

	<p>Sabina Sudan ECLS-Consult sabzsudan@eclsconsults.com https://www.linkedin.com/in/sabina-sudan-909b15a3/ Singapore +65 9030 0892 (whatsapp) / India +91 88262 32381</p>
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Over 30 years global work experience. Lived/worked in New Delhi, Arizona, New York & Singapore; travelled to 65 countries

Education

Columbia University, School of Law, New York, New York - LL.M.	1989-1990
Delhi University, Faculty of Law - LL.B. First Division	1982-1985
Delhi University, Lady Shri Ram College - B.A. Psychology Major First Division	1975-1978
INSEAD Singapore - Strategy and Leadership Workshop	Oct 31 – Nov 4, 2011

Bar Admissions: New York (1991); Arizona (1991) and Delhi (1985)

National University of Singapore (NUS) Business School Aug 2016 - Present
Senior Adjunct Lecturer. MSc/CEMS

BMA 5118A Sustainability Strategy / MBA	AY16S1
BST3002D Sustainability Strategy / BBA	AY16S2
“Skills Seminar” MSc (Management)/CEMS: Ethical Leadership & the triple + one bottom line!	Jan 20, 2017
CEMS BMS5107 Ethical Leadership and Corporate Strategy	AY17-18 Special Term May-Jun 2018
BMS5107 MSc Ethical Leadership & Corporate Strategy	AY17S1 – Present

Nanyang Technological University (NTU) Business School, Singapore Jan 2016 - Present
Adjunct Associate Professor

- **Nanyang Executive Education:** Oct 2022-Present
- **Full Time MBA / Corporate Governance & Ethics:** Dec 2017- Present
- **Professional MBA / Corporate Governance & Ethics:** Jan 2018 - Present
- **FlexiMasters in General Mgt / Business Ethics & Corporate Governance:** Aug 2020-Present
- **FlexiMasters in HR Thought Leadership / Business Ethics & Corporate Governance:** May 28-Jun 18, 2022
- **BBA / Legal and Ethics Issues in Sustainability:** Jan 2016 – Apr 2022
- **Nanyang MBA - Guest Speaker:**
 - Asian Leadership Berkeley-Nanyang Advanced Mgt Program: Leadership @ Seven Elements of an Effective Compliance Program / Ethics & Values Oct 20, 2015; Apr 11, 2016
 - Asian Leadership Berkeley-Nanyang Advanced Mgt Program: Values & Ethics Oct 21, 2016

Global Risk Management Institute, Gurgaon, India 2018-Present
Visiting Faculty Post Graduate Program / Regulatory, Ethics & Compliance Risk Management

The Vedica Scholars Programme for Women, New Delhi, India Nov-Dec, 2023
Visiting Faculty MBA / Business Ethics

Institute of Management Technology, Ghaziabad, India Dec 6, 2022
Guest Faculty for the Post Graduate Diploma in Management Program: Ethics and Anti-bribery & Corruption

Indian School of Business (ISB) Hyderabad

Visiting Professor

Executive Education Program – Creating Value through CSR:

Aug 2, 2017 & Feb 7, 2019

Linking Strategy to Compliance – Business Value Creation:

Dec 6, 2017

Seton Hall Law Guest Faculty AsiaPac Healthcare Compliance Certification Program

March 1, 2016

Faculty of Law, Delhi University, Delhi

Adjunct Professor / Contract Law, Business Associations and Public International Law

Aug 1996-Jun 1997

Speaker / Panelist

1990 - Present

- IMA India's CEO/CFO Forum: Business Ethics as a Driver of Organizational Success June 20, 2024
- The Institute of Internal Auditors, India: Professional Ethics Dec 19, 2018; Sep 4, 2020 & May 26, 2022
- IHS Market AsiaPac Connect & Learn: What is Ethics in the Time of a Pandemic? Nov 30, 2020
- Catalyze Singapore: Harassment Investigations training workshop July 28, 2020 & Oct 23, 2020
- U.S. Compliance Week: AP and T&E fraud and bribery risks: Preparing for a COVID-19-induced spike & Why T&E audits are more than just policy compliance Aug 22, 2019 & Jun 16, 2020
- Finnish Chamber of Commerce India - CSR: Strategy vs. Compliance June 12, 2020

Panelist at conferences in China, the Philippines, Singapore, Taiwan, Malaysia, India, New York and Arizona

Provided training to senior leadership teams in anti-corruption and compliance related topics at Abbott and GSK

ECLS-Consult, Delhi/Singapore. Legal / Ethics & Compliance Consultant

May 2015 – Present

GENPACT (Feb 2018 to 2021); MundiPharma Singapore (Jul 15 – Aug 31, 2018); GSK Consumer Singapore (Aug 24, 2018); Abbott Labs Singapore (Legal support to Australia, New Zealand and Malaysia (Feb-March 2017); Singtel Legal (2017); Abbott Labs Singapore Legal support to The Philippines, Indonesia and Thailand (Nov–Dec 2016); Kimberly Clark AP Legal & Human Resources Summit (Oct 20, 2015); “Global Women Investors, Entrepreneurs & Policy Influencers Summit, Bangalore” (2015); Delhi Stem Cells Conference (2015)

GlaxoSmithKline (GSK) , Ethics & Compliance, Singapore based

Nov 8, 2010 – Feb 28, 2015

Vice President & Ethics & Compliance Officer Pharma (Emerging Markets 2010-2013; Ex US 2013-Feb 2015)

Emerging Markets & Japan (Nov 8, 2010 – Dec 31, 2014); China (Nov 8, 2010 – Sept 2013 & Sept 1- Dec 31, 2014); Europe (Jul 1, 2013 – Dec 31, 2014)

Reported to the Global Compliance Officer; dotted line reporting to the Presidents for (i) Pharma International (ii) Europe (iii) Emerging Markets Australia and (iv) Japan. Member of the Area and Regional Leadership Teams. Helped complete risk mapping to identify overall vision and strategy of an effective Ethics & Compliance Program. Attended senior level financial plan reviews. Advised on business development projects. Partnered with Legal, Government Affairs, Internal Audit, Corporate Communications, Medical Affairs, Human Resources, Regulatory Affairs and other Business Unit Compliance Officers (e.g. Consumer, Vaccines, R&D) to strengthen the ethical framework

Abbott Labs, Singapore based

Jul 25, 2005 - Sept 2010

Ethics & Compliance Director Pacific/Asia/Africa (PAA) - included China until Nov 2006 and India until Mar 2008

Supported all Business Units - Pharmaceuticals, Nutrition, Diagnostic, Vascular Devices, Diabetes Care, Medical Optics, and Animal Health. Rolled out the Ethics & Compliance Program in PAA via In Country Compliance Committees that included all Business Unit General/Country Managers

UGO Networks, Inc., NY, New York

May 15, 2000-Jul 22, 2005

General Counsel / Senior Management Team

(May 15, 2000-Oct 15, 2001 & May 7, 2003-Jul 22, 2005)

Legal Consultant (Feb 2002-Apr 2003)

Advised UGO, an on-line media network with affiliated content publishers. Supported External Counsel in raising approximately US \$30 mm Venture Fund financing in June 2001. Coordinated with external Legal Counsel, Investors

and Board Members. Coordinated acquisitions of entertainment content websites and sale of e-commerce division to a major video game retailer; negotiated the sale of a subsidiary; team member in negotiating an acquisition of assets of a competing website in a cash and stock transaction. UGO, founded in April 1997, was acquired by the Hearst Corporation in 2007

Rajkotiya & Sudan, New Delhi, India

Oct 1993-Jan 2000

Co-Founder / Corporate lawyer

Advised multinationals and Indian corporate clients including media companies, hotels, and other industries on national and international legal issues. Represented clients in the Supreme Court of India, Delhi High Court, the Company Law Board and the Consumer Courts; briefed Senior Counsel

Brown & Bain, Phoenix, Arizona

Sept 1990-Feb 1993

Legal Associate

Active in developing the Firm's international corporate practice; Chaired seminars on Indian investment; participated in a Mexico Investment & Trade Mission prior to the enactment of NAFTA leading to meeting with the Mexican President and his Cabinet. Mission delegates included Chief Executives of major U.S. corporations

Board Related Experience

GSK – presented Annual Business Report to the Audit & Risk Committee and to the Board from 2011 to 2014; Board Secretary at UGO Networks Inc., New York; Non-Executive Board Member, Winrock India (1997–1999)

Other Experience

Star Television (Division of News Corp), Delhi

Aug 1998-Sept 1999

Co-anchor of "India Business Week", a weekly program broadcast to 59 countries in the Far East, South Asia, Australia, New Zealand and the Middle East. Researched global business issues to help define program content. In studio interviews of business and corporate leaders, government ministers and officials and authors

Everest Base Camp. Completed a 15-day trek from Lukla, Nepal to the Everest Base Camp

October 2010