatives at Nike.



Under the leadership of Hannah, Nike introduced the Space Hippie collection with shoes made out of recycled materials.



She appeared as a panelist on the New York Times Climate Hub at a panel discussion - Draw a Circle: Removing Waste From Our Economy.



Dillon appeared in various interviews with Forbes, Goldman Sachs, CNBC, and Yahoo Finance after being named **Foot Locker CEO in 2022**.



She previously headed **Ulta Beauty as CEO**, and had a stellar career in marketing at McDonalds and Pepsico.



Foot Locker, Inc, under the leadership of Dillon, is set to achieve **Zero Net GHG Emissions** by the year 2050.

Mary DILLON

Introduction

Mary Dillon, as the President and CEO of Foot Locker, Inc., oversees all business operations and development of the brand. According to Sustainalytics, a trusted ESG Reporting platform, Foot Locker has been one of the highest ESG Scorers in the retail fashion segment.

Experience	1
Sustainable Material Usage [1]	0
ESG Rating	7.2
Mentions & Appearances	10
Weighted Score	4.64

[1] Foot Locker - [Impact Report](#)





72

TeleCom
Sector

TeleCom Sector Metrics



1

Industrial Experience (20% weight)

The experience metric assesses the leaders' technological prowess, innovation skills, and past work across different organizations making products more sustainable and accessible in the telecom industry.



2

Projects Undertaken (20% weight)

This metric evaluates the impact of the projects undertaken by these leaders which not only create a sustainable impact, but are also technologically efficient.



3

Ecological Sustainability (30% weight)

This metric evaluates the sustainability of initiatives taken by the leaders from an environmental perspective and how eco-friendly they have been overall.



4

Economic Sustainability (30% weight)

Economic sustainability ranges from sustainable pricing models to making telecom more accessible for years to come in remote and rural areas. Hence it is an overall measure of the financial sustainability of their impacts.

#01 »

Anne CHOW

Introduction

In September 2019, Anne Chow was chosen to serve as AT&T Business's CEO. She is in charge of serving close to 3 million business clients in more than 200 countries and territories, generating over \$35 billion in sales while maintaining exceptional supply chain sustainability. Her organization has over 30,000 workers. She is the first woman in this role, and the first person of color to serve as CEO of AT&T.

Experience	9
Projects Undertaken	9
Ecological Sustainability	10
Economic Sustainability	9
Weighted Score	9.3

[1]: AT&T Sustainability Report 2022



Chow developed and delivered AT&T's full suite of sustainable solutions including wireless, networking and an end-to-end customer experience.



She is very **vocal about the advancement and active participation of women** in the telecommunication sector.



She has created a mentorship and sponsorship campaign at the company for sustainable efforts towards **inclusivity for women of color** in the company.



Tiffany BAEHMAN

Introduction

Tiffany Baehman is Vice President and Chief Marketing Officer of Cricket Wireless: one of the fastest growing companies in prepaid wireless communication. As head of Cricket's marketing organization, she leads professionals in delivering sustainable initiatives to the company's advertising and promotions, pricing, acquisition and retention, and retail merchandising sectors.



Baehman **oversaw** the sales and operations for more than **1,500 employees in 120 retail locations**, making prepaid wireless technology highly accessible.



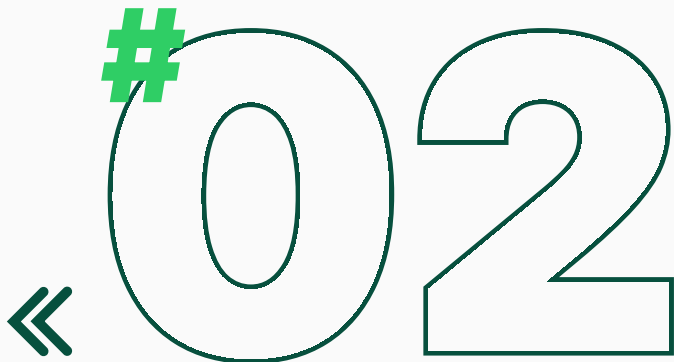
She authorized sustainable retail production of wireless **networks in 148 locations** including Pennsylvania and southern New Jersey.



Baehman created **innovative pricing plans** to deliver an extraordinary customer experience making customer purchases more sustainable.

Experience	8
Projects Undertaken	8.5
Ecological Sustainability	9
Economic Sustainability	9
Weighted Score	8.7

[1]: Cricket Wireless CSR [Report](#)



#03 »

Susie ARMSTRONG

Introduction

Susie Armstrong is one of the pioneering engineers behind developing sustainable mobile internet connectivity. She's worked at Qualcomm for more than two decades leading a variety of teams, including the company's mobile chipset division and software engineering business unit. Armstrong herself developed key software that handles data on cell phones, including web page access, phone apps, and photo viewers.

Experience	9
Projects Undertaken	8.5
Ecological Sustainability	8
Economic Sustainability	8.5
Weighted Score	8.5

[1]: Qualcomm's Sustainability [Report](#) 2022



Qualcomm



Armstrong has been responsible for the **development and commercialization** of the software that drives Qualcomm's chipsets.



In addition to her work on Qualcomm's new technologies, she has worked extensively with **base station makers, carriers, and phone and device makers**.



She was the **head of Worldwide Customer Engineering**, the group who integrates the company's products in wireless devices in sustainable ways.



T-Mobile



Regarding federal and state governments, Ham oversees all **public policy matters** that have an impact on the business.



On a variety of regulatory problems like sustainable spectrum consumption, her team frequently interacts with Congress.



She has also frequently **testified before Congress** in favor of the company's public policy stances for its sustainable pricing plan's implementation.

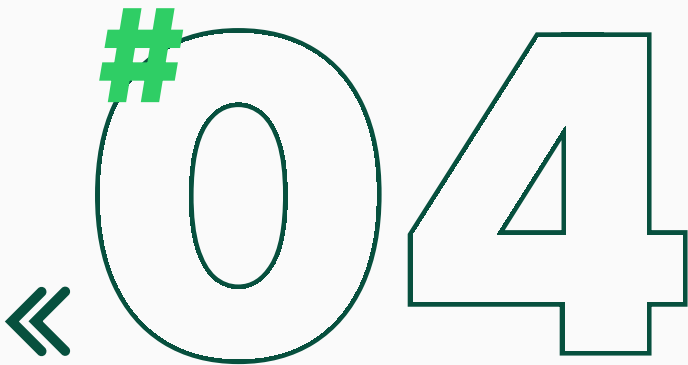
Kathleen HAM

Introduction

Kathleen O'Brien Ham, Senior Vice President of Government Affairs at T-Mobile, is the Un-carrier's top spokesperson on public policy issues. She has spearheaded a number of successful, economically sustainable initiatives to get more radio spectrum for the business, most recently including the purchase of 600 MHz airwaves to increase T-Mobile's coverage and roll out 5G technology.

Experience	7
Projects Undertaken	8
Ecological Sustainability	8
Economic Sustainability	8
Weighted Score	7.8

[1]: T-Mobile's Sustainability [Insights](#)



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