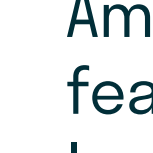


Impact Report



8.86M

people directly impacted by
Ambassador-led projects
featured in our full 2023
Impact Report



Our Programmes

\$3.12M

distributed to young
leaders working
towards the SDGs
since 2018

Our Community

2.52M

tCO₂ emissions
mitigated by
Ambassador-led
projects since 2018

Social Impact Analysis

\$1:16

average social return
on investment for
Ambassador-led
projects in 2023



MESSAGE FROM THE FOUNDERS

Every year, One Young World Ambassadors generate meaningful social impact on a huge scale across the world, and 2023 was no different.

We were delighted to be hosted by the historic city of Belfast in the 25th anniversary year of the Good Friday Agreement. We welcomed 1,952 Delegates from 190+ countries and 64 Counsellors, including Her Majesty Queen Rania Al Abdullah of the Hashemite Kingdom of Jordan, President Juan Manuel Santos, Sir Bob Geldof, Lucy Hale, Rio Ferdinand, and 19 high-profile CEOs and Partner Executives. Summit content was focused on five key plenary challenges selected by the global Ambassador Community: the climate emergency, the food crisis, education, mental health, with a day devoted to peace and reconciliation, learning lessons from the Northern Irish peace process for other countries devastated by conflict.

In the run-up to the One Young World Summit Belfast, 2023, the six-month global leadership programme of monthly seminars was attended by 1,461 Delegates. We also collaborated with British embassies and high commissions around the world to hold send-off events for Delegates eagerly awaiting their trip to the Summit.

We also expanded our capacity-building programmes - Belfast Summit Delegates were invited to participate in the Action Accelerator, a six-month course to turn their ideas into action. We launched the One Young World Academy in partnership with Pearson - participants in the Academy attend lectures by world-leading experts such as the Founder of Grameen Bank, Professor Muhammad Yunus, and Former Chief Prosecutor of the International Criminal Court, Fatou Bensouda.

Through the Lead2030 programme, with support from our corporate partners, we distributed \$525,000 to 11 young leaders, along with tailored mentorship from industry experts designed to help them maximise their impact.

We recognise the importance of engaging and promoting Indigenous and First Nations young leaders. In 2023 we announced our Indigenous Young Leaders strategy. After consultation with One Young World Ambassadors from Indigenous backgrounds, we launched our Indigenous Council. This Council will ensure that the voices, perspectives, and needs of Indigenous communities are at the forefront of our decision-making.

Amid a rising tide of populism and a deteriorating political climate in large parts of the world, One Young World Ambassadors are taking a stand for a better future by actively building a fair and sustainable future for all. The Ambassadors featured in this report represent a small but extraordinary slice of our wider Community. They are working across all Sustainable Development Goals to impact people, influence policy, and foster meaningful partnerships for change. The Ambassador-led initiatives analysed in this report have impacted 8.86 million people so far, and generate, on average, \$16 of social return for every \$1 invested into their work. Ambassadors featured in our Impact Reports since 2010 have impacted 50.42 million people; the 16,300+ other Ambassadors active in our wider Community have impacted countless more.

One Young World's mission to empower young leaders grows more urgent every day as the world faces multiple crises and a failure of leadership at the highest levels. We could not have come so far, and we could not continue to drive forward, without our staff, our partners, our Ambassadors, and everyone who shares our vision of tackling the world's biggest challenges head-on.

David Jones
Co-Founder

Kate Robertson
Co-Founder

THE ONE YOUNG WORLD GLOBAL LEADERSHIP CHARTER

Together we are One Young World — empowering and supporting one another to lead with vision, compassion and integrity, to leave a positive lasting legacy for generations to come.

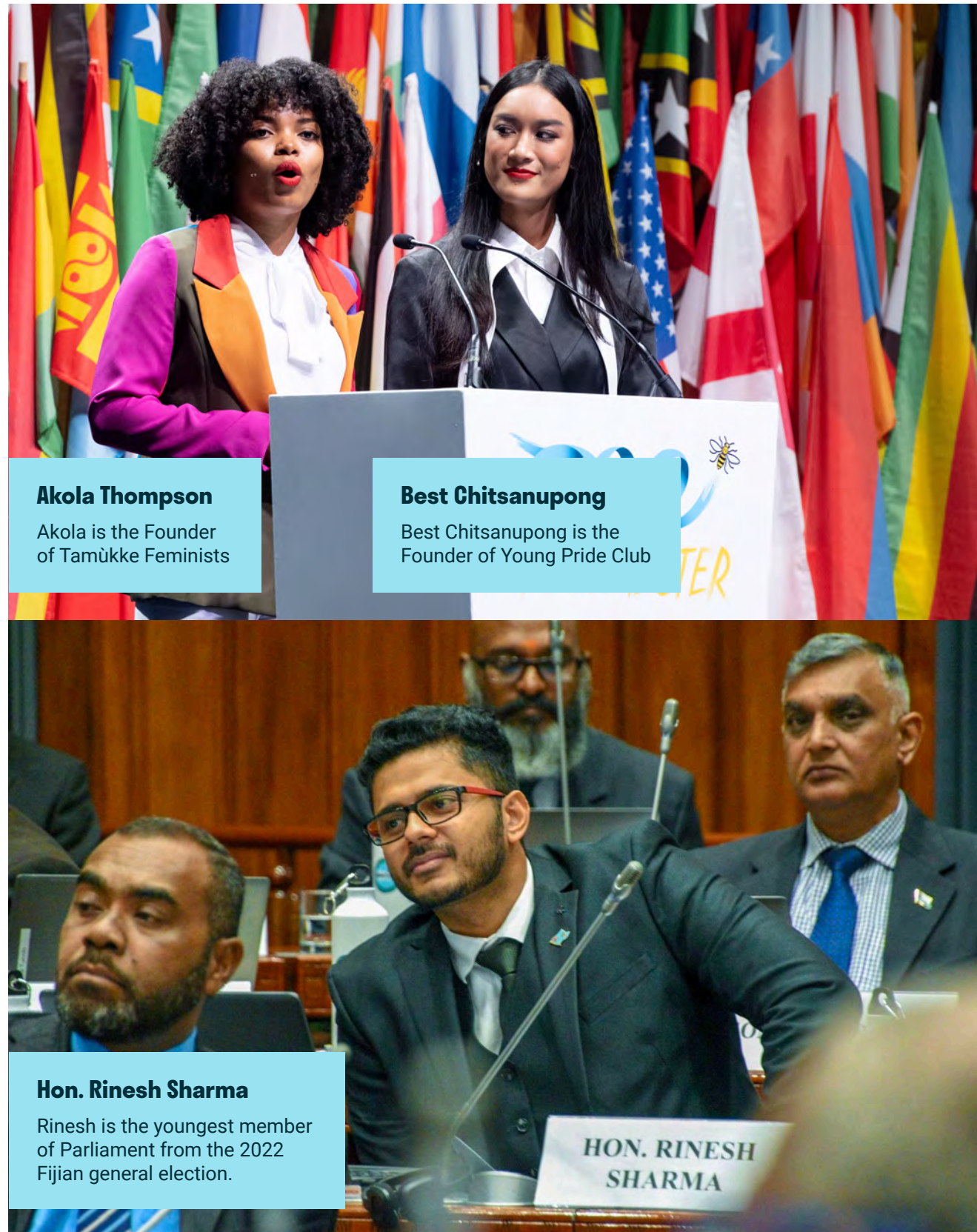
We aspire to nurture compassionate leaders, equipped for a globalised world. And we know that brilliant leaders with the solutions to global challenges, can emerge from anywhere in the world.

We affirm that great leadership is not confined to any single tradition or belief system, and has many effective cultural models.

Our Global Leadership Charter is our framework for responsible, effective leadership. Our goal is for One Young World Staff, our Global Community and our supporters to strive towards embodying these principles in their leadership.

We humbly acknowledge that, while we might at times all fall short of these principles, we are fully committed to rising to the highest standards set by our Leadership Charter, and to always encourage those who we work with to do the same.

Drawing on deep-rooted wisdom from across the world, this Charter stands as a testament to our belief that humanity shares values that resonate across cultures, and transcend political barriers, and drive our desire to build a fair and sustainable world, for the benefit of all.



PRINCIPLES



Ubuntu you are a person by other people

We are all interconnected, and we all belong. Your wellbeing is connected to my wellbeing, and our actions affect the wellbeing of our communities. That's why we act with kindness, inclusivity and collaboration, as encapsulated by the Southern African philosophy ubuntu.



Kuleana be responsible for your actions

We are stewards of our land, community and future generations. Taking the Hawaiian concept of kuleana to our hearts, we take our responsibility seriously by making informed, compassionate decisions, being respectful, and finding strength in our Community.



Satya be truthful in your actions and your words

We believe integrity means aligning our words, thoughts and actions. The Hindu principle satya grounds us in truthfulness and authenticity, and reminds us to be mindful of the many different truths held by others. Through our transparency and sincerity we build trust.



Ihsan always strive for excellence

Meaning goodness and excellence, the Islamic principle of ihsan encourages us to elevate our actions, seeking the very best and most beautiful way of doing things. We're willing to go the extra mile, to pay attention to details, and persevere until we master our skills.



Fortitude be confident in your ability

We have the conviction and courage to be bold, make tough decisions, and face up to criticism. A virtue of Christian theology, fortitude reminds us we are strong enough to keep going, do the right thing, and get things done - no matter how many obstacles are in our way.



Qian lead with humility

The Chinese and Taoist precept, Qian, keeps us grounded. Encouraging us to maintain a modest, balanced and realistic self-view, by rising above our ego and embracing simplicity. We are committed to leadership free from arrogance, excessive self-importance or greed.



The Seventh Generation Principle act for the long term

We look beyond immediate and short-term gain to consider the long-term impact our actions might have on the environment, society and culture. Drawing on wisdom from Native American, and many Indigenous cultures, we aim to keep seven future generations in mind.

Peter Mabin

Peter was **inspired** by the Summit to change his approach to addressing issues in his country.



Shah Rafayat Chowdhury

Shah attended the One Young World Summit, where he learned key values to help him **build** his initiative.



Franziska Trautmann

Franziska used the platform provided by One Young World to **elevate** the reach of her initiative.



THEORY OF CHANGE

One Young World's Theory of Change outlines our commitment to, and method of, impacting young people to support them in their mission for a more sustainable and equal world. Young leaders are the people most invested in our collective future, understanding best their own needs and those of their peers and communities, while being uniquely well-placed to utilise the tools and resources of contemporary technology and paradigms.

The crises facing us are global in scope; as a result it is vital for One Young World to continue supporting young leaders from every country to ensure that local knowledge can inform global perspectives through a worldwide network of exceptional changemakers.



One Young World **identifies and connects** young leaders from every country through our partner organisations and scholarship programmes. We contribute to their success as young leaders by:

- **Inspiring** them to increase their social impact through interactions and knowledge sharing with our Counsellors, exposing them to new insights and information that can better inform their work and scale their impact.
- **Building** their skills and capacity through our funding mechanisms, Action Accelerator programme, and the One Young World Academy. We ensure that our Community of young leaders remain connected and supported through wide-ranging events and opportunities.
- **Elevating** them by providing a platform through which they can speak about their work, experiences, and ideas to a global audience at our Summits and through our reports and social media channels.

IMPACT IN NUMBERS

50.42 million

people directly impacted by
Ambassador-led projects featured in
our Impact Reports **since 2010***

2.52 million

tCO₂ emissions mitigated by
Ambassador-led projects featured in
our Impact Reports **since 2018***

\$3.12 million

distributed to young leaders working
towards the Sustainable Development
Goals **since 2018**

1:16

social return on investment of
Ambassador-led projects featured **in
the full 2023 Impact Report***

8.86 million

people directly impacted by
Ambassador-led projects featured **in
the full 2023 Impact Report***

\$2.62 billion

social value generated by Ambassador-
led projects featured **in the full report***

2024 PREVIEW

One Young World Summit Montréal/Tiohtià:ke, 2024

One Young World will host our 13th annual Summit in the vibrant city of Montréal/Tiohtià:ke. Over 2,000 Delegates and Counsellors will contribute to and learn from content on Indigenous voices, the climate and ecological crisis, artificial intelligence, health, and peace.

We are committed to ensuring the voices, perspectives, and needs of Indigenous communities are at the heart of our Summit in Montréal. In addition to an entire Summit plenary challenge dedicated to spotlighting Indigenous voices, we are hosting our first Indigenous Day event.

This day will consist of live performances, networking opportunities and the chance for Delegates to hear from Indigenous young leaders on topics including: climate change, land rights, preserving and celebrating Indigenous culture and heritage. We are also proud to be hosting a session on the legacy of the Stolen Ones.

We acknowledge that the One Young World Summit 2024 will take place within the traditional unceded lands of the Kanien'kehá:ka peoples, part of the Haudenosaunee Confederacy.

There is also a strong historic presence of Anishinaabe peoples in what is now known as the Greater Montréal area. Tiohtià:ke, or Montréal, has also long been, and continues to be, a gathering place for many First Peoples from all directions.

We honour and thank the traditional custodians of this land and strive to work for the success of future generations.



One Young World Indigenous Council

In 2023, we launched the One Young World Indigenous Strategy, pledging to partner, engage, and support Indigenous and First Nations peoples worldwide through our work. As part of this strategy, we formed our Indigenous Council to engage directly with Indigenous young leaders to ensure fair representation and advocacy for our Indigenous Ambassador Community, and the many communities they lead and represent.

This Council will play an important and ongoing role in shaping our Indigenous content in 2024 and beyond, while identifying Indigenous young leaders for scholarships, consulting on the Indigenous plenary session, and co-designing programming for Indigenous members of our Community.

Lead2030

One Young World's flagship funding programme continues in 2024, with grant opportunities and exclusive mentoring from world-leading experts who challenge and assist winners to scale their initiatives and impact.

Seed2030

We have partnered with our Ambassador and Founder of Unloc, **Hayden Taylor**, on Seed2030, to distribute micro-grants to people aged 14-25 in Northern Ireland who require resources, funding and support to implement community projects or social enterprises.

Ambassadors for Peace

After consulting with our Community, we are launching a new series of interactive, action-focused events that will empower our Community to tackle the consequences of escalating global conflicts and contribute towards a more peaceful future for all. Each session will give Ambassadors a safe space to explore how One Young World can mobilise humanitarian aid and advocate effectively for peace. Attendees will form an action group dedicated to sharing resources and forging impactful collaborations.

The first session features guest speakers **Abeer Abu Ghaith**, CEO of MENA Alliances and leader of Jobs for Palestine; and **Nadav Weiman**, anti-occupation activist, former IDF soldier, and Senior Director of Breaking the Silence. Other events in the series will cover conflicts in the Democratic Republic of Congo, Ukraine, Sudan, and more.



OUR

SUMMITS

connecting young leaders

BELFAST 2023

The One Young World Summit, 2023, took place over four days in the heart of the historic city of Belfast, Northern Ireland, in the 25th anniversary year of the signing of the Good Friday Agreement. The Summit venue was the ICC Belfast, with the Opening Ceremony hosted at the SSE Arena.

The 2023 Belfast Summit played host to the inaugural One Young World Cinema, featuring four outstanding documentary pieces:

- *Get To Know the Open Library of the Colombian Peace Process*, by the Compaz Foundation
- *So What If It Rains* - Marie Campbell, produced by the film festival charity Cinemagic to mark the 25th Anniversary of The Good Friday Agreement
- *We Dare To Dream*, by **Waad Al-Kateab**, portraying the dramatic challenges faced by refugee athletes who competed for a place in the 2020 Olympic Games
- *Lyra*, on the life of Northern Irish investigative journalist Lyra McKee, followed by an exclusive Q&A session with the documentary's director, Alison Millar

Pre-Summit Engagement

The One Young World 2023 Global Leadership Programme kicked off with a six-month series of digital seminars designed to build the leadership skills of this Summit cohort.

This series included expert-led talks and discussions on the Summit's five plenary themes. In the weeks leading up to the Summit, One Young World's Managing and Coordinating Ambassadors organised send-off events from the Solomon Islands to Tajikistan to help Delegates form new connections and make the most of their Summit experience.

1,498
participants of the Global Leadership Programme

47
Summit send-off events



“Immersing myself in the electrifying atmosphere of the One Young World Summit, where passionate speakers from politics, business, and social activism shared their life-changing stories, was an experience that stirred the deepest fibres of my soul.

Their words weren't just speeches; they were powerful calls to action that resonated with my own aspirations.

Witnessing their unwavering commitment ignited a fire within me, motivating me to amplify my efforts and contribute meaningfully to the global change I want to see.”

- 2023 Delegate



The Summit offered Delegates the chance to hear from high-profile, internationally respected One Young World Counsellors such as Her Majesty Queen Rania Al Abdullah of the Hashemite Kingdom of Jordan, signatories of the Good Friday Agreement, and exceptional Delegate Speakers.

These speakers were organised across the following five plenary challenges:

Peace and Reconciliation

How can communities build and sustain lasting peace?

Climate Emergency

How can we ensure responsible stewardship of our planet's resources?

Food Crisis

How can we end this global food crisis before it becomes a hunger catastrophe?

Education

How can we fight inequality through education?

Mental Health

How can we make mental health a priority?



64

One Young World Counsellors

196

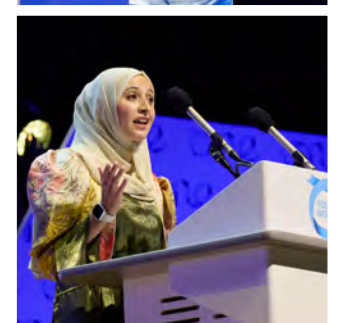
young leaders elevated by speaking on stage



97.9%

of Delegates reported that the Summit broadened their understanding of pressing global issues*

* Results from a survey of 525 Delegates who attended the Belfast Summit, 2023



Our interactive stages, sponsored by Audi, IKEA and Reckitt, provided a space for deeper conversations related to the five plenary themes and beyond. They hosted sessions on topics such as:

Empowering Indigenous Communities: Land Rights and Climate Change Resistance, in which a group of Indigenous young leaders discussed challenges and solutions to conservation on Indigenous land.

Russia's War in Ukraine: Empowering Youth and Post-Conflict Reconstruction, in which our panellists explore the future of Ukraine, post-conflict reconstruction, and how young people can be central to ensuring an inclusive rebuilding process.

The Summit experience also included workshops to build Delegates' practical skills, structured action sessions for networking and exchanging ideas, and exclusive, intimate mentor sessions with One Young World Counsellors.

As well as opportunities to speak on stage, the Summit offers exceptional Delegates the chance to feature in national and international press coverage of the event.

98.5%
of Delegates reported making promising connections at the Summit*

1,197
coverage pieces in 20 countries across the 30 days around the Summit



95%
of Delegates reported that the Summit assisted their professional development*

94%
of Delegates reported that the Summit gave them ideas for new solutions to sustainability issues*



★★★★★
4.8 average rating of mentor sessions*

★★★★☆
4.33 average rating of action sessions*



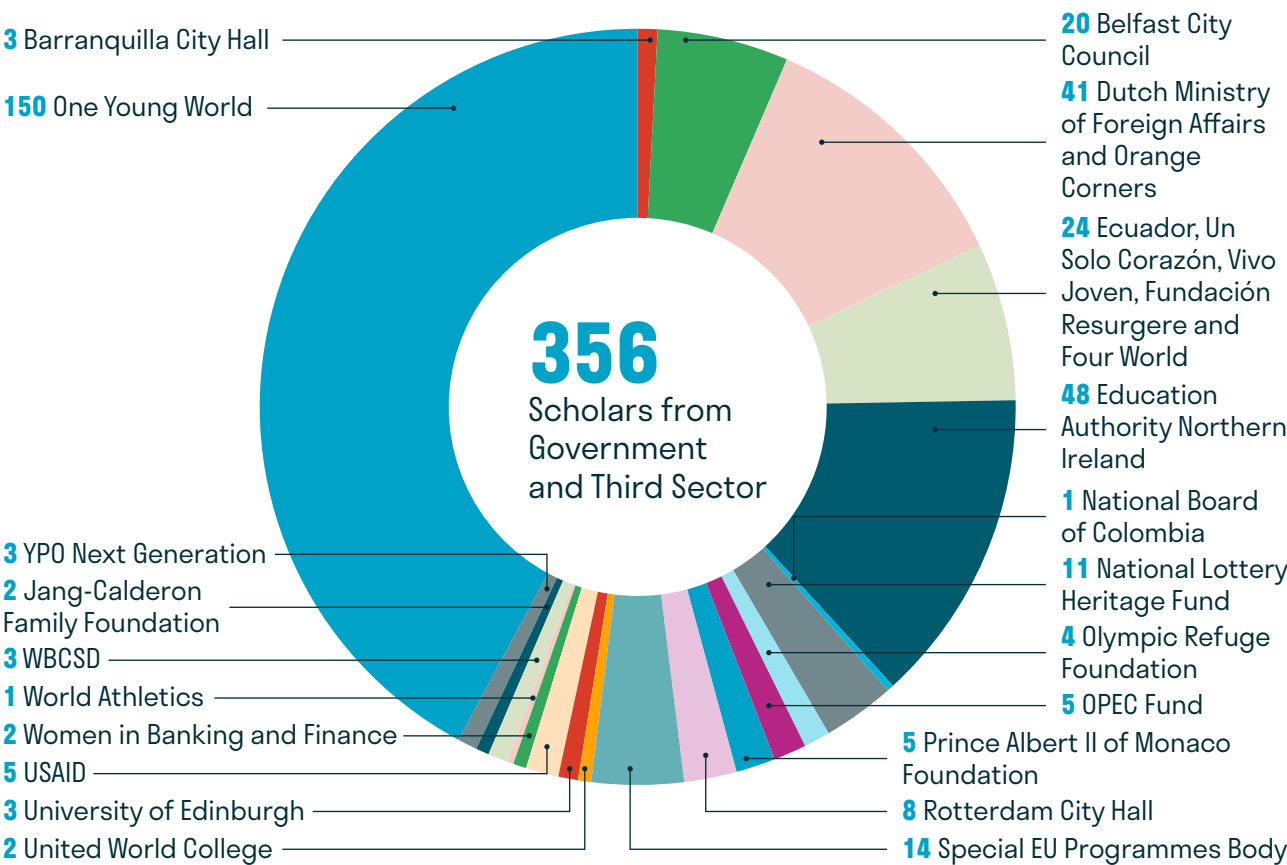
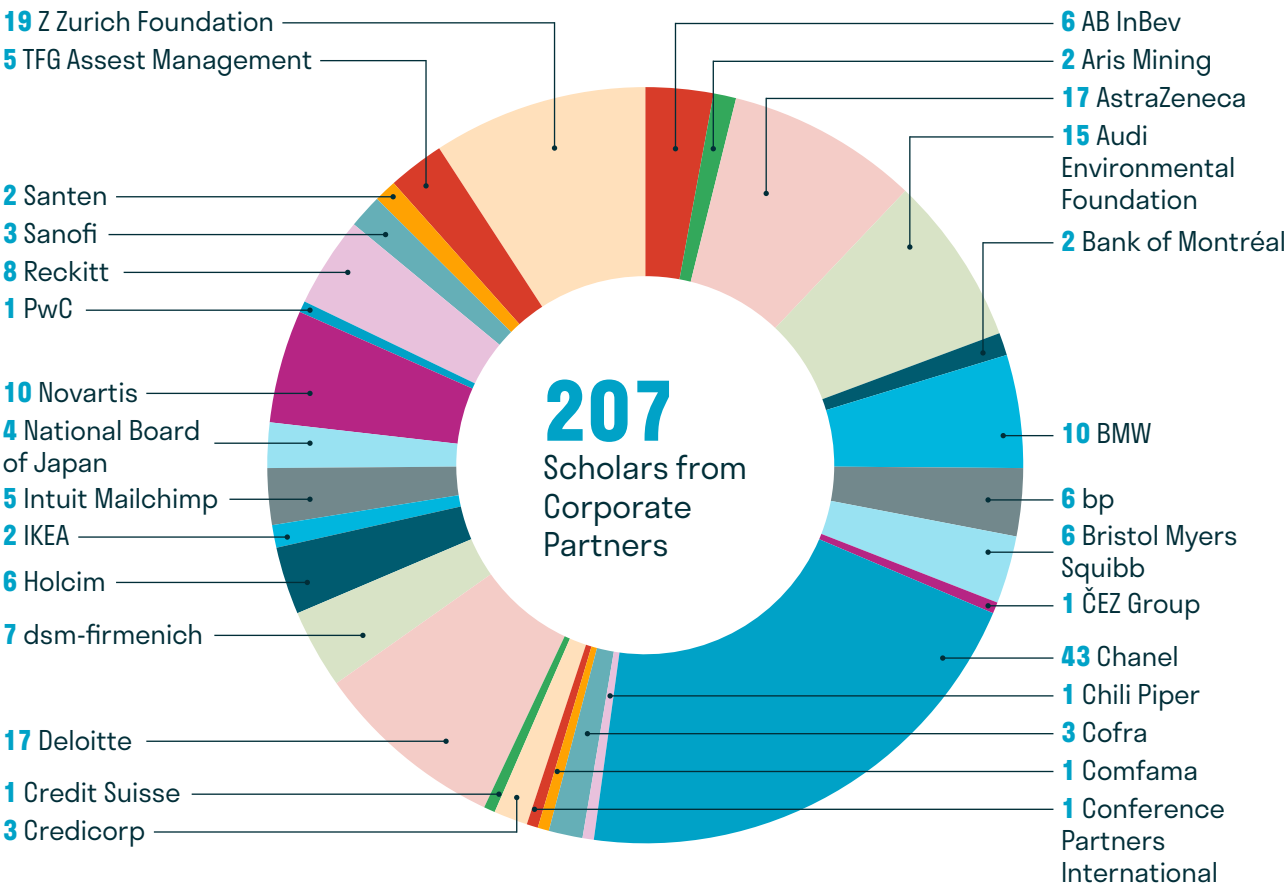
* Results from a survey of 525 Delegates who attended the 2023 Summit

2023 SCHOLARSHIPS

One Young World Scholarships provide a fully-funded pathway for young leaders with proven track records of delivering social impact to attend our annual Summit. These scholarship opportunities are developed jointly with our partner organisations across the private sector, government, and the third sector.



Scholars are integral to One Young World’s mission. They often work on the frontlines of vital issues in their respective communities, creating social change where it is needed most.



2022 MANCHESTER SUMMIT: SIX MONTH FEEDBACK



78%
of Ambassadors who attended the Manchester Summit created new social impact within six months of joining One Young World.^[1]

The total Ambassadors creating new social impact increased significantly from the previous year - an increase of 12% on our 2021 figure of 66%.
Notably, Ambassadors who engaged in One Young World Community activities following their Summit experience tended to achieve a higher social impact than those who did not. Of Ambassadors who engaged in additional Community activities since attending the Summit, **80% have created new social impact.**



46%
significantly developed their initiative.^[2]

41%
created a new social impact initiative.^[2]

13%
started a new job focused on social impact.^[2]

We saw a 6% increase in the number of Ambassadors either starting a new initiative or significantly increasing their existing initiative within six months of joining our Community. 59% of Ambassadors recorded one or both of those categories of impact in 2022 compared to 53% of Ambassadors surveyed in 2021.

Ambassadors from the Manchester Summit also strongly agree that being in our Community inspired them to increase their impact, built their skills and capacity, and elevated their profile as young leaders.

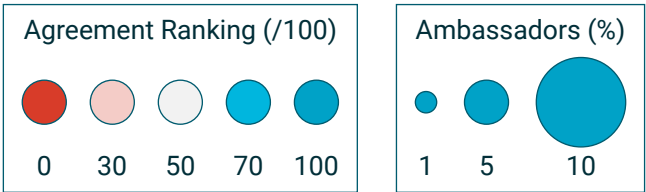
In a survey of over 150 Ambassadors who attended the Manchester Summit, we asked respondents to rank their agreement to five statements aligned with our Theory of Change, between 0 (strongly disagree), 50 (neither agree nor disagree), and 100 (strongly agree).

Results highlight that within six months of attending the Manchester Summit, the vast majority of Ambassadors felt more motivated, more equipped, and more respected as leaders.

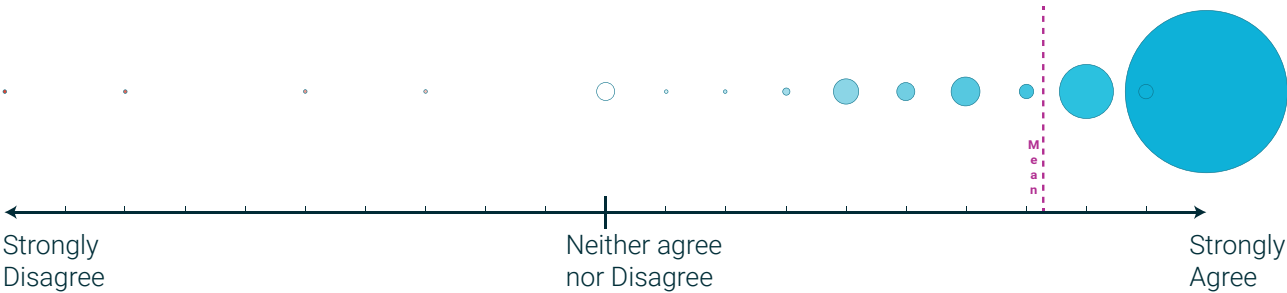


Inspired to increase their impact:

92% of young leaders believe being an Ambassador has increased their drive to make a difference.^[1]



Graph A: "Being an Ambassador has improved my drive to make a difference."

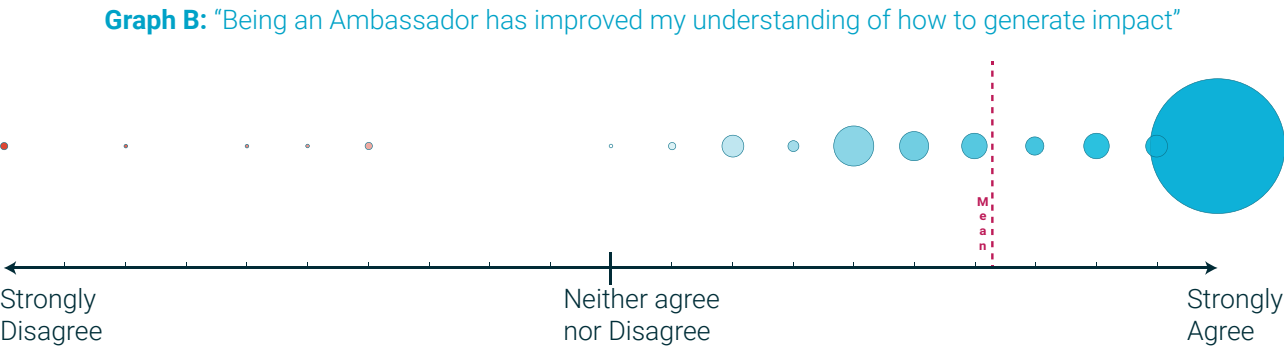


As shown in Graph A, being a One Young World Ambassador inspires young leaders to increase their impact. On average, Ambassadors who attended the Manchester Summit strongly agreed that they have greater drive to make a difference, with an average agreement of 86.5/100 to the statement, and 45% recording the maximum level of agreement rising to 50% if Ambassadors participated in post-Summit programming.

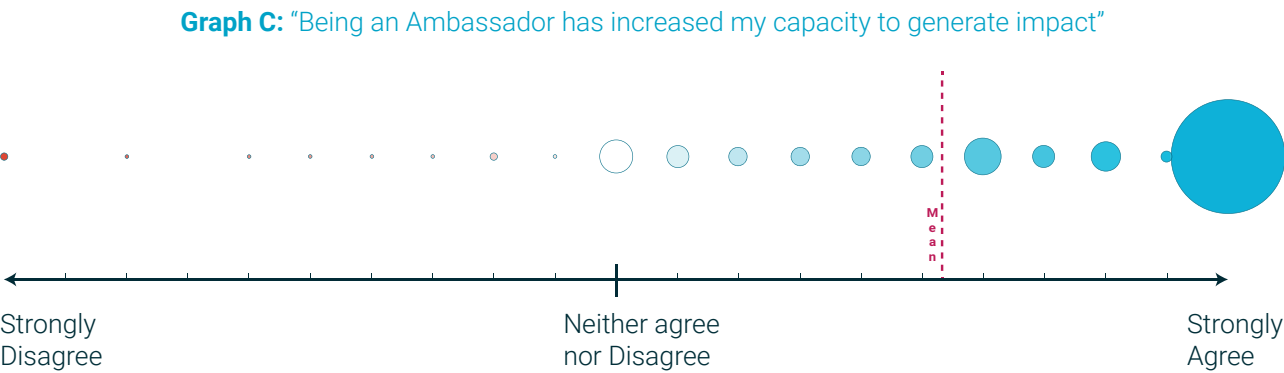
Better equipped with skills and capacity to act:

93% of young leaders believe being an Ambassador has improved their understanding of how to generate impact.^[1]

83% of young leaders believe being an Ambassador has increased their capacity to generate impact.^[1]



Graph B demonstrates that One Young World effectively improves young leaders’ understanding of how to create impact. The majority strongly agreed that being an Ambassador improved their understanding of how to create impact, with an average ranking of 81.5/100. Agreement is greater amongst those who attended post-Summit programmes after the Manchester Summit, with the average ranking rising to 84.2/100.

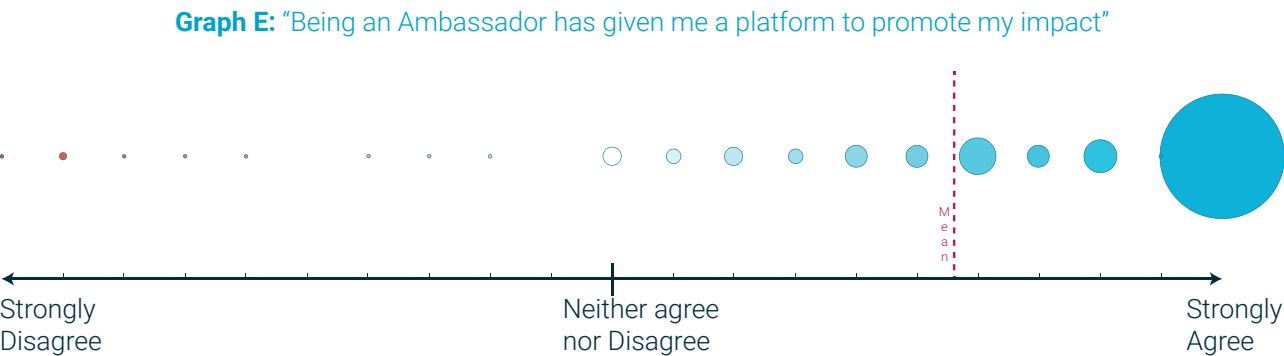
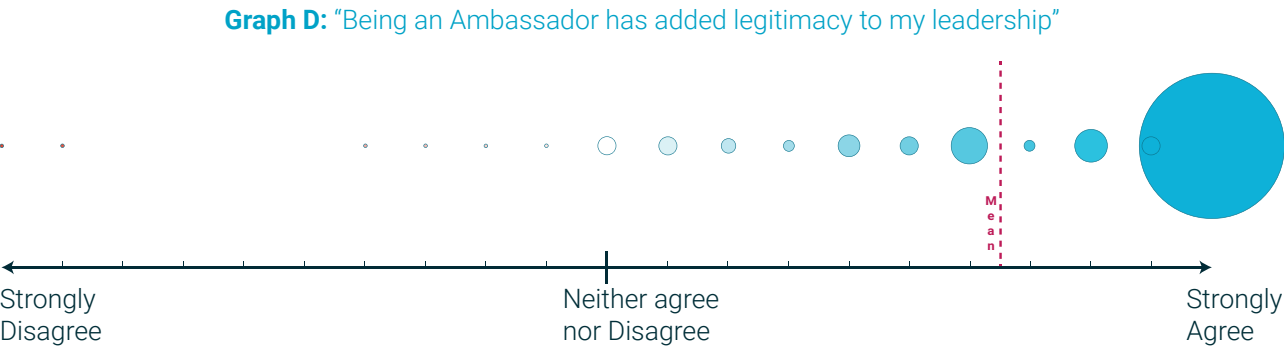


As well as increasing their understanding, young leaders believed that being an Ambassador raised their capacity to act, as shown in Graph C. The average ranking of agreement was 74.6/100, rising to 79.4/100 amongst those who participated in post-Summit programmes after the Manchester Summit.

Elevated profile and status for leaders and their work:

91% of young leaders believed being an Ambassador added legitimacy to their leadership.^[1]

86% of young leaders believed being an Ambassador gave them a platform to promote their impact.^[1]



Ambassadors who attended the Manchester Summit strongly agreed that One Young World both increased their legitimacy as leaders, and gave them a platform for promotion. In both cases, the most common agreement ranking was 100/100 for Ambassadors. Agreement was particularly high among Scholars, with 55% of Scholars scoring maximum agreement.

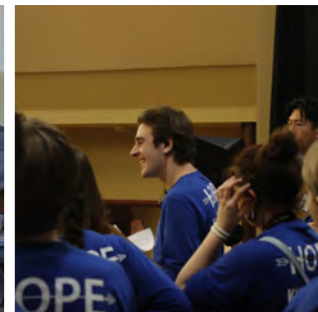
1. Data based on survey responses from March 2023 of 154 Ambassadors who attended the 2022 Summit
2. Data based on survey responses from March 2023 of 120 Ambassadors who attended the 2022 Summit and have generated new social impact

2021 MUNICH SUMMIT: TWO YEAR FEEDBACK

One Young World has created a long lasting impact with its Ambassadors from the Summit in Munich, 2021.

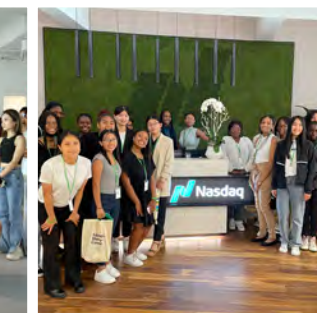
71.9%

of Ambassadors have created new social impact since attending Munich 2021, a **5.9%** increase on the six month survey.^[1]



32%

of Ambassadors have started new initiatives for social impact since attending Munich 2021, a **12%** increase on our six month survey. **41.5%** have significantly developed the initiative they were working on.^[1]



4.6

average rating of post-Summit programmes and events by Ambassadors since attending Munich 2021.^[1]



77.4%

of Ambassadors have established new connections within our Community since attending Munich 2021.^[1]

61%

of Ambassadors agreed that they have continued to be more socially responsible individuals since attending Munich 2021, a **23%** increase on the six month survey.^[1]



71.8%

have participated in regional One Young World groups. Our Ambassadors from 2021 have remained connected with their peers at a regional level, and remain highly engaged with our wider Community as well.^[1]

- **37%** of all Ambassadors who attended Munich 2021 have collaborated with fellow Ambassadors over the past two years.^[1]
- **75%** have engaged with One Young World's opportunities and events.^[1]



45.2%

of Ambassadors who participated in One Young World events beyond the Summit have started a new initiative, continued work on a previous initiative, or started a new role in social impact, compared to 33.8% who haven't.^[1]

90%

of corporate Ambassadors who attended Munich 2021 have encouraged their colleagues to attend One Young World over the past two years.^[3]

- **72.7%** of corporate Ambassadors who remained at their companies after the Summit have collaborated with fellow Ambassadors within their companies.^[3]

85.4%

of Scholars, and corporate Ambassadors who remained at their company, use the lessons they learned through One Young World when generating social impact.^[2]

75%

of corporate Ambassadors who attended Munich 2021, and remain employed by the companies who sent them, have created new social impact.^[4]



[1] Data based on survey responses from March 2023 of 154 Ambassadors who attended the 2021 Summit

[2] Data based on survey responses from August 2023 of 108 Ambassadors who attended the 2021 Summit

[3] Data based on survey responses from August 2023 of 60 Ambassadors who attended the 2021 Summit

[4] Data based on survey responses from August 2023 of 44 Ambassadors who attended the 2021 Summit

**One Young World
Congress: Lima 2023**

Our Ambassadors in Latin America and the Caribbean gathered in December to connect, be inspired, and support a local community sanitation project.



OUR

PROGRAMMES

inspire, build, elevate

LEADERSHIP AWARDS

One Young World’s Leadership Awards recognise the achievements of young leaders across four categories:

- **Politician of the Year**
- **Entrepreneur of the Year**
supported by TFG Asset Management
- **Campaigner of the Year**
presented by Intuit Mailchimp
- **Journalist of the Year**

In 2023, a total of 61 impressive young leaders were shortlisted by our expert judging panels, across all four categories, with 21 winners awarded on our Summit stage in Belfast.



The Lyra McKee Award for Bravery

Lyra McKee was a courageous Northern Irish journalist whose life was tragically cut short in 2019 while reporting on violent conflict. She was a relentless advocate for the LGBTQ+ community.

One Young World has established the Lyra McKee Award for Bravery in her honour and memory. This award pays tribute to her legacy and celebrates young leaders who exhibit extraordinary courage for truth and justice in their pursuit of positive change. It recognises journalists who are leading voices for free speech even in hostile, unstable environments.

One Young World was honoured to introduce this additional accolade as part of the 2023 Journalist of the Year Award in recognition of the life and work of Lyra McKee. The winner of the award was **Abraham Jiménez Enoa**.

Politician of the Year



Arielle Kayabaga - Canada 🇨🇦

Arielle Kayabaga became the first Black woman elected to the London City Council in 2018, and as a Member of Parliament for London West in 2021. In 2022, Arielle introduced a Private Members’ Motion (M-59) that works to amend the Federal Framework on Housing to include individuals with non-visible disabilities. The motion was passed unanimously in March of 2023.



Ayor Makur Chuot - Australia 🇦🇺

Ayor Makur Chuot is Western Australia’s first Member of Parliament of African descent and the first person from a South Sudanese background to occupy a seat in any Parliament in Australia. She is a Member of the Joint Standing Committee on the Commissioner for Children and Young People and is Co-Convenor of three Parliamentary Friends Groups: Refugees, Africa, and Fashion.



Moko Tepania - New Zealand 🇳🇿

Moko Tepania made history as the first Māori to be elected as mayor of the Far North District, New Zealand in 2022. He was previously elected the youngest councillor on the District’s Council. Moko is the first member to have submitted a council report in the Māori language and the first elected member to have spoken only te reo Māori in a council meeting to celebrate Māori Language Week.



Samuel Cogolati - Belgium 🇧🇪

Samuel is a Member of Parliament in Belgium and serves as Deputy Chair for the Foreign Affairs Committee. He is the youngest ever President of the Committee on the Human Rights of Parliamentarians. Samuel is responsible for the inclusion of ecocide as a crime in the new Belgian Criminal Code and the campaign for the Belgian Parliament’s recognition of crimes against humanity and genocide in the Uyghur Region of Xinjiang, China.



Sobita Gautam - Nepal 🇳🇵

Sobita’s pivotal role as a founding member of the Rashtriya Swatantra Party, aiming to eradicate corruption, propelled the party to become the fourth largest political entity in the country within a few months of its establishment. She proposed the Constitutional Council Act and Anti-Corruption Act and currently serves in the Law, Justice, and Human Rights Committee.

Politician of the Year Award judges:

Fatou Jagne Senghore - Human Rights and Freedom of Expression Advocate

Laura Chinchilla - Former President of Costa Rica

Payam Akhavan - Member of the Permanent Court of Arbitration, The Hague

Sanam Naraghi Anderlini - Founder and CEO, International Civil Society Action Network

Entrepreneur of the Year

supported by TFG Asset Management



Dr Anne-Marie Imafidon MBE - UK 🇬🇧

Dr Anne-Marie Imafidon MBE is the Co-Founder of Stemettes, an award-winning social initiative dedicated to inspiring and promoting the next generation of young women and non-binary people in the STEM sectors. Since its inception 10 years ago, it has exposed 60,000 young people across Europe to Anne-Marie's vision for a more diverse and balanced science and tech community.



Everette Taylor - USA 🇺🇸

Everette Taylor is CEO of Kickstarter, the world's premiere crowdfunding platform. Before joining Kickstarter, Everette served as the CMO of Artsy, the largest online marketplace for fine art. As an entrepreneur, Everette started his first company at the age of 19 called EZ Events which was successfully acquired in 2011. He then went on to establish ET Enterprises in 2013.



Mateo Nicolás Salvatto - Argentina 🇦🇷

Mateo Salvatto is a tech entrepreneur from Argentina. When he was 18, he created his first company, Asteroid. Its first product, the Háblalo app, assists more than 375,000 people with communication disabilities in 65 countries for free. Asteroid also works side by side with companies and governments to transform them into more inclusive organisations using technology. His book The Battle for The Future aims to motivate the next generation to collaborate for good.



Sara Wahedi - Afghanistan 🇦🇫

Sara Wahedi is the Founder of Ehtesab, Afghanistan's first civic technology start-up providing near real-time security and city service alerts to Afghans. The application also allows users to send reports on incidents that occur in their vicinity. Due to the Taliban's crackdown on women's and girls' education and self-agency, Ehtesab is working on providing instant-access digital guides instructing women on how to deal with threatening or emergency situations.



Odunayo Eweniyi - Nigeria 🇳🇮

Piggyvest is a Nigerian fintech start-up founded in 2016 by Somto Ifezue, Joshua Chibueze, and Odunayo Eweniyi. Piggyvest is a robust personal wealth management platform, which offers various services, including automated savings, micro-investments, and budgeting tools. Piggyvest now serves more than 4.5 million users, managing assets exceeding \$250 million.

Entrepreneur of the Year Award judges:

Stephen Prince - CEO, TFG Asset Management

Angela F. Williams - President and CEO, United Way Worldwide

Elio Leoni Sceti - Co-Founder and Chief Crafter, The Craftory

Firdaous El Honsali - Global Vice President, Dove External Communications and Sustainability

Masami Katakura - CEO, EY ShinNihon

Luis Javier Castro - President, Mesoamerica

Campaigner of the Year

presented by Intuit Mailchimp



Andrew Pagonis - Australia 🇦🇺

Andrew Pagonis has utilised Google's resources to better the lives of underrepresented groups. He authored Google's Retail Marketing Guide equipping 3.5 million businesses with free online tools to stay afloat during times of uncertainty. This guide has been translated into 17 languages. He also co-led Google's sponsorship of Pride and has led a global free digital skills training for hundreds of LGBTQ+ small businesses.



Matthew Nwozaku Blaise - Nigeria 🇳🇮

Matthew Nwozaku Blaise is Executive Director at Òbòdò, a non-profit furthering the normalisation of queer experiences in Nigeria. They have spearheaded campaigns and community-driven initiatives bridging the gap between art, technology, and philanthropy. Their role in the #EndSARS movement, the #QueerLivesMatter and the #EndHomophobiaInNigeria campaigns, ignited nationwide discourse on systemic change and intersectionality.



Qyira Yusri - Malaysia 🇲🇾

Qyira Yusri is the Co-Founder of #Undi18, a Malaysian grassroots movement that successfully lobbied the Government of Malaysia to amend the federal constitution to reduce the minimum voting age to 18 years old. As a result, 5.8 million new voters could participate in Malaysia's most recent general elections. Qyira has participated in and coordinated multiple direct action activities in response to advocating for freedom of public assembly, speech, and political inclusion.



Trang Chu Minh - Hungary / Vietnam 🇮🇪 🇻🇳

As a freelance reporter, Trang has covered a range of sustainability and conservation-related issues. She is currently in charge of sustainability communications and thought leadership for Singapore's sovereign wealth fund. Some of her milestone campaigns include: a research project which led to the first US state law banning child marriage, the opening of the first safe house for LGBTQ+ refugees in the UK, and a legal case fighting child sexual abuse in India.



Vanessa Turnbull-Roberts - First Nations, Australia 🇦🇺 🇸🇩

Vanessa is a Bundjalung Widubul-Wiabul woman, advocate, lawyer, writer and researcher at the University of Technology. Vanessa is a survivor of the Out of Home Care System (OOHC), who was forcibly removed at the age of 10. Her work is dedicated to transforming the practice of forced child removal, empowering Indigenous self-determination, and justice for First Nations people and children.

Campaigner of the Year Award judges:

Michelle Taite - Chief Marketing Officer, Intuit Mailchimp

Katie Potochney - Executive Creative Director and Head of Wink Creative, Intuit Mailchimp

Caroline Casey - Founder, The Valuable 500

Halima Aden - Fashion Model and Activist

Kerry Kennedy - Lawyer, Activist and President, Robert F. Kennedy Human Rights



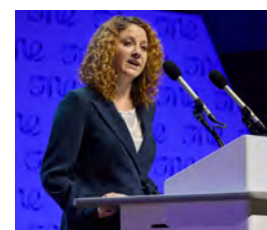
Abraham Jiménez Enoa won the Lyra McKee Award for Bravery, presented by Lyra's sister, Nichola Corner

Journalist of the Year



Abraham Jiménez Enoa - Cuba 🇨🇺

Abraham Jiménez Enoa is a prominent Afro-Cuban journalist who was forced into exile. Despite facing violent interrogations and arbitrarily enforced restrictions, he established himself as a pioneer in the Cuban media community. He co-founded El Estornudo, the first independent Cuban magazine dedicated to narrative journalism; and published La Isla Oculta: Historias de Cuba, a compilation of his articles highlighting the regime's violent and undemocratic rule.



Hanna Liubakova - Belarus 🇧🇪

Hanna Liubakova has written about Belarus for The Washington Post, The Economist, Deutsche Welle, and other international outlets. She started her career at the only independent Belarusian channel, Belsat TV, banned by the regime in Minsk. Hanna is widely recognised as one of Belarus's leading voices of the free press; she was forced to flee Belarus but has continued to report on the people's resistance. In 2021, Hanna was a European Press Prize finalist.



Laura Sánchez Ley - Mexico 🇲🇽

Laura Sánchez Ley is an investigative journalist working on issues of government transparency and public safety in Mexico. Her notable investigation on the assassination of the Mexican presidential candidate, Luis Donaldo Colosio, revealed irregularities in the criminal case as well as corruption in the judicial processes. This led her to co-create ARCHIVERO, an initiative bringing to light political and judicial documents classified as state secrets.



Mohammed El-Kurd - Palestine 🇵🇸

Mohammed El-Kurd is a poet, writer, journalist, and organiser from Jerusalem, occupied Palestine. In 2021, he was named as one of the 100 most influential people in the world by TIME Magazine. He is best known for his role as a Co-Founder of the #SaveSheikhJarrah movement. His work has been featured in numerous international outlets and he currently serves as the first-ever Palestine Correspondent for The Nation.



Zahra Joya - Afghanistan 🇦🇫

Zahra Joya is an Afghan journalist and one of TIME's 2022 Women of the Year. In 2020, Zahra founded Rukhshana Media, a women-led news organisation covering Afghan women's issues inside and outside of Afghanistan, publishing in Persian and English. On the first anniversary of the fall of Afghanistan, Rukhshana Media, in cooperation with TIME and the Pulitzer Center, published special stories of Afghan women.

Journalist of the Year Award judges:

Hossam Bahgat - Journalist and Founding Executive Director, Egyptian Initiative for Personal Rights

Ilia Calderón - Co-Anchor, Noticiero Univision; Co-Host, Aquí y Ahora

Solomon Serwanja - Executive Director, African Institute for Investigative Journalism

Tanya Talaga - Journalist and Founder, Makwa Creative Inc.

Yalda Hakim - Award-winning foreign correspondent, Chief Presenter on BBC News

LEAD2030

Will Pearson

Will is the Co-Founder of Ocean Bottle, an initiative that received \$50,000 and mentorship through Lead2030.



Lead2030 is our flagship funding mechanism for young leaders tackling issues across the UN Sustainable Development Goals. The 2023 edition saw **10** changemakers receive a total of **\$525,000**.

Lead2030: Impact in Numbers

Since launching in 2019, our Lead2030 programme has provided material support to some of the world's most innovative young leaders and their groundbreaking organisations.

50 young leaders funded

23 countries represented

\$2,600,000

total funding distributed in partnership with **16** of the world's largest companies

Several Lead2030 Challenge Winners have gone on to develop multi-year partnerships with their challenge sponsors upon the formal end of their Lead2030 programme, including:

AstraZeneca



Breathe Mongolia - Clean Air Coalition Enkhuun Byambadorj - Mongolia

AstraZeneca has committed to funding Breathe Mongolia for a further three years enabling the organisation to scale and become more sustainable in recognition of Breathe Mongolia's positive impact on children and young people living in highly polluted districts of Ulaanbaatar. The additional funding from AstraZeneca will support Breathe Mongolia's goal of achieving a self-funding model by 2025, allowing its non-grant revenue streams to fully finance extensive core initiatives.

reckitt



Eco-Soap Bank Samir Lakhani - USA

After Lead2030, Samir integrated Eco-Soap Bank's operations within Reckitt to help transition their global operations into zero-bar-soap-waste manufacturers - saving lives every day with recycled soap. Eco-Soap Bank has been able to collect 50 tonnes of soap byproducts, helping Reckitt save money on disposal costs, and has recycled over 500,000 bars of soap which will be sent to Reckitt's award winning Dettol Hygiene Quest programme.

Lead2030 Case Studies

The following five Lead2030 Challenge Winners were in the preliminary stages of their respective programmes, both in terms of mentorship and funding, at the time of data collection for this report. As such, impact data in their introductory summaries below does not reflect the outcomes of the Lead2030 programme and has not been included by One Young World in this report's aggregate data. A social impact analysis of their work will be completed at a later date.



Loono

Kateřina Šédová - Czechia

Founded by Kateřina, Loono is an organisation raising the issue of health literacy. It has played a central role in increasing the public debate about preventative care in Czechia for ten years. The Loono team is made up of 100 young doctors, medical students, and professionals. Loono targets three main groups: the public, medical students and legislators.

The organisation's prevention activities reach five million people a year online, with attendance at their workshops reaching over 150,000 people. The Loono team has launched four nationwide campaigns focused on cancer, heart attacks, infertility, and mental health. Furthermore, thanks to Loono's 'Preventivka' app, which provides users with healthcare advice, more than 13,000 people have attended previously neglected preventive health screenings. Loono also collaborates with professional medical societies, and the Ministry of Health, by supplying tools to support preventative education and providing expert opinion on national preventive guidelines.



Ctrl + Z

Dhanvi Oza - India

Co-founded by Dhanvi, Ctrl + Z is an organisation pioneering graphene-enabled wastewater treatment technologies. They envision a water-positive world, where water recovery is optimised from industrial effluent streams, and reuse is prioritised.

Ctrl + Z's process addresses the cost and production scalability issues around using graphene, thus unlocking the potential of graphene for the purpose of treating difficult waste waters. With its platform technology, Ctrl + Z can cater to a range of industries while decreasing the cost and energy requirements in water treatment.

Ctrl + Z's first product is a graphene-based adsorbent that acts as a filter to treat difficult waters. The project is currently in the pilot stage with the support of AB InBev and the 100+ Accelerator.



SDG 6: supported by



PowWater

Ellie Hartpence - Kenya 🇰🇪

Co-founded in 2019 by Ellie Hartpence, PowWater aims to improve access to safe water across the Global South using a technology-enabled marketplace model. Through the app, users are matched with PowWater's vehicular delivery system based on their location, allowing them to choose the volume of water they require and receive it on the same day.

PowWater has entered into the private water market in Kenya, hoping to create a standard for water quality and improve the reliability of private access to safe water. Since deploying in Nairobi in June 2022, they have distributed over 200,000,000 litres of water.

Currently active in Kenya, the PowWater team aims to expand internally and externally across East Africa. With the support of Reckitt, PowWater is expanding its network to help decentralise the water supply and in turn improve the efficiency of distribution, positively impacting the health and sustainability of the aquifer.



SDG 6: supported by



Tayaba Organisation

Nida Sheikh - Pakistan 🇵🇰

Nida is the CEO of Tayaba Welfare International Association (Tayaba), a social enterprise dedicated to addressing Pakistan's water and sanitation crisis. Tayaba's H2O (Help-2-Others) solutions leverage blockchain technology for transparent resource distribution. Its initiatives like H2O Wheels transport up to 40 litres of water, while H2O Solar and H2O Air utilise natural and renewable energy to provide safe water directly from a tap. Moreover, Tayaba's H2O Hygiene Kit promotes good hygiene and sanitation through reusable sanitary pads and soaps and provides income opportunities for rural women by involving them in the production process.

Tayaba has also made history by pioneering fundraising through NFTs and an immutable blockchain system for aid monitoring and distribution.

Third-party assessments highlight that Tayaba's H2O Solutions have a multifaceted impact and holistically transform users' lives through innovative water and sanitation resources. Tayaba has impacted over half a million lives in less than three years, envisioning a future where clean water and sanitation are accessible to all.



SDG 7: supported by

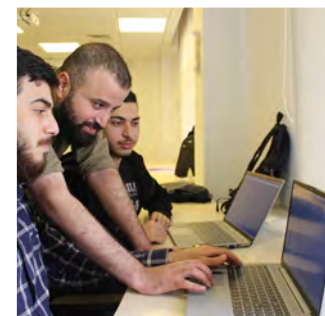


Mahlaseli Energy

Matsepiso Majoro - Lesotho 🇱🇸

Co-founded by Matsepiso, Mahlaseli Energy is a renewable energy company that provides off-grid solar and water solutions for rural households in Lesotho. Through Mahlaseli Energy, Matsepiso aims to provide universal access to affordable, reliable and sustainable energy. The company's solution includes solar submersible pumps, panels, batteries, as well as street and home lights. The submersible pumps offer access to clean water and sanitation in rural communities, and year-round irrigation solutions for farmers.

Each installation of Mahlaseli Energy's solution provides electricity to an average of 50 people, and its solutions have reached 300 people directly. Mahlaseli Energy hires women living in rural communities as sales agents and distributors, helping to alleviate gender-based violence and early child marriages. With the support of the ČEZ Group, Mahlaseli Energy aims to implement bulk installations of its solutions. Additionally, the company will be offering a pay-as-you-go option based on usage for rural off-grid communities in Lesotho. This system will help local communities overcome financial barriers to access electricity.





Alejandro Daly / Fernanda Bedoya Horta - Colombia 🇪🇸

El Derecho a No Obedecer AstraZeneca

SDG 3: supported by AstraZeneca

El Derecho a No Obedecer (The Right to Not Obey) is an advocacy platform that empowers young people in Latin America to pursue advocacy in public decisions. It works across issues such as air pollution, climate change, refugee rights, and peaceful mobilisation. The organisation has educational initiatives on approaches to air pollution monitoring and the effects of air contamination on health outcomes. The organisation is also involved in the legal consultation presented by Colombia and Chile to the Inter-American Court of Human Rights. It is further connecting its work on air quality with health issues and the health system by working with medical centres and medical professionals to establish mutual understanding of the issue.

As a result of the Lead2030 programme and the support of AstraZeneca, The Right to Not Obey has been able to develop the second version of the “Nuevos Aires” Activist School for Climate Justice and Air Quality. This relationship with AstraZeneca has facilitated greater understanding of the connection between air pollution and health problems, and has closed the gap between students, activists, and health professionals.

Lead2030 funding will allow El Derecho a No Obedecer to buy air quality monitoring kits, which will be given to students educated in climate change, air pollution, and monitoring systems. The platform is also developing an app using Lead2030 funding through which **people can monitor air quality and make informed decisions about their mode of transport**. The organisation will invest in internet infrastructure in the schools with which they work to ensure the results from the monitoring can be maximised. El Derecho a No Obedecer will also **host a series of workshops** across Colombia.

280 air quality monitoring kits distributed to students

120 health professionals engaged in conversations about air quality and public health

4 cities in Colombia impacted and one air quality and mobility app in development

El Derecho a No Obedecer was in an early stage of its mentoring programme with AstraZeneca at the time of publication. As such, analysis of their leadership skills development will be completed at a later date.



Hortense Decaux - France 🇫🇷

Codi

SDG 4: supported by Deloitte

Deloitte.

Codi is an innovative organisation combining coding and digital skills with leadership training to facilitate economic inclusion and employability in Lebanon. Codi focuses on sustainable employment, providing participants with skills that are resilient to innovation and open new career opportunities.

The organisation focuses on reaching underprivileged communities through training the most vulnerable affected by Lebanon's multilayered crisis. Its flagship programme is a full stack web development boot camp running for six months, with cohorts of around 30 students. Since its inception, 347 people have been trained through Codi's core programming, with over 85% of participants entering the workforce upon completing the training.

In 2023, Codi announced a shift in its economic model to drive sustainability and scale. Hortense has received considerable support from her Lead2030 challenge sponsor, Deloitte, in pursuing this transition from completely free education to an accessible model where participants only pay for the training they have received once they are gainfully employed. This model ensures that the programme remains truly diverse, with Codi even covering transportation costs for participants, while allowing the organisation to remodel itself as a sustainable social enterprise.

Hortense's mentorship with Deloitte happened in two phases: the first revolved around automating monitoring and evaluation processes; the second focused on Codi's transformation strategy thoroughly and systematically.

Codi has used the Lead2030 prize money to invest in monitoring and evaluation capabilities and to support its central infrastructure. It has also upskilled its team with pedagogical training and further enhanced the organisation's active learning methodology. The Lead2030 programme with Deloitte has helped smoothen Codi's transformation into a viable business while retaining its transformative educational methodology.

116 participants trained through Core programme in 2023, and 200+ trained through community workshops

“ Winning the Lead2030 Challenge for Quality Education has significantly elevated Codi. Receiving mentorship from Deloitte coupled with strategic unrestricted funding has been pivotal for the organisation; supporting our transition to drive sustainability and scale.”

Leaderships Skills: Before and After Lead2030*

“Strength of Vision”

How clear, ambitious, and sustainable was their plan to generate impact with their initiative?



“Clarity of Communication”

How transparent and effective was the dialogue between your mentee and their stakeholders? Did they communicate honestly, clearly, and persuasively about their initiative?



* Ratings provided by Hortense's mentors at Deloitte



Jack Growden - Australia 

LiteHaus International

SDG 4: supported by Deloitte

Deloitte.

LiteHaus International was founded by Jack Growden in 2017 to tackle digital inequality, particularly device poverty. It does this by installing ground-breaking digital classrooms with professionally refurbished digital devices equipped with Niunet's free and wireless e-learning platform containing 6.3 million educational materials. Through its Digital Inclusion Program, it has also provided 5,600 underprivileged high school students in Australia with personal digital devices. The organisation has expanded rapidly, now working with 293 schools worldwide - of which 220 are in Papua New Guinea - impacting 202,000 people.

As part of the Lead2030 programme, Jack received mentorship from Deloitte Australia and the opportunity to attend the One Young World Summit Manchester, 2022. This mentorship emphasised the importance of having a broad outlook and understanding of organisational strategy and direction to Jack, while the Summit provided him the opportunity to connect with other young leaders tackling digital inequality.

LiteHaus used the Lead2030 grant money to build 10 computer labs in Papua New Guinea's Jiwaka province, helping the organisation scale its work in the country.

The organisation's partnership with Deloitte, its challenge sponsor, has only grown since the conclusion of the Lead2030 programme. This partnership has culminated in **43 computer labs now built, reaching 35,000 people**. LiteHaus has also been onboarded as one of Deloitte Australia's WorldClass digital literacy charities, **receiving \$50,000 annually** in addition to priority access to pro bono services and additional mentoring opportunities. Deloitte has donated 600 digital units to LiteHaus International so far.

15,000 students and teachers gained digital access from the Lead2030 programme

“ The Lead2030 programme has just been the beginning of a wonderful partnership with Deloitte. And just by virtue of having more resources, I've been able to do more. Without the Lead2030 programme, we wouldn't have gotten this Deloitte partnership.”

Leaderships Skills: Before and After Lead2030*

“Delegation”

How well did your mentee delegate? Were they able to say no to requests, understand their own capacity, and pass on work to people better placed to take it on?



“Capacity to Act”

How well equipped was your mentee to turn their vision into a reality? Did they have the necessary skills and resources?



* Ratings provided by Jack's mentors at Deloitte



Bethelhem Dejene - Ethiopia 🇪🇹

Zafree Papers

SDG 5: supported by 100+ Accelerator powered by AB InBev



Zafree Papers is an Ethiopian company that manufactures paper and paper products using 100% tree-free pulp made from agricultural waste. Founded by Bethelhem in 2017, Zafree Papers' solutions are non-toxic and 100% recyclable. The organisation's tree-free pulp means fewer trees being cut, less crop-residue being burned, and is of higher quality than pulp made from waste paper. Before the Lead2030 programme, the organisation was in the process of proving its product to prospective investors.

As a Lead2030 Challenge Winner with the 100+ Accelerator powered by AB InBev, Zafree Papers used the funding it received to set up its pilot factory, begin production, and send samples to AB InBev's South African markets. This has helped the company prove its product quality to a global standard.

Zafree is currently focused on packaging, collaborating with 20 local farmers to collect banana stems, extracting the fibre, and transforming the pulp into corrugated boxes. Waste from this fibre extraction is processed into a nutrient-dense fertiliser through vermicomposting, to reduce the impact of waste by-products. The company offers 100% virgin kraft paper that can be used in food packaging or even heavy material packages.

The mentorship opportunities offered by the Lead2030 programme gave Bethelhem new skills to develop partnerships with corporates. The partnership with AB InBev also led to a shift in strategic priorities for Zafree Papers, in terms of product offerings and market location, with the organisation sending samples to the South African market. As such, the Lead2030 programme has accelerated Bethelhem's goal to disrupt the packaging industry with 100% tree-free and sustainable packaging solutions in the coming years.

100% tree-free pulp, paper, and paper products produced using agricultural waste

“ During the Lead2030 programme, in terms of sustainable leadership, I learned a lot throughout the entire process, especially through the partnership we had with the 100+ Accelerator. It really helped us to see the world through different eyes, especially in terms of business, in terms of expansion, in terms of going global and what it requires to actually go global.”

Leaderships Skills: Before and After Lead2030*

“Strength of Vision”

How clear, ambitious, and sustainable was their plan to generate impact with their initiative?



“Resilience”

How resilient was your mentee in the face of challenges in pursuit of their organisation's mission?



* Ratings provided by Bethelhem's mentors at 100+ Accelerator powered by AB InBev



Michael Bäcklund - Finland +
ClimateScience
SDG 13: supported by Deloitte

Deloitte.

ClimateScience is a science communication organisation making the realities of climate change easily intelligible to all. ClimateScience began during the devastating 2019 Amazon Rainforest wildfires. Michael and the founding team noticed that, while climate change increasingly dominated the news cycle, most people lacked access to free easily digestible science-based information. ClimateScience's website had 500,000 visitors in 2023, with another 300,000 views on its YouTube educational videos. The organisation offers educational material in 18 languages, and hosts an annual climate case-study olympiad which had 50,000 participants in its last season. ClimateScience has worked closely with its Lead2030 challenge sponsor, Deloitte, to better retain its users and better guarantee their educational outcomes, as well as expand its user base.

After consultation with his mentors at Deloitte, Michael set up a focused team complete with a new developer and UX specialist for the fast iteration of ClimateScience's updated platform features. The organisation's website conversion rate now stands at 12.5%, which is high for a platform that is entirely free to use, and Michael hopes to bring it to 20% next year.

The organisation has also introduced the format of its already successful Olympiad competition for young people with promising climate solutions to corporate professionals. This personalised and gamified solution serves all stakeholders' interests and is tailored to the practicalities of corporate professionals' lives. This engaging format allows professionals to learn and help solve global challenges alongside their day jobs. Working with his mentors from Deloitte highlighted the importance of the private sector for Michael. The lessons he has learned through working with his mentors has helped him conduct conversations with potential partners. The importance of quantifiable indicators of ClimateScience's impact has been an additional highlight to come from Michael's engagement with Deloitte through the Lead2030 programme.

60,000 users interacting and engaging with educational climate content in 2023

“ I think the biggest upside of the Lead2030 programme came from two different places...it came, firstly, from the One Young World Summit experience. It was the place where everything came together for me. Secondly, it helped me get a bigger perspective in general on how the private sector and corporates work and think. The Lead2030 name actually has a lot more gravity than I expected, like people recognise the title, the association, and so they get quite impressed.”

Leaderships Skills: Before and After Lead2030*

“Capacity to Act”

How well equipped was your mentee to turn their vision into a reality? Did they have the necessary skills and resources?



“Delegation”

How well did your mentee delegate? Were they able to say no to requests, understand their own capacity, and pass on work to people better placed to take it on?



* Ratings provided by Michael's mentors at Deloitte



Will Pearson - UK 

Ocean Bottle

SDG 14 Lead2030 Challenge Winner

Ocean Bottle was founded by Will Pearson and Nick Doman in 2018 to empower individual consumers in the fight against plastic ocean waste. The company funds plastic collection in coastal communities, with 11.4 kilogrammes of plastic collected for each Ocean Bottle sold. The plastic collectors are able to exchange the waste they collect for money and get access to other social resources. Ocean Bottle has funded the collection of 11,400 tonnes of plastic so far, the equivalent of over one billion plastic bottles in weight. The company's own bottles are made of recyclable stainless steel and recycled ocean-bound plastic. Each bottle has an embedded NFC enabled smart-chip, allowing bottle owners to further fund plastic collection by tracking refills on the Ocean Bottle app.

Through the mentorship opportunities offered by the Lead2030 programme, Will and his team have been introduced to employees from the challenge sponsor who work on banking solutions. The challenge sponsor also supported Ocean Bottle in producing a full analysis of its marketing collateral for business-to-business customers, and provided feedback to ensure the material is optimised for Ocean Bottle's strategic priorities.

Ocean Bottle is using the funding from Lead2030 to scope out a public facing audit for its collection data, **the first time such an audit will be conducted in the ocean waste collection industry**. This will help establish industry compliance standards, but also assist Ocean Bottle in becoming as transparent as possible, communicate its success, and continue to lead the plastic collection space. Ocean Bottle's Lead2030 challenge sponsor has provided **support in communicating, framing, and publishing the audit's process and results** to Ocean Bottle's community.

3,400

 tonnes of plastic collected in 2023

“ I think it's been just a big confidence boost for us to have support for doing things and taking decisions that we're not really comfortable with or didn't have full confidence in taking. So they've been really reassuring, and I think a big part that explains that is that they've been really supportive and reactive on communication. So I think it's been really positive to work with them.”

- Emilien Henrotte, Impact Manager at Ocean Bottle

Leadership Skills: Before and After Lead2030*

“Delegation”

How well did your mentee delegate? Were they able to say no to requests, understand their own capacity, and pass on work to people better placed to take it on?



“Collaboration”

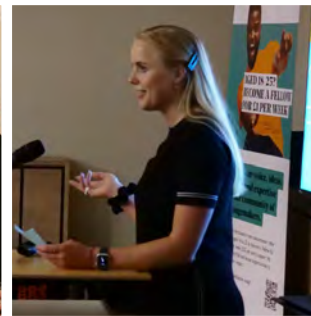
How well did your mentee collaborate with the people around them? How well were they able to work with you practically to enhance their work?



* Ratings provided by William's mentors

COMMUNITY EVENTS

7,350 people
attended 140 events



“ I loved the interactive structure. It allowed everyone to contribute and learn together.”
- 2023 Community Event participant

★★★★★
4.5 average rating of
content at Community
Events in 2023

“ I really enjoyed being part of the event since it was a great opportunity to make visible the work of young people to solve problems of native Indigenous communities by joining ancestors and scientific knowledge.”
- 2023 Community Event participant

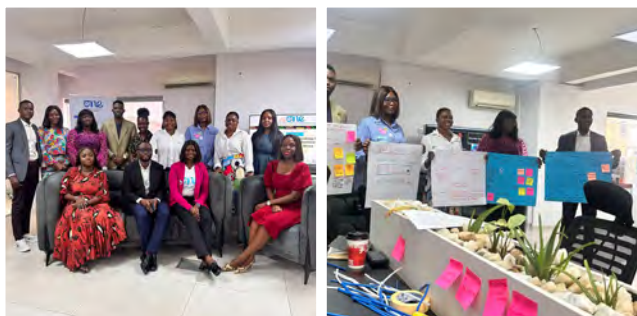
Our Community events take place throughout the year and across all regions. They aim to build upon the momentum of our annual Summits, re-engage previous Ambassador cohorts, and introduce new Ambassadors to One Young World’s activities at a local and regional level.

These events are instrumental in maintaining and supporting our 17,000+ Ambassadors, and they offer attendees a unique opportunity to engage in topical discussions, connect with their peers, and develop their ideas for social impact.

Community events are supported by our team of Managing and Coordinating Ambassadors, their Engagement Leads, and community partners.



- ### One Young World ASEAN Leadership Forum 2023
- The One Young World ASEAN Leadership Forum brought together 160 changemakers from across the ASEAN region. The event focused on climate change, education, and mental health, with an aim to spark discussion and action.
- The Forum was hosted by **Samantha Thian**, Founder of Seastainable and One Young World Coordinating Ambassador for South East Asia.
- It was emceed by One Young World Ambassadors **Sunehra Lakhotia** and **Jonathan Chu**, and several Ambassadors spoke:
- Emmanuele Marie Parra** - Programme Officer in Asia for TrustLaw - The Philippines
 - Tsuyoshi Domoto** - Growth Partner at GLIN Impact Capital - Japan
 - Alvaro Martin Rama** - Measurements and Digital Commerce Analytics Lead at Unilever - The Philippines
 - Tricia Chong** - Sustainable Finance and ESG, Ramboll - Singapore
 - Jessica Novia** - Co-Founder and Chief Impact Officer at CarbonEthics - Indonesia
 - Quan Ngyuen** - Co-Founder at Kilimo - Vietnam
 - Yi Jun Mock** - Manager (Policy Analytics), Strategy & Policy Planning Division, Prime Minister’s Office - Singapore
 - Aaron Goh** - Medical Doctor at MOH Holdings - Singapore
 - Liyann Ooi** - Consultant at World Health Organisation - Malaysia
 - Sinsavanh Sonepaseuth** - Communication and Outreach Officer at UNDP - Laos
 - Mark Panithi Limlimai** - Senior Associate, Special Project Management at True Corporation - Thailand
 - Theodoric Chew** - CEO at Intellect - Singapore
 - Man Jing Kong** - Co-Founder at Just Keep Thinking - Singapore



West and Central Africa Regional Forum

The Forum welcomed 50 Ambassadors and attendees to explore how education can be used as a roadmap to advance economic, agricultural, and environmental development in Africa.

The panel included a keynote address by Dr Oby Ezekwesili spotlighting the significance of sound education policies, underscoring the need for strategic investments and robust policy systems.

One Young World Ambassadors, **Isaiah Owolabi** and **Motunrayo Babalola**, also spoke at the event.

The panel session culminated in attendees ideating on how education could positively impact key sectors in Africa like agriculture, finance, and health.



Royal Society of Arts Workshop Series

We hosted a series of events in collaboration with the Royal Society of Arts in London, United Kingdom, bringing together 180 attendees. The first event, in June, focused on developing inclusive leadership and the role that young people can play in making professional spaces more inclusive. Our Ambassador, **Dhevesh Mewawalla**, Founder of Octopreneur Intel, was keynote speaker.

The second event, hosted in July, centred on scaling youth-led impact. Ambassador **Zubair Junjuna**, Founder of ZNotes, spoke on the role of young people in creating global impact. The session also included peer-to-peer learning.

The third event in the series, a Summit send-off event, brought together Ambassadors and new Delegates. Ambassadors **Isaac Bencomo**, Research Officer at the London School of Economics, and **Jemima Lovatt**, Founder of Thrive Future, were keynote speakers and participated in a Q&A session.



One Young World Congress: Latin America and the Caribbean, Lima 2023

More than 250 people, including over 100 Ambassadors, from 22 countries across Latin America and the Caribbean gathered in-person and online for discussion and action across five UN Sustainable Development Goals.

Credicorp was the main sponsor of the event. The agenda included a welcome day, and a historical tour of the city of Lima. This was followed by a full day of discussion, networking opportunities, three workshops, and action sessions. The final day of the Congress saw attendees support a construction project to improve sanitation and drinking water services for the Pamplona community in conjunction with Bridges Today. 78.8% of attendees described the Congress as either a very good or excellent experience.*

**Results from a survey of 55 participants in the Congress*



Asia 1 Novartis Corporate Congress

One Young World collaborated with Novartis for a Corporate Congress at its Hyderabad office, featuring sessions on medical innovation, net zero and the impact of climate change on health, and resilient leadership for health equity.

With 200 people in attendance, welcome and keynote addresses were delivered by:

- Kate Robertson, Co-Founder of One Young World
- Ganpat Anchaliya, Head of FRA, NOCC Hyderabad, Novartis
- Dr Sadhna Joglekar, Senior Vice President and Head Global Development India, Novartis

Other speakers from Novartis included Samrudhi Sarangi, Site Operations Leaders Hyderabad, and Deepak Bisht, Head HSE & Environment Sustainability.

One Young World Ambassadors also spoke at this event:

- **Sakshi Krishna** - Founder of My Earth
- **Ankit Tripathi** - Founder of Uneako
- **Vijay Maram** - Manager, Pricing and Market Access, Novartis
- **Alina Alam** - Founder of Mitti Café
- **Elwinder Singh** - Co-Founder of Connect and Heal
- **Shubhu Agarwal** - Manager, Field Force Analytics, Novartis



ACTION ACCELERATOR

2022/23 Programme:

Following the One Young World Summit Manchester, 2022, **437** Ambassadors registered to join the Action Accelerator programme, designed to help them kick off or scale up their social impact initiatives and keep the Summit spirit alive.

The programme covered six main modules with core live webinars supplemented by regional breakout sessions to facilitate networking and knowledge exchange for people working in similar sectors and locations.

The Accelerator finished with a pitch day for participants, who successfully implemented learnings from the programme, to present their work to a panel of experts.

Modules:

- Convert fear to fuel: building resilience and courage
- Problem discovery and cultivating an innovative mindset
- Vision setting and framing the idea
- How to build your plan
- Raising support: pitching and storytelling
- Making things happen fast

2024 Programme:

After the success of the 2022/23 programme, the Action Accelerator has continued to develop and expand. Beginning with a launch event in December 2023, the 2024 edition of the Accelerator was opened to all Delegates from the One Young World Summit Belfast, 2023.

For 2024, the programme has been expanded to include online peer-led Action sessions. Each module is also supplemented by a live resource booklet and personal workbook to help participants put the lessons they learn into practice and delve deeper into the Accelerator topics.

Sal Mohammed - Founder, DOGO

Sal participated in the final pitch session of the Action Accelerator, representing his organisation, DOGO, which securely and transparently transforms donations into free urgent healthcare interventions.

“ Participating in the Action Accelerator programme was an invaluable experience, as it provided me with the opportunity to engage with experts and fellow mission-driven businesses that are dedicated to making a tangible impact. The insights and guidance received were instrumental in refining DOGO’s approach towards scalable and transparent healthcare solutions. One Young World Dublin, 2014, marked the beginning of my journey as a mission-driven founder, inspiring me to leverage technology to address urgent societal issues and I’m delighted the journey came full circle with me being able to participate in the Action Accelerator.”



DOGO stands are set up in rural locations around Nigeria, run by trained staff, who sign up prospective patients to connect them with partner hospitals for free healthcare.

The treatments are billed directly to DOGO, where donors cover the costs with full and transparent oversight of the healthcare they have covered. Since September 2023, DOGO has set up five stands, and treated over 1,300 people.

Sal set out his ambition to scale his work worldwide. The Accelerator motivated Sal to push forward and expand, giving him a commercial focus, encouraging him to test and check with local stakeholders on the ground, and form new partnerships with partner companies and hospitals.



Roberta Avelino - Women@Audi Brussels

Roberta joined the Action Accelerator to help integrate social impact into her career in tech at Audi as an Intrapreneur. She leads the Women@Audi Brussels project to empower women to embrace their unique selves at work, help them embody their strengths, and align them with the values of the company: “We Live Diversity”.

“ The Action Accelerator gave me the tools to leverage my impact within the company. I had the support from the group, also really valuable insights to put into action. This was a wonderful way to keep growing and making a positive impact after the Summit.”

The project facilitates exchanges about gender diversity and other professional topics among employees from different departments. Alongside this, Roberta is working on her personal project, “ROCKET Mentoring - 10 classes to boost your career,” which empowers individuals with self-knowledge and self-reflection skills to achieve their dreams with confidence.



ONE YOUNG WORLD ACADEMY

Powered by Pearson, the world's leading learning company, the One Young World Academy empowers learners through hands-on, project-based learning to formulate and deliver their own practical solutions to ESG challenges. Upon completion of the course, learners gain accreditation which is transferable and globally respected.

6 world-leading experts
delivering lectures on **3** key global
challenges

Courses include:

Reduce Carbon Emissions:

Simon Stiell, Executive Secretary of the United Nations Framework Convention on Climate Change (UNFCCC), lectured on the meaning of decarbonisation, the consequences of inaction, and offered key insights into the nature of multilateral agreements on climate change.

Professor Muhammad Yunus, Founder of Grameen Bank and Nobel Peace Prize winner, lectured on the challenges of achieving sustainable development by reaching zero carbon, zero poverty, and zero unemployment, as well as the opportunity to rethink our existing economic model and the role of the private sector.

Play a Positive Role in Conflict and Peacebuilding:

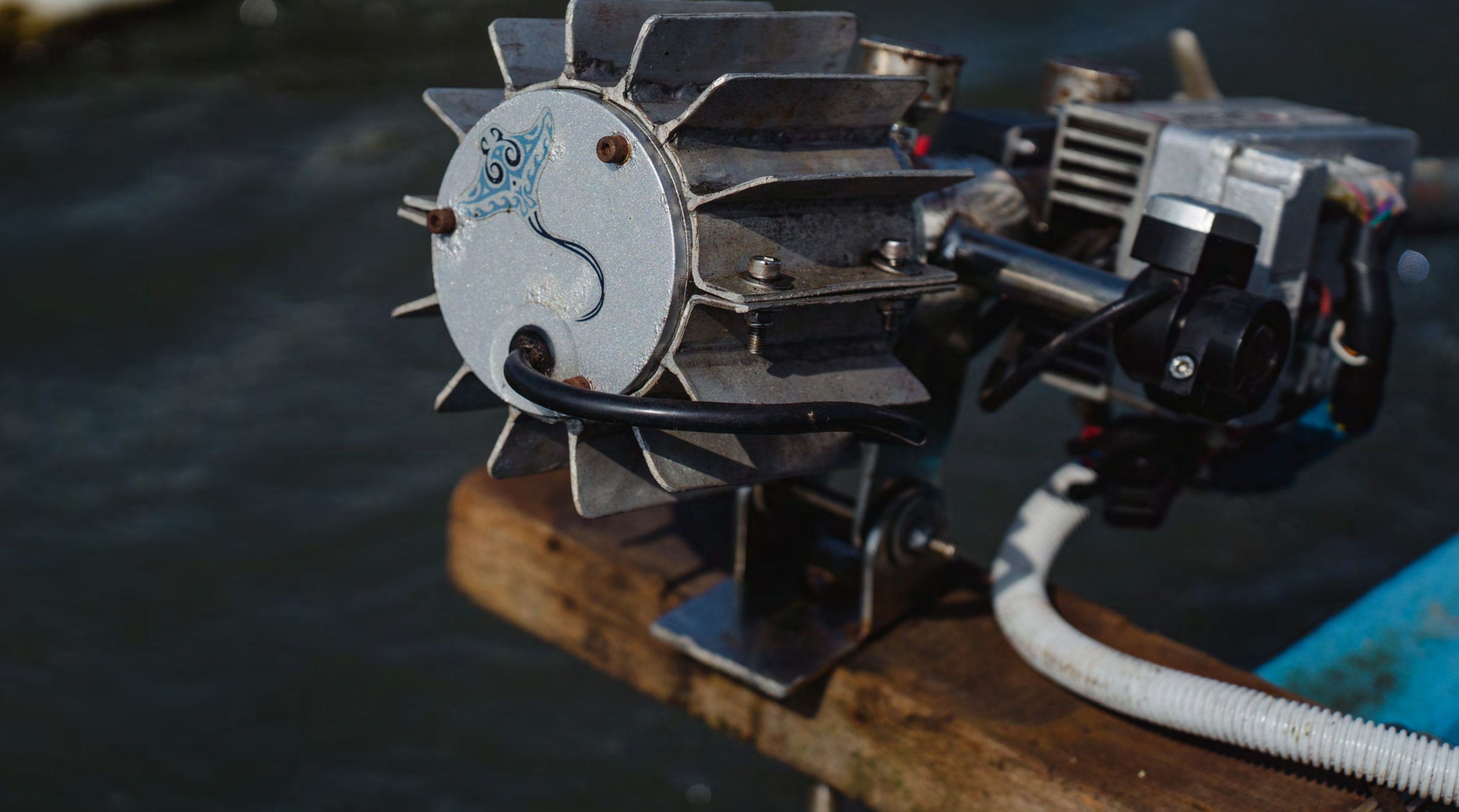
Bill Browder, CEO and Co-Founder of Hermitage Capital Management, offered guidance on the role of post-conflict accountability in securing and consolidating peace, and the challenges associated with pursuing accountability.

Fatou Bensouda, Gambian High Commissioner to the United Kingdom, lectured on a framework for participants to recognise the strengths and weaknesses of processes aimed at protecting human rights during and after conflict.

Work for a More Equal World and Workplace:

Lord Michael Hastings, member of the UK House of Lords, Vice President at UNICEF UK and a trustee for the Africa Philanthropy Foundation, explores how organisations and their leadership can ensure that workplace culture embraces diversity, and is open, transparent and nurtures proper representation.

Caroline Casey, disability activist and Founder of the Valuable 500, lectured on meaningful diversity and inclusion practices as they relate to delivering for consumers, and how this extends to all parts of a company, from how it promotes itself, up to its governing board.



OUR

COMMUNITY

creating a fair, sustainable future for all

ACHIEVING THE SDGS

The following statistics represent the aggregate impact of projects featured in this report across the 17 UN Sustainable Development Goals, demonstrating the range and depth of our Ambassadors' achievements so far across issues of critical importance to the world. Our Ambassadors have made significant strides and contributions to the fulfilment of the SDGs, often working through an intersectional lens despite worldwide heightened challenges that impede the completion of the goals. They remain at the forefront of sustainability and social impact solutions worldwide, engaging communities and implementing successful initiatives in every region and country.



252,933

people from low-income backgrounds supported



6,015,680

meals provided to people experiencing food insecurity



375,000

people educated to prevent non-communicable diseases



3,879,734

people receiving high-quality education



309,151

women and girls empowered to excel economically



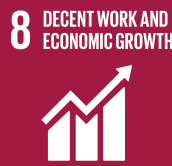
373,450,000

litres of water saved, replenished, or cleaned



25,000

people provided with access to clean, renewable light sources



829,506

people prepared to succeed economically and drive growth



\$1,660,000

investment secured for early-stage entrepreneurs



330,159

people engaged to reduce social inequalities



573,857

people living in more sustainable communities



69,500

tonnes of plastic waste recycled and reused



177,542

people mobilised to take climate action



\$2,140,989

invested in marine conservation initiatives



809,150

tCO₂ mitigated through forest restoration



208,827

people engaged for political and civic action



\$3,633,051

private sector investment into social impact initiatives

LEADERSHIP STORIES



Our Ambassadors increasingly occupy leadership roles in some of the largest and most impactful companies in the world, utilising those resources to drive meaningful change to create a fair, sustainable future for all.



Amanda Bartley

Canada 🇨🇦

Amanda's passion for social justice and human rights matured during her time at the University of Toronto where she received an Honours Bachelor of Science in Economics and Psychology. After graduating university, she started her career as a Human Behaviour Researcher at In-Sync, Publicis Health. During her time at Publicis Health, Amanda was exposed to several research projects illuminating inequity in healthcare. During two global studies that were particularly impactful to her, Amanda mapped the female contraceptive journey in Italy, Brazil, and China and completed a market understanding on the impact of a tropical disease across the Philippines, Indonesia, and Mexico.

Upon leaving Publicis Health, Amanda continued her research career at Unilever Canada, where her passions led her to embed equity throughout her work and ultimately attend the One Young World Summit The Hague, 2018. At Unilever, Amanda expanded her research populations to amplify the hair care experiences of women of colour. She also served as Co-Chair of N'Abling, a business resource group focused on disability awareness within the workplace. Amanda's experience at the Summit and Unilever solidified her eagerness to bring human rights to the forefront of her work.

“One Young World is where you find your intellectual kin. Thousands of people from around the world gathering to address the most pressing human rights and social justice challenges of our time. It's a catalyst for our futures, a place to meet new friends and co-conspirators in this fight for a better world. And, despite how gut-wrenching the realities of today may be, you leave with hope for a better tomorrow.”

Currently, as a Senior Manager in Advisory Services at KPMG Canada, Amanda continues to do just that.

Amanda is the Co-Chair of the National Black Professionals Network (BPN), a group dedicated to creating a greater sense of belonging for Black employees across the firm. The BPN has 300 members and runs several initiatives centring mentorship and community building. She also supported the development of KPMG's Anti-Racism Strategy and co-authored a talent playbook for organisations to combat anti-Black and other forms of racism across Canada.

The playbook covers all aspects of an employee's professional journey, providing tangible solutions to critical moments where they are subjected to racism.

Amanda remains dedicated to equity, and she currently serves as a Governor of the University of Toronto and is one of the youngest alumni to hold this position. At the Governing Council, Amanda oversees both academic and business affairs of the university and is a member of the University Affairs Board and the Academic Board. She is also part of the Constituency Council at the Center for Addiction and Mental Health, Canada's biggest mental health hospital. In this role, Amanda focuses on advising the board and senior executives on anti-Black racism, key programmes, and the strategic plan.

Previously, Amanda served as Vice-Chair at Family Service Toronto, a century old organisation dedicated to supporting Torontonians experiencing precarity. During her six-year tenure, she was instrumental in the development of their strategic plan refresh, and the recruiting of the Executive Director and many fellow board members.



Alex Kennedy

UK 🇬🇧

Alex is a huge supporter of One Young World, having first attended the Summit in Bangkok, 2015, after one of his mentors suggested a career move from traditional banking into sustainability. Alex also saw value in attending the Summit to support the social enterprise - the Feel Good Bakery - which he helped found between London and Nairobi. He learned important lessons on sustainability and climate change at the Summit, which have informed his perspective as a social entrepreneur and in his professional role at Standard Chartered ever since.

“One Young World came at an amazing time in my life because I was at this crossover point between what I was doing in my career and what I wanted to do in my career. And I think it was a good push. The opportunity to be surrounded by like-minded individuals with really cool ideas, from all around the planet, was amazing. It was a huge catalyst in shaping my career and was a really amazing way to build a network.”

It was during an internship at Standard Chartered in 2008, whilst working on Seeing is Believing - the Bank's flagship preventable blindness charitable programme - that Alex became interested in a career at the company. He joined Standard Chartered's graduate programme, where he trained in banking, before using that experience to eventually transition into a sustainability-focused role. In 2018, alongside five colleagues, Alex co-created the sustainable finance team at Standard Chartered.

Currently Head of Sustainable Finance Solutions, Alex has helped develop over 40 sustainable finance products. His team were the first to create a sustainable deposit product for corporates. They also author Standard Chartered's sustainable finance frameworks, including the Transition Finance Framework, which define what 'green', 'social' and 'sustainable' mean within the Bank, how transition finance is governed, as well as how the Bank mitigates greenwashing risk. Standard Chartered was the first major international bank to publish one of these.

Alex recently became Chair of the Bank's Adaptation Innovation Hub, through which the Bank is exploring how it can mobilise capital to support emerging markets to become more resilient to the effects of climate change. As part of this, Alex is currently creating a market-first Guide for Adaptation and Resilience Finance in collaboration with KPMG and the United Nations Office for Disaster Risk Reduction (UNDRR).

Alex is a trustee of the Vision Catalyst Fund, which aims to eradicate preventable blindness globally. To date, the organisation has donated millions of pairs of glasses to communities in low and middle-income countries and has recently started offering eye health accelerator grants. In the future it aims to mobilise billions of dollars of catalytic capital to fight preventable blindness.

Alex helped set up the Feel Good Bakery. This social enterprise takes young people from London, most of whom are former gang members, on volunteering trips to Kenya. Upon returning to London, these young people are then employed at the bakery. For every sandwich or coffee sold in the bakery, a young person is fed at one of the projects in Kenya. The Feel Good Bakery now runs three coffee carts in London and is in the process of opening a coffee shop. In Kenya, Alex has helped finance the growth of an orphanage in Nakuru and a slum school in Nairobi.



Dr Annika Hauptvogel's interest in sustainability stems from the beginning of her professional career at Siemens Mobility. As part of the company's service team, she oversaw the maintenance of trains and developed digital services to ensure availability and to help promote sustainable transportation.

At the One Young World Summit Ottawa, 2016, she applied to be part of the Siemens Delegation, and finally gave a keynote alongside three fellow Siemens Delegates.

She still remembers the title of the keynote *'Make Real What Matters!'*, where Annika discussed Siemens' efforts on maintaining the Skytrain in Bangkok and ensuring that people have safe, efficient, and sustainable means of transportation to get around the city.

“ I was very interested in the presentations at the Summit, to see those great people like Kofi Annan. He, for example, said, you are never too young to lead. And that stuck in my head. I mean, I was 29 at that time, and just afterwards, I was in my first leadership role with Siemens. So it was good to have this encouragement from One Young World when you go back and start your first leadership role.”

After the Summit, Annika was promoted to her first leadership position at Siemens as Head of Service Engineering at Siemens Mobility.

Looking back at the Summit in Ottawa, she was grateful for the lessons she learned on leadership and sustainability through One Young World.

Annika's career has progressed in the last few years and in her current role as Head of Technology and Innovation Management at Siemens, her focus is on how the company can develop and use emerging technologies to prepare its products for the future. As part of this role, her first and most significant task has been to reshape the company's core technologies.

Annika is passionate about open innovation and has developed Siemens' open innovation strategies, aiming to collaborate with others to achieve Siemens' sustainability goals.

In her daily role, Annika enables her teams to analyse the company's sustainability needs in terms of decarbonisation, circularity, and other metrics. They helped generate a sustainability portfolio for Siemens Technology to ensure that the company's technological research and development is focused on creating sustainable products.

Annika is also heavily involved in academia, to foster partnerships between professional and academic institutions. She helped Siemens establish a sustainability MBA in partnership with the FAU Erlangen-Nürnberg University. This MBA is open to everyone, and is aimed not only at Siemens professionals but all those interested in sustainability. One of the course modules on Sustainable Technologies is headed and lectured by her - an activity she enjoys as it combines passing on crucial knowledge as well as interacting with highly motivated students.

Annika is also still in contact with her former university. In 2015, she completed her doctorate in mechanical engineering at RHTW Aachen University. Today, she is part of the university's mentoring programme for PhD students as well as a visiting lecturer. Annika and her Siemens team constantly collaborate with Aachen to jointly drive innovation ensuring sustainability.



Amani Terhas Boros

UK / Eritrea  

Amani believes that diversity efforts within companies should go beyond gender, race, sexual orientation, and disabilities. In her previous role, Amani founded and chaired the EMEA Black and Asian Employee Network of her previous employer. She worked with the board to ensure equal access to opportunities for candidates regardless of their background, levelling the field to make the industry accessible to people from underprivileged backgrounds.

Amani's advocacy resulted in a commitment from the bank's Board of Directors to double the number of Black talent in VP and MD roles. She also helped build the bank's impact investing and Sustainability team, working on issues such as affordable healthcare and housing. Amani was part of the team that worked on The Wildlife Conservation Bond, also known as the Rhino Bond, an innovative approach to helping rhino conservation efforts in South Africa.

Amani currently serves as Managing Director, Head of Sustainability, at State Street Bank International, the European arm of State Street.

She is in charge of building their sustainability department, and has advised the company's board on reducing emissions and addressing social issues within State Street's business. Amani is responsible for the creation of State Street Bank International Sustainability Department and Strategy, which addresses the European Central Bank's climate change requirements and the Corporate Sustainability Reporting Directive.

Amani believes that the finance industry has a huge role to play in the fight against climate change and social equity. She has focused her efforts on educating and training key decision-makers within State Street Bank International to integrate sustainability measures, like climate and environmental risk, into their new product, credit risk, market risk, liquidity, and other financial products.

Amani is also the global Co-Chair for State Street's Women's Network, promoting gender parity in the workforce and is part of the global Black Leaders group at State Street.

Amani was involved in social impact spaces before she began her Sustainability and Impact Investing professional career in banking. She attended the One Young World Summit London, 2019, as a banking sponsor of the Summit. Amani's time at the Summit inspired her to continue her social impact work and encouraged her to grow further as a leader.

“My experience at the Summit was incredible. It was the best time, honestly, meeting so many inspiring young people and the founders, of course. And it was just wonderful to witness all of the ideas, social impact, environmental impact and to see what was being developed in person and all the innovation from all parts of the world. It helped me a lot, the One Young World experience, I feel very grateful and it inspired me to grow further.”

Amani was introduced to female coffee farmers during a trip to Ethiopia in 2017, after which she founded Amatte Coffee to tackle gender inequality. The company works with women farmers, empowering them economically through the sale of their coffee. Amani also founded the Amatte Foundation, through which she works with two orphanages in Ethiopia and Eritrea. Amani hopes to upscale the impact of Amatte Coffee in the near future to continue empowering women coffee farmers.



Sebastian Garrido Lecca

Peru 

Sebastian's interest in social impact was shaped by his childhood growing up and witnessing the consequences of social inequality in Peru. As a young adult, he was involved in social projects focused on the economic and social empowerment of marginalised communities displaced by terrorism, specifically children and their mothers. He first attended the One Young World Summit Bogotá, 2017, an experience that opened his eyes to the magnitude of impact he can generate as an employee of a global multinational company.

“It's having not only this experience at the Summit, but also the tangible projects that came out from the experience. So it's always an asset to have, and to share this. And the fact that I'm still working as a core team member for One Young World at Bristol Myers Squibb just speaks to it.”

A physician by training, Sebastian is currently the Renal Cell Carcinoma Lead in the World Wide Medical Oncology organisation at Bristol Myers Squibb. Outside of his daily responsibilities, he has been involved in various company inclusion and diversity initiatives since becoming a One Young World Ambassador.

Following the Summit, Sebastian collaborated with other Ambassadors on the design and execution of the company-wide network of inclusion ambassadors.

He played a key role in developing a grassroots initiative of 2,000 employees across 31 markets in support of the science-based inclusion approach branded as “Possibility Lives.” This network has become an integral part of Bristol Myers Squibb with representation from each of the company's functional areas ensuring operational alignment with the inclusion and diversity strategy.

Sebastian is also part of the core team working on the One Young World - Bristol Myers Squibb partnership. He has led the company's workshop presence at the Munich 2021, Manchester 2022, and Belfast 2023 Summits. The workshops he led provided practical roadmaps for Delegates to apply their inclusion and diversity ideas at their companies, such as the Hip Hop Public Health initiative to share learnings on harnessing the power of music and culture to improve health outcomes in underserved communities and a sustainability initiative that partners with internal talent to share successful project implementations at a multinational company.

As an introvert, Sebastian also played an integral role on another key project on inclusivity called Valuably Quiet. This initiative highlights the necessity and value of including introversion and personality diversity in conversations around inclusion and diversity within Bristol Myers Squibb.

In the future, Sebastian aims to become more involved in helping sustainability efforts at Bristol Myers Squibb. He is currently active in discussions on how best to reduce the carbon footprint of medical conferences.

Kohtaro Kosugiyama

Japan 🇯🇵



THE ADECCO GROUP

Kohtaro realised that more could be done by businesses to address societal issues during his university years. He first joined The Adecco Group in Japan during their CEO for a Month programme - a way for C-suite executives to learn from young leaders about their expectations and ideas - as a result of his interest in creating social impact. During that programme, Kohtaro designed a hypothetical competitor strategy for The Adecco Group in Japan that was well-received and later influenced the company's existing policies.

Kohtaro attended the One Young World Summit Manchester, 2022. He remembers his experience at the Summit as eye-opening, and emphasises the value of meeting like-minded people from other companies working to solve the same or similar issues as "intrapreneurs".

“ As Former Canadian Prime Minister and Nobel Peace Prize Laureate Lester B. Pearson said, “there cannot be peace without people understanding each other, and this cannot be if they don’t know each other”. Meeting like-spirited leaders from such diverse backgrounds at the Summit made me feel certain that with our little steps put together, the world can be changed.”

Following the completion of the CEO for a Month programme, Kohtaro was invited by the CEO of The Adecco Group in Japan to join the company as Head of Sustainability. As part of this role, Kohtaro designs their sustainability agenda and its implementation. His strategy integrates all 17 Sustainable Development Goals - with a particular focus on Quality Education and Decent Work and Economic Growth - into The Adecco Group's business model in Japan to stimulate growth and differentiate the company in the HR sector.

In the Quality Education space, Kohtaro leads on providing consulting services to clients to improve the workplace environment for people to thrive in; they also focus on job-person alignment and generating skills for lifelong employability.

To promote decent work that goes beyond traditional finance and safety aspects, he ties his vision for the company with the Japanese principle of Ikigai, using an AI algorithm to develop a job-matching system that allows people to find worthwhile and purposeful employment, aiming to define “decent work” in the era of disruptive technologies influencing the whole notion of “work.”

Kohtaro also works as a senior consultant with different companies and governments on sustainability strategy and transformation beyond The Adecco Group. He was the Founder of the Tomoni Group, a non-profit organisation inspired by his university experience, that used diverse approaches to achieve unity in diversity and create a more peaceful future.

Kohtaro is also a published author, his book focuses on his life experiences and knowledge on business sustainability, combining this with a vision for sustainability after the 2030 Sustainable Development Goals.

In June 2024, Kohtaro will join the Innovation Foundation, the global corporate foundation of The Adecco Group, as a Social Innovation Fellow. He will be part of a venture team to create employability solutions for Mature Workers, aged 55 years and above, who are seeking to re-enter work. This venture will link his previous sustainability work within The Adecco Group to solutions to wider societal issues.



“ One Young World is a constant reminder that young leaders will drive the change in the future; it is a source of inspiration and action. Today, we must not just celebrate young people creating change, but also empower them with tools for this change in the future. And I believe One Young World is key to this process.”

Selva Montealegre Mendoza

Mexico 🇲🇪

Selva discovered her passion for gender equality during an internship and decided to dedicate her life to diversity and inclusion. She worked in the first Gender Unit of the Veracruz Office for Economic Development; her role involved implementing campaigns such as HeForShe.

During this time, Selva was selected for Fundación Botín's Programme for Strengthening Public Service in Latin America. She remains an active Botín alumni and member of the Red of Servidores Públicos de México, facilitating collaboration between the government and corporate sector.

Selva joined AB InBev as part of their Global Management Trainee programme, and then went on to various People Operation roles. She was responsible for the development of employees and their journey at the company, at the time a relatively new area of operations for AB InBev in her region. Selva was able to bring new perspectives to her work, including gender representation in the logistics department of AB InBev.

Selva attended the One Young World Summit The Hague, 2018. The Summit helped her tie together her previous social impact experiences with her role in people development at AB InBev. Selva served as the One Young World Coordinating Ambassador for Central America and Mexico in 2020. During her time in the role, she helped organise virtual events, including on societal transformation driven by young people, to keep the One Young World Community for Central America and Mexico active during the pandemic.

Selva is the Diversity, Equity, Inclusion and Talent Attraction Director for Middle Americas, the largest region in AB InBev globally covering over 40,000 employees. She aims to create an inclusive and safe workplace where everyone can be the best version of themselves. To achieve this, she has led and supported various initiatives.

The Basic Conditions initiative benefitted more than 20,000 employees across distribution centres and breweries, ensuring access to services and support across operation and production lines, and developing pilots for accessible heavy lifting machines for women. The Parental Leave Benefits policy has impacted more than 8,000 families.

Additionally, her allied leadership and inclusive workplace concepts, implemented through psychological safety awareness, have reached upwards of 16,000 employees.

Outside of AB InBev, Selva has recently founded Monti, her own project creating educational toys for children with disabilities. This ties into Selva's goal for the future to expand her diversity and inclusion work beyond gender equality, both at AB InBev and externally.



Trevor Shah

France / Canada 🇫🇷🇨🇦

Trevor is currently the Head of Sustainability and Social Impact at L'Oréal Professionnel. He oversees the sustainable transformation of the brand to achieve the L'Oréal Group's 2030 objectives covering climate change, biodiversity, water, managing natural resources and social impact.

In 2023, Trevor and the brand's marketing team launched Water Saver, which was named a top innovation of the year according to TIME. Water Saver is the first showerhead using patented water fragmentation to save up to 69% of water at the salon backbar.

Water Saver has saved over 230 million litres of water to date, the equivalent of 91 Olympic swimming pools. Trevor was also responsible for the roll-out of L'Oréal Professionnel's environmental labelling to help consumers make more responsible and conscious decisions. The environmental labelling is live on the brand's website in five key countries: the United States, France, Italy, Spain and Germany.



Trevor is now working on the environmental transition of over 200 hair care and coloration products, with a breakthrough innovation that just hit the market: Dia Color, a new colour product with a 92% natural origin formula and 36% less packaging, with no compromise on performance. Trevor also launched the Head Up programme to support hairdressers with their mental health. Outside of L'Oréal, Trevor has been a Professor at Sciences Po for four years.

Prior to his role at L'Oréal Professionnel, Trevor was responsible for L'Oréal's "brand cause" programmes on a company-wide level as Brand Cause Director. Trevor developed and launched over ten brand cause programmes. One of these, L'Oréal Paris' programme "Stand Up", has trained 2.5 million people globally on bystander interventions to combat sexual harassment in public spaces using the "five Ds" methodology (Distract, Delegate, Document, Delay, Direct). This programme was developed with the global non-profit Right to Be and has been rolled out with over 20 local NGOs. Another programme he helped develop, Brave Together for Maybelline, has provided women and girls with free access to mental health resources, in partnership with 20+ NGOs.

Throughout his time at L'Oréal, Trevor has worked with fellow L'Oréal One Young World Ambassadors on identifying strategies to promote sustainable consumption, accelerating the recyclability roadmap, and fostering employee engagement on sustainability.

Trevor attended the One Young World Summit The Hague, 2018, and found it to be a huge source of inspiration and ideas. He looks forward to sharing his experiences this year at the One Young World Summit Montréal, 2024, where he will be speaking about managing water sustainably.

“ What I found eye-opening at One Young World was the power of storytelling. The inspiring stories of Delegates and speakers built a strong emotional connection, combining logic with emotion. This is something we often fail to do as sustainability professionals, which can make it more challenging to bring others on the journey with us.”

Maseroto Beatrice Shai

South Africa 



Deloitte.

Maseroto was active in sustainability issues during her university years. She came into the social impact and sustainability space professionally after being headhunted for a role addressing inequalities in South Africa.

After joining Deloitte as a Consultant, Maseroto attended the One Young World Summits in Munich, 2021, and Manchester, 2022. She has since become WorldImpact Manager at Deloitte Africa. Maseroto credits her experiences at these Summits with further boosting her knowledge on current socio economic issues and enhancing her leadership capabilities, aiding her professional development at Deloitte.

Currently, in her WorldImpact managerial role, Maseroto is Lead of Deloitte Africa's Impact Every Day portfolio, part of Deloitte's WorldClass initiative, and is responsible for the implementation of employee volunteerism.

WorldClass is the company's strategic goal to impact 100 million people by 2030. Deloitte Africa aims to impact 14 million people through quality education, entrepreneurship to ensure decent work, reduced inequalities, and agriculture. Maseroto and her team implement the WorldClass strategy through partnerships and volunteer programmes with Deloitte employees utilising their skills to impact communities.

She is responsible for engaging stakeholders internally at the company to ensure that volunteerism is happening, through which Deloitte employees can offer their time and skills in support of their company's WorldClass goals. Through WorldClass initiatives at Deloitte Africa, Maseroto and her team's efforts have reached 1,500,000 people so far.

In her daily role, Maseroto is also responsible for engaging with Deloitte's key partners and stakeholders from both private and public sectors to align their work with WorldClass.

She is also responsible for ensuring Deloitte's compliance with the South African government's Broad-Based Black Economic Empowerment legislation, a comprehensive initiative to enhance the economic participation of Black people in the South African economy.

Maseroto ensures that 1% of Deloitte South Africa's net profit is dedicated to social impact work.

Maseroto is committed to delving deeper into social impact in Africa, especially in education. She is passionate about growing social impact, both within the corporate sector and outside of it, ensuring that companies become the solutions to the issues facing society. At Deloitte, within the WorldClass targets, Maseroto hopes to expand the company's focus to other educational interventions beyond its current work with traditional education institutions.

“ I got an opportunity to physically go to the Manchester Summit, which is mind blowing. Seeing people coming together and finding solutions collectively for each other, I was actually inspired to see that we are a generation that is looking towards solutions and wanting to better the future for the next generations to come. So that was definitely a key highlight for me when it came to One Young World.”

BUSINESS FOR SOCIAL GOOD



Elena Dunaeva

Elena is R&D project leader for Airium, an innovative insulation material developed by Holcim. Airium can be used in the construction of Holcim's Essential Homes: low-carbon, energy-efficient shelter showcased at the One Young World Summit Belfast, 2023.

Our Ambassadors are leading initiatives and developing sustainable products at the world's most significant companies, driving change within and across industries.



Absa Women Network Forum

Pamela Turyatunga - Uganda 🇺🇬

“Being a One Young World Ambassador has created opportunities for me. I've been able to feature in some of the national papers, such as being profiled as one of the top 40 in the country who are doing good. When we came for the Summit and I posted one of the main pages about the book I had published, three of the people from the Summit reached out to me and they wanted to be a part of the book I published on supporting teen mothers. So they were able to financially support me to print out more copies of the book.”

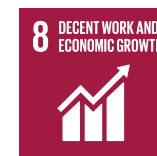


Pamela is the Sustainability Manager, Absa Bank Uganda and has worked with the bank since 2012. In reaction to a 17% spike in teenage pregnancy during the COVID-19 pandemic in Uganda, she published her book, *Alyvea*, to encourage better decision-making amongst young people. As a result, Pamela was selected and attended the One Young World Summit Manchester, 2022, as a representative from Absa Group. She found the Summit to be a transformational event, connecting with like-minded peers and discussing the commonalities of their experiences in the sustainability sector.

Pamela is actively involved in the Absa Women Network Forum (WNF). She developed a proposal and identified three homes in Uganda specialising in care for teen mothers and providing pregnancy support and vocational training. The WNF reviewed the particular needs of each home and provided specific material support to assist them. This involved setting up vegetable gardens and orchards to ensure the teen mothers have a sustainable source of food, and providing dry food and clothes for the children. Through their 'Support a Teen Mother Help Raise the Future Generation' campaign, WNF rallied the support of Absa Uganda colleagues to provide material assistance and skills training to underprivileged teen mothers.

The team at WNF also donated 25 repurposed laptops with access to the Absa ReadytoWork platform. This platform teaches users financial, people, entrepreneurial, and work skills, with a certificate of completion for each module. In the third home, located in the western part of the country, WNF provided diapers and baby bedsheets. In total, over 500 teen mothers have been supported through Pamela's and WNF's activities.

Pamela was part of Absa Uganda's inaugural Absa KH3_7 Hills run in 2023 where all proceeds went towards keeping 2,700 girls in school, through paying of school fees, support in menstrual health hygiene, and vocational training. Pamela engaged a third-party company to install a sustainable drinking water system at the TERREWODE Women's Hospital for women suffering from obstetric fistula, thus meeting the major need of the hospital. Pamela's daily role at Absa is to ensure that the company continues to act as a positive force for good in communities, in line with its ESG pillars. This involves looking at the sustainability practices of all sectors and ensuring that the company's activities meet its internal standards for energy reduction, carbon emission reduction, conservation, environmental risk, and working closely with HR to ensure that women are represented in the company's senior levels.



Young Bayer/MERGE

Loek Hageman - The Netherlands 🇳🇱

In 2018, Loek founded Jong Bayer in The Netherlands as a way of elevating the voices of young Bayer employees. Upon relocating to Berlin, Loek, along with his colleagues Jannis Busch, Josepha Niebelschuetz, and Sabrina Steinert, developed Young Bayer to facilitate meaningful cross-team connections within his organisation for current and future talent, to drive intrapreneurial initiatives at Bayer. Early in his career, Loek was actively engaged in networking events for young professionals outside of his company which inspired him to start his own project within Bayer. He attended the One Young World Summits in Manchester 2022, and Belfast 2023. He found the Summits to be eye-opening experiences, providing him with the motivation to be mindful of his own privilege and reinforcing his belief in the power of community.

“Meeting so many cool and inspiring people at the Summit makes me realise there's so much more we can do to make the world a better place. It's up to all of us to now start driving change.”

Young Bayer developed as a means of establishing generational diversity and fostering conversations, knowledge-sharing, and relationships between junior and senior colleagues at the company. It focused on growing the network, skills, and voice of this demographic within the company. Beginning as a grassroots movement, Young Bayer has been endorsed at senior levels within the company and has accumulated over 1,500 members since its founding. The movement maintains a non-hierarchical structure, allowing members to work horizontally across multiple focus areas, across professional expertise and the company's managerial system. This circular approach allows members to gravitate towards their areas of interest, whether that is networking, personal development, or sustainability. Young Bayer operates globally, while maintaining strong local communities and initiatives such as Young Advisory Boards.

The initiative has since gone global within Bayer, and with this increasing presence has come a shift in focus. Young Bayer, alongside four other communities, has transitioned into the Multigenerational Employee Resource Group Exchange (MERGE). MERGE remains an umbrella movement across a diverse range of topics, all geared towards the vision: Bayer leverages the full potential of every generation.

Some focus areas include reverse mentoring, upskilling the organisation, and organising the annual One Young World Delegation.

This broad focus allows members to gain experience in areas that may have been otherwise difficult for them to access, as well as the chance to develop as more well-rounded leaders. The movement is impacting Bayer on multiple levels and continues to foster a culture of inclusivity across the entire organisation.

Aside from his work with MERGE, Loek also leads Bayer's early career development programmes and is responsible for building an early career strategy for the company. Additionally, he focused on increasing peer-to-peer accountability through feedback, which has grown increasingly important due to Bayer's transition towards Dynamic Shared Ownership.



Green Teams Network

Emma Howe - USA 🇺🇸

Emma's passion for creating positive change on a large scale led her to join Deloitte. Upon joining, she founded Deloitte's first US Green Team as a way for employees of all backgrounds to get involved in sustainability efforts at the firm.

This included making Deloitte Boston a more environmentally sustainable workplace by removing single-use plastic water bottles from the office. The initiative found support in Deloitte's Global Chief Sustainability Officer, Kathryn Alsegaf, who connected the Boston Green Team with Deloitte employees in other cities.

The company now has 35 Green Teams across the United States, with over 1,000 members in total, focused on driving sustainable behavioural adoption, operational change, and volunteering with environmental non-profits.

“ At the Summit, I was thrilled to find climate change discussed as an intersectional issue, linking it with equity and health. It was refreshing to see others echo the perspective I've been advocating for at our firm.”

Emma virtually attended the One Young World Summit Munich, 2021. This was one of the first times she heard discussions that centred climate change from intersectional perspectives, which aligned with her own work on sustainability.

Before the Summit, Emma transitioned into a role on Deloitte's US internal sustainability and climate change team, leading the US firm's Empower Individuals and Embed Sustainability pillars of the company's WorldClimate strategy.



These pillars focus on sustainable behaviour adoption, as well as embedding sustainability within the company, in part through the Green Teams, encouraging Deloitte employees to take action, such as leading Zero Waste events and volunteering with local environmental non-profits.

In this role, Emma is responsible for leading the decentralised Green Team network, developing the US firm's Zero Waste operations and events strategy, and spearheading flagship employee engagement campaigns like Deloitte's annual Earth Month celebration.

Under Emma's leadership, the Green Teams organise their initiatives around encouraging sustainable behaviour adoption, embedding sustainability into local office operations, and volunteering with local environmental non-profits, offering Deloitte employees a diverse range of guidance and instruction on sustainability.

In line with this structure, many Green Teams host a monthly "Do It Yourself" series on using household items to create environmentally friendly alternatives to consumer goods. Several Green Teams have also implemented sustainability measures within Deloitte's operations, working with local operation's teams to transition the company's pantry supplies towards reusable materials.

Green Teams are also involved in developing campaign messaging for sustainability-related events like Earth Month.

In Earth Month 2023 alone, Green Teams across Deloitte held more than 85 events, from educational webinars to park cleanups, and inspired 3,000 of their colleagues to participate in the Earth Month Ecochallenge and adopt sustainable lifestyle practices.

The network is increasingly integrated into Deloitte's overall sustainability strategy.

Emma's role in Deloitte's Zero Waste operations and events strategy has successfully diverted more than 68,000 pounds of waste from two major conferences through composting, recycling, and donations. She also leads the Zero Waste strategy for Impact Day, the company's national day of volunteering, mobilising 30,000 Deloitte employees for volunteering services.

During Impact Day 2023, Deloitte's Zero Waste strategy was implemented at 139 Impact Day project sites, a nearly 10x increase from 2022. The initiative successfully diverted 89% of non-hazardous waste across these sites.



Domestic Abuse Toolkit Initiative

Hemant Chudasama - UK



Hemant has always been active in social impact spaces within and outside of PwC, including social mobility, mental health, and gender equality. He has also been active in the company's Diversity Mentoring Scheme for the past five years. Through this initiative, students from underrepresented backgrounds receive training on vocational skills.

Hemant attended the One Young World Summit Manchester, 2022. He found it to be deeply inspirational and has subsequently co-led PwC's internal One Young World network with other Ambassadors. Hemant has carried the connections he made at the Summit back to PwC, inviting One Young World Ambassadors into corporate spaces to aid mentees of the Diversity Mentoring Scheme programme at a careers day event. These Ambassadors delivered workshops and mock assessment centre sessions.

Hemant, alongside colleagues such as Danaé Guiennot, a fellow Ambassador at PwC, became part of a working group looking at enhancements to the support arrangements for those experiencing domestic abuse. The group led by the firm's employee relations, policy and advice team were able to gain board-level approval and support for enhancements to the firm's existing Domestic Abuse support.

PwC provides employees experiencing domestic abuse with up to 10 days of special paid leave and two nights of free emergency accommodation for them and their children to escape an abusive situation, with additional discretion for the business to extend this. This system can also be anonymised to ensure the privacy of victims and the launch has been extremely well-received.

Hemant was also part of the team that introduced biodegradable alternatives to plastic chewing gum in 14 PwC offices in the UK as part of a drive towards greater sustainability within the company. He was responsible for establishing partnerships with ESG organisations that champion the voices of young people working in the climate space, and platforming them at important climate events like COP28 to ensure their representation. He also attended the firm's Mental Health First Aid course and shared his positive experience with his colleagues, advocating for more people, at all levels, to complete the training. Hemant led the internal One Young World network at PwC UK for a year after the Manchester Summit, including the Champions Network through which he and his team helped other motivated colleagues achieve their initiatives within the company.

“I've been in the One Young World network at PwC since joining, so felt incredibly lucky to have had the experience of going to a Summit and hearing all the staggering stories; the event surpassed all expectations. You can get emotional and motivated after meeting inspirational people, some of whom I'm lucky to call friends today. I've even worked with some on delivering impactful projects, inside and outside of work, and hope this continues. I encourage anyone reading this to get involved dedicating time to something beyond yourself. It doesn't matter how much we each move the needle, as long as we move it.”



Sustainable Battery Development

Layla Ge - China/Germany



Layla began her career at BMW in the field of electromobility, integrating sustainability into BMW's battery development process alongside performance and safety. She now specialises in negotiating and clarifying the sustainability requirements of BMW battery cells with the company's battery suppliers.

This involves going through all the materials used in a battery to determine how much recycled material can be realised. It also involves assessing all the processes for battery production to achieve renewable energy implementation. Layla discusses these targets with the suppliers throughout the development process, including upstream and recycling partners. She also helps suppliers establish their own sustainability protocols, advocating for more comprehensive data collection on emissions.

Once batteries are in production, audits are conducted to ensure that they fulfil sustainability targets. Layla and her team also identify new technologies and processes that can make the battery production process more energy efficient and improve battery life cycles. The overall objective is to establish a more sustainable battery for e-mobility at BMW.

Layla attended the One Young World Summit Belfast, 2023. The BMW Delegation participated in pre-Summit workshops to connect with each other and to prepare for the event.

Layla found the Summit itself to be deeply inspiring, both in terms of learning more about sustainability initiatives and technologies outside of BMW but also across other key topics like mental health and education.

Her professional role at BMW is the development of the company's next generation of electric vehicles. The BMW Group is committed to the Paris Climate Agreement and is consistently implementing the transformation towards all-electric, connected mobility.

“For my everyday work at BMW, climate change, energy and battery development are the core topics. At the Summit, it was really inspiring to get to know so many other important topics, like mental health, education and many more.”

Layla worked in BMW's Munich factory before relocating to China in 2023 to focus on the company's sustainable battery supply chain. China is the world's major producer of batteries by volume, with vast potential for sustainable impact and increasing capacity for battery recycling.

Elena has always been passionate about using her professional role to bring about positive change for sustainability, and is an advocate for women's leadership and empowerment.

She attended the One Young World Summit Manchester, 2022, which inspired her to begin developing Lean In Circles with her colleagues at Holcim, who are also Ambassadors, centred on women's support and reverse mentoring in the company.

These Circles are inspired by the Lean In movement founded by Sheryl Sandberg, and they have already impacted the lives of over 300 Holcim female employees in 32 countries.

Over the coming months, the Circles will be implemented in all 60 countries where Holcim operates. At Holcim, 87% of participating women attribute a positive impact from being in a Circle and 63% feel like they have a stronger support network.

“During those four days at the Summit in Manchester, I found so many young, passionate people who started actions to shape the world, facing our main challenges almost alone. And for me, it was like a sign which gave me a lot of inspiration to start some social projects with my colleagues, other Ambassadors from our team, and also to be more active in my own project area.”

Elena is an R&D project leader. Her role is dedicated to developing an innovative insulative material, Airium, at R&D level, offering technical support to countries who are deploying Airium, and co-development of new applications based on local clients feedback and market needs. Airium is already present in nine countries. The Airium R&D team is based in the Holcim Innovation Centre in Lyon, France.

Airium is an innovative mineral insulating foam range for improved energy efficiency in floors, roofs and walls and for efficient lightweight filling and levelling. Boosting energy efficiency in both new buildings and renovation, from emerging to developed countries, is a cornerstone of humanity's fight against climate change. Airium offers an insulation solution that is planet-friendly and in line with the principles of the circular economy. Airium can be produced directly on-site resulting in less volume of material being transported, decreasing waste on site. It is mineral and easy to recycle, with no separation phase from other mineral layers at the end of the building's life.

Airium has been labelled an efficient solution by the Solar Impulse Foundation, and was included in their Solutions Guide launched during COP27. Airium is particularly useful in developing countries which don't have strict thermal insulation standards to make buildings more energy efficient, and also lack the resources to develop alternative insulated materials like organic foams or mineral wool. In contrast, the cement necessary for Airium production is available in most countries.

The Airium R&D team has calculated a case study for a 107 m² individual house in an Algerian climate using 12 cm of Airium™ Thermorooft as insulation versus no roof insulation. The case shows that Airium leads to yearly energy savings of 61% on heating and 45% on cooling. It allows communities to be more sustainable and use fewer natural resources to heat or cool buildings. Holcim is proposing a broad range of sustainable constructive solutions to their clients and Airium is a part of that.





S-EBITA

Stephane Rouschmeyer, Charlie Velvin, Paul Taylor - UK 

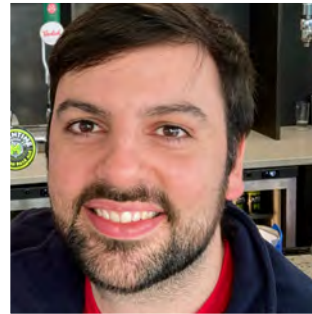
“ We wanted finance to be a catalyst for climate action, and after bouncing ideas off people at One Young World the biggest gap we saw was that performance metrics of the organisation were based solely on the delivery of profit. We thought - let's try and create a more complete financial metric which takes into account the environmental cost of doing business and can be understood at the individual level.” - Stephane Rouschmeyer

Stephane, Charlie, and Paul work in finance at Asahi Europe & International. Stephane and Paul attended the One Young World Summit London, 2019, and upon returning to Asahi were inspired to turn finance into a catalyst for sustainability at the company. Influenced by a session at the Summit on sustainability in the financial sector, they considered ways to reconcile Asahi's sustainability and finance goals and metrics to accelerate climate action. Charlie joined the team soon after hearing about the initiative. The team noted that Finance and Sustainability often appeared as opposing forces; with environmental progress increasing costs, contrary to the traditional business goal of profit maximisation. They recognised that, when both environmental progress and financial growth are required of businesses, the two fields need to share a common language and goal to thrive together. Rather than maximising profit at the planet's expense or vice versa, we need to maximise profit free of environmental costs.

Non-financial accounting for finance is not new, and while the team started by scouring through established methodologies, they were unsatisfied with the external focus or high complexity. What the team sought instead was something that any employee in the organisation could understand and use to guide their own decision-making. This led them to create a new metric - Sustainable EBITA (S-EBITA), profit minus the environmental cost of doing business. Two key questions emerged: what environmental impact do we want to measure and what cost is associated with it?

Asahi's sustainability team had already begun work to measure the company's environmental impact around its 2030 goals of carbon neutrality, packaging circularity, sustainable sourcing and ever more efficient use of water. For costing, the team avoided subjective pricing options and based environmental costing around “the polluter pays principle”, enshrined in both UK and EU law. Based on this principle, Asahi carbon pricing has been set according to the cost of carbon capture and storage, and plastic pricing set according to the Ocean Cleanup's costs to recover plastic which has entered the environment. These environmental costs are then deducted from profit (EBITA) to arrive at S-EBITA.

S-EBITA allows Asahi to determine which operations, projects and products are already highly sustainable along with areas for improvement, and the methodology has been fully integrated across all Asahi Europe & International financial decision-making forums. For example, the sustainability of investment proposals now directly impacts the financial return shown for each project helping to prioritise profit maximisation net of environmental costs. S-EBITA is further in use for organisational target setting, performance measurement and reward up to the board level to ensure that profit and sustainability remain complementary forces and not opposing priorities. Stephane, Charlie, and Paul are sharing their methodology with a consortium of corporates through Oxford University's Said Business School and the Institute of Chartered Accountants in England and Wales in order to promote simple, low-cost and decentralised sustainable thinking in accounting practices.



Future of Food

Anna Klapwijk - The Netherlands 



Anna studied strategic product design at a postgraduate level, integrating sustainability into design solutions including in the food packaging space. After seeing a presentation from a colleague who attended One Young World at Deloitte, Anna successfully applied to attend the One Young World Summit Manchester, 2022. She learned important leadership lessons and was inspired to action her ideas for social impact within her company. Anna has been able to connect with her colleagues from international Deloitte offices through One Young World, many of whom also work in sustainability, thereby strengthening the sustainability network within the company further.

“ I think from the Summit, my main takeaway was that you're never too young to lead and never too old to learn. And that really stuck with me because sometimes I feel like, well, what's really my position? What impact can I make? And I think that's really important for everyone. Like, hey, you don't have to be the CEO of a company to be able to lead.”

Anna sits on the Advisory Board of the Deloitte Impact Foundation and works in the Future of Food team. The latter role involves looking at food systems of the future and determining how to transition our current food system to a more sustainable model.

Anna's contributions to the team are centred on sustainability, and she has worked on building blockchain platforms and renewal strategies. She has also established a partnership with a food bank, working with them to develop strategies to increase the amount of fresh food they receive. Anna was part of the team that worked with the World Food Programme in East Africa to speed up food delivery processes by digitising shipping documents, increasing the efficiency of food systems in the region.

Deloitte's Impact Foundation is a distinct entity within the company that does pro bono work, with Deloitte employees in The Netherlands contributing 1% of their work hours to these projects. The Foundation has three primary pillars: Inclusive Society, WorldClass Education, and Sustainability. As a board member on the Foundation's Sustainability pillar, Anna assesses project applications on a diverse range of environmental and sustainability issues, including ocean cleanups, employing AI solutions to prevent deforestation, and building coalitions to tackle problems in the food space.

Anna has also been involved in diversity, equality and inclusion within Deloitte and served on the board of the Cultural Diversity and Inclusion network at Risk Advisory in The Netherlands. She led the Female Ventures Amsterdam team, a non-profit supporting and empowering women in corporates, SMEs and start-ups through mentorship opportunities, community events, and a growing online community.

Deloitte.

The Green Rising Squad

Muhammad Abbas Reza - Pakistan



Abbas has worked primarily within manufacturing spaces at Unilever Pakistan, which have the highest carbon and environmental footprint of any area of the company's operations. He has worked extensively on sustainability projects throughout his career at Unilever, including on water reduction and management, reducing carbon emissions, and energy saving.

Abbas worked closely with a supplier to design a biomass boiler that was cost-effective and carbon efficient as an alternative source of steam for manufacturing processes. This boiler uses locally sourced organic waste instead of the imported and costly natural gas that had been used previously, generating steam at almost 40% of the cost and reducing the carbon emissions of the production site by 1,960 tonnes per annum.

Abbas also implemented a dissolved air flotation system to separate fat content from the water used in ice cream manufacturing, resulting in an ETP sludge that in turn can be used as fuel for the biomass boiler; the water can then be recycled. In recognition of his achievements, Abbas was selected to attend the One Young World Summit Belfast, 2023, as part of the Global Unilever Green Rising Squad.

The Summit introduced him to a new network, demonstrating to him that projects can be scaled and replicated across different geographies. Abbas connected with a range of entities and changemakers from across the globe and connected them to Unilever's Manufacturing operations in Pakistan, establishing a partnership for the recycling of multiple items and for employing more efficient energy consumption solutions.

“I think overall, One Young World gets you in touch with people who are working on similar ideas across the globe. In terms of the platform itself, it can unleash your potential. I connected with a lot of people. There were multiple changemakers and inspiring individuals I connected with, and then in turn, I got them connected to the supply chain operations in Pakistan where they've started working together to optimise consumptions and reduce/reuse/recycle resources within Unilever's operations through employing more efficient, technologically advanced and responsible means of manufacturing.”



The Global Green Rising Squad is a network of six Unilever employees - Mariam Mahdi, Ananya Vangala, Mahima Sharma, Stephanie Chill, John-Joseph Ilagan, and Abbas - who are working to create awareness of green jobs in the future of Unilever. The team is creating a playbook to promote awareness of green skills, allowing Unilever employees across the world to transform their own jobs within the company into the green jobs of the future.

The Squad recognises that embedding sustainability into all aspects of Unilever's vast operations is the best way of ensuring that the company taps the best talent and reaches its sustainability goals. Abbas sees the work of the Squad as an opportunity to transfer his sustainability skills and mindset to his team and the wider organisation. Inspired by Unilever's 'Discover Your Purpose' workshop, the Global Green Rising Squad are building pathways to allow their colleagues to discover their green purpose, and how they want to work towards environmental sustainability and social equity for the Unilever of the future.

Members of the Squad are continuing to work on sustainable projects within their own roles at the company. Abbas is also part of the larger Unilever for Pakistan agenda that Unilever Pakistan is implementing, through which the payment model for Unilever's contractual workers in the company's ecosystem goes beyond minimum wage, investing in the individuals and local communities upon which the company is reliant.



Focus on Mental Health

Nikheil Bryan Singh, Sithabile Nkosi - South Africa 🇿🇦



Nikheil and Sithabile participated in a year-long leadership development programme through Transnet and Henley Business School Africa, which included working on a community project and culminated in them attending the One Young World Summit Belfast, 2023. Both Ambassadors have been active in social impact and volunteering spaces in their personal lives and have a keen interest in mental health.

Through the One Young World Summit, Nikheil and Sithabile were exposed to various community projects and mental health solutions, including the work of One Young World Ambassador Alice Henty's organisation, R;pple. The concept of a Chief Mental Health Officer, which they encountered at the Summit, also piqued their interest as a means to integrating specific mental health resources into Transnet's daily operations.

After returning from the Summit, Nikheil and Sithabile presented several proposed initiatives to Transnet's leadership, with plans for short, medium, and long-term implementation. The first of these, to be rolled out in the short-term, is the promotion of the company's comprehensive but under-utilised Employee Assistance Programme (EAP) to ensure that Transnet employees are aware of the resources available to them.

The team is also hoping to introduce the OctoberHealth platform, where fellow One Young World Ambassador Mandy Muchnick is CFO, to democratise mental health care for company employees.

Nikheil and Sithabile are interested in introducing R;pple's interceptive tool for online self-harm searches to Transnet employees who are parents. The team is exploring the possibility of bringing mental health first aid to Transnet and integrating this training at the organisation's academy.

“The greatest takeaway from the Summit was to dream big but start small, helping just one person is a step in the right direction”

In the long-term, Nikheil and Sithabile are also hoping to propose the expansion of mental health services on Transnet's Phelophepa health train, which has been providing both urban and rural communities in South Africa with basic health services since 1994.

The Phelophepa train currently offers limited psychological support and counselling to people struggling with mental health, but Nikheil and Sithabile hope to scale the mental health resources Transnet can offer through the service.

The team is engaging with leadership at Transnet and its Wellness Department to explore how best to merge their ideas for mental health with the company's existing efforts to maximise their impact.



Refugee Mentoring

Sarina Pathela - UK 🇬🇧



Sarina attended the One Young World Summit Munich, 2021, where she formed a powerful network of like-minded peers with whom she could collaborate and think about how to create greater impact. She has always believed in the power of mentorship and one-to-one relationships, and how they can give people the space and tools they need to grow into their full potential.

“My biggest takeaway from One Young World is having the opportunity to form an incredible network with like-minded individuals who have bold ideas. You know what they say, if you want to have some impact, do it alone. If you want to have a greater impact, do it together.”

For the past three years, Sarina has been actively involved in mentoring with a non-profit organisation that supports individuals to rejoin the workforce, advance their careers, or find their purpose in life. Sarina has personally supported individuals in returning to employment through one-to-one coaching and workshops on essential skills like CV writing, interview preparation, and skills identification.

She is also involved with MovingWorlds, through which she has worked with and mentored an enterprise based in Liberia called Rehab Africa. Her work with them has focused on building a mentoring programme to support recent university graduates, people applying for scholarships, and people looking to enter the job market or advance their careers.

Sarina also looks for platforms for her colleagues to engage in the power of mentorship. She recently initiated a partnership between Reckitt and Tent Partnership for Refugees, an organisation connecting mentors from the private sector with refugees in the UK to support their integration into the labour force.

While the initiative is still in its early stages, Sarina is confident that she and her colleagues at Reckitt will be able to provide vital support in assisting refugees rejoining the workforce.

Sarina and the rest of the team are working closely with Tent to understand what value Reckitt can add to the programme, and is ensuring that materials are in place to support both mentors and mentees. Tent will play a key role within Reckitt's global approach to mentorship as a way employees can use their skills and knowledge to accelerate social impact.

Mentors will be asked to contribute at least one to one and a half hours a month for a period of four to six months, but additional contributions are encouraged if mentors feel they would be beneficial to the mentees. The pilot programme is kickstarting with 10-15 mentors from Reckitt, but Sarina is hoping to significantly scale this initiative in the near future.

Within Reckitt, Sarina also runs a monthly series in which colleagues from different areas of the company's operations talk to the global team she forms part of on a diverse range of subjects. This series is designed to enhance knowledge and awareness of upcoming trends, while promoting a safe environment for all employees.





Water Sustainability Pillar

Eva Amsterdam - The Netherlands 



Eva is Senior Sustainability Manager at Coca-Cola Europacific Partners for The Netherlands, and leads the company's sustainability strategy in the country. Coca-Cola Europacific Partners maintains strong local roots in The Netherlands, utilising local resources and operating a local factory, which has allowed Eva to pursue an active strategy of sustainability and giving back to local communities. The company's sustainability strategy in The Netherlands ranges from reducing carbon emissions by transitioning the factory from gas to electricity, converting transport trucks away from fossil fuels to biofuels, and phasing out fossil fuels from packaging.



Eva attended the One Young World Summit Munich, 2021, virtually. She found the Summit to be deeply inspiring, as someone who was already extremely familiar with and passionate about sustainability. The Summit nonetheless showed her the human side of social impact, and since then, she has become more involved with Coca-Cola's established community partners in The Netherlands and has strived to foster new partnerships for local impact.

Eva and her team are working with A Beautiful Mess, a restaurant-concept by NPO The Refugee Company, that gives employment opportunities to refugees and asylum seekers by sponsoring their barista training programme. Eva believes the biggest impact can be made if as many people as possible join the impact movement. She therefore introduced sustainability training for senior leaders within her company.

“For me, the Summit really opened up more the human side of impact, which I was really struck by and which has really inspired me. So actually since then, I've become way more involved locally in our community partner programme. It really motivated me to look for new partners around refugees here in The Netherlands and make more of an impact with them, which we actually have been able to do since.”

In line with the company's target to be net zero by 2040, Eva has led the Water Sustainability pillar for The Netherlands. Coca-Cola Europacific Partners aims to reduce the amount of water being used through water efficiency technologies, but also to compensate for the company's site water usage by replenishing water used in Coca-Cola's production processes by 2030.

To do this, they have partnered with Natuurmonumenten, a local NGO restoring the environment. Through partial financing across two years, Eva and her team have replenished the Liskes with 85 million litres of water per year, and the Pastoorswijer with 57 million litres of water per year. A third project is currently underway that should replenish 135 million litres.

The replenishment of these areas with water has in turn led to an increase in biodiversity in the area. These projects are utilising land that was traditionally reserved for water storage but which had been nonfunctional prior to the replenishment. Eva is actively involved throughout the process, and an external auditor assesses the amount of water that has been restored. The company and Eva are also looking into projects to increase biodiversity with Coca-Cola Europacific Partners' sugar beet suppliers and to reduce the carbon footprint of sugar beet cultivation.



GOVERNANCE

behind the scenes

SUSTAINABILITY AND DEI

Sustainability is a key priority for One Young World and a core part of our operations. We are committed to playing our part in delivering on the Paris Agreement as rapidly as possible. In 2020, One Young World’s event management system and Summit processes were independently assessed by the British Standards Institute (BSI), the UK’s National Standards Body. As a result, One Young World was awarded ISO 20121:2012 certification, an international standard governing sustainable event management created by the International Standards Organisation (ISO).

Here are some of the steps that were taken in 2023:

- The ICC was within walking distance of the majority of other Summit venues and hotels around Belfast. Where car journeys were unavoidable, hybrid/ electric vehicles and public transport were recommended.
- Badges and lanyards were made from paper and sustainable cotton. In the main exhibition, container stands were manufactured using recycled material. All bins at the ICC were multi-purpose and took recycling, which was then processed and sorted by the venue.
- All catering was locally sourced and provided in biodegradable containers with wooden cutlery. Surplus food was donated to local food banks.
- Pepsi provided cans only alongside recycling life cycle banners by each fridge. All cans were taken away post-event to be recycled. Reusable drink bottles were supplied by Pernod Ricard to use at water and refreshment refill stations. Delegates were recommended to bring their own drink bottles and hot beverage cups.
- The One Young World merchandise store clothing is zero waste, made from certified organic cotton and printed in a renewable energy-powered factory.
- All Summit venues had sustainability policies which met our strict requirements. All suppliers were asked to sign the One Young World Sustainability pledge and told that if their commitments to the pledge were not met they would be removed from the site.
- Delegates were given the opportunity to email the dedicated sustainability inbox to raise any concerns or ideas regarding sustainability at the Summit.

For the past three years, our Sustainability Taskforce has continued to expand the scope and efficiency of our sustainability processes across the following areas: **reducing inequalities, good health and wellbeing, sustainable cities and communities, integrity and transparency, and environment.** They have worked to ensure that our Summits are as sustainable and inclusive as possible.

Separately, Our Ambassadors are also creating significant impact for sustainability:

2.25 million

tCO₂ emissions mitigated by Ambassador-led projects analysed by One Young World since 2018

4.97 million+

trees planted by Ambassador-led projects analysed by One Young World since 2018



Diversity, equity, and inclusion are essential to One Young World, and our team is uniquely well-placed to learn from our global Community of young leaders.

Our Diversity, Equity and Inclusion Committee is an employee resource group, drawn from all of our internal teams, embedding these values into our company culture.

Our Co-Founders, Kate Robertson and David Jones, have worked as HeforShe Champions since 2021, committing to a five-year alliance to accelerate progress towards gender equality.

We strive to ensure that our Summits and programming are as inclusive and accessible as possible.



* Survey results from 34 Delegates who attended the Belfast Summit and reported accessibility requirements

OUR PARTNERS

2023 Ribbon Partners



2023 Delegate Partners



2023 Delegate Partners (continued)



2023 Delegate Partners (continued)



2023 Delegate Partners (continued)



2023 Host City Partners



2023 Community Partners



OUR ORGANISATION

Co-Founders

Kate Robertson - Co-Founder and CEO
David Jones - Co-Founder and Chair of the Board of Trustees; Founder and CEO, The BrandTech Group

Board of Trustees of the UK Charity

David Jones - Co-Founder and Chair of the Board of Trustees; Founder and CEO, The BrandTech Group
Jonathan Mitchell - Former CEO, Arjowiggins
Elio Leoni Sceti - Co-Founder and Chief Crafter of The Craftory
Lord Michael Hastings - Member of the House of Lords of the UK; Chairman, SOAS
Sarah Anderson - Director of Client Services, at Live and Breathe

Global Advisory Board

Chaired by Paul Polman, One Young World’s Global Advisory Board supports the development of One Young World, as the Global Community of Young Leaders from every country in the world, into a globally recognised body ensuring that its Ambassadors have a positive impact on the most influential organisations worldwide.

Paul Polman - Activist, Co-Author of ‘Net Positive’, Chair of the Global Advisory Board
Luis Javier Castro - Founder and CEO, Mesoamerica Investments
Suphachai Chearavanont - CEO, C.P. Group; Chairman, True Corp
Mónica de Greiff - Former President of the Chamber of Commerce of Bogotá; Former Colombian Ambassador to Kenya
Jessica Gladstone - Partner, Clifford Chance
Lord Michael Hastings - Member of the House of Lords of the UK; Chairman, SOAS
Per Hegggenes - Former CEO, IKEA Foundation
Strive Masiyiwa - Founder and Executive Chairman, Econet Wireless and Econet Media
Vimbai Masiyiwa - CEO and Creative Director, Batoka Hospitality
Michael Møller - Former Under-Secretary-General of the United Nations
Feike Sijbesma - Former CEO Royal DSM, Chair Royal Philips, Co-Chair Global Climate Adaptation Centers
Michelle Yeoh - Academy Award Winning Actress and Philanthropist

National Board Chairs, Registered Charities

David Jones - Co-Founder, One Young World and CEO, The BrandTech Group; Chair of USA Board
Kimihito Okubo - Founder and Chairperson of One Young World Japan; Chair of Japan National Board
Stefan Scheiber - CEO of Bühler Group; Chair of Switzerland National Board

Voluntary National Board Chairs

Kim Simplis Barrow - Former First Lady of Belize; Chair of Belize National Board

Leonard Lima - Founder and CEO of Dreams and Purpose Consulting; Chair of Brazil National Board

Andrés Gómez V. - Founder of Laberinto, Strategic Solutions; Chair of Colombia National Board

Pearly Laksameekan Ingkakul - Co-Founder and CEO of Neobank; Chair of Thailand National Board

Executive Board

Kate Robertson - Co-Founder and CEO

David Jones - Co-Founder and Chair of the Board of Trustees; Founder and CEO, The BrandTech Group

Ella Robertson McKay - Managing Director, One Young World

Chris Day - Chief Financial Officer

One Young World Team

Community: **Dan Maunder, Kamal Virk, Valeria Couttolenc González, Ammy Abraham, Claudia Martins Camisuli, Daniel Nwaeze**

Development: **David Gereda, Silvia Fuentes Piccolo, Alejandra Téllez Correa, Charlotte Mills, Anna Gällstad, Carmen Jiménez Martinez**

Digital: **Anaïs Née, Sabira Ali, William Kan, Evelina Karasjova, Robbie Scambler, John Venpin**

Digital Communications: **Shirin Zaid, Sezar Alkassab, Ana Berdeja Suárez, Gemma Scholtz, Ishita Seth, Isla Russell, Afra Nuarey, Cathy Evans, Liam Fairweather, Louis Israel-Quinn, Piyush Pankaj**

HR and Finance: **Anupama Roy Choudhury, Simon Rodgers, Anna Taylor**

Partnerships: **Alex Bellotti, Stefan Kovacevic, Angélica Huffstot, Fiona Regan, Yu-Chun Tseng, Jonathan Ajibesin, Matthew Craig, Esther Adebiyi**

Programmes: **Matthew Belshaw, Martha Reynolds, Lauryn Cloughley, Dulcie Bassant, Anika Ali, Caroline Jones, Lam Joar, Resham Pirzada**

Summit: **Megan Downey, Amy Waters, James Spencer, Jamie Curtis, Will Tye, Hector Godoy, Jenny Chang, Lucy Majury, Aimée Walsh, Justin Andrade, Liv Wilkie, Lucy Taylor, Numa Montjean**

Acknowledgements

Content and Analysis by **Kamal Virk** - Impact Manager

Research and Data Collection by **Valeria Couttolenc González** - Impact Research Officer

Design by **Sezar Alkassab** - Brand and Design Lead



One Young World
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