

## JULIE C. BRAUTIGAM

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### SUSTAINABILITY & ESG TRANSFORMATION LEADER

Collaborative and relationship focused ESG leader trusted for integrating Environmental, Social and Governance (ESG) strategies into enterprise value chains. Known for integrity and strategic leadership, strengths in cross-functional leadership and partnering to create breakthrough outcomes for a better, more sustainable world.

### EXPERIENCE

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**HOLLISTER INCORPORATED**, Libertyville, IL

**Oct 2019 - Present**

**Head of Global Environment, Health & Safety/ ESG Strategic Enabler**

Established global EHS strategy & program, and secured ESG into Corporate JDS, Inc (parent company to Hollister and KMT Medical) 2030 Strategic Plan. Established company's first cross functional, executive Environmental Leadership Council & ESG team, policy and ESG strategy delivering operational plans, sustainability report and internal transformation champions. Grew and sustained strategic revenue streams in key markets sensitive to ESG governance. Established transformation plan including resource model to enhance capabilities supporting business growth and compliance with emerging EU CSRD and EU CSDD requirements. Implemented the company's first ESG data-focused management & reporting systems. Achieved 11% reduction in water use, 15% improvement in energy efficiency, and reduced waste sent to landfill by 20%. Led safety performance improvement focused on hazard identification, risk assessment, hand safety resulting in 40% improvement overall and 50% fewer hand injuries. Led COVID-19 pandemic response and business continuity through crisis management team. Present EHS to board/trustees.

**TAKEDA PHARMACEUTICALS**, Deerfield, IL

**2014 – Sept 2019**

**Head of Procurement Sustainability & Diversity, Performance & Innovation (Sr Director)**

Developed a sustainability vision, strategy, program and global/regional teams across US, Asia, and Europe to drive sustainable supply chain. Achieved a 92<sup>nd</sup> percentile rating Dow Jones supply chain sustainability Index and high performance on ESG rating indices (FTSE 4 Good, MSCI ESG Leader Index, CDP A-). Strengthened supplier relationships focusing on building trust through sustainability collaboration. Published annual sustainable value report and recommended sustainability disclosure strategies across value chain. Leader of Corporate Environmental Council and Women's Inclusion Network. Designated Ethics & Compliance Ambassador; Recognized with two internal awards: Takeda "Drive for Results" Exceptional Recognition for R&D Partnership Program (2018) and Takeda "Driving Change" Exceptional Recognition for Ethics & Compliance Ambassador Impact (2018)

- Led supply chain climate strategy leading to science-based targets, including initial modelling.
- Leveraged digital capabilities (power BI, tableau, Ecovadis) to drive supplier diversity, visibility & sustainability engagement, leading Takeda's supply base to 10 basis points improvement over industry average.
- Established Responsible Sourcing supplier audit program, conducting 40 audits annually. Enhanced supply chain Modern Slavery Act focus via training and enhanced assessments.
- Developed and implemented a streamlined operating model for executing compliance third party due diligence & supplier management activities; improved enterprise risk management processes.
- Maintained award-winning supplier diversity program. Led several supplier diversity, sustainability, and innovation days.
- Established and implemented patient-centric supplier relationship management strategy and team. Executed segmentation, relationship governance and performance management process; built supplier partnering capability.

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**BAXTER INTERNATIONAL, INC.**, Deerfield, IL

**2002 – 2014**

**Director of Global Supply Chain Sustainability (2013-2014)**

Led development of Baxter's 2020 sustainability strategy & Executive Sustainability Steering Committee. Integrated sustainability into core business plans and strategies, preserving and growing revenue of \$1B. Named 2014 Champion of Diversity. Developed external sustainability communications to meet investor and customer needs. Led sustainability stakeholder engagement program through Ceres, and novel partnerships to advance World Environment Day and STEM education among employees, their families and community partners.

- Led product stewardship & material compliance program for Conflict Minerals, ROHS and REACH compliance to support market access. Enhanced supplier recognition program focused on environmental improvements and achieved related cost savings of \$9.5 MM over three years.
- Led supplier sustainability surveys and expanded to include high risk and high value relationships. Provided supplier project recognition for ESG achievements. Defined and led global supply chain (product transport and distribution) sustainability strategies, resulting in >15% reduction in carbon footprint, GHG and cost savings initiatives. Established green building and energy efficiency standards for warehouse & distribution and partners. Led portions of CDP & Dow Jones.

**Director of Ethics & Compliance & Sustainability**

**2007 – 2013**

Responsible for governance of third-party relationships and EHS Compliance Governance. Led & implemented Anticorruption and Third-Party Program during U.S. DOJ and U.S. SEC investigations; Achieved DOJ and SEC declinations to prosecute in anticorruption (FCPA) matter. Provided corporate EHS compliance oversight and support to over 50 manufacturing sites globally. Resolved significant EHS compliance matters with reduced enforcement proceedings. Enhanced EHS audits to focus on company strategic EHS risks.

- Led business development EHS due diligence for company's largest acquisition and implemented risk-based integration plans with team collaboration.
- Developed and published 10 sustainability reports over career; led EHS data verification audits.
- Led product stewardship program and team including governance with R&D, Purchasing, Supply Chain and Commercial to address risks of REACH, RoHS and Conflict Minerals and other regulations.

**Environment, Health & Safety Compliance Manager**

**2002 – 2007**

Provided EHS-related compliance support, analyzing complex compliance issues and working collaboratively toward resolution with facilities. Managed superfund remediation and liability reserve. Implemented risk-based environmental improvements and focused wastewater best management practices at sites. Established environmental compliance incident goal, achieved 44% reduction in environmental compliance incidents and strengthened global EHS compliance program. Led Baxter's Sustainability Report strategic content for print and web. Addressed Global Reporting Initiative reporting standards and lead EHS sustainability report external assurance process.

**INDECK ENERGY SERVICES, INC.**, Buffalo Grove, IL

**2001 – 2002**

**Regulatory Affairs Manager**

Established EHS compliance program for 10 U.S.-based cogeneration and power generation facilities; Title V air permit operating certifications, Continuous Emissions Monitoring, stack testing, acid rain and storm water and waste management focus. Successfully navigated EPA compliance investigation.

**INTERNATIONAL PAPER COMPANY**, Memphis, TN

**1998 – 2001**

**Environmental Analyst & Senior Research Associate**

- Managed programs and relationships to demonstrate environmental performance as a competitive advantage. Provided climate change policy support to Vice President of Environment, Health and Safety. Liaison to World Business Council for Sustainable Development – Sustainable Forestry industry project.
- Received "Special Recognition Award" from CEO in 1999 and 2000 and developed winning nomination for the United Nation's World Environment Center 2000 Gold Medal Award for International Corporate Environmental Achievement.

## **BOARD SERVICE**

**Pharmaceutical Supply Chain Initiative** – a healthcare industry collaboration to drive improved supplier environmental, ethical and human rights outcomes. Shared competitive advantage and improved supply chains. Awarded in 2017 for Outstanding Leadership of PSCI.

### **Elected Board Member (Chair, Vice Chair & Past Chair)**

**2016 – 2018**

- Doubled membership, developed and launched a 3-year strategy based on materiality assessment, and published PSCI's first public progress report on sustainability impact. Established "partnership" strategy to grow.
- Grew supplier capability program focusing on providing expert, technical ESG training to suppliers and created two-tier membership & governance structure. Developed ethics and labor training in supply chain approach and content for members and suppliers.

## **EDUCATION**

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**Master of Environmental Management-** Duke University, Nicholas School of the Environment

**Bachelor of Science: Biology, Cum Laude** - Illinois Wesleyan University

**Current Member of National Association of Environment Management (NAEM), American Society of Safety Professionals (ASSP), National Safety Council (NSC)**

## **AWARDS & RECOGNITION**

Pharmaceutical Supply Chain Initiative – Chair, Recognition for Sustainability Leadership (2017)

Takeda "Drive for Results" Exceptional Recognition for R&D Partnership Program (2018)

Takeda "Driving Change" Exceptional Recognition for Ethics & Compliance Ambassador Impact (2018)

Procurement Leaders, Shortlist for Risk and Sustainability category (Takeda) May 2018

Diversity Plus 2014 Champion of Diversity

Baxter Law Department Outstanding Contributions:

Code of Conduct Team (2008)

International Interactions Policy Team (2009)

Third Party Policy (2011)

Training for Medical Products Organization (2011)

## **PAST PRESENTATIONS/SPEAKING ENGAGEMENTS:**

March 2018 – Xavier Health FDA Pharmedlink Conference: Holistic Sustainable Supply Chain Management for Quality and Sustainability Results

July 13, 2017 – United Nations Sustainable Development Goals: "Business Leading the Way: The SDGs as a Tool for Sustainability and Growth

June 2016 – US Chamber of Commerce Foundation – Corporate Social Responsibility Leadership

September 2014 – Loyola University, Quinlan School of Business, Responsible Sourcing Workshop