

## MARÍA HERNÁNDEZ-PÉREZ

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### **PROFILE**

Senior international lawyer and Compliance/BHR/ESG expert with over 25 years of experience leading global Legal, Compliance, business ethics and governance programs in multinational corporations (in-house) and international law firms. Academic director and advisor with extensive teaching, policy, and institutional engagement.

### **PROFESSIONAL EXPERIENCE**

#### **Ancora Institute for Business & Human Rights (2026 – present)**

##### **Founder & Director**

Leading Ancora Institute for Business & Human Rights, an independent research institute at the frontier of Business and Human Rights.

#### **Eversheds Sutherland (2014 – Present)**

##### **Of counsel (January 2026 – present)**

##### **Partner, Compliance & ESG (2014 – 2025)**

##### **Chair, Compliance LatAm Alliance**

##### **Global ESG Strategy Committee member**

- Advise multinational clients on compliance, ESG, and human rights risk frameworks.
- Lead cross-border investigations, due diligence, and implementation of corporate ethics programs.
- Integrate business and human rights principles into corporate governance structures.

#### **Pentair Group (NYSE-listed) (2012 – 2014)**

##### **Chief Compliance Counsel Europe & Head of Legal Southern Europe**

- Led regional compliance strategy, including anti-corruption and third-party risk.
- Strengthened governance and regulatory frameworks across European operations.

## **Tyco International (NYSE-listed) (2006 – 2012)**

### **Global Ombudsman (2010 – 2012)**

- Oversaw global ethics reporting mechanisms and whistleblowing systems.
- Reported directly to the Audit Committee of the Board, ensuring accountability and transparency.
- Managed sensitive investigations involving human rights, workplace conduct, and corporate integrity.

### **Head of Legal & Compliance – Southern Europe & Middle East (2006 – 2010)**

- Designed and implemented business ethics & compliance programs across high-risk jurisdictions.
- Addressed regulatory, ethical, and human rights-related risks in multinational operations.

## **Nortel Networks (1998 – 2005)**

### **Head of Legal – Southern Europe**

- Managed legal affairs across multiple jurisdictions, including regulatory and commercial matters.

## **BUSINESS & HUMAN RIGHTS ENGAGEMENT**

- **Speaker United Nations Climate Change Conference (COP25)** “*How to promote sustainable organizations*” (December 2019)
- **Elected Member of the Anticorruption and Integrity Taskforce at B20- G20 Saudi Arabia 2020 and Italy 2021**

*B20 is the official G20 dialogue with the business community. As the voice of the private sector to the G20, it represents the business community across G20 member States. The taskforce aims to advance global anti-corruption agenda, with the opportunity to provide G20 governments with specific issues for consideration and implementation.*

- **Elected Member of the Special Initiative on Women Empowerment B20 -G20 Italy 2021**
- **Elected member of the Committee of Women Leaders of the Americas** (October 2016 – present)

*Initiative of the Organization of American States). Its mission is to contribute to improve the capabilities and skills of current and future political women in all areas of society, with the aim of building an inclusive and representative democracy.*

- **Advisory Board member and Leader Business Human Rights Taskforce** Institute of Compliance Officers (IOC) – (2020 – present)
- Advisor on integrating human rights frameworks into corporate programs

## **ACADEMIC EXPERIENCE**

### ***IE Law School (2015 – Present)***

**Academic Director and Professor**, Global Corporate Compliance (LLM) in collaboration with New York University. Professor Compliance, Financial Compliance, Audit, Corporate Governance, Contractual governance & negotiation.

- Developed curriculum integrating compliance (anticorruption, Anti Money Laundering -Counter Terrorism Financing, international trade compliance, ESG, Business Human Rights, Collective Action and business ethics).

### ***Harvard Law School ( June 2019)***

Visiting Professor (Center on the Legal Profession).

### ***University of Deusto (2019 – Present)***

Associate Professor, Master in Compliance

### ***Complutense University of Madrid (2015 – 2019)***

Associate Professor, Master Compliance Officers

### ***ESADE (2011 – 2014)***

Associate Professor of Corporate Compliance

## **EDUCATION**

- DHES in EU Law & Economics – Université Paris 1 Panthéon-Sorbonne (1996)
- Jurídico-Comunitario CEU San Pablo (1996) – 6 years career
- Advanced Studies Law & Economics European Union – Universidad Complutense Madrid (1996)
- Law Degree – Universidad Complutense Madrid (1995)
- Executive Program in Sustainability – IE Law School (2022)

- Women in Leadership – London School of Economics (2025)
- Executive Program in Board Governance – Madrid Bar Association (2025)

### **LEADERSHIP & PROFESSIONAL SERVICE**

- Co-Founder & Co-President, Compliance Section – Madrid Bar Association
- Head of International Relations, Spanish Compliance Association (ASCOM)
- Co-Founder & Vice President, CUMPLEN (Association of Compliance Officers)

### **PUBLICATIONS & SPEAKING**

- Regular speaker at international forums on Compliance, business human rights, business ethics, ESG and corporate governance.
- Author: “Corporate Anti-Corruption Policies”, Encyclopedia of Compliance (Aranzadi)
- Full Keynote Speaker and publications: <https://www.linkedin.com/in/mhernandezcompliance/>

### **RECOGNITION**

- Elected one of the Top 50 Women Executives in Spain (2025) – Banco Santander Women Initiative
- Best Law Firm Compliance (2026, 2024) – Leaders League
- Inspira Law Top 50 Women Lawyers Spain & Portugal (2018, 2019, 2022) – Iberian Lawyer
- Compliance Counsel of the Year (2014) – Golden Awards Iberian Lawyer
- Elected #1 of the 40 under 40 Lawyers Spain and Portugal (2011) – Iberian Lawyer

### **LANGUAGES**

English, Spanish, French, Italian