

[1 - extensive experience/main area of expertise; 2 - significant experience; 3 - some experience; 4 - no experience]

| 'Horizontal' skills     |   |  |  |  |   |   |
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| Name                    | Leadership or other engagement at Board level   | Financial management, planning & control experience  | Business / Private Sector experience   | Legal and/or advocacy experience   | NGO experience  | Experience of influencing governments   |
| <b>Shalni Arora</b>     | <b>1</b><br><br>Finance Director of a successful Biotech Company, Trustee on four other charity Boards, CEO of family foundation                                    | <b>1</b><br><br>Qualified ACA, executive career in business development and financial planning, F&A committee for one other charity  | <b>1</b><br><br>Arthur Andersen, AstraZeneca and as an entrepreneur with own start up DxS diagnostics.   | <b>1</b><br><br>Contract negotiation, involved in local government advocacy on cohesion issues   | <b>1</b><br><br>CEO private foundation, and member of 4 charity Boards  | <b>4</b>  |
| <b>Graham Baxter</b>    | <b>2</b><br><br>5 years closely involved with the Board of the International Business Leaders Forum (2008-2013).  | <b>1</b><br><br>Various roles in Commercial and Financial Control at BP Exploration including Chief of Staff, BP Solar and Business Leader, Magnus both roles with line responsibility for financial control and planning. | <b>1</b><br><br>40 years working in and (as a consultant) with oil & gas private sector.   | <b>3</b><br><br>Worked with company lawyers in supporting role only. No legal qualifications   | <b>2</b><br><br>Responsible for International NGO engagement at BP for 4 years. Worked for NGO (IBLF) for 6 years. Led several workshops and panel discussion with NGOs included. | <b>2</b><br><br>Responsible for Government Affairs at BP Solar (4 years) and worked directly with UK, US, Vietnamese, Philippine and EU governments.  |
| <b>Michael Bowes QC</b> | <b>1</b><br><br>Joint Head of Outer Temple Chambers since 2012.<br><br>I am chair of the Defence and Security Programme Committee.<br><br>I am chair of Trustees of | <b>1</b><br><br>Joint Head of Outer Temple Chambers.<br><br>Chair of Bar Council Remuneration Committee (2007-2010). This committee dealt with fees issues for the entire Bar,   | <b>2</b><br><br>Outer Temple Chambers is a multi-million pound business. As Head of Governance I chair the Chambers Management Committee, which is | <b>1</b><br><br>This is my main work as a practising Queen's Counsel. specialise in business crime, civil fraud, financial services and economic sanctions. I am listed as a leading silk in the fields of | <b>2</b><br><br>Working with TI-UK and TI-S. Also overlap work with Corruption Watch and Global Witness.<br><br>I have also carried   | <b>1</b><br><br>I have substantial experience of working with government in respect of Bar fees and also various criminal justice issues, particularly in relation to vulnerable witnesses. I |

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|                        | <p>Not1More, an environmental charity.</p> <p>I have worked extensively with a charity called Just For Kids Law and with the NSPCC on matters relating to child witnesses and child defendants.</p> | <p>including negotiating with government in respect of criminal, civil and family law legal aid.</p>   | <p>akin to a board of directors. This involves complex budget and general management/ governance issues.</p> | <p>Financial Services, Financial Crime (Corporates) and Financial Crime (London) in Chambers &amp; Partners and in Banking &amp; Finance, Business and Regulatory Crime and Fraud in the Legal 500.</p> <p>I am registered in the Dubai International Finance Centre (DIFC) Court and is a member of the New York State Bar Association. I am a co-editor of The Practitioner's Guide to Global Investigations (2<sup>nd</sup> ed. 2018).</p> <p>I have written a number of articles in relation to white collar crime and corruption.</p> | <p>out advisory work for the NSPCC.</p>  | <p>was directly involved in Lord Carter's Review of Legal Aid Procurement on behalf of the Bar.</p> <p>I took part in meetings with the Cabinet Office in relation to the Global Summit on Corruption in 2016 in London.</p> <p>I hold round table meetings with civil servants, prosecuting authorities and lawyers in private practice to discuss developments in the law in relation to corruption (eg Unexplained Wealth Orders).</p> <p>I participate in 'Chatham House' discussions at the Royal United Services Institute on matters of policy relating to white collar crime and corruption.</p> |
| <b>Natasha Clayton</b> | <b>1</b>  | <b>1</b>   | <b>3</b>   | <b>4</b>   | <b>1</b>   | <b>3</b>   |
|                        | <p>COO at Forum for the Future (and at several past organisations), ex trustee of Pesticide Action Network UK (PAN UK), finance committee member at the Institute of Development Studies (IDS)</p>  | <p>Chartered accountant (ICAEW) with nineteen years PQE, including nine years in a variety of roles incorporating finance director responsibilities, ex treasurer PAN UK and finance committee member IDS.</p> | <p>Ten years with PwC, focusing on private sector.</p>   |  | <p>Ten + years experience working within NGO sector in a range of NGOs of different sizes, approaches and sectors.</p> | <p>Previous chair local, networking organisation helping to influence local and national politicians on the subject of climate change</p>  |

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| <p><b>Sarah-Jayne Clifton</b></p> | <p><b>2</b></p> <ul style="list-style-type: none"> <li>Served as a trustee on the Boards of various charitable and campaigning organisations (2013 – present)</li> <li>Elected member of the Friends of the Earth International Executive Committee (2008 – 2011) and chaired the Activities Sub-Committee</li> <li>Support the Jubilee Debt Campaign Board in my capacity as Director (2013 – present)</li> </ul> | <p><b>3</b></p> <ul style="list-style-type: none"> <li>Direct responsibility for all fundraising and financial management at Jubilee Debt Campaign (c£300k per annum)</li> <li>Collective responsibility with other charity trustees of capital investments worth £2.8 million (Barry Amiel Norman Melburn Trust) and grant allocation of £100k per year.</li> <li>Previous collective responsibility with Friends of the Earth International board of budget of €2 million per year.</li> </ul> | <p><b>4</b></p> | <p><b>2</b></p> <ul style="list-style-type: none"> <li>Significant experience of lobbying and advocacy across a range of issues, including corporate accountability, trade, climate change, energy, debt and financial regulation.</li> <li>Key wins include £100 million debt cancellation for Ebola affected countries and strengthened legislation on environmental and social reporting by UK companies.</li> </ul> | <p><b>1</b></p> <p>Senior NGO professional with 16 years’ experience of campaigning, advocacy, organisational leadership, fundraising and communications</p>                      | <p><b>2</b></p> <p>Lead numerous advocacy programmes targeting the UK government, and member states in the UNFCCC and UN Financing for Development process, and World Bank and IMF donor and recipient governments.</p>    |
| <p><b>Steve Cockburn</b></p>      | <p><b>4</b></p>  | <p><b>2</b></p> <p>Main budget holder for Amnesty International in West and Central Africa, c£1million.</p>  | <p><b>4</b></p> | <p><b>3</b></p> <p>Involvement (not in a legal capacity) in strategic litigation cases, including a judicial review of UK arms sales to Saudi Arabia and cases at the ECOWAS Community Court of Justice.</p>  | <p><b>1</b></p> <p>14 years working with different NGOs in UK and West Africa, including the UK Consortium on AIDS and International Development, WaterAid, Oxfam and Amnesty</p> | <p><b>1</b></p> <p>Influencing governments (primarily in UK and West Africa) has been the main focus of work throughout my career, examples including:<br/><br/>DfID’s HIV/AIDS strategy, and Dep of Trade policies on</p> |

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|  |  |  |  |  | <p>International. These included leading national and international campaigning coalitions on HIV/AIDS and access to water and sanitation, respectively, and then 8 years living and working in West Africa undertaking research, campaigns and advocacy in various humanitarian and conflict-related contexts. A member of Oxfam's Regional Management Team in West Africa, and Head of Office for Amnesty International's West and Central Africa regional office.</p> | <p>intellectual property rights.</p> <p>DfID's water and sanitation policy, and creation of a global 'Sanitation and Water for All' partnership involving UN agencies, governments and private sector</p> <p>Donor government response to the Sahel food crisis, civil wars in Cote d'Ivoire, CAR and Mali</p> <p>Issues of torture and violations of IHL in Cameroon, CAR, Mali; freedom of expression and torture in Gambia</p> <p>Migrant labour rights in Qatar</p> |
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| <b>Tamara Davies</b> | <b>3</b><br><br>Act as secretary to one of Vodafone's main board Committees – have observed board level activities, but limited personal experience in engaging                                       | <b>1</b><br><br>Chartered accountant and work in a risk/compliance function   | <b>1</b><br><br>Have been working within industry for over 8 years and as a consultant to industry for another 10.   | <b>4</b>   | <b>3</b><br><br>Only recent experience is working with TI  | <b>4</b>   |
| <b>Sam Eastwood</b>  | <b>2</b><br><br>I am a Member of Advisory Board of UCL's Centre for Ethics and Law; I am a trustee of Beating Time a Prison Charity; I am co chair of the Professionals against Corruption initiative | <b>3</b><br><br>I manage budgets daily in terms of my day to day case load at Mayer Brown and am involved in managing my Team's practice at Mayer Brown | <b>2</b><br><br>I have advised businesses across a range of sectors in the UK and internationally in the course of my legal career of nearly 30 years. My work experience includes an 18 month mandate working as independent monitor for Macmillan Publishing reporting to the Serious Fraud Office and the World Bank which involved close collaboration throughout the period with the Chief Compliance Officer, other senior management and the Board. | <b>1</b><br><br>I am a Partner in Mayer Brown's Dispute Resolution Practice. My main areas of focus include: multijurisdictional internal investigations; government investigations and UK Bribery Act /Proceeds of Crime Act and related enforcement actions; advising on anti-bribery and corruption, anti-money laundering, sanctions and human rights issues; and advising on corporate compliance programmes. | <b>3</b><br><br>My work involves extensive interaction with a range of NGOs – including Corruption Watch . | <b>3</b><br><br>I have dealt with the UK Government in the anti corruption area – including in connection with the UK Bribery Act, the Government's OECD anti bribery convention review process review, TI's work on unexplained wealth orders (as a member of the Taskforce put together by TI) , the UK's anti corruption summit in 2016 and the Professionals against Corruption initiative which followed. |

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| <b>Paul Heywood</b>   | <b>1</b><br><br>Chair of the Board of Directors of Government & Opposition Ltd (2010-16). Have held senior management roles at the University of Nottingham (Head of School, Dean of the Graduate School, Executive Faculty Dean). As Executive Dean of Faculty of Social Sciences (2011-15), Chair of several high-level boards, including Faculty Executive Board, and membership of a very wide range of other senior groups within the organisation. Fellow of Leadership Foundation for Higher Education. | <b>2</b><br><br>In various leadership positions at the University of Nottingham, I have been responsible for significant budgets of several million pounds. As Executive Dean of the Faculty of Social Sciences, I oversaw a total budget of circa £100m.<br><br>Have also managed a number of research awards at Principal Investigator, and was responsible between 2015-18 for a £3.6m programme run by the BA and DFID. | <b>4</b>   | <b>4</b> | <b>3</b><br><br>Have worked extensively in an advisory capacity with TI Secretariat since the mid-1990s; have also collaborated with organisations such as U4, Global Witness and Global Integrity. | <b>2</b><br><br>I have provided advice on corruption-related issues to government ministries in Bolivia, Malaysia, the Netherlands, Poland and the UK.<br><br>I have worked closely with DFID as part of the BA-DFID Anti-Corruption Evidence programme. |
| <b>Dominic Martin</b> | <b>2</b><br><br>Member of the OECD Council (BoD-equivalent) (2008-11), Director of Norwegian/UK Chamber of Commerce (2015-2018), Director of Barnes Sport Club (2017-2018)   | <b>1</b><br><br>Chair, OECD Budget Committee (2009-2011), Member of OECD Audit Committee (2008-2011).   | <b>1</b><br><br>I have worked for Equinor UK (previously known as Statoil) since 2014. | <b>4</b> | <b>3</b><br><br>Member of Transparency International Advisory Council (2016-2019)   | <b>1</b><br><br>Member of UK Diplomatic Service (1987-2014), serving in India, Argentina, United States and as Ambassador to the OECD. UK Deputy G8 Sherpa (2011-2014), responsible for organising 2013 G8 Summit.                                       |

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| <b>Eddie Rich</b>     | <b>2</b><br><br>Deputy Head of EITI (until 31 July)  | <b>2</b><br><br>12 years heading EITI's financial management.   | <b>2</b><br><br>No direct experience. However, have worked with 60+ EITI supporting companies and 90+ supporting investors.<br><br>Previously Head of DFID's Multinational Engagement Team                 | <b>4</b>  | <b>2</b><br><br>Deputy Head of EITI. Plus worked with 600+ NGO supporters.  | <b>1</b><br><br>Deep experience across 50+ countries at senior level for EITI.<br><br>Worked in DFID for 14 years, including as Deputy Head in Kenya and as Representative in Angola. |
| <b>Fiona Thompson</b> | <b>1</b><br><br>Board member (including as Chair, Vice-Chair and Treasurer) of several not-for profit organisations involved in international development, sustainability and education. | <b>1</b><br><br>Chartered accountant (ICAEW) and over 10 years within 'big 4' accounting firm. Chair of the Audit Committee of Capital City College Group, and of several NGOs. | <b>2</b><br><br>As an independent consultant over many years, have advised business and governments on foreign direct investment, financing and government-business relations, mainly in emerging markets. | <b>3</b><br><br>Exposure to numerous contract negotiations and advised on the development of legal and regulatory frameworks during career, primarily from a finance perspective. | <b>2</b><br><br>In addition to being a board member of several NGOs, I have significant experience of the governance and legal context in which NGOs operate. Facilitated interaction between different stakeholder groups in a wide range of organisational and cultural contexts as part of work on state | <b>3</b><br><br>Advisory work frequently involved outlining the economic and financial implications of policy frameworks for government representatives up to ministerial level.      |

restructuring,  
development  
finance,  
indigenisation  
etc. I am also  
familiar with a  
key field of  
influence for  
NGOs through  
my doctorate in  
development  
politics and  
economics.

**'Vertical' skills**

| Name                    | Specific anti-corruption expertise, incl. thought leadership   | Sectoral knowledge (DS, Health, Energy, Telecoms etc.) [Please specify]  | Working within Government   | Comms/PR/campaigning expertise   | Fundraising and marketing   | Contract management/ program delivery/ impact measurement   |
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| <b>Shalni Arora</b>     | <p><b>4</b></p> <p>Through experience at TI. Thought leadership mostly in the healthcare field</p>   | <p><b>1</b></p> <p>Health</p>  | <p><b>4</b></p>   | <p><b>3</b></p> <p>Through business and other charity</p>  | <p><b>2</b></p> <p>Not hands on experience, but have knowledge through project involvement</p>                              | <p><b>3</b></p> <p>Not hands on experience but through project involvement</p>  |
| <b>Graham Baxter</b>    | <p><b>3</b></p> <p>Worked with TI-UK developing the BPBC. Adviser to Compliance and Ethics at BP in developing first BP Code of Conduct</p>  | <p><b>1</b></p> <p>Energy (oil and gas)</p>  | <p><b>4</b></p>   | <p><b>2</b></p> <p>Chief of Staff BP Solar included Comms and 4 years at BP HQ Comms team</p>  | <p><b>3</b></p> <p>Six years at IBLF supported fundraising activities</p>   | <p><b>2</b></p> <p>Worked in and led several teams at BP delivering various projects</p>  |
| <b>Michael Bowes QC</b> | <p><b>1</b></p> <p>My field of expertise as a Queen's Counsel involves an extensive knowledge of the law relating to corruption.</p> <p>I have spoken at the following events in relation to corruption:</p> <p>Forum on Judicial Integrity: Zurich 2015.</p> <p>Panel on Judicial Integrity at the International Anti-Corruption Conference in Panama: December 2016.</p> <p>Panels on anti-corruption measures at New York State Bar Association Seminars in Paris &amp;</p> | <p><b>2</b></p> <p>I am chair of the Defence and Security Programme Committee.</p> <p>I have extensive knowledge of the law relating to bribery in the UK and USA.</p> | <p><b>2</b></p> <p>I have not worked within government but have worked with government in relation to developments in the criminal law.</p> | <p><b>3</b></p> <p>I have campaigned for the Bar in relation to fees for publicly funded work when I served on the Bar Council.</p> <p>I am very involved with marketing on behalf of Outer Temple</p> | <p><b>3</b></p> <p>I have been a member of the Fundraising Committee and have taken part in several promotional events.</p> | <p><b>2</b></p> <p>I have professional knowledge of contract law and am involved in the practicalities of contract management/ delivery in my role as a head of chambers.</p> |

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|                            | <p>Dublin.</p> <p>Also many panels on white collar crime (including corruption) in London.</p> <p>I have organised and chaired many round table meetings and seminars on matters relevant to TI-UK's work (eg Deferred Prosecution Agreements, Unexplained Wealth Orders).</p> |  |          | <p>Chambers. On many occasions I have spoken to the media in relation to corruption issues.</p> <p>I helped create our TIPS group (Transparency International UK Professional Supporters).</p> <p>I have taken part in several TI-UK promotional events.</p> |   |  |
| <b>Natasha Clayton</b>     | <b>4</b>   | <b>4</b>   | <b>4</b> | <b>4</b>   | <b>3</b>  | <b>2</b>   |
|                            |  |  |          |  | <p>Worked closely with fundraising directors in several NGOs to develop and roll out fundraising strategies</p> | <p>Significant experience of working in environments with a high level of restricted or otherwise performance related funding. Sponsor of Farm Africa's first impact report.</p> |
| <b>Sarah-Jayne Clifton</b> | <b>3</b>   | <b>2</b>   | <b>4</b> | <b>1</b>   | <b>2</b>  | <b>3</b>   |
|                            | <p>Overseeing campaign on transparency of loans to governments by UK-based financial institutions and loans issued under English law</p>   | <p>International development finance<br/>Household and sovereign debt,</p> |          | <p>Significant experience of developing and</p>  | <p>Significant experience of fundraising</p>  | <p>Overall organisational responsibility for</p>   |

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|                       |  | <p>financial sector regulation<br/>Climate mitigation and climate finance<br/>Regulation of corporate environmental and human rights impacts</p>   |  | <p>implementing all aspects of campaign strategies, including campaign communication<br/>Experienced media spokesperson</p>  | <p>from individuals, public bodies and private trusts and foundations. Secured grants of up to €1 million</p>                          | <p>programme delivery at Jubilee Debt Campaign – a small charity undertaking education, research and campaigning on debt and the finance system</p> |
| <b>Steve Cockburn</b> | <b>4</b>   | <p><b>2</b></p> <p>Defence – I manage Amnesty International’s team on military, security and policing issues. These relate to issues of the arms trade and human rights, rather than anti-corruption. I have also conducted research in conflict zones including Mali, Central African Republic, Cote d’Ivoire and Cameroon.</p> <p>Health – some more limited work on access to medicines and healthcare while at UK Consortium on International Development and Oxfam.</p> | <b>4</b>   | <b>2</b>   | <b>3</b>   | <b>3</b>  |
|                       |  | <p>Defence – I manage Amnesty International’s team on military, security and policing issues. These relate to issues of the arms trade and human rights, rather than anti-corruption. I have also conducted research in conflict zones including Mali, Central African Republic, Cote d’Ivoire and Cameroon.</p> <p>Health – some more limited work on access to medicines and healthcare while at UK Consortium on International Development and Oxfam.</p>                 | <p>No direct experience working within government. Main experience has been working to influence governments from outside.</p> | <p>Career has been largely focused on externally focused campaigns and influencing, relying a lot on high quality and high impact media and campaigns work, backed by strong research.</p> | <p>Managed a small number of new donor proposals and grants at Oxfam and Amnesty International. No direct experience of marketing.</p> | <p>As part of project management within NGOs, and management of grants.</p>   |
| <b>Famara Davies</b>  | <b>1</b>   | <b>1</b>   | <b>4</b>   | <b>3</b>   | <b>4</b>   | <b>2</b>  |
|                       | <p>Anti-corruption is my specific field of expertise and work – private sector view.</p> | <p>Telecoms</p>  |  | <p>Internal company communication</p>  |  | <p>Experience in managing large,</p>  |

|                     |   |  |   | campaigns   |  | global programmes   |
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| <b>Sam Eastwood</b> | <b>1</b><br>Anti corruption work is the heart of my practice. A recent example of thought leadership is the research on national anti corruption strategies I collaborated on with Mark Pyman of Statecraft – see <a href="http://www.nortonrosefulbright.com/knowledge/publications/165243/countries-curbing-corruption">http://www.nortonrosefulbright.com/knowledge/publications/165243/countries-curbing-corruption</a> and : <a href="http://www.nortonrosefulbright.com/knowledge/publications/147479/countries-curbing-corruption">http://www.nortonrosefulbright.com/knowledge/publications/147479/countries-curbing-corruption</a> | <b>3</b><br>My practice has involved advising in numerous sectors including financial institutions, healthcare telecomms, media, technology, construction, engineering, publishing, energy, mining and chemicals | <b>4</b>  | <b>3</b><br>Advice on communications and PR is an essential element of crisis management which forms part of my day to day practice as a Disputes and Investigations practitioner | <b>3</b><br>Fundraising -I was involved in the development of the litigation funding market in the UK which involved presenting to a range of funders – investments banks, family offices, pension funds and venture capital providers.<br><br>I am involved in fundraising for BeatingTime.<br><br>Marketing – this is a key element of my practice as a lawyer | <b>3</b><br>Yes – as part of my legal practice                |
| <b>Paul Heywood</b> | <b>1</b><br>Experienced academic, with world-leading reputation for research on corruption, anti-corruption and integrity. Author and editor of several works that have helped shape and  | <b>1</b><br>Higher Education   | <b>3</b><br>Have cooperated closely with DFID via the BA/DFID Anti-Corruption | <b>4</b>  | <b>3</b><br>Worked closely with Faculty Marketing  | <b>2</b><br>Have been Principal Investigator of several large |

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|                       | define the field in the last 20 years.  |  | Evidence programme, and provided advice to the Joint Anti-Corruption Unit (JACU).   |   | Manager as Executive Dean of Faculty of Social Sciences, University of Nottingham, to develop marketing and comms strategy. | research grants, responsible for programme management, delivery and impact assessment.  |
| <b>Dominic Martin</b> | <b>1</b><br><br>As Ambassador to the OECD, I was involved in the international scrutiny of UK anti-bribery policy, which led to the development of the 2010 Bribery Act. As one of the lead UK officials for the 2013 G8 Summit, I helped develop the framework for new measures on transparency of beneficial ownership. I also chaired the G8 Arab Forum on Asset Recovery and the Ukraine Forum on Asset Recovery. | <b>1</b><br><br>Energy (oil and gas, renewables) | <b>1</b><br><br>27-year FCO (and latterly Cabinet Office) career. In 2014, I helped establish the UK Government's Joint Anti-Corruption Unit. | <b>2</b><br><br>2014-2016, I headed up the comms team in Statoil's Global strategy and Business Development business area. I oversaw all UK government comms work in the United States (2004-08). | <b>4</b>  | <b>2</b><br><br>I have experience – both public and private sector – in managing contracts and projects, e.g. overseeing the Marshall Scholarship programme in the United States. |
| <b>Eddie Rich</b>     | <b>2</b><br><br>Mostly indirect through transparency agenda and tools.  | <b>1</b><br><br>Extractives.                     | <b>1</b><br><br>Worked in DFID for 14 years, including as Deputy Head in Kenya and as   | <b>2</b><br><br>Headed up EITI's communications work for 11   | <b>2</b><br><br>Led EITI's fundraising efforts for 12 years.  | <b>3</b><br><br>Managed dozens of contracts for EITI and oversaw our programmes and impact  |

|                       |          |   | Representative<br>in Angola.  | years.   |  | measurement<br>work.   |
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| <b>Fiona Thompson</b> | <b>4</b> | <b>2</b><br>Energy (extractives and power)<br>Further education | <b>3</b><br>Limited<br>experience as<br>member of audit<br>committee of<br>DFID | <b>4</b> | <b>3</b><br>Oversight of<br>functions<br>through<br>committee<br>memberships | <b>3</b><br>Limited direct<br>practical<br>experience but<br>considerable<br>exposure to issues<br>as board member<br>and some at an<br>academic, policy<br>level. |