



**GOVERNANCE
HOT 100
DMJ
WINNERS 2023**

THE JUDGING PANEL

DMJ, IN ASSOCIATION WITH COMPUTERSHARE ARE DELIGHTED TO PRESENT YOU TO THE **2023 GOVERNANCE HOT 100 WINNERS.**

This is an industry favourite commending the 100 most innovative, influential and creative governance professionals representing all levels of experience, across each industry sector throughout the UK and the Channel Islands.

Making it into the HOT 100 is validation of your commitment to enhance the impact and reputation of the governance profession.

We have created 10 categories that represent the core technical and interpersonal skills that we believe define the key characteristics of an exceptional governance professional.

Winners have been chosen by our judging panel comprised of experienced governance professionals and industry experts.



DAVID PRESS

Founder & MD
DMJ Recruitment

David is one of the founding directors of DMJ, an award winning company secretarial and legal recruitment agency. Having worked in this specialist field since 1999, David is widely recognised as the leading authority on recruitment within the governance market.



MADDIE SCRAFTON

Managing Director
UK Governance Services
Computershare

Maddie heads up Computershare's Governance Services team in the UK, providing managed services and governance advisory services to company secretaries and their teams. She joined Computershare after a successful period as Head of Governance for the board at HSBC, has worked with a range of clients during her time at EY and was previously Company Secretary of an AIM listed group.



JJ WILLIAMS

Head of Risk
Governance &
Shareholder Services
Lloyds Banking Group

JJ heads up the Risk, Governance and Shareholder Services team at Lloyds Banking Group and has extensive company secretarial experience gained within complex FTSE100 and FTSE350 companies, including HSBC plc, GlaxoSmithKline plc, Gemfields plc, where she was the Group Company Secretary, and BP plc, where she was the Company Secretary of the BP Pension Fund. JJ is also a qualified solicitor.



ROBERT WELCH

Group Company
Secretary
Tesco PLC

Robert is an experienced Company Secretary with wide-ranging experience across a broad range of fields including governance, board support, risk management, shareholder relations, corporate transactions, insurance and reward.

He's also a member of the CGI's Company Secretaries' Forum, GC100, Primary Markets Group of the London Stock Exchange and CBI Companies Committee.



BALBIR KELLY-BISLA

Group Company
Secretary
WPP PLC

Balbir has significant governance experience across various roles in listed companies (including GSK, RSA Insurance and Segro plc) and is currently the Group Company Secretary of WPP plc. Prior to joining WPP, she was the Company Secretary of William Hill. In addition to her cosec experience, Balbir was Director of Investor Relations at GSK for a number of years leading on ESG engagement.

WELCOME TO DMJ'S 2023 GOVERNANCE HOT 100



David Press
Founder & Managing Director

This year, we have taken our celebration of governance talent a step further. In doing so, we cast a bright light on the many talented individuals that have shaped the profession in recent years.

Our Judges this year awarded 10 individual category winners representing the standout entries from each category. We are also delighted to announce our first Lifetime Achievement Award. This goes to an individual that's made a significant contribution to the improvement of the UK governance industry and consistently upheld its values throughout their career.

The quality of nominations has been outstanding this year and the competition fierce.

On behalf of the judging panel, I am sure you will join me in congratulating our winners who rightfully deserve their place in the 2023 Governance HOT 100.

A handwritten signature in black ink that reads "D. Press".



WE ARE PROUD TO BE SPONSORS OF THIS EVENT THAT PROMOTES THOSE WHO MAKE A DIFFERENCE BY FACILITATING EFFECTIVE GOVERNANCE.

WE BELIEVE THAT GOOD GOVERNANCE COMES THROUGH GOOD DESIGN

We are a client-led, governance-first business helping our clients to strengthen their governance frameworks, manage risk and improve stakeholder engagement.

We do this through investing in our people, technology and services; through meaningful insight and innovation; through our commitment to our industries and by putting our clients first.

Our services include:

- Board and Cosoc support
- Global entity governance
- Registry
- Share Plans
- General meetings services (Issuer and Investor)
- Global Capital Market support
- Corporate actions

www.computershare.com/uk



LIFETIME ACHIEVEMENT AWARD

ROSEMARY MARTIN

Until March 2023 Rosemary was, for 13 years, Group General Counsel & Company Secretary at Vodafone Group Plc, a multinational telecoms company with €38bn revenues and over 100,000 employees. She was a member of the Group's executive committee, with a focus on managing risk, legal matters, privacy, compliance and governance. Rosemary is Acting Chair of Council at the University of Sussex and a charity trustee.



Prior to Vodafone, Rosemary was General Counsel and Company Secretary of Reuters Group Plc which she joined in 1997 having been a Partner in Rowe & Maw (now Mayer Brown) a law firm in London. She was admitted as a Solicitor of the Supreme Court in 1985.

Rosemary has worked with Chairmen to build high performing boards and to ensure the highest levels of governance. She has extensive experience in board committees including Audit & Risk, Nominations, Remuneration and Environmental, Social & Governance (ESG).

Throughout her executive career Rosemary championed inclusion and innovation in the legal and governance profession. She also led philanthropic activities in Vodafone Foundation and Reuters Foundation. She has received awards for pro bono legal work, promoting diversity and for innovation.

We spoke with Rosemary to gain further insight on her career and the governance profession.

WHAT STANDS OUT AS THE GREATEST ACHIEVEMENT OVER YOUR CAREER?

I am most proud of the colleagues from my Corporate Secretariat teams who have pursued excellent governance careers themselves. It is hugely satisfying to see talent come up through the profession.

HOW HAS THE GOVERNANCE INDUSTRY CHANGED OVER YOUR CAREER?

It has changed a lot! When I first joined a company secretary's team Sir Adrian Cadbury had yet to publish his seminal report, the Financial Aspects of Corporate Governance. That report, published in 1992, was in many ways a foundation stone for modern corporate governance.

Since then many, many words have been written on the topic and more and more rules and guidance have been published. It is hard to keep up nowadays. I do sometimes think that the corporate governance industry would do well to go back and re-read that report as it was a model of clear-thinking, principles-based guidance that empowered boards to strike "the right balance between meeting the standards of corporate governance now expected of them and retaining the essential spirit of enterprise".

WHAT TRAITS/TRAINING MAKES A SUCCESSFUL GOVERNANCE PROFESSIONAL?

In my view a successful governance professional needs to be well trained in the technicalities of governance, needs to be interested in the details but also needs to have the ability to see the big picture and be ready to implement the principles of governance in a thoughtful way.

WHAT HAS KEPT YOU INVESTED IN GOOD GOVERNANCE THROUGHOUT YOUR CAREER?

Organisations are endlessly fascinating theatres in which all kinds of dramas play out. Pursuing good governance is interesting because the challenge Sir Adrian Cadbury set down 30 years ago - to strike the right balance between meeting the standards of corporate governance and retaining the essential spirit of enterprise - is non-trivial and those organisations that manage to get that balance right can really make a positive contribution to the people whose lives they affect. This feels like a worthwhile thing to pursue.

GOVERNANCE TRAILBLAZERS

The forward thinkers that raise the standards of corporate governance beyond what is expected.

MEET THE WINNERS

CATEGORY WINNER

KAREN O'DONNELL HEAD OF GOVERNANCE & COMPANY SECRETARY RED KITE COMMUNITY HOUSING

Karen devised an action plan, including restructuring board recruitment, bringing in high level training and initiating an independent collective effectiveness review. Working through the combined outcomes with the board, executive and other key stakeholders, this resulted in a regulatory upgrade, a board that has moved from voluntary to remunerated, a new focus on equality, diversity and inclusion and a board that is embracing it's governance oversight role with much more clarity and enthusiasm.



NICOLINA ANDALL SENIOR CORPORATE COUNSEL ATLAS COPCO UK HOLDINGS

Nicolina's career has spanned over 20 years. In 2017 she got strategic in her governance journey after many years as Chair (Chamber of Commerce) and sitting on Third Sector Boards. She undertook the Financial Times Post Graduate Diploma for NEDs followed by a Board Apprenticeship on the Board of Aldermore Bank PLC. She shares her learnings with the senior management helping them appreciate the benefit of greater controls and increased business sustainability.



ERIKA ELIASSON-NORRIS FOUNDER & CEO BEYOND GOVERNANCE LIMITED

Erika ensures that her organisation, Beyond Governance, provides a range of resources to support knowledge gaps and upskilling in the area of governance. Erika has created a podcast which regularly hosts inspiring leaders and professionals which brings good governance to the outside world. In contrast to this Erika also writes articles on corporate scandals, highlighting the benefits of good governance and pinpointing the learnings.



WENDY HARDY SENIOR ASSISTANT COMPANY SECRETARY TESCO PLC

Wendy has played a key role in driving Tesco's digital transformation program. She's balanced her busy day job whilst collaborating with EY to build a future-proof technology solution to improve the team's operational efficiency and service to their stakeholders. Wendy embraces new tools and technology, along with her knowledge of Tesco's business and stakeholders to ensure successful outcomes across all of the projects she supports.



CAROLYN FERGUSON COMPANY SECRETARY THE GO-AHEAD GROUP

Carolyn works with Go-Ahead’s Board to ensure best practice corporate governance and compliance, the delivery of the Board’s evaluation and development programmes as well as risk management and the Board’s culture and sustainability agenda. She is also responsible for bus pensions de-risking strategy and a qualified coach and mentor. She worked tirelessly and supported the boards through a major organisational change and the sale of Go-Ahead to a private consortium.



BEVERLEY VAN DER SLUIS COMPANY SECRETARY SHAREGIFT

Beverley initially joined ShareGift as a consultant, having helped position the charity as the recipient of unclaimed assets arising from E*Trade exiting the UK market in 2013. Since becoming a ShareGift employee in February 2021 she has led the formalisation of governance by underpinning the strategy, strengthening the foundation for the future and helping to ensure that ShareGift is sustainable for decades to come.



MURIEL THORNE DIRECTOR OAKWOOD CORPORATE SERVICES LIMITED

Muriel is a Director and Co-Founder of Oakwood Corporate Services, a proudly employee owned business centred around exceptional levels of client service. Muriel has always focused the development of Oakwood around its people, pushing the boundaries of what governance professionals can achieve and changing perceptions along the way, lifting others up as she climbs at all times.



URVASI NAIDOO DIRECTOR OF LEGAL AND GOVERNANCE WORLD SAILING

In her previous role at the Commonwealth Games Federation Urvasi's work involved numerous governance initiatives which contributed to the successful staging of the Birmingham 2022 Commonwealth Games. Many new, ground-breaking policies and processes were introduced to improve areas such as disciplinary matters, dispute resolution, athlete advocacy and contract management.



HELEN BAKER GOVERNANCE CONSULTANT HNO6 LIMITED

Helen chairs the Governance Officer Apprenticeship Trailblazer Group (TG), which is working to introduce a new route into the governance profession. She has been instrumental in achieving the submission of the final proposal in January 2023, guiding the TG through the process and driving the development of each aspect of the submission. She has championed the importance of ensuring the applicability and inclusivity of the apprenticeship across organisations/sectors.



FIONA CHALK FOUNDER AND CEO GOVERNANCE4FE LIMITED

Fiona has founded and funded single handed, the fantastic ground-breaking resource that is Governance4FE. This is a unique free resource to support Governance Professionals, Board members, and the Executive in the Further Education sector, with the aim of seeing governing bodies positively influence their institutions through effective governance, enabling them to improve outcomes for all students and their communities.



TEAM LEADER

Inspirational managers that create high functioning governance teams and actively help to develop careers.

MEET THE WINNERS

CATEGORY WINNER

VINOTHA ANTHONY DEPUTY COMPANY SECRETARY FUNDING CIRCLE

Vinotha created a secretariat offsite exercise that enabled the team to collaboratively identify, discuss and resolve individual skills gaps. She adopts an amazing management approach where she consistently asks about the health and wellbeing of her staff which builds confidence and creates a high functioning team. To develop those studying the CGQP she builds in time to ask questions about their studies which mutually benefits the team's knowledge.



GEORGINA GEARING-BELL SENIOR MANAGER COMPANY SECRETARIAL LAW DEBENTURE

Georgina's line management style balances the formal with the informal i.e. she is relaxed and approachable, often making herself available outside of scheduled 1:1s if something important has arisen. She listens carefully, an essential skill for any good leader, and will either offer practical solutions to any issues raised, or will offer constructive thoughts, suggestions etc that will enable others to come up with solutions.



GARY GRAY HEAD OF GOVERNANCE & COMPANY SECRETARIAL SERVICES BURNES PAULL LLP

With over 25 years' experience, Gary leads Burnes Paull's highly regarded Governance & CoSec practice. Committed to the professional and personal development of each member of his team, Gary has developed a clear career progression framework within the division to motivate and guide individuals through their career pathways. Gary is devoted to inspiring the next generation of governance professionals.



MICHELLE MURPHY HEAD OF SHAREHOLDER SERVICES EVELYN PARTNERS

Following a long and successful career as a share plans specialists, Michelle stepped into the role of managing the Group Secretariat at the start of 2022 and supporting the Group Company Secretary. She quickly got to grips with the needs of the team, has been an inspirational manager, developing colleagues and has also led on charitable work across the London office, often roping in members of the CoSec team.



RACHEL PILCHER GOVERNANCE & SECRETARIAT DIRECTOR VISTRY GROUP PLC

Rachel is an inspirational team leader who encourages her team to achieve their very best. During a year of a number of corporate activities Rachel ensured her team were given opportunities to learn and develop whilst successfully delivering on projects such as a company share buyback, a scheme of arrangements and the rollout of a Joint Venture Governance Framework.



CLAIRE-MARIE O'GRADY GROUP COMPANY SECRETARY TATE & LYLE PLC

Claire-Marie's strong and thoughtful leadership sets a high bar for others across the Company. Guiding the team through simultaneous Class I and II transactions, she ensured the wellbeing and mental health of her team and through her role as Global President of the Women's Network, champions women across Tate & Lyle.



EMMA BROWN SENIOR COMPANY SECRETARIAL MANAGER FORESIGHT GROUP

Emma single-handedly founded Foresight's CoSec team in 2019 and this has now grown to six full time employees. Through Emma's approachable and can-do attitude, the reputation of the team has gone from strength to strength and is now widely highly regarded across this 200+ employee business. Emma is a dedicated manager to five individuals of varying seniority and a living embodiment of the phrase "culture starts at the top".



CAROLINE MCGRORY CHIEF LEGAL OFFICER AND COMPANY SECRETARY BIRMINGHAM 2022 COMMONWEALTH GAMES ORGANISING COMMITTEE

Caroline put together a great team of lawyers and compliance specialists to cope with the myriad of policies, processes and contracts necessary for the successful staging of the Birmingham 2022 Commonwealth Games. As with all sports events organising committees the work was hard, time sensitive and temporary! Caroline was dedicated to leading and growing her team and making sure that they all had suitable opportunities when the event ended.



TOYIN OSAZE-OMONUWA EMEA HEAD OF LEGAL ENTITY GOVERNANCE & PRODUCT GOVERNANCE WELLS FARGO

Toyin is an inspirational governance professional who has successfully navigated and developed her team to deliver excellent services especially during challenging periods. She is a leader who goes beyond minimum expectations to develop governance standards that are viewed as a benchmark for other regions around the world. She is also passionate about ESG and developed specific objectives into business commitments and the overall corporate governance framework.



PHILIP MCCARRON HEAD OF GOVERNANCE & COMPANY SECRETARY GOODWILLE

Philip is a successful team leader and has garnered support and respect from both his direct reports and colleagues across the company whilst using his technical knowledge to enhance the Company's governance structures, protocols, procedures and offerings both internally and to clients. Philip utilizes an impressive commercial and technical mindset in everything he does and is the true definition of a fantastic team leader within the field.



DEAL MAKER

Individuals that have contributed to the success of major corporate transactions or restructurings.

MEET THE WINNERS

CATEGORY WINNER

AMANDA MELLOR COMPANY SECRETARY HALEON PLC

Amanda spearheaded the governance requirements to ensure Haleon's listing on the London and New York stock exchanges in 2022. This was the largest public listing over a decade and included the appointment and induction of a new Board of Directors, implementing effective corporate governance procedures, and setting up the new Company Secretarial team.



VICKY DALBY CO-HEAD OF UK CORPORATE GOVERNANCE LAW DEBENTURE

During 2022 Vicky successfully supported the acquisition of ContourGlobal plc and its delisting from the LSE, as well as running a busy professional services team. A testimonial from the client said Vicky and the team had 'excelled at providing practical advice, robust guidance and technical expertise'. Vicky always focusses on making her advice practical and makes herself available to her client during these complex transactions, even when working with different geographical timezones.



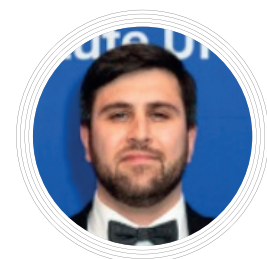
NATALIYA YAROSHENKO ASSISTANT CORPORATE SECRETARY FIRST QUANTUM MINERALS

Nataliya assisted and contributed to the completion of major corporate transactions and complex projects, including the issuance of bonds, credit facilities and various corporate restructurings. Her knowledge, expertise, fast decision-making, out-of-the-box thinking and professionalism have contributed to the success of the business. Her dedication to the corporate projects she undertook was evident in the results and she was often praised by her colleagues and superiors.



ROBERT LYONS HEAD OF M&A, CORPORATE SERVICES & DEPUTY COMPANY SECRETARY MARKS AND SPENCER GROUP PLC

Rob has successfully supported transactional work covering corporate structuring and debt facilities, through to initial strategic board proposals and approval processes. This year Rob has been promoted to Head of M&A and now acts as transaction lead for all M&A activity at M&S. This included the 100% acquisition of Gist, the principal contract logistics provider to M&S Food, for an initial consideration £145m in cash and up to £110m deferred consideration.



**SUSAN FADIL SENIOR DIRECTOR –
FUND SERVICES JTC**

During 2022, Susan was responsible for the successful negotiation, project management, completion, transition and outsourcing of the company secretarial practice of a prestigious London law firm to JTC. The outsource agreement was made possible by Susan's extensive professional experience, knowledge and expertise in outsourcing. Susan made sure the transitioned team was fully assimilated in to the JTC Group, which added significant value to the outsource arrangement.



**SCOTT BROOKER COMPANY
SECRETARY CINEWORLD GROUP
PLC**

Cineworld Group plc filed for Chapter 11 bankruptcy proceedings in the US in September 2022, in what is almost an unprecedented situation for a UK premium listed company. Scott provided strategic advice to the board in relation to its ongoing responsibilities as a premium listed company in the context of the bankruptcy proceedings, including the balance of duty owed by the board to shareholders and creditors.



**CATHERINE STEAD COMPANY
SECRETARY RENTOKIL INITIAL
PLC**

In 2022, Catherine supported the board of Rentokil Initial through the transformational acquisition of the US listed pest control operator, Terminix. The Class 1 transaction resulted in the Company listing on the New York Stock Exchange, becoming the world's largest pest control company. Throughout, Catherine successfully led the Company Secretarial function, which continues to support ongoing integration and SOX compliance obligations.



**RUPERT HOPLEY GROUP
GENERAL COUNSEL & COMPANY
SECRETARY INFORMA PLC**

Informa strengthened its leadership in the B2B market through the \$940 acquisition of Tarsus which further expands the company's reach in Asia, China, the Middle East & the Americas. As Group GC and Company Secretary, Rupert played a key role in advising the board on the mechanics of the deal and worked closely with lawyers and other professional advisors to get this strategically important deal across the line.



**ALEX RICHARDSON HEAD OF
SUBSIDIARY GOVERNANCE ROYAL
BANK OF CANADA**

Alex helped facilitate RBC's £1.6bn acquisition of Brewin Dolphin in 2022 as part of a wider transformation strategy to increase market share in the lucrative wealth management market across the UK, the Channel Islands and Europe. Alex worked closely with the Board and external advisors to ensure the deal met all regulatory and legislative requirements and has been instrumental in the post deal integration of the two businesses.



**RUTH PAVEY COMPANY
SECRETARY SHAFTESBURY
CAPITAL PLC**

Ruth was instrumental in the widely publicised merger of Capital & Counties with Shaftesbury PLC to create Shaftesbury Capital, a property company with a combined portfolio value of £5bn in the heart of London. This was a complex deal that was subject to clearance from UK competition & Markets Authority and other outstanding conditions.



BOARD INFLUENCER

Individuals that influence strategic decision making at the most senior level and are particularly adept at forging relationships with key stakeholders.

MEET THE WINNERS

CATEGORY WINNER

ELIZABETH (LIZ) COLVIN SENIOR ASSISTANT COMPANY SECRETARY SECURE TRUST BANK PLC

During a period of significant project work, Liz has stepped into the role of managing the boards of subsidiary companies through a public acquisition of STB's new technology company, ApptoPay, and in the integration of that entity into the Group and its direct holding company V12 Retail. She has seamlessly advised the boards of those entities utilising her previous experience and provides guidance to the board on the tricky integration.



JOYCE SARPONG TRUSTEE JOYCE SARPONG

Joyce has broad experience at Board and business adviser level in change management, digital transformation, IT/e-commerce at IBM, Whitbread and Visa Europe (working with EU banks). Most recently she has been Founder and Director of AfricaOracle, a successful business consultancy focusing on the tourism and hospitality sector; currently working on a digital heritage tourism initiative with the Mayor of Freetown, Sierra Leone.



OLUWAFUNMILAYO JEJE ASSISTANT COMPANY SECRETARY LEONARDO UK LTD

Funmi is very passionate about governance and she goes above and beyond to ensure that the board and committees are functioning appropriately. In the few months she has been with the company, she has conducted a thorough assessment of the governance processes and suggested improvements to the Board. Her enthusiasm and drive can be felt in the way she delivers on all processes.



ULOMA ADIGHIBE DIRECTOR - FUND & CORPORATE SERVICES JTC

One of Uloma's strengths has been the ability to influence strategic decision-making and establish relationships with key stakeholders, due to her experience and in-depth understanding of listed company governance. Her clients regard her as a trusted advisor to the Board. Uloma works tirelessly to improve the efficiency and effectiveness of the Boards on which she serves as Company Secretary, by streamlining the governance processes.



TOBY NEWMAN COMPANY SECRETARY & HEAD OF LEGAL
PHP PLC

With sensitivity to the perspectives involved, Toby navigated a pathway to adjusting the committee's membership to better align with good governance and worked with the relevant committee chairs to develop refreshed Terms of Reference. As well as achieving alignment with applicable governance codes, the approach taken then has helped to support the committee in maximising its contribution since.



SUNITA KAUSHAL GENERAL COUNSEL & COMPANY SECRETARY
AFFINITY WATER

Sunita serves on the Executive and Information Management Committees and spearheads the corporate strategies and the handling of operational issues. She is confident advising on strategy of the business with both a governance and legal focus. Sunita has extensive experience building relationships with senior executives and advising on legal and governance strategy. She is commercial in approach and is consistent in her calm approach to complex situations.



PETER SPEIRS COMPANY SECRETARY
JAMES FISHER OFFSHORE

Peter has supported a multinational board and implemented processes that have been enhanced through the implementation of new software for board packs, insider lists, group structure and subsidiaries. During his career he has developed governance practices and policies and led Boards through significant corporate actions including a \$2bn acquisition, restructurings and refinancings.



PENNY THOMAS INTERIM COMPANY SECRETARY
CLOSE BROTHERS PLC

Penny has supported the Board and Board Committees of a variety of companies by providing governance related advice and support for transactions including share placings, acquisitions rights issues and delistings. Penny's ability to 'cut through the noise' and take a commercially driven governance response is one of the reasons why she has built a trusted relationship with the boards she has advised.



KATE OWEN DIRECTOR OF GOVERNANCE
ELEMENTAL COSEC

At Elemental Kate supports the Boards of high-profile clients, with the most complex requirements. Her clients have come to rely on her extensive governance experience delivered with her trademark practicality. It's an approach developed from working both in-house for organisations like John Lewis and RICS, and also as a trusted external advisor. Such is the strength of relationship that Non-Execs regularly seek Kate out when they move to new roles. In recognition of her contribution to clients' and Elemental's business, Kate was promoted to the Elemental board in January 2023 as Director of Governance.



DEBBIE FISH INTERIM COMPANY SECRETARY
CMC MARKETS

Debbie's skill lies in advising and understanding the needs of Non Executive Directors and helping executives understand and implement good governance practices and processes. She has worked with several companies to implement/refresh their governance arrangements and advised boards and senior management on a variety of matters including the Annual Report, ESG strategy, MAR requirements and the Modern Slavery Statement.



ESG PROGRESS LEADER

For those that have positively influenced culture, sustainability & environmental impact within their company or the profession.

MEET THE WINNERS

CATEGORY WINNER

MATTHEW TIMMONS PARTNER PWC UK

Matt is an ESG Leader for PwC, UK's Legal Business Solutions Business. In his UK ESG leadership role he has responsibility for leading PwC's market team of ESG Legal specialists in supporting clients to navigate significant regulatory changes and enterprise wide transformation programmes. He sits on a number of PwC's ESG steering committees for PwC's Global Tax and Legal business and has been part of PwC's response to a number of UK Government consultations.



MELISSA LEA ASSISTANT COMPANY SECRETARY SCHRODERS PLC

Melissa is the governance lead for sustainability reporting for Schroders plc. Schroders was nominated as the top financial services company in EcoAct's 2022 climate reporting performance report, and was awarded an "A" rating for 2022 CDP climate change assessment, which is the highest rating available for action and transparency on climate change.



JON BOLTON GROUP COMPANY SECRETARY VIDENDUM PLC

Jon established an ESG programme involving a group-wide team with a passion for delivering on Videndum's ESG programme. 2022 saw the publication of Videndum's first detailed ESG and TCFD reports and the Group has delivered a 20% plus reduction in Scope 1 & 2 emissions to date through initiatives such as solar panels at our Bury St Edmunds and Costa Rican sites and also switching to LED lighting in the Italian factory.



LYNDSEY CASE HEAD OF GOVERNANCE TRIFAST PLC

Lyndsey has led the ESG focus within Trifast, spearheading and coordinating the initiatives. She has engaged colleagues at all levels and ensured that the ESG issues have been given a focus by the PLC board and senior management. She has lived and breathed this area and is a credit to the business and ESG community.



SOMYA RASTOGI ASSISTANT
COMPANY SECRETARY EVELYN
PARTNERS

Somya planned and implemented a Governance Hub on the Company's intranet, which contains key information that internal stakeholders require including terms of reference, KYC information, structure charts and meetings. Additionally, Somya supported the executive Corporate Responsibility Committee (CRC) and worked on the redevelopment of ESG governance under a new Board ESG Committee and Group Executive Committee ESG.



FAHRIN RIBEIRO COMPANY
SECRETARY ACTIS LLP

Fahrin is passionate about ESG both professionally and personally. At the 2022 CGI Conference, she was part of the panel discussion on 'People, Profit and Planet'. She recently wrote an article for the CGI blog on the importance of clean energy and social enterprise. She works for a firm that puts sustainability at the heart of its investments.



KEVIN CARPENTER HEAD OF
INTEGRITY INTERNATIONAL TABLE
TENNIS FEDERATION

Kevin has worked in the area of sports governance for over a decade and dedicated himself to the field. During that time he has achieved an international reputation in the field having worked across a diverse range of sports around the world, and for all stakeholder groups on issues ranging from competition manipulation and anti-doping to discrimination and all manner of ethics issues. More recently he has been establishing the International Table Tennis Federation's Integrity Unit.



GEMMA EAGLE SENIOR
ASSISTANT COMPANY SECRETARY
SEVERN TRENT PLC

Gemma is responsible for Severn Trent's subsidiary company governance. She is also a passionate ESG advocate within the business, is the Secretary to the Group Corporate Sustainability Committee and responsible for the TCFD disclosure. Gemma was the driving force behind the Governance Officer Apprenticeship Trailblazer Group, aimed at creating a new apprenticeship standard to open the governance to a wider talent pool.



SARAH KNIGHT HEAD OF
BOARD GOVERNANCE AND
ORGANISATIONAL COMPLIANCE
NCS (NATIONAL CITIZEN SERVICE)

NCS is a nonprofit organisation which exists to serve the youth of the UK, providing opportunities to improve social mobility, confidence and opportunity, and to give young people a voice. Sarah has tried to mirror these principles within Board governance in a number of impactful ways to ensure the Boardroom is more well-rounded, more reflective of the mission of the organisation and has a diverse range of voices.



INNOVATORS

Blue Sky thinkers that effect positive change through the innovative use of technology and systems.

MEET THE WINNERS

CATEGORY WINNER

ANTHONY CLARKE DEPUTY COMPANY SECRETARY SHELL INTERNATIONAL LTD

Anthony has streamlined and digitalised the Shell dividend payment process, transformed Shell's entity management, by outsourcing the support for close to 1,000 entities across 90 countries and implemented GEMS globally, interlinking the platform with other internal Shell systems. He has enhanced compliance assurance and controls and delivered a global subsidiary governance framework.



DEIRDRE QUINN HEAD OF COMPANY SECRETARIAT & LEGAL KIN COMPANY SECRETARIAL LIMITED

Deirdre has a proven track record of successfully transitioning Boards and companies to commit to a 'paperless' policy and she is constantly looking for new and innovate tech platforms that companies can harness to elevate and streamline their Governance practices, cut costs, increase efficiencies and that in turn, contribute positively to our environment.



NICK LINDSAY MANAGING DIRECTOR ELEMENTAL COSEC

In summer 2022 the government introduced a new law to fight economic crime, the speed at which this was implemented caught advisors by surprise. Nick led the project team responsible for building new client-facing IT systems to process client registrations. The final guidance was only made available 3 days before launch and Elemental was one of the few firms ready on day 1 of the new law coming into force.



KEVIN MAGUIRE GROUP COMPANY SECRETARY CREST NICHOLSON PLC

Kevin developed a comprehensive director/PDMR share tracking and ledger tool to automate and monitor share interests, for reporting and disclosure processes, but also provides a comprehensive dataset to directors when administering their personal affairs related to the Company's shares and options. He and the team also devised a simple video and conference call equipment tool kit allowing the Board to have hybrid meetings wherever they choose to meet offsite.



JOHN ODADA GROUP COMPANY SECRETARY ROYAL LONDON

John has introduced tech enabled ways of collaborating with the board and wider business which has earned the team seats at virtually all senior exec forums, and not just board. The focus here is governance expertise to enhance business planning and strategy planning cycles. Some of this includes tech - eg Cygnetise, OneNote, better use of Diligent Boards and Entities



JULIA FOO COMPANY SECRETARY SEGRO PLC

Julia champions higher quality governance services across the Group, implementing two key migrations during the year which has made a difference to internal stakeholders and improved their user experience: launching an online portal to enable easier trading; and undertaking a holistic review of third-party services resulting in migration of share plans administration and greater transparency of benefits. She and the team also delivered their first Board evaluation online, with useful data analysis aiding interviews.



KEVIN MASSIE GENERAL COUNSEL & COMPANY SECRETARY PZ CUSSONS

As part of an overall re-launch of the Company Secretarial team at PZ Cussons, Kevin implemented new annual report development and review processes to streamline the process of verifying content and complying with regulatory requirements. He also aligned this process with the annual report development process for a Nigerian listed subsidiary reducing costs and management effort by avoiding duplication of work.



GAVIN WHITE COMPANY SECRETARY EVELYN GROUP

Gavin has led a holistic review of the technology suite for corporate governance to ensure that the team is focused on more advisory and adding value whilst still providing stakeholders with the information that would create significant email traffic and man hours. The major achievement has been a Governance Hub, which for the first time brings together all governance materials in a single location on the Group's intranet.



JOANNA HARKUS MADGE DEPUTY COMPANY SECRETARY SAINSBURYS PLC

Joanna has undertaken a review of all the systems and processes used for decision-making and effective governance. She leveraged existing technology to streamline internal processes including the management of Governance forums at Board level and below. She is working on the implementation of a multi-year strategy which includes audit and governance reforms, the creation of a new subsidiary governance framework and share plan engagement.



ADAEZE DAVID DEPUTY COMPANY SECRETARY HALEON PLC

Adaeze utilised software to automate Haleon's management of its insider lists and confidentiality lists. Through the system, insiders can request clearance to deal, be notified about close period dates, undertake training on the market abuse regulation and the requirements of Haleon's sharedealing code. The software also simplified the management of confidentiality lists making it easier to update the list and notify participants, as required.



TECHNICAL EXPERTS

Individuals that demonstrate the highest level of technical competency to support Governance best practice.

MEET THE WINNERS

CATEGORY WINNER

JENNY FARRER GROUP COMPANY SECRETARY AND GENERAL COUNSEL CVS GROUP PLC

Since joining CVS in 2021 Jenny has undertaken a full review and update of the Company's corporate governance framework. This has included implementing and updating board policies such as Conflicts of Interest and Matters Reserved to the board and updating the Board Committee Terms of Reference. She has also updated the Securities Dealing Code and overseen MAR refresher training for the Board and senior management team.



LIZ LYNXWILER COMPANY SECRETARY BT PENSION FUND

Liz has advised the boards of several notable organisations within the financial services sector. She is currently Secretary to the BTPSM Board and its committees where she provides high level advice on all governance related matters to ensure full compliance with the UK Companies Act and FCA regulatory compliance. She has also been the architect of BTPSM's policy framework.



SHARNA LUDLOW SENIOR ASSISTANT COMPANY SECRETARY M&G PLC

Sharna has led the M&G share plans team through a number of key projects during the year. In particular, the implementation of the Group's £500m Share Buy Back programme and also the first round of vesting arising from their UK and International share schemes. Sharna was also integral to the organisation of our Hybrid Annual General Meeting and working closely with external partners to improve processes and reporting.



HELEN ASHLEY TAYLOR GROUP HEAD OF COMPANY SECRETARIAT THE ALBERT GUBAY CHARITABLE FOUNDATION

Helen played a key role in ongoing group reorganisation projects throughout 2022, including the transfer of significant investment assets from the group's 26 commercial subsidiary companies (many overseas) to a newly registered UK charitable philanthropic foundation that had migrated from an offshore jurisdiction. The project was complex and unique, requiring knowledge of non-UK regulatory regimes.



FRANCESCA TODD VP COMPANY SECRETARIAT AVEVA GROUP

Since joining AVEVA in April 22 - Francesca had to deliver a fully compliant listed company Annual Report (y/e 31 March 22) within 5 weeks - replace and reset a full MAR process and manage the AGM all by early July. A takeover approach commenced and Francesca managed the company secretarial part of this - including advisers, Proxy houses, voting, funds flows, working and advising on the listed share plans.



TERESA GIBBS ASSISTANT COMPANY SECRETARY MITIE GROUP PLC

Teresa is a committed and technically excellent member of Mitie's Company Secretarial team. In addition to day-to-day company secretarial tasks, Teresa supports both Mitie's ESG Committee and The Mitie Foundation Trustees, delivering dedicated support, timely meeting materials and technically accurate guidance to members, ensuring the highest level of governance is maintained.



CYNTHIA MORA-SPENCER HEAD OF SECRETARIAT (CGI UK), CGI INSTITUTE SECRETARY THE CHARTERED GOVERNANCE INSTITUTE

Over the last five years the Institute's Charter and By-laws have been under review, both at global level at the UK & Ireland Division. Cynthia applies meticulous attention to detail and diplomatic skills dealing with a number of stakeholders in both parts of the organisation as well as representatives of the Privy Council. She does this to tight timescales whilst managing the day-to-day responsibilities of a busy secretariat.



KAYLEIGH REDHEAD SENIOR ASSISTANT COMPANY SECRETARY MARKS AND SPENCER GROUP PLC

Kayleigh has led on several governance projects including a project to replace M&S's internal Code of Ethics with a renewed Code of Conduct. This included the creation of a Code of Conduct online Hub, containing a full suite of policies from across the business, outlining responsibilities and driving accountability for regulatory requirements and good governance across the organisation.



ALINE CAMPBELL ASSISTANT COMPANY SECRETARY SEVERN TRENT PLC

Aline is responsible for Severn Trent's Share Schemes and Insider List Management. She drove the all employee roadshows and overhauled of all Share save documentation to make it more inclusive in terms of gender and ethnic diversity, which has closed the participation gaps between differing gender and ethnicity groups. Her contribution has been recognised at the very highest level of the business and externally.



KIM LAN YAP COMPANY SECRETARY CONSULTANT - INTERIM RENTOKIL INITIAL PLC

Kim Lan was head-hunted for the Company Secretary Consultant role at Rentokil Initial PLC to boost the Corporate Governance and CoSec function in delivering the acquisition of Terminix in October 2022, elevating the Group to FTSE30, concluding the dual listing with the NYSE and thereafter post integration drafting of the Corporate Governance content of 2022 Annual Report for UK/US regulatory filings.



RELATIONSHIP MANAGERS

For those working within professional services with a reputation for supporting a varied client portfolio and building trusted relationships.

MEET THE WINNERS

CATEGORY WINNER

EMMA HUNT SENIOR MANAGER EQ ADVISORY PRISM COSEC

Emma joined Prism after many years managing Barclays' subsidiary governance. She quickly demonstrated her abilities and was given line management responsibility and a range of clients in different sectors to service. Emma has an appetite for learning and development and attention to detail and desire to 'get it right'. She really cares about best practice governance and acts as a role model for others in the team.



KERRY ROUND FOUNDING DIRECTOR ROUND GOVERNANCE SERVICES

Kerry's clients range from Standard listing and AIM listed companies through to large and complex not-for-profit organisations including those incorporated by Royal Charter, professional bodies and even housing associations. Her team thrives off their relationships with people and practice what they preach in terms of understanding who the stakeholders are and ensuring they know what matters to them.



JEMIMA BOUGHTON MANAGER COMPUTERSHARE GOVERNANCE SERVICES

Jemima leads on several of Computershare's largest listed clients, including a FTSE250 company. Jemima consistently puts the clients' needs and wishes at the heart of everything she does and is a trusted partner and a talented Company Secretary for the clients she supports. Jemima has excellent technical knowledge whereby she often takes the complex and distils it in a practical and meaningful way to clients.



CHARLOTTE LOCKE SENIOR MANAGER COMPANY SECRETARIAL LAW DEBENTURE

Charlotte has been instrumental in both maintaining relationships with some of LawDebs largest clients but also building strong working partnerships with new clients. A client testimonial said Charlotte's team gave 'peace of mind' and 'excelled at providing practical advice, robust guidance and technical expertise' demonstrating the trust that Charlotte quickly built up.



SANCHANA MISHRA COMPANY SECRETARIAL MANAGER MENZIES LLP

Serving in professional services for nearly 10 years, Sanchana has dealt with countless scenarios requiring technical expertise, reviewing cosec work, developing and mentoring staff, managing workload and delegating tasks. She manages a portfolio of clients ranging from small and medium sized entities to national/international groups.



ANUREET KAUR ASSISTANT MANAGER - FUND & CORPORATE SERVICES JTC

Anu joined JTC as a result of an outsourcing agreement with a prestigious law firm in London. Anu consistently receives excellent feedback from clients, earning a reputation for managing portfolios efficiently. She has established excellent ongoing relationships with the law firm and the underlying corporate clients based on her proactive approach and open communication.



SHAUN ZULAFQAR COMPANY SECRETARIAL DIRECTOR SHAKESPEARE MARTINEAU LLP

Over the past couple of years Shaun has demonstrated the requisite skills and attributes required of a relationship manager and is able to dial into a clients needs and expectations. Shaun has the ability to deliver his services across a breadth of different clients and harnesses good relationships with the executive and non-executive directors he works with. Shaun lives and breathes good quality professional services.



FABIA WELCH-RICHARDS EGC DIRECTOR PWC

Fabia is a 'technical tour-de-force' and a key member within the PWC governance team. Her natural leadership style ensures she quickly establishes new client relationships as well as maintaining existing accounts within the business. She enthusiastically supports colleagues at all levels within the business, especially newer team members looking to develop their technical experience and progress their careers.



LAURA NUTTALL DIRECTOR & HEAD OF GOVERNANCE ONE ADVISORY

Laura has been instrumental in the engagement and development of clients to the business. She is able to build relationships with ease and clients feel Laura is truly building relationships for the long-term with their best interests in mind whilst continuing to ensure governance remains at the forefront of the process. Laura manages a large team and enjoys helping achieve career goals through developing their company secretarial skillset.



MEG OGUNSOLA ASSOCIATE DIRECTOR DELOITTE LEGAL

As team operations officer Meg is a key player within the governance team and is responsible for managing a large team which includes building and establishing solid relationships with individuals at all levels and ensuring that team members are able to continue progressing and developing throughout their career. Meg has succeeded in doing this alongside providing first class support and relationship management to a range of clients.



RISING STARS

For those with fewer than six years' experience that have made a significant impact within their team and the profession.

MEET THE WINNERS

CATEGORY WINNER

HOLLY CHESTERS COMPANY SECRETARIAL ASSISTANT LEGAL & GENERAL

Holly takes complete responsibility for providing first class Board Support to the Group Board, its Committees as well as a number of subsidiary Boards. Holly has already started to take minutes and is developing her stakeholder management skills well. Holly helped to draft the Annual Report, attended her first in person AGM and fed into the Group Governance review and conflicts of interest project.



NICK MCGREEVY SENIOR COMPANY SECRETARIAL ASSISTANT ROYAL LONDON

After starting out supporting Royal London Asset Management, Nick has already progressed to taking the minutes and actions of the Royal London Group Board. Nick has taken a pivotal role in orchestrating projects such as the AGM and Board Evaluation. He recently completed the LLM Corporate Governance GradCG after studying alongside his full-time role and was awarded a Distinction.



LEILA GADSDEN-CHAIBOUB COMPANY SECRETARIAL ASSISTANT GREAT PORTLAND ESTATES PLC

Leila spear-headed the seamless migration of GPE's Share Incentive Plan and instigated a new Share Portal. Leila naturally takes the lead in groups and looks holistically at problems to find multi-disciplinary solutions to fit the needs of the stakeholder best. She has made significant contributions to the development of governance processes and is adept at bringing others in on her vision for success.



FRANCESCA TAY COMPANY SECRETARIAL ASSISTANT FUNDING CIRCLE

Francesca has gone above and beyond her role as Company Secretarial Assistant. Being her first role in a listed environment, Francesca has shown her ability to pick things up quickly and bring solutions to problems. Francesca has drafted the first cut of the governance section of the Annual Report, carried out board and committee evaluations and attended board and committee meetings.



SUSIE LAMB ASSISTANT
COMPANY SECRETARY AGEAS UK

Susie joined Ageas having successfully completed the LLM in Corporate Governance. She has made a significant impact, taking on additional responsibilities and working autonomously on certain subsidiary boards. She has improved the governance standards of a number of highly technical committees that have been under regulatory scrutiny in recent years such as pricing and product committees.



NATASHA SPURR COMPANY
SECRETARIAL ASSOCIATE
FORESIGHT GROUP

Natasha has revolutionised the entity management processes and systems at Foresight, creating new and innovative ways to onboard companies and ensure statutory records are up to date. Natasha is currently spearheading the project of updating the various bank mandates across the business and ensuring the correct people are appointed as signatories and the details of this are stored appropriately.



TRISTAN WELLER CORPORATE
GOVERNANCE GRADUATE BP PLC

Tristan quickly absorbs technical knowledge and practical processes. His natural openness and inquisitive manner mean he provides valuable contributions to the team. Within his first six months in the profession, he became the go-to person for managing BP's share capital, took ownership of several parts of the annual report in his first year-end reporting cycle and won the CGI's Tom Morrison essay prize 2022.



MEGAN CAMMIDGE TRAINEE
COMPANY SECRETARY
NATIONWIDE BUILDING SOCIETY

Megan has made a significant impact in the team and is already relied upon by the Group Society Secretary and Deputy Secretaries alike for support at the highest level for Board and Executive committees. She is reliable, thorough, accurate and likeable. It is impressive how she has made such an impact with the support she provides in such a short space of time.



EVE WOOD COMPANY
SECRETARIAL ASSISTANT
NATIONAL GRID PLC

Eve joined in January 2022 and has been a key member of the team during a significant period of change. Her ability to learn quickly and absorb knowledge makes her extremely effective in her role. Despite significant changes in the team she has taken on and managed key annual deliverables and is quickly becoming the go to person in the team due to her positive can do attitude.



SUZIE GREENOP SENIOR
ASSISTANT COMPANY SECRETARY
SEVERN TRENT PLC

Suzie designed and led a project to improve Severn Trent's Board and Committee administrative processes through the implementation of technology and innovation, implementing a refreshed Board and Committee governance process. She is also responsible for the Governance section of the Group's Annual Report and Accounts - which was recently awarded CGI Awards - FTSE100 Annual Report of the year.



FUTURE LEADERS

For those that demonstrate the skills required to become a Head of Department within the next 5-10 years.

MEET THE WINNERS

CATEGORY WINNER

SRUTI BAJORIA SENIOR ASSISTANT COMPANY SECRETARY EASYJET PLC

Sruti has supported EasyJet through some challenging times of late, and all while demonstrating a strong commitment to high standards of corporate governance. She has recently managed the delivery of a complex hybrid AGM, implemented a Board induction programme for three new directors concurrently, and developed an internal microsite allowing the business to self-serve on key corporate governance related matters.



JAMES GORDON SENIOR ASSISTANT COMPANY SECRETARY INVESTEC PLC

Over the last five years James has taken a lead role in enhancing and improving governance processes and reporting. He is always on top of developments in law, regulation and best practice, and has become the 'go to' person for expert advice. He acts as a mentor and role model to colleagues and is always willing to share his knowledge. His enthusiasm for the profession continues to inspire others.



RACHEL TSANG SENIOR ASSISTANT COMPANY SECRETARY OCTOPUS INVESTMENTS LIMITED

Over the last year Rachel has taken responsibility for overseeing the subsidiary accounts approval process, managing transactions across her portfolio and providing assistance to significant events across the Group. Rachel was appointed as team risk co-ordinator so there isn't much that Rachel can't do! All with a smile on her face and a can-do attitude whilst ensuring sufficient time dedicated to team training and development.



SYMONE KRIMOWA GOVERNANCE LEAD WELLCOME TRUST

Symone has tirelessly dedicated herself to updating the governance structures and processes, while leading the team with enthusiasm, compassion, and always a smile. Symone thinks broadly but executes precisely and timely. Having someone who always delivers but is so considered enhances the trust, profile and credibility of the governance function as a whole. Symone is highly organised and able to communicate technical information in a concise manner.



CHARLOTTE MEPHAM SENIOR ASSISTANT COMPANY SECRETARY BP PLC

This year, new in role, Charlotte was focussed on improving processes, building and nurturing partnerships, diving into the detail and setting a role model example of what high-integrity governance looks like. As a new line manager this year, Charlotte demonstrates a high-degree of interest in the professional development of others, leading with authenticity, empathy and balance.



SAMIRA CHAMBAS-YUSUF ASSISTANT COMPANY SECRETARY DIAGEO PLC

Samira is an ambitious and determined qualified governance professional who is willing and ready to impart knowledge across the industry. In 2022, she held Diageo's first ever Governance Insight Day together with other 3 other FTSE companies after pitching this to her managers which was an absolute success. She continues to support her colleagues on best governance practices and is high on delivering excellence to her stakeholders.



KATIE ELLIS DEPUTY COMPANY SECRETARY SECURE TRUST BANK

Katie has stepped up and taken a leadership role across the team and wider organisation in managing BAU whilst the senior management were focussed elsewhere. She has demonstrated leadership, ability to influence individuals and outcomes and has managed the forward agenda of both the Risk and Remuneration Committees, key skills cementing her path towards being a great Company Secretary of the future.



PHOEBE STAMFORD-MOROZ DEPUTY COMPANY SECRETARY TATE & LYLE PLC

Phoebe's leadership and influencing skillset has developed as she has forged a path as the Deputy Company Secretary at Tate & Lyle. Her authentic engagement with stakeholders and willingness to bring vulnerability to how she operates creates a safe space for others to bring their true selves to projects with her. Phoebe's reputation for strong technical knowledge underpins her emerging leadership qualities and ability to create lasting relationships.



ETHAN FLEMING CORPORATE GOVERNANCE MANAGER LEGAL SERVICES BOARD

Ethan is comfortable influencing the Board and Senior Management gaining their trust and confidence and understanding nuances. This was demonstrated in his leadership of an external Board evaluation from procurement to report publication, navigating the needs of the Board and individual members.



ANMOL DHILLON DEPUTY COMPANY SECRETARY UPP LIMITED

Having moved across from India, Anmol had to take an initial step back when entering the profession in the UK. At UPP Anmol has set up processes within the SPV's that help the board get info as to what is happening at ground level. Reporting processes within committees have ben streamlined so that everyone is aware of what is happening. She has created broader based roles for the team to maximise the development of others.



The logo for DMJ, consisting of the letters 'D', 'M', and 'J' in a bold, white, sans-serif font. The 'D' and 'M' are connected at the top, and the 'J' is positioned to the right. A thin horizontal line is positioned below the letters, with a small gap under the 'M'.

Matching Talent with Opportunity

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