



Responsible Sourcing Thought Leadership

UL offers industry-leading research and advisory services in the area of supply chain responsibility. We work with clients to identify sourcing risks within their supply chains, and develop strategies and programs to impact change.

Josh Warren *Global Inspections and Audits*



Josh Warren serves as Director of Global Inspections and Audits for UL's Consumer and Retail Services Division. Josh's responsibilities include management of UL's Responsible Sourcing group, including ensuring seamless global service delivery and client program management, while leveraging UL's wealth of expertise to expand into new services and new geographies. Josh has an MBA in International Business from George Washington University, a Bachelor's Degree from Providence College, and is a Certified Project Management Professional.

Susanne Gebauer *Technical Lead and Program Development*



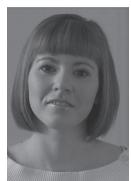
As Responsible Sourcing Technical Lead, Susanne Gebauer manages the technical team for responsible sourcing that supports the advisory services portfolio and the subject matter expertise in the areas of social accountability, environmental responsibility, supply chain risk, raw materials traceability, and capacity building. Her specific expertise lies in the development and improvement of supply chain responsibility programs, supplier codes of conduct, and audit tools. Notably, Susanne serves as UL's expert in addressing human trafficking in supply chains and governs UL's proprietary audit tools. She has a B.A. in International Relations from Stanford University and a M.A. from The Johns Hopkins School of Advanced International Studies. She is fluent in English and German, and proficient in French and Italian.

Fred Waelter *Business Development and Innovation*



Fred has over 11 years of experience in responsible sourcing, having conducted more than 500 audits in 13 countries and territories in Asia, Europe, and the Middle East. Fred has experience managing investigations in child labor remediation, unauthorized subcontracting and sandblasting, illegal transshipment, prison labor, homework, worker death exposés, migrant labor abuse, and gray marketing. As the Global Business Lead for Responsible Sourcing, Fred transforms opportunities and strategies based on consumer demand and international responsible sourcing trends into value added solutions for clients. Fred has an undergraduate degree with a triple major in German, Chinese, and International Business from Georgetown University, and an MBA in International Business from National Taiwan University. Fred is fluent in English and Mandarin Chinese, with working knowledge of French, German, and Japanese.

Julija Menise *Due Diligence Assessments and Traceability*



Julija Menise's expertise lies in environmental standards management, traceability assessments, and client consultations. With her academic background in human rights law and environmental management and policy, her extensive field experience, and expert knowledge of the International Finance Corporation Performance Standards and European labor laws, Julija advises clients on due diligence assessments and related audit tools. Julija also provides guidance to clients on development of raw material traceability programs and certifications schemes such as the Responsible Jewellery Council (RJC). Julija has a B.A. in Public Law and M.A. in Jurisprudence from the Police Academy of Latvia and LL.M in Human Rights Law and Intellectual Property Rights from Lund University, Sweden. She is fluent in English, Russian and Latvian, and proficient in Swedish.



Daphne Guelker *Responsible Sourcing Laws and International Standards*



Daphne Guelker leads law and international standards research efforts in support of UL's social and environmental auditing services. She manages the scope and governance, and supervises the research and review of laws for over 100 countries. With her legal background and expertise in responsible sourcing laws and international standards, Daphne provides focused advisory services to clients, particularly in the areas of labor practices and human right. To complement her role, Daphne has extensive auditing experience and has conducted social, environmental and traceability assessments across Southeast Asia, Europe and North Africa and has developed responsible sourcing programs for brands, retailers and associations. She holds an L.L.B. in Law and Human Rights from the University of Essex, England, a BVC from BPP Law School in London and is licensed to practice law in the United Kingdom. Daphne is fluent in English, German and Spanish.

Alexandra Cech *Responsible Sourcing Research and Tool Development*



Alexandra is a corporate social responsibility professional with experience in risk management, value chain analysis, and the development of audit grading tools. As a Senior Specialist with UL's Advisory Services team, Alexandra leads the development of Responsible Sourcing Program Development, including research projects, risk assessment tools, and strategic assessments of CSR programs. Alexandra has work experience in Latin America, South Asia, East Asia, Sub-Saharan Africa and the Middle East. She has over 7 years of experience in economic development, international affairs and international business, including roles with the non-profit sector, private sector and multilateral organizations. Alexandra has a Bachelor's degree in Government from the College of William and Mary, a Master's degree from Georgetown University's School of Foreign Service and an Honor's Certificate from the Karl F. Landegger Program in International Business Diplomacy at Georgetown University. She speaks English and is proficient in Spanish.

Sheer Garcia *Auditor Training and Development*



Sheer Garcia is a corporate responsibility professional with over six years of experience in labor and health and safety assessments and analysis. Sheer has conducted over 500 assessments across varied industries, including agricultural social compliance assessments. Sheer has worked with Program Development in the piloting of client and responsible sourcing agricultural social compliance protocols. Sheer currently oversees initial training and ongoing development of social compliance auditors in North America. Sheer graduated from Florida International University with a major in International Business and a minor in International Relations. She is fluent in English and Spanish

Tonette Lim *Regional Management and Operations*



Tonette is the Operations Manager, Southeast Asia for UL's Responsible Sourcing group under the Consumer and Retail Services division. She has worked in the field of Corporate Social Responsibility (CSR) since 2003 in multiple roles, including: auditing and capacity building in the areas of social compliance, C-TPAT supply chain security, chain of custody and traceability; auditor training; regional recruitment; and regional management of operations in one of the fastest-growing regions for UL's Responsible Sourcing group. Tonette has conducted more than 1,000 social compliance audits, and 300 C-TPAT security audits, with extensive field experience in Bangladesh, Brunei, Cambodia, China, Hong Kong, India, Indonesia, Laos, Malaysia, Myanmar, Pakistan, the Philippines, Singapore, Sri Lanka, Taiwan, Thailand, United Arab Emirates, the USA, and Vietnam. In the field of training and capacity building, Tonette is key member of UL's external training team, having led over 700 hours of classroom and field training for both auditors and clients.

UL is a leading global provider of responsible sourcing auditing and advisory services, which include supply chain monitoring, research, program development, and training. UL's Responsible Sourcing team has the global footprint to provide services in several countries.

For more information on all the ways you can rely on UL to help you manage sourcing risk, contact RSinfo@ul.com or visit ul.com.