



INTERNATIONAL SOCIETY OF HEALTHCARE ETHICS AND COMPLIANCE PROFESSIONALS

**Environmental, Social and Governance (ESG)  
Regulations – Challenges for Ethics and  
Compliance Professionals in Healthcare Industry  
Tutzing 29/30 April**

12 June 2024

# Good Morning !!



- 11.00 am Arrival
- 11.45 am Sandwiches in the foyer
- 12.30 pm **Opening and Welcome Address**  
*Michael Spieker*  
*Michael Bartke*  
 Chair: *Dominique Laymand*  
 Clifford Chance
- 12.50 pm **ESG regulations – challenges for Ethics and Compliance Professionals in healthcare industry**  
*David Rodin*  
 Principia
- 1.25 pm **The status of ESG implementation (in healthcare industry) – a survey**  
*Andre Gascard*  
 ETHICS  
*Frederic Poels*  
 Johnson & Johnson
- 1.50 pm **ESG implementation – challenges in light of practical examples (business cases)**  
**1. Due diligence requirements in supply chain**  
*Thomas Voland*  
 Clifford Chance  
**2. ESG related disclosure obligations**  
*Claudia Feick*  
 PWC
- 2.25 pm **Changing role of compliance in a changing environment Past/Present/Future**  
*Hannes Oswald-Brügel*  
 Roche
- 2.50 pm Networking Coffee Break
- 3.20 pm **Examples from industry: The way of ESG implementation**  
**1. Mercedes Benz Group**  
*Hendrik Heitsch*  
**2. Galapagos**  
*Stephanie Wingrove*  
**3. Janssen, Johnson & Johnson**  
*Tom Aelbrecht*
- 4.25 pm **Panel discussion**  
**What can we learn?**

*Hendrik Heitsch*  
*Stephanie Wingrove*  
*Tom Aelbrecht*  
 Moderator: *Thomas Voland*  
 Clifford Chance

- 5.05 pm **Break out session**  
**What are the implications for Compliance organizations in light of ESG challenges?**  
 Moderators: *Peter Dieners*  
 Clifford Chance  
*Claudia Feick*  
 PWC  
*Steffen Esche*  
 PWC

5.55 pm **Results of the break out session**

- 6.15 pm **Closing session**  
 Chair: *Dominique Laymand*  
 Clifford Chance

7.00 pm Networking Dinner at Seestüberl

TUESDAY, APRIL 30, 2024

- 7.45 am Breakfast  
 Check-Out until 8.45 am
- 8.30 am **Good Morning – the program**  
 Chair: *Dominique Laymand*
- 8.45 am **Aspects for a new role of Ethics and Compliance**  
**a) Creating value, ethical decision taking – some thoughts**  
*Klaus Schellberg*  
 Lutheran University of Applied Science  
**b) Trends in organisations**  
*Steffen Esche*  
 PWC  
*Claudia Feick*  
 PWC
- 9.35 am **ESG approaches for organisations – what is different?**  
**1. in comparison to “classical” ABC compliance**

*Peter Dieners*  
 Clifford Chance

**2. governance (structure/management)**

*Claudia Feick*  
 PWC  
*Steffen Esche*  
 PWC

10.05 am Networking Coffee Break

- 10.35 am **Panel discussion**  
**The new role of Ethics and Compliance professionals**  
*Klaus Schellberg*  
 Lutheran University of Applied Science  
*Dominique Laymand*  
 Clifford Chance

*Uwe Broch*  
 Voluntary Self-Regulation of the Pharmaceutical Industry

*Bella Hovhannisyan*  
 CSL Behring

Moderator: *Steffen Esche*  
 PWC

- 11.05 am **Which concrete measures are required to embed ESG into the governance?**  
*Peter Dieners*  
 Clifford Chance

- 11.40 am **Break out session**  
**Creating value, a roadmap. (Most important topics? How to achieve?)**  
 Moderators: *Steffen Esche*  
 PWC  
*Claudia Feick*  
 PWC

12.35 pm **Results from break out session**

- 12.55 pm **Sum up – What did we learn ?**  
*Michael Spieker*  
*Michael Bartke*

Chair: *Dominique Laymand*

- 1.15 pm **Farewell – end of the workshop**  
 1.30 pm Sandwiches in the foyer, Departure

# Dominique Laymand

## *Clifford Chance*

# Aspects for a new role of Ethics and Compliance

## 1. Creating Value, ethical decision taking – some thoughts

**Klaus Schellberg**



***Lutheran University of Applied Science***

## 2. Trends in organizations

**Claudia Feick**

**Steffen Esche**

*Price Waterhouse Coopers (PWC)*

# ESG Approaches for organizations – What is different?

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## 1. In comparison to „classical“ ABC Compliance

**Peter Dieners**  
*Clifford Chance*

# ESG Approaches for organizations – What is different?

## 2. Governance (structure/management)

**Claudia Feick**

**Steffen Esche**

*Price Waterhouse Coopers (PWC)*



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# Networking - Coffee Break !

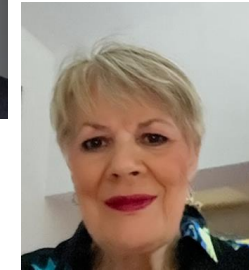
# The new role of Ethics and Compliance Professionals

## Panel discussion:

**Klaus Schellberg,**  
*Lutheran University of Applied Science*



**Dominique Laymand,**  
*Clifford Chance*



**Uwe Broch,**  
*Voluntary Self-regulation of the Pharmaceutical Industry*



**Bella Hovhannisyan,**  
*CSL Behring*



**Steffen Esche, PWC (Moderator)**



# Which concrete measures are required to embed ESG into governance ?

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**Peter Dieners**

*Clifford Chance*

# Break out session:

## Moderators:

**Steffen Esche, PWC**

**Claudia Feick, PWC**

**Anita Kim-Reinartz, PWC**



# Creating Value – a roadmap

## Most important topics ? How to achieve ?

### Group 1 –

#### Peter Dieners

Tom Aelbrecht  
Montserrat Alvarez  
Uwe Broch  
Pamela Dormann  
Stephanie Entrop  
Hendrik Heitsch  
Philippe Lesoing  
Rajiv Malhotra  
Jane Mclennan  
Benedikt Müller  
David Rodin  
Martin Schmausser  
Astrid Wortberg

### Group 2 –

#### Steffen Esche

Philip Buschhaus  
Holger Diener  
Diva Duong  
Andre Gascard  
Bella Hovhannisyan  
Myriam Invidia  
Michael Kuckein  
Amit Purohit  
Klaus Schellberg  
Elena Starinskaya  
Teixeira, Renata Christina  
Torsten Syrbe  
Benedikt Wiesenbauer

### Group 3 –

#### Anita Kim-Reinartz

Michael Bartke  
Mathilde Chazal  
Jochen Cramer  
Sue Egan  
Alexandre Guillaume  
Yvonne Martins  
Christian Mattern  
Veronique Monjardet  
Beatrice Nihoul  
Hannes Oswald-Brügel  
Johannes Teusch  
Thomas Volland  
Stephanie Wingrove

# Results of the break out sessions

# Sum up – What did we learn ?

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**Dominique Laymand, Chair**  
***Clifford Chance***

**Michael Bartke, *Ethics***

**Michael Spieker, *Catholic University of Applied Science***  
***Munich/Benediktbeuren***

**Michael Bartke**  
**Holger Diener**  
**Peter Dieners**  
**Diva Duong**  
**Steffen Esche**  
**Claudia Feick**  
**Andre Gascard**  
**Dominique Laymand**  
**Frederic Poels**  
**Thomas Voland**  
**Stephanie Wingrove**

*Clifford Chance*

*PWC*

*FSA e.V.*



Intro  
Dominique Laymann

Day I



2 ESG Implementation

Benefits - Challenges  
Meeting Experts and Peers  
ESG Department Implementation  
Communication is key

3 Supply Chain



4 Disclosure Obligations

Environmental

ESG  
Social

Governance

Learnings: Unclear Mandate  
Diverse Perspective  
Late engagement  
Uncertainty (Key active)  
Tech gap  
Topic Owners (tasks)  
Project MINGIT

5 Changing Role of Compliance



6 Industry



Galapagos  
- Expectations? = Social  
Sustainable Steering Committee  
...and NEVER forget the PATIENTS!

Johnson & Johnson  
- Workforce Diversity  
- STEM skills  
- Emission reduction

7 Discussion



Breakout:  
1) Play Role in Social to 2nd Government (Identify)  
- Access to medicine  
- Strategic advice to stakeholder but should not own it  
- should educate the Customer

6 Learnings

Be Proud / Ethical Sustainability / Social + Environmental Impact

THE FUTURE



14 Embed ESG in Governance

Values? Social expectations?

Understand THESE Business!

Pricing!

The MORE HARMONIZED the Orga is the more

12 Governance  
you can deal with DATA

13 New Role of Prof

Trust! needed

meaningfulness

9 New Role of Ethics

I want to see MEANING in what I do  
I am choosing YOU because you CARE!

11 Different approach

Greenwashing  
ESG  
Financial

4 Competences  
- Right Mindset + right Skills  
- better Communication requires Resources  
- more Data = more Risk  
- Voluntary Goals!

3 Now and Future Different ROLES  
- Compliance to reporting  
- Corporate sustainability Department

10 Trends

DATA - AI - CLOUD ...  
Op. Model  
Team  
Tech Data  
Value Culture  
Communi Ca. SKILLS  
Critical Thinking  
Risk Management

DAY II

CLIFFORD CHANCE

ethics

pwc

# Hope to see you at next opportunity!



# Thank you !

