



Richard P. Davies

Richard P. Davies is currently Group Vice President, Ethics & Compliance at Natura &Co (NYSE – NTCO; B3 – NTCO3), a global, purpose-driven cosmetics group which includes Avon, Natura, The Body Shop, and Aesop, and is headquartered in São Paulo, Brazil. The group has more than 6 million independent consultants, 34,000 employees and operations in over 100 countries.

Richard leads an integrated ethics and compliance program at the group, which oversees key risks such as bribery and corruption, data privacy, anti-trust and trade sanctions. Richard also manages internal investigations. He sits on the group risk & compliance committee and cybersecurity committee, and is a key subject expert for the group's internal and external audit teams. Richard is a senior management representative on these matters to the group board of directors.

Prior to his current role, Richard was Global Chief Compliance Officer at Avon, where he provided leadership during the 2014 settlement with the DOJ and SEC under the FCPA, which included the appointment of an independent monitor. Richard then led Avon's cooperation with the monitor, implementation of the monitor's recommendations and the self-monitoring period. Prior to that role, Richard held various senior legal and compliance positions at Avon, including as lead counsel for corporate strategy, governance, finance, M&A and global restructurings.

Richard was previously a corporate attorney at the New York City offices of Patterson, Belknap, Webb & Tyler LLP and Orrick, Herrington & Sutcliffe LLP. Richard has a B.A. from Brandeis University and a J.D. from the University of Southern California Law School.

Most recently, Richard was elected to the board directors of The Ethics & Compliance Initiative (ECI), <https://www.ethics.org>, a leading best practice community of organizations that are committed to creating and sustaining high quality ethics and compliance programs.