



ELEVATE Leadership Series
Hong Kong
October 20, 2016

Table of Contents

About ELEVATE	3
Agenda	4
Summary of Sessions	5
The Top 10 New Developments in Social Responsibility	5
Trends in Asia from a BSCI Perspective.....	5
Mapping Modern Slavery	5
Protecting Foreign Migrant Workers	5
Foreign Migrant Workers.....	5
Modern Slavery in the Manufacturing Industry.....	5
Worker Voice – Using Data to Drive Change.....	6
Worker Survey + Big Data.....	6
Information Automation: Aggregate, Analyze, and Answer.....	6
Social & Labor Convergence Project.....	6
Environmental Initiatives	7
Environmental Initiatives	7
Speakers	8
Darrell Doren.....	8
Aditi Wanchoo.....	8
Ernest Wong	9
Wilson Lau	9
Matthew Friedman	9
Shirley Ni.....	10
George Hou	10
Lyn IP.....	11
Ed McGarr.....	11
Stuart Cranfield	11
Simon Lee.....	12
Ian Spaulding	12
Kevin Franklin	13
Patrick McKeller	13
Yun Zheng	13
Notes	15
Notes.....	16

About ELEVATE

ELEVATE believes sustained, impactful improvement in social and environmental performance requires sincerity of intent and a responsible balance between maximizing financial return and meeting supplier responsibility requirements. We call this **Business Driven Sustainability**. ELEVATE's mission is to help our clients design and implement customized programs that provide complete insight into risk and improve supply chain social, environmental and business performance.

Shifting the Paradigm

The business community has addressed supply chain Labor and environmental issues in roughly the same way for the past 15 years. Audit and "do it yourself" corrective action planning has been and continues to be the focus with minor investments in in-factory training or consulting. However, it is clear that model has its limits and we have reached them.

Customization

While ELEVATE supports and believes in collaborative efforts, the reality is that every company is different. Our experience has shown that tailored programs that address and leverage unique company culture, supply chain characteristics, and challenges drive faster and more sustained improvements.

Increased ROI

Businesses make decisions every day that involve trade-offs and rarely is there a perfect 'solution'. We believe that in order to drive sustained impact, resources should be focused where they matter most. By segmenting activities and efforts to match the unique challenges of different supply chain actors a clear ROI emerges. ROI is critical in establishing Business Driven Sustainability.

Transparency

Widespread falsification of records as well as worker intimidation continue to undermine our collective efforts to monitor and improve factories conditions. Calibrating and building programs that encourage open and transparency within the supply chain is a must.

RESPONSIBLE SUPPLY CHAIN SOLUTIONS

GLOBAL REACH

GLOBAL EXPERTS IN THE FOLLOWING SECTORS: APPAREL, CONSUMER GOODS, ELECTRONICS, FOOD, FOOTWEAR, INDUSTRIALS, AND PHARMACEUTICALS.

CLIENT OFFICES:
SAN FRANCISCO, NEW YORK, LONDON, SHENZHEN, SHANGHAI, GUANGZHOU, HANGZHOU, VIETNAM, INDIA AND BANGLADESH.

ELEVATE BY THE NUMBERS

IMPROVING PERFORMANCE FOR MANAGEMENT, AND CONDITIONS FOR WORKERS

- 10,000+ FACTORIES ASSESSED ANNUALLY IN 30+ COUNTRIES
- 35,000+ ATTENDEES OF ELEVATE TRAINING EVENTS
- 25,000+ FACTORIES USING ELEVATE ELEARNING LESSONS
- 500+ FACTORY IMPROVEMENTS
- 3,000,000+ WORKERS IMPACTED ANNUALLY

Agenda

	Activity/Topic	Presenter
08:00-09:00	Registration	
09:00-09:15	Welcome / Introduction	Dr. Kevin Franklin <i>Senior VP, ELEVATE</i>
09:15-10:00	The Top 10 New Developments in Social Responsibility	Ian Spaulding <i>CEO, ELEVATE</i>
10:00-10:45	Trends in Asia from a BSCI Perspective	Darrell Doren <i>Senior Director Sustainability, Foreign Trade Association</i>
10:45-11:15	Networking Coffee / Tea Break	
Forced Labor – Protecting Foreign Migrant Workers		
11:15-11:30	Modern Slavery Mapping	Aditi Wanchoo <i>Development Partnerships, Social & Environmental Affairs, APAC, adidas</i>
11:30-11:45	Protecting Foreign Migrant Workers	Ernest Wong <i>Asia Supply Chain Responsibility Manager, Hewlett Packard</i>
11:45-12:00	Foreign Migrant Workers - Thai Seafood Industry	Wilson Lau <i>Responsible Sourcing Director, Walmart</i>
12:00-12:15	Modern Slavery in the Manufacturing Industry	Matthew Friedman <i>CEO, The Mekong Club</i>
12:15-12:45	Panel Discussion: Foreign Migrant Workers	Facilitator: Matthew Friedman
12:45-13:45	Lunch	
Worker Voice – Using Data to Drive Change		
13:45-14:05	Worker Survey + Big Data Q&A	Shirley Ni <i>Senior Manager, Corporate Social Responsibility - Best Buy</i>
14:05-14:25	Worker Survey + Big Data Q&A	George Hou <i>Manager, Responsible Sourcing, The Children's Place</i>
14:25-14:45	Information Automation	Ed McGarr <i>CEO, Rizepoint</i>
14:45-15:15	Networking Coffee / Tea Break	
Environmental Initiatives – The Value of Sustainable Practices		
15:15-15:30	Environment Overview	Yun Zheng <i>Sustainability Consultant, ELEVATE</i>
15:30-15:45	Social & Labor Convergence Project	Stuart Cranfield <i>Group Head of Vendor Audit, C & J Clarks International Ltd</i>
15:45-16:00	Environmental Initiatives	Lyn Ip <i>Global Head of Supplier Sustainability, REI</i>
16:00-16:15	Environmental Initiatives	Simon Lee <i>CEO, Wagon Groups</i>
16:15-16:45	Panel Discussion: Environmental Initiatives	Facilitator: Yun Zheng
16:45-17:00	Wrap up / Closing	Ian Spaulding <i>CEO, ELEVATE</i>

Summary of Sessions

The Top 10 New Developments in Social Responsibility

Ian Spaulding – CEO, ELEVATE

The sudden emergence several years back of fire and building safety created a number of prioritization issues for responsible sourcing organizations. As the issue rose in importance, it pushed ongoing initiatives to the periphery. Today we see modern slavery, human trafficking, migrant labor and sub-contracting once again gaining in profile. These shifting agendas make plotting a consistent path for social responsibility programs increasingly challenging.

ELEVATE will share its view on the top 10 new developments expected to influence responsible sourcing and wider social responsibility agendas for companies in the US and Europe over the next two years. Mutual recognition, segmentation and including cost in corrective action plans are just a few to make the list.

Trends in Asia from a BSCI Perspective

Darrell Doren – Senior Director Sustainability, Foreign Trade Association

Current trends and developments in the industry are redefining the way we think about sustainable and responsible sourcing. The migration of sourcing, ‘homeshoring’ and other trends such as manufacturing automation and the seasonality’s impact in the retail sector are not negligible. BSCI stays at the forefront of the debate, identifying those changes and future trends and coming up with innovative solutions to support companies adapt to what’s next in the horizon for sustainable global supply chains.

Mapping Modern Slavery

Aditi Wanchoo – Development Partnerships, Social & Environmental Affairs, APAC, adidas

A presentation outlining adidas's sustainability journey and its efforts around designing a modern slavery outreach program.

Protecting Foreign Migrant Workers

Ernest Wong – Asia Supply Chain Responsibility Manager, Hewlett Packard

HP is the first IT company to publish Foreign Migrant Workers Policy. What is this issue? How HP set the policy, assurance program, stakeholder engagement, work with Malaysian Government and other industrial players to address the issues.

Foreign Migrant Workers

Wilson Lau – Responsible Sourcing Director, Walmart

Responsible sourcing is no longer a ‘nice to have’ but an essential element for any business to have a social license to operate. Not only have stories about forced labor, child labor and unsafe working conditions become the norm in the global media and affected reputation, but the growth of government legislation in the United States and Europe, increased focus from socially conscious investors and the emergence of a new generation of consumers have transformed the level of focus in this area...

Modern Slavery in the Manufacturing Industry

Matthew Friedman – CEO, The Mekong Club

Every four seconds, another person enters slavery somewhere in the world. It is estimated that there are over 45 million people in slavery today – more than any other time in history. One minute it might be a fifteen year old girl forced into prostitution, or a young boy forced onto a fishing boat to work 18 hours a day for years without coming to port. To make sense of this crime against humanity, Matt Friedman will offer a comprehensive update on the State-of-the-Art of human slavery. Friedman's will explore the changing human trafficking paradigm; the relationship between human trafficking and slavery; global trends and patterns; new, emerging responses; evolving funding trends; what is working/not working; the role of the private sector; and what is really needed to win the fight.

Worker Voice – Using Data to Drive Change

Shirley Ni – Senior Manager, Corporate Social Responsibility, Best Buy

Best Buy has consistently and proactively reviewed our Supply Chain Sustainability program to respond to a changing world. All suppliers are not created equal. How does Best Buy consider different approaches to engage the various risk levels of suppliers? How does Best Buy use data to empower strategic suppliers to take greater ownership and move beyond compliance?

Worker Survey + Big Data

George Hou – Manager, Responsible Sourcing, The Children's Place

Responsible Sourcing at The Children's Place seeks to protect and enhance our brand by improving the lives of the people who make our product. Worker Survey is one of the approaches to realize this strategy.

Information Automation: Aggregate, Analyze, and Answer

Ed McGarr – CEO, Rizepoint

RizePoint has market dominance in the Food and Hospitality industries in the area of operational and brand compliance management, and through collaboration with ELEVATE over the years is experiencing significant growth and focus in the retail manufacturing market. RizePoint (formerly Steton) has been assisting the industry for the past 18 years with auditing technology, used by companies and third party auditing partners such as ELEVATE to help bring insights regarding responsible compliance of all kinds into the light. Certifying the effort made towards responsible supply chain practices is a good step, but it's just the first step. The challenges to brand protection and compliance operations departments are still daunting to say the least, and are increasing constantly.

RizePoint will share industry insights, and will discuss the investments they are making in innovative technology to take the process beyond a point solution to the next levels. Emerging technologies that were formerly unimaginable are now becoming a reality, enabling organizations to gather data better, see insights earlier, and take corrective measures faster, thus protecting brand reputation and bringing greater efficiencies to the operation.

Social & Labor Convergence Project

Stuart Cranfield – Group Head of Vendor Audit, C & J Clark International Ltd

The Social & Labor Convergence Project seeks to develop a simple, unified and effective industry-wide assessment framework. This will result in a standard-agnostic tool and verification methodology to collect relevant and essential data, with the intent to replace current proprietary tools. In order to allow adoption at scale, the tool, verification methodology, and deliverables will be publicly available.

A common framework for data collection would promote the reduction of duplicated data and audits, opening opportunities to invest resources previously designated for compliance auditing into the improvement of social and labor conditions in supply chains. Collecting common data allows business partners to measure continuous improvement, increasing the opportunity for transparency. In this way, we accelerate social impacts in the apparel and footwear sector.

Environmental Initiatives

Lyn Ip – Global Head of Supplier Sustainability, REI

REI has the unique position of being both a Brand and a Retailer and uses those relationships to drive change in the industry. With over 80percent of the products we sell at REI being made by other Brands, we are actively connecting with like-minded organizations to influence our collective supply chains – and for the industry – for the better. This presentation will explore the different components of REI's Fair Labor Program and how the partnerships they've built are creating change.

Environmental Initiatives

Simon Lee – CEO, Wagon Groups

Wagon is dedicated to offering quality, unique, innovative products to worldwide consumers. Established in 1992, Wagon has become the global leader in the gifting/premium services industries.

Simon will further share Wagon's experience on how to balance their organization and sustainable practices.

Speakers



Darrell Doren
Foreign Trade Association (FTA)
Senior Director Sustainability

Darrell Doren is the Senior Director Sustainability at the Foreign Trade Association (FTA). FTA unites more than 1,900 retailers, importers and brand manufacturers as the leading business association of European and international commerce that promotes the values of free trade and sustainable supply chains.

Since 2015 Darrell has led FTA's Sustainability division. FTA Sustainability offers two initiatives to manage companies' supply chain risks and drive sustainability performance. The Business Social Compliance Initiative (BSCI) is a leading supply chain management system that supports companies in driving social compliance and improvements in factories and farms along their global supply chain. While the Business Environmental Performance Initiative (BEPI) enables companies to manage and improve the environmental performance of their global supply chain through a supported and tailored management system approach. Read more at www.fta-intl.org.

Prior to his role at FTA, Darrell worked in Hong Kong as the Global EHS & Global Social Compliance Director for Avery Dennison, a US-based global manufacturer of apparel branding labels and tags. Previously, Darrell worked for the Ford Motor Company managing purchasing and supply chain sustainability for the Asia Pacific & Africa regions. He holds an MBA with a focus in Operations Management and Mandarin Chinese.



Aditi Wanchoo
adidas
Development Partnerships, Social & Environmental Affairs, APAC

Aditi Wanchoo is an Indian national currently working and residing in Hong Kong. She has a post graduate degree in Organizational Behaviour & Industrial Psychology from the University of Mumbai in India.

As Senior Manager, Development Partnerships for the adidas Group, she is responsible for the strategic development of, a modern slavery outreach program and partnership work, for creating empowered workers.

Aditi's experience in Corporate Social Responsibility spans across Information Technology, Financial Services and Retail industries. Over the past 14 years, Aditi has worked with leading non-profit organizations like Greenpeace and Leonard Cheshire International. She has been in various functions such as human resources as well as setting up a high donor fundraising program. Aditi has also worked in multinational corporations like Accenture where she was responsible for shaping corporate thought and action to positively impact marginalized communities through Accenture's Corporate Citizenship program. She has also headed Business Operations and Client Services during her eight year tenure at Accenture.

Aditi advocates "pushing the envelope" as an essential ingredient to create beneficial outcomes for herself, the organization and the community at large.

Aditi's native language is English. She also speaks Hindi, Kashmiri and elementary French. In her personal time, she is fuelled by travel and group dynamics through T-group processes.



Ernest Wong

HP Inc.

Asia Supply Chain Responsibility Manager

Ernest Wong joined HP Inc. in 2008. Prior joining HP he worked for Gap Inc. and American Eagle Outfitters. He involved in different sustainability programs including stakeholder engagement ranging the partnership with governments, customers, suppliers, NGO, academia etc. He is also responsible for suppliers' capability building, assurance program, environmental initiative like promoting GHG reduction in supply chain and developing labor policy of supply chain for HP Inc. He participated in Tsunami Relief program in Sri Lanka by Gap Foundation. He is the board of director of HK WEEE Recycling Association and the advisor of Green Manufacturing Network of Hong Kong Productivity Council.



Wilson Lau

Walmart

Responsible Sourcing Director

Wilson is the Leading Responsible Sourcing Operations for Walmart in the Far East region including South Korea, Japan, China, Taiwan, Hong Kong, Macao and Philippines. He is based in Shenzhen, China driving the Responsible Sourcing program in both Direct Import and Domestic business to support 12 Retail Markets around the globe for more than 8,000 factories in Walmart's Supply Chain.

During his 15 years of service in Walmart, he helped develop the Responsible Sourcing auditing protocol, capacity building programs, CAP / remediation review process, management systems, environmental compliance project and enhancement of Fire Safety standards. He is the team lead and expert in Social, Environmental Compliance and Investigation Audit, and technical advisor of Management Systems implantation in Supplier Development Program to drive compliance improvement in Walmart's supply chain.

Wilson is a graduate from Carleton University, Ottawa, Canada and majored in Economics and Psychology.



Matthew Friedman

The Mekong Club

CEO

Matt Friedman is an international human trafficking expert with more than 25 years of experience as an activist, program designer, evaluator, and manager.

From 2006 to 2012, Friedman was the Regional Project Manager of the United Nations Inter-Agency Project on Human Trafficking (UNIAP) in Thailand, an inter-agency coordinating body that links the United Nations system with governments and civil society groups in China, Cambodia, Lao PDR, Myanmar, Thailand, and Vietnam. Prior to this (1991-2006), Friedman worked for the United States Agency for International Development (USAID) in Thailand, Bangladesh and Nepal. During this period, he designed and managed both country and regional human trafficking programs,

helped to establish a counter- trafficking regional training center, and participated in resource mobilization and production of two award-winning international films about sex trafficking in Nepal and India.

Friedman is also a technical advisor to numerous governments working to stop slavery. He is frequently cited in the news media on issues related to human trafficking and slavery in Southeast Asia and invited to speak at major conferences around the world. He is the author of nine books, on subjects ranging from human trafficking to the ancient art of Bangladesh metal casting.



Shirley Ni

Best Buy

Senior Manager of Corporate Responsibility & Sustainability

Shirley Ni is the Senior Manager of Corporate Responsibility & Sustainability for Best Buy Co., Inc., a multinational retailer of technology and entertainment products and services. In this role, Shirley leads a team in China that is responsible for the strategic direction and execution of Best Buy's Supply Chain Sustainability program, which seeks to improve social, environmental and economic performance among private label suppliers. In addition, she leads the development and implementation of the Best Buy Asia Community Relations program, whose goal to connect employees with the local community in order to make a positive impact on both. She launched the program as a volunteer in 2013 and it was formalized under Shirley's job responsibilities in 2015.

Since joining Best Buy, Shirley led the redesign of Best Buy's Supply Chain Sustainability program driving innovative improvements that positively impact suppliers and Best Buy's business. Soon after, Shirley also assumed responsibility for Best Buy's conflict minerals and human rights programs.

In June 2016, Shirley was selected as an Aspen Institute First Mover Fellow. She is working on a project that seeking to improve supply chain transparency, efficiency and create shared value.



George Hou

The Children's Place

Manager, Responsible Sourcing

George Hou has over 12 years' working experience in the area of Corporate Social Responsibility. George currently manages the responsible sourcing program for North Asia for The Children's Place. He is experienced in the area of supplier continuous improvement and supplier management system gap analysis. George's expertise is also demonstrated in the area of public speaking and trainings. He delivered training in The Children's Place (TCP) annual social responsibility seminar in 2014, 2015 & 2016.

Before joining The Children's Place, George was the field specialist of CBMA (capacity building and management advisory) service for the China region in UL Verification Service. He was invited by GSCP to speak in the panel session regarding supplier transparency in the 4th Capacity Building and Continuous Improvement workshop in Nov 2013. George holds a bachelor degree of Business English and a SA8000 certified auditor.



Lyn IP
REI
Global Head of Supplier Chain Sustainability

Lyn is the Global Head of Supply Chain Sustainability of Recreational Equipment Inc. (REI) a cooperative business based out of Kent, Washington, USA. REI started back in 1938 and has grown from 28 members to over 6Million members worldwide today.

Lyn leads a team based out of the REI Shenzhen, China office working alongside their global vendor and supplier partners to drive sustainable improvement while supporting strategy development for the Co-op. Lyn is also active in industry initiatives such as the SAC's Higg Index as well as the Social Labour Convergence multi-stakeholder project and the ILO-Better Work program.



Ed McGarr
RizePoint, Inc.
Director of Partnerships and Alliances

Ed is responsible for developing markets related to operational compliance management for RizePoint, a leader in SaaS based audit, reporting, and corrective action management software in the CSR, Food, and Hospitality industries. In this capacity, he explores the market and drives the roadmap for needed innovation with an eye to solving companies evolving needs and requirements. He is part of the management turnaround team at RizePoint where CSR in the manufacturing sector has become a major focus.

Ed's career includes senior management positions in high tech Software companies, with focus in Software as a Service models. Starting as a software engineer, his career advanced through marketing, sales, customer success, and business development at companies such as Novell, DOMO, in Contact, and Work front, spanning technology areas in network operating systems, supercomputing, endpoint security, business intelligence, contact centers, and enterprise work management. Using this background, he creates innovative solutions and alliances to solve emerging business needs.

Ed is a graduate of Brigham Young University with a Bachelor's degree in Computer Science. Originally a New Yorker, he now resides in Utah. RizePoint is headquartered in Salt Lake City, UT, USA.



Stuart Cranfield
Clarks
Group Head of Supplier Working Conditions

Stuart Cranfield has worked for Clarks for over 30 years in a variety of roles and locations. Initially working in Clarks own manufacturing facilities based in the UK and then in Portugal before returning to the UK in 2003. Here he undertook a variety of roles including project management involved with the development and commissioning of Clarks new UK based Distribution Centre and the implementation of SAP. Following this Stuart developed and established a Programme

Management Office supporting selection and delivery of programmes & projects across the Clarks business. Stuart took on his current role as Group Head of Supplier Working Conditions in 2011 responsible for the management of working conditions in Clarks suppliers globally and is currently based in Asia.



Simon Lee
Wagon Groups
CEO

Simon joined Wagon, a family owned business, in 2009 with an open mind and an enthusiastic vision. In just 5 short years, Simon transformed Wagon from a small company to a global enterprise. His ability to quickly identify synergies and streamline processes coupled with his futuristic supply chain planning enabled expansion to Vietnam, Tokyo and New York.

Being a frequent world traveler, Simon has developed a strong passion for the environment. During his time at Wagon he has implemented strict environmental policies to inherently demonstrate the importance of social responsibility. Each year Wagon is awarded by the government for its efforts to employ production automation and zero emission control.

Simon's global mission is highly respected by many international customers including: FIFA, Olympics, LVMH Group, Coach, Tory Burch, etc. With proper leadership and guidance, we believe Wagon will continue to thrive in both the Giftware and Fashion business.



Ian Spaulding
ELEVATE
CEO

Mr. Spaulding is recognized globally as a preeminent thought leader and authority on supply chain social, environmental and business performance. Mr. Spaulding is the Chief Executive Officer of ELEVATE – a global professional services firm that specializes business driven sustainability.

ELEVATE develops and implements progressive and more impact-oriented corporate supply chain responsibility programs which improve working conditions, minimize risk and drive business performance.

On a day-to-day basis, Mr. Spaulding advises senior executives at more than 75 global businesses and is regularly featured as a speaker at major events and in a range of top-tier media outlets such as the New York Times, Wall Street Journal, Business Week, Bloomberg and CNN.

Previously, Mr. Spaulding worked at Business for Social Responsibility (BSR), KPMG and Sears Holdings. At Sears Holdings, Mr. Spaulding was the former Director of Global Compliance where he pioneered the largest effort to promote greater transparency and continuous improvement among thousands of manufacturing facilities globally.

Mr. Spaulding has a Masters from Yale and Bachelors from American University. Mr. Spaulding lives in Hong Kong with his wife and three boys.



Kevin Franklin
ELEVATE
Senior Vice President

Kevin is responsible for new product development and emerging markets. He has 20 years' experience advising business on global risks, analytics and management systems. This includes extensive senior level engagement with many of the world's largest companies on corporate strategy, sustainability, metrics-driven risk management and award-winning integrated reporting.

Prior to ELEVATE, Kevin was the Chief Operating Officer of Verisk Maplecroft where he also oversaw the supply chain management practice. This included work on supply chain strategy, organisational resilience, responsible sourcing, human rights due diligence and compliance across a range of sectors including consumer goods, manufacturing, electronics and extractives.

Kevin has a Master's degree in Policy and Planning, and a PhD from Warwick Business School with a focus on systems theory, collaborative decision-making, and the role of data / analytics in performance management. He is an experienced auditor and has authored numerous reports / delivered key note sessions at numerous high-level international fora.



Patrick McKeller
ELEVATE
VP Improvement Services

Having worked with and within a multitude of different stakeholders, Patrick's greatest expertise lies in his ability to align departments and capabilities, and to unite people and components under a singular purpose or vision.

Patrick has worked in a number of different environments, from directly with CEOs, to production facilities, and alongside buyers, product developers, and merchandisers. He has led logistics and overseas operation management, run quality control efforts, and hosted large events. He has also had significant experience in supporting manufacturers, brands, retailers, and vendors in various compliance and improvement related efforts.

Within ELEVATE, Patrick utilizes all of these experiences to help formulate pragmatic, impactful programs that help stakeholders realize improvements in their sustainable social and operational performance. Patrick leads the delivery and implementation for all improvement service work within ELEVATE.

Prior to joining ELEVATE, Patrick spent six years working in the footwear industry as the Director of Sourcing Logistics and Compliance for a major U.S. footwear organization. During his time there, he oversaw all CSR, logistics, and quality control efforts.



Yun Zheng
ELEVATE
Sustainability Consultant

Yun has a strong science and engineering background with extensive research and technical experience in climate change and field research. She has led and worked on various social and

environment consulting projects at ELEVATE. She also manages the Higg environment verification program and has supported several brand partners on Higg strategies. In addition, Yun has delivered trainings and talks on several supply chain topics. Prior to joining ELEVATE, Yun was a sustainability intern at H&M, where she began her sustainability journey.

Yun is a native New Yorker and before moving to Hong Kong, she was a researcher at Columbia University. Her past research works include climate model forecasts of extreme events, field work in Haiti to capture hydrological patterns, and anchialine pond habitat studies in Hawaii. Yun holds a Bachelor's degree from Columbia University and a Master's degree from Cornell University in Civil and Environmental Engineering. She has also worked with various international organizations and community partners including UNEP and Earth watch on climate and environment issues to implement solutions and trainings.

