

International
Women's
Entrepreneurial
Challenge
**16th Annual
Conference**

Torino 2023



Dear IWE**C Awardees** and **Guests**

It is with a great deal of pleasure that we welcome you to the 16th Annual International Women's Entrepreneurial Challenge **IWE**C Foundation Conference**** here in Turin hosted by the Chamber of Commerce of Torino.

Our agenda is quite robust and will be helpful to you in learning additional points to help you grow your business.

We invite all of you to become active role models and leaders in strengthening **international business connections** between IWE**C Foundation** participants.

Sincerely,
Ruth A. Davis | Chair, IWE**C Foundation**

Ruth A. Davis

**Chairwoman,
US Ambassador**



Dario Gallina

Torino Chamber of commerce - President

We are proud to be **the first Chamber of Commerce** in Italy to become a member of IWEC and to work along with them to create this international event. Every day together with companies and institutions of the territory we share the **challenging goals** that IWEC places at the heart of their activity: networking, sustainability, resilience, innovation. Energize and support women entrepreneurship means to create opportunities for **development and improvement** for countries across the world: In Italy women quota stands for the 22% of Italian companies with 1 mln, 3 hundred thousand firms of which over 95 thousand are in our region, Piemonte. I hope that the 16th IWEC Annual Conference will be remembered for the positive ramifications it has been able to generate and for the atmosphere of cooperation and the “get-it-done” attitude that is “in the spirit of” our city, Torino!



Cristina Tumiatto

Women in Business Committee – President

The Committee called for the 16th IWEC Conference Award to be organized in Torino to bring in a strong, vibrant, and **dynamic network** where business can grow and expand. We have been working to pinpoint the new challenges that firms cannot tackle on their own: **sustainability, resilience, innovation** are topics that should be seen more as opportunities for their growth and development than drawbacks by our women entrepreneurs.



Alberto Cirio

President of the Piedmont Region

The 16th IWEC Conference is an extremely relevant event for Turin, Piedmont's capital city, and for the entire region.

Turin and Piedmont have a long-standing **industrial tradition**: a network of small and medium size enterprises that see women as a key factor for their success. Stable and firmly rooted companies with the ambition to face the future through innovation which is the hallmark of our district known for its advanced **research** centres and **Universities**. This meeting is an opportunity to exchange experiences that will enable businesswomen from all over the world to get acquainted with Turin and some of the most fascinating sites of our land.



Stefano Lo Russo

Mayor of Torino

Welcoming hundreds of women entrepreneurs from all over the world to our city is a great honour and a huge opportunity.

The Annual Conference is a unique moment of **networking** and exchange, an opportunity to reaffirm the importance of **cooperation** to tackle entrepreneurship's great challenges.

"Building sustainability, inclusion, resilience": the title of the conference leads to a reflection on how crucial it is to share an inclusive, open and inspiring vision of the future. Welcome to Torino, I wish you all a successful and fruitful exchange.



Intesa Sanpaolo's commitment to contribute to the dissemination of a **meritocratic and inclusive culture** and to enhance the role of women in the socio-economic context takes concrete form through services, products and facilities that accompany women's businesses along their growth paths, enhancing their intangible assets and factors that allow for a prospective sustainability recognised by the Group in its creditworthiness assessment.

These include **Business Gemma**, the medium and long-term loan dedicated to women's businesses and self-employed women, which benefits from the Guarantee Fund for SMEs and the suspension of up to one year of the principal portion of the instalments; **mamma@work**, the loan with favourable conditions for working mothers, including self-employed mothers, which supplements the funds available to help reconcile work and family commitments; **Welfare Hub**, the service with which companies can increase the personal and family wellbeing of their employees, thanks to access to a digital platform where they can spend their 'welfare credit', choosing from goods and services in the areas of greatest interest (home and family, health and wellbeing, savings and leisure); and the **S-Loan Diversity solution**, which is combined with medium-long term loans to accompany, with a reduced rate, the efforts of companies in the direction of gender equality, in the development of programmes to increase

welfare, and in the increase of new hires of female employees.

One of Intesa Sanpaolo's most prestigious and ongoing initiatives is also the **Women Value Company programme**, set up seven years ago by the Bank together with the Marisa Bellisario Foundation in recognition of SMEs that stand out for their innovative and inclusive development policies, for their ability to enhance female talent and merit, and for the development of effective corporate welfare solutions. This year, the Foundation awarded **UOMO E AMBIENTE** (Small Enterprises category), a company offering specialised services in the field of consulting and training, and **SPS MANIFATTURE** (Medium Enterprises category), an advanced research laboratory for models, materials and processing.

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e al welfare dei dipendenti.

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INTESA  SANPAOLO

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The effort and commitment to ensure **Diversity, Equity, and Inclusion** (DEI) is crucial and critical to the success of European Foundations and for any organisation supported by them.

Compagnia di San Paolo (CSP) has implemented various initiatives in this respect, including, in 2021, **the Equilibri Call** for action intended to consolidate forms of collaboration and integrated response capabilities to promote female work across the region, conciliation and care services, measures to combat educational poverty and good quality educational services. CSP is also a partner of **the Coding Girls project** set up to support the involvement and retention of young women in the labour market, as a contribution to building critical mass in gender equality and directing Generation Z towards sectors such as science and technology.

Compagnia is also taking action by providing tools for its programme managers to offer guidance and a new set of skills. As an example, CSP launched an **Internal Gender Audit** handled by the International Training Centre of the United Nations International Labour Organization (ITC-ILO) paving the way for future initiatives to implement DEI principles.





Fondazione
Compagnia
di San Paolo

Fondazione Compagnia di San Paolo.

Since 1563, we have been working out of Turin for the common good, with a focus on people in everything we do. Each individual's well-being depends on and contributes to that of the community. For this reason, we are engaged in all fields - economic, social, cultural and environmental - affecting both individuals and society. We believe in subsidiarity, in dialogue as a method, and in philanthropy as a way of encouraging efforts and projects.

Human development and sustainability: the United Nations 2030 Agenda has thrown down a major challenge, by setting out the Sustainable Development Goals that everyone needs to help achieve, by working together as a team. We have taken on this challenge and have organised ourselves so that we can be aligned and work even more effectively at local, European and international level. We conceive and design projects, road-test them, evaluate their outcomes and encourage replicability, while forming networks with institutions, our own auxiliary bodies and the full range of organisations that society generates.

We have centred our efforts around three Goals: **Culture, People** and **Planet**. To maximise our impact, we have identified 14 Missions, each of which helps achieve one of our three Goals.

All this is made possible thanks to our endowment and we feel that it is our responsibility towards future generations to preserve and increase it.

This is our commitment, for the common good and for everyone's future.



Culture.

Art, Heritage,
Participation.
Let's imagine the future.

Building capacity to attract
Developing skills
Preserving beauty
Encouraging active participation



People.

Opportunity, Independence,
Inclusion.
Let's build the future.

Reinventing dwelling systems
and regenerating neighbourhoods
Promoting decent work
Educating for collective development
Rediscovering community
Working together for inclusion



Planet.

Knowledge, Development,
Quality of Life.
Let's support the future.

Harnessing the value of research
Boosting innovation
Fostering international opportunities
Promoting well-being
Protecting the environment

SPONSORS



CaixaBank's support to IWECE shows our commitment to promote the principles of equal opportunity and the diversity in business and to enhance the presence of women in managerial positions. This commitment falls within our Wengage diversity programme, a CaixaBank - wide project developed by people from all areas of the bank based on meritocracy and promoting equal opportunities, striving to encourage and implement diversity in all its dimensions: gender, functional, generational, LGBTI, cultural.



For more than 60 years, IESE Business School mission has been to educate and inspire leaders who wish to have a positive and lasting impact on people, business and society. IESE has been supporting IWECE as academic partner for 15 years in many different ways: with lectures by IESE professors; granting scholarships to IWECE awardees; hosting IWECE Conferences and events on IESE campuses; and being involved in IWECE's governance at the Board.





EXCLUSIVE BRANDS TORINO



exclusivebrandstorino.com

Established in 2011 as the result of an initiative led by Unione Industriali Torino, Exclusive Brands Torino is the network of Piedmontese companies that aims to represent and promote a consolidated, extended and contemporary concept of excellence.

On one hand, excellence in the promotion of products and services from Turin on international markets, which are increasingly complex and constantly evolving, through partnerships, strategies and shared goals.

On the other, excellence which, in recent years, has become a value that is broader and increasingly essential for doing business: that of social and environmental sustainability, as summarised in the Charter of Ethics.

The Network aims to be a workshop of innovation that promotes a broader concept of excellence, capable of responding to the complexities of the contemporary global context and to customers who are increasingly aware of and eager for businesses characterised by processes that all have a positive impact.

SPONSORS



Lavazza, founded in Turin in 1895, has been owned by the Lavazza family for four generations. Today the Group is one of the leading players on the global coffee scene with operations in 140 markets. The more than 30 billion cups of Lavazza coffee enjoyed every year are a testament to a remarkable success story. “Awakening a better world every morning” is the corporate purpose with the aim of creating sustainable value, combining competitiveness with social and environmental responsibility.



**WE BLEND
FOR BETTER**

**WORKING FOR A BETTER WORLD,
CUP AFTER CUP.**



SPONSORS



SACE is Italy's Export Credit Agency and insurance & finance group controlled directly by the Ministry of the Economy and Finance, specialized in supporting businesses and the national economic system, through a wide range of solutions, in Italy and worldwide. For over 45 years, the SACE Group has been the partner for Italian SMEs that export and grow on foreign markets. It also supports the banking system to facilitate companies' access to credit, support liquidity and investments as part of the Italian Green New Deal.



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- ottimizzare i tuoi flussi di cassa, ottenendo liquidità con i **servizi di factoring**
- accedere più facilmente ai finanziamenti con le **garanzie finanziarie**
- ottenere le **cauzioni** necessarie per partecipare a gare e appalti in Italia e all'estero
- accrescere le tue competenze manageriali con la formazione gratuita di **SACE Education**
- incontrare nuovi clienti e buyer esteri attraverso incontri di **business matching**

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#insieme2025



SACE

SPONSORS



Prima Power provides businesses of all sizes with targeted dynamic technologies that enhance profitability in sheet metal working. We create integrated automated solutions designed to meet our customers' challenges and open to their future growth. At Prima Power, value lies in the focus on customers. We build our offer on a full range of modular high-performance solutions, using our distinctive knowledge in sustainable, efficient manufacturing.



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Evolve by integration

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SPONSORS



The Coca-Cola Company is honoured to be the sponsor for the 16th Annual Iwec Foundation Conference in Turin. This esteemed gathering convenes distinguished women entrepreneurs from across the world. We invite you to engage with our expert speakers, garner actionable insights for your business operations, and establish meaningful global partnerships. This event represents a significant opportunity for growth and networking; we strongly encourage you to leverage it to its fullest potential.

THE *Coca-Cola* COMPANY

Boella & Sorrisi is a veritable realm of chocolate and yeasted cakes born of the union - in work and in life - of Elena Boella and Stefano Silvola. At Boella & Sorrisi it is chocolate that steals the scene with a range of 36 varieties of individual chocolates, about 50 types of chocolate bar and a number of cream spreads. In addition to 'gianduiotti', they produce seven different types of 'cremini', from plain to two-flavor and hazelnut.

BOELLA & SORRISI

DAL 1939 CIOCCOLATIERI PIEMONTESI

SPONSORS



Since 1865 Casa Chialva is the oldest family tradition in the sector. For five generations it has directly followed the cultivation of the most prized peppermint in the world and typical officinal plants along the entire production chain, offering the most valuable essential oils and dried officinal plants, with the best specialized service, to the major national and international industries. By tasting ChialvaMenta specialties you will discover the family values.

ChialvaMenta

Since early 2022, the windows that look out onto the provincial highway through Gassino invite passers-by to come in and discover the work of pastry chef Simone Salerno. It was in 2015 that he and his wife Alessandra Porta established Chocolat in his hometown of Siena. Then, in 2017, they moved to Gassino. The name of the shop itself says a lot about Simone's training and his love of French patisserie.



SPONSORS

AIDDA has been the point of reference for women with roles of responsibility for 60 years.

AIDDA is the first Italian association created with the specific goal of enhancing and supporting female entrepreneurship, the role of women managers, and women professionals. Founded in 1961 in Turin, AIDDA, through its 800 members, has a turnover of 12.5 billion and 35,000 employees who represent a cross-section of the female entrepreneurial and professional world in Italy across different industries of small, medium, and large Italian companies.



AIDDA

FARE IMPRESA AL FEMMINILE
Associazione Imprenditrici e
Donne Dirigenti di Azienda

La Perla Cioccolato Torino is a historical reality in the world of chocolate, founded by Sergio Arzilli in 1992, which makes the chocolate truffle its spearhead in the world. For its thirtieth anniversary it gave life to Nero and Bianco, “Black” and “White”, a new take on the brand’s two iconic chocolate truffles. The packaging graphics use an image of the Mole Antonelliana, the symbol of Turin, to pay homage to the adopted city of founder and his family.

La Perla
CIOCCOLATO TORINO

SPONSORS



MANIFATTURA is a workshop that designs jewellery and creates handmade jewellery. Born as a creative expression of Elena Imberti, Manifattura has evolved thanks to true artists and friendly souls with whom to collaborate for a harmonious sharing of values and sustainable work. Today it aims to grow, and virtuous local supply chains and new dimensions of Made in Italy loaded with new awareness and the time we live. Elena has been designer of the Iwec Award 2023.



MANIFATTURA
atelier del gioiello

RINA is a multinational company dedicated to assisting clients in building successful businesses and providing independent support throughout the entire program's life cycle. With its commitment to the energy transition and the evolution toward increasingly digital services and processes, RINA makes sustainability one of the key factors in its strategy. It ensures that this approach is also reflected in the services it provides to its clients, allowing them to demonstrate their commitment to ESG.



SPONSORS



Azienda Agricola Ronco Luigina was founded by passion in 1984 transforming, over the years, this passion into the main activity with production based on the “short chain” of the “Nocciola Piemonte I.G.P.” Integrity, Honesty, Passion and Quality are at the base of our work; thanks to the team commitment, with transparency and reliability we are able to assure the customer a unique and positive experience.





The Masters of Taste - with their passion for authenticity, territory and product quality, they will let you discover the flavors and specialties of Torino and its province.



Torino DOC is a careful selection of wines and cellars representing the seven designations of origin of Torino area.



Federalberghi Torino is the employers' association of tourist-hotel entrepreneurs in the province of Turin, which is joined by hotel and extra-hotel companies.



Turismo Torino e Provincia s.c.r.l. deals with the promotion of Torino and its province as leisure and conference destination, welcoming and providing information to tourists.



Born in 2004, GammaDonna is a non-profit Association whose purpose is tackling the issue of gender unbalance in Italy as a significant opportunity to increase GNP, highlighting innovative & sustainable business models promoted by women entrepreneurs.



Victoria's Secret is a specialty retailer of modern, fashion-inspired collections including signature bras, panties, lingerie, casual sleepwear, athleisure and swim, as well as fragrances and body care.



The main objective of the Torino Association for Finance and Social Innovation is the growth of the financial and social culture in Turin and North-Western Italy.



Torino Incontra was born out of the desire of the Torino Chamber of Commerce to make the city, already a renowned tourist destination, an important venue in the European con-gress landscape.



The Enterprise Europe Network helps businesses innovate and grow. It is the world's largest support network for small and medium sized enterprises with international ambitions.



AWARDEES

Winner

AWARDEES



Bahrain_UNIDO

Nawal Yousuf Alsabbagh, Founder & CEO, Nawal Since 1989
www.nawalsince1989.com

Nawal is the founder and CEO of Nawal Flowers which she started in 1989. She has won the prestigious Shaikh Mohammed bin Rashid Al-Maktoum's top prize against a list of some 120 Middle Eastern entrepreneurs. As an accomplished artist, Nawal treats her flower arrangements as paintings rather than just a bouquet of flowers. She is an Artentrepreneur and also owns an Art Gallery. Recently, Nawal has expanded her entrepreneurship business in Health and Beauty. She owns the Health Lab, which caters healthy organic meals and Sorelle Beauty Salon. Recently, She launched "Adara Training Center" for Beauty Institution, Technical and Vocational training.

n.alsabbagh@gmail.com

The company primarily does business in Bahrain and some of the Gulf countries but wishes to expand further in the Kingdom of Saudia Arabia as well as other Gulf countries.



Bahrain_BAHRAIN BUSINESSWOMEN'S SOCIETY

Nahed Eshaq, Founder & Managing Director, PLAN Concept, D. Haus W.L.L.
www.dhausonline.com

Nahed Eshaq is a dynamic multilingual professional with over 20 years of extensive experience in Art, Design, Landscaping, and Architecture. Her company, D Haus, was founded 4 years ago and is already a renowned retail home furniture business in Bahrain and the Middle East. She is also the Founder & Managing Director of PLAN Concepts, and she founded The Fleurologist, a pristine flower & design concept, and Link Atelier Bahrain, the local gateway to a world of lush furniture and accessory brands. She also runs her own art gallery, Art Link, and is an advocate for young artists of all mediums.

eshaqnahed@gmail.com

The company does business in Bahrain & Saudi Arabia and Nahed wishes to expand to other Gulf countries and the UK market.

AWARDEES



Bahrain_AHLAM JANAHI

Dr. Waheeda Juma Al Doy, Founder & CEO, GRIP Group

In 2012, after a 15+ years of working with the UN High Commission in Bahrain, working with women and children who were victims of violence and persecution and afterwards she joined the Economic Development Board in Bahrain, Waheeda opened a private school for students to make a difference in the lives of young people, offering life skills they need to become contributing members of society. Soon founded another company GRIP. It focuses on creating and acquiring playgrounds, providing sports courses, equipment and providing well-balanced food. In addition they offer international competitions in partnership with the Ministry of Youth & Sports.

ladies@gripbh.com

Waheeda does business in Bahrain, Saudi Arabia & the UAE. She wished to expand in the middle east and Europe by providing schools and expanding GRIP fitness centers.



Bangladesh_CHITTAGONG WOMEN'S CHAMBER OF COMMERCE & INDUSTRY

Noor Akter Jahan, Managing Director, Noor Organic Food & Kitchen

Noor began her company in 2010 with just 10 employees and today it is a well-known food supply chain business with more than 320 employees. The company specializes in offering Bengali, Thai, Chinese, Indian and continental foods while also offering catering services. Noor Organic Food & Kitchen provides high quality food confirming health and hygienic standards with affordable price within the reach of target consumers. The company's priority is to bring the best and most relevant products for people, wherever they are, whatever their needs, throughout their lives. The corporate Motto of Noor Organic Food is "Healthy Food for Better Life".

sinai07@hotmail.com

The company does business in Bangladesh but is seeking to export their goods to the UAE, UK and Malaysia.

AWARDEES



Bangladesh CHITTAGONG WOMEN'S CHAMBER OF COMMERCE & INDUSTRY

Sabina Quayum, Owner, Angelina Wellness & Beauty Care

Establishing her business in 2008, Sabina started in her house with just 5 employees. Starting with just an initial investment of \$3000 she built her business day by day and today has 20 wellness and beauty care centers around the city. She had a desire to support rural women and established 10 beauty and wellness centers in remote areas of Bangladesh to support them. Today she has 450 employees who are dedicated, trained and skilled workers. Her achievements show that with determination, passion, hard work and a clear vision, it is possible to overcome challenges and create a successful business while fostering positive change for people.

sabina2015ctg@gmail.com

Sabina is importing herbal beauty product and equipment from China and India and she would love to create joint venture within Europe & The UAE countries.



England & US_IWEC

Pinky Ghadiali, Founder, Netwomen.co
www.netwomen.co & www.netwomen.us

For 20 years Pinky had a very successful career as an optometrist but felt something was missing. She founded Women in Networking Edinburgh (WiNE) in 2015, based in Edinburgh Scotland. The company focused on bringing together like-minded women who were interested in supporting and encouraging each other. She furthered the reach and formed Netwomen.co in 2020 based in the UK and in the US, which offers courses and networking. Her self-confidence coaching and leadership courses are designed to help women overcome personal and professional issues while the personal development programmes use a blend of neuro linguistic programming (NLP), institute of leadership and management coaching.

hello@netwomen.co.uk

Currently Pinky does business in the UK, USA & Canada. Her goal is to support women in the DEIB space in any country where women are significantly being repressed.

AWARDEES



Hong Kong & the US_IWEC

Angie Lin, Co-Founder & Chief Investment Officer, Assured Management Limited (HK) & Assured Asset Management (SG) PTE
www.assuredam.com

Angie honed her financial skills in the UK and in Hong Kong over her career. In 2017, she formed her own asset management company that focuses on private investment opportunities, Assured Asset Management. Since then, the company has grown into a successful and respected firm with a global reach. The company has adapted from just bridging Asian capital to US quality credit investment to developing their understanding and network in the new markets and expanding their investment from mere credit to equity and from very late stage to growth stage. Angie believes in partnering with visionary entrepreneurs and providing them with the resources they need to succeed.

angie.lin@assuredam.com

Currently Angie is doing business in Hong Kong, Taiwan, Singapore and the US. She is very interested in expanding into Japan and Korea and further developing their networks in Singapore and in the US.



India_FEDERATION OF INDIAN CHAMBERS OF COMMERCE – FEDERATION LADIES ORGANIZATION NEW DELHI

Manasa Garemella, Co-Founder, kindlife
www.kindlife.in

Manasa is the co-founder of kindlife, India's fastest growing wellness platform for young India (on average, consumers are under the age of 34) founded in 2020. kindlife offers over 700+ toxin-free brands for beauty, personal care and nutrition. All brands are either plant-based, organic, eco-conscious or cruelty-free. The company also offers to over 300,000 subscribers health and wellness educational videos, blogs and more, learning from experts across the industry. Manasa's background is in marketing, digitization and health and wellness. With over 1.0 million visits every month online, kindlife is in the top 15 beauty platforms in India.

manasa@kindlife.in

Primarily kindlife's retail customers are almost all in India but Manasa is keen to enter the GCC and Southeast Asia before moving to other regions.

AWARDEES



**India FEDERATION OF INDIAN CHAMBERS OF COMMERCE
– FEDERATION LADIES ORGANIZATION NEW DELHI**

Shivani P. Patel, CEO, Exechon
www.exechon.co.in

Shivani spearheads Exechon, a firm that specializes in avant garde pharma packaging solutions. Hailing from a family with a rich tradition of pharma entrepreneurship, innovation and healthcare, Shivani took the entrepreneurial plunge in 2007 setting up the state-of-the-art manufacturing plant near Vadodara in Gujarat, India. Over the last decade, Exechon has continued to carve a niche for itself providing best-in-class quality and customer-centric solutions in a highly competitive market. In addition, the company has expanded its offerings to include the packaging and creation of medical devices. Exechon customers are among the top 30 pharma exporters from India, the US and Europe.

shivani Patel@exechon.co.in

The company caters to client requirements for pharma packaging for European and US markets. Shivani sees a lot of potential growth in Latin America, Asia and Africa.



**India FEDERATION OF INDIAN CHAMBERS OF COMMERCE
– FEDERATION LADIES ORGANIZATION NEW DELHI**

Rutvi Vyas, Founder & CEO, Vedant Group
www.vedantinternationalreschool.org

In 2004, Rutvi set up Vedant International Schools and has not looked back. With experience running schools across her region, she continues to expand in India. And Dubai will be the next target with a branch to open in the next few years. Rutvi's plan is to provide quality education and cater to the needs of young learners in diverse regions. Her schools range in offerings from pre-school to high school. Her dedication to providing innovative work in the areas of school curriculum, leadership, creativity and teacher education has earned her an excellent reputation in the past several years.

rutvivyas22@yahoo.com

The company currently does business in India but plans to grow in Dubai, Canada and the US.

AWARDEES



Italy_AIDDA

Anna Maria Grazia Doglione, President, Fondalpress SPA
www.fondalpress.it

Anna Maria joined her family business after her studies in mechanical engineering in 1983. She learned every aspect of the business and in 2015 she took over as President of Fondalpress SpA in 2015. The company produces high pressure die-casting parts of aluminium alloys for the automotive, textile, electromechanical, hydraulic, furniture, lighting and renewable energy sectors. Under her leadership, the production capacity grew from 3,000 tons of die casting products to 15,000 and grew her exports from 26%-46%. She has ambitious growth plans adopting innovative processes to increase production efficiency. Anna Maria has earned many awards and also is proud to be representing women in this sector.

info@fondalpress.it

The company currently does business throughout Europe and Anna Maria would like to expand further into other European countries, North America and North Africa.



Italy_TORINO CHAMBER OF COMMERCE

Marina Barone, Owner & CEO, Ilas S.r.l.
www.ilasgroup.it

The company was started in 1951 by her father which was one of the main Italian coachbuilders for companies such as Ferrari, Maserati, Lamborghini, etc. She and her brother set up a spinoff when the company was sold in 2002 and after his tragic death in 2003, Marina took over the running of the company. They specialize in subassemblies in metal sheet, fuel and oil tanks for cars and motorcycles in aluminum, steel and inox. Marina and her team are working on the transformation of ILAS towards a new vision of the industry as per the 4.0 future guidelines.

barone@ilasgroup.it

Ilas primarily works in Italy, France and Germany but will be developing the UK market as well.

AWARDEES



Italy_TORINO CHAMBER OF COMMERCE

Gabriella Marchioni Bocca, President & CEO, Lamebo S.r.l.
www.lamebo.it

The 54-year-old company is the main Italian producer of splitting band knives which are used in tanneries, shoe manufacturing, processing of foam, synthetic and cork factories and fur processing among other uses. Gabriella has been involved with the family business since 1984 and continued to excel in her leadership capabilities in the company reaching her current position in leading the company and growth. She is also deeply involved in her community, the chamber, trade associations, local government and in other associations. She and the company are focused on strengthening their work to focus on sustainability, gender and ESG conditions.

info@fondalpress.it lamebo@lamebo.it

Lamebo does business in 104 countries and wishes to find new customers in different sectors as well as to increase their customers by 10% in the countries where they are currently doing business.



Italy_TORINO CHAMBER OF COMMERCE

Licia Mattioli, CEO, Mattioli S.p.A.
www.mattioli.it

Licia is a lawyer by training but in 1995 she and her father acquired the oldest Turin goldsmith company which had been established in 1860. In 200, the company was renamed to Mattioli but the company's success continues to be based on a fine balance between tradition and modernity with high-quality craftsmanship. Licia's philosophy not only includes offering fine quality jewelry and watches but she is also committed to creating jobs and growth opportunities for her fellow countrymen and women. Licia had the esteemed honor to be presented with the Cavaliere del Lavoro, a prestigious award established in 1923, by the Present of the Republic.

licia.mattioli@mattioli.it

Mattioli's business is operating in Italy, EU, USA, Middle East, Japan & China. Licia would like to further the business ties in these countries and is open to other countries as well.

AWARDEES



Italy_ANNAMARIA GANDOLFI

Pia Cittadini, President & CEO, Cittadini S.p.A.
www.cittadini.eu

Pia has led the company for the last 10 years after the passing of her husband. The company has been producing technical twines, braids and nets for industry, fashion, agriculture, fishing and building sectors for the last 90 years. It has become the leader in all kinds of technical yarns for a range of industries and also has the capability of producing customized products. Focusing also on the environment and impact of its productions on sustainability issues, machinery, lighting, reduction of water usage and management of waste water have been top priorities. R&D is also a priority following their "green philosophy" and is leading to new product designs.

pia.cittadini@cittadini.it

Cittadini is doing business in a multitude of countries around the globe. Pia is interested in further developing business in Canada, Algeria, Morocco, Taiwan and the Central African basin to support small fishing and to extend their aquaculture business.



Jordan BUSINESS & PROFESSIONAL WOMEN'S ASSOCIATION AMMAN

Reem Albaghdadi, CEO & Partner, Rimara Pak & Diamond Plastic
www.rimarapak.com & www.diaplast.com

Reem co-founded her company in 2005, developing and manufacturing high quality plastic cutlery-the first business in Jordan to introduce such offerings. The product line also includes hygienic napkins, sanitized wet wipes and meal kits. One of her primary clients is the airline industry. Starting with Qatar airlines as a client, she soon added Royal Jordanian Airlines & DANATA which supplies many airlines. She also contributed the establishment of the Industrial Women's Council of the Amman Chamber of Commerce, the first of its kind in the chamber. Reem has won several awards in recognition of her achievements and engagement with several Jordanian business organizations.

ceo@rimarapak.com

Reem is targeting airlines in the other gulf countries which will require increased production capacity and plans to identify new energy server production lines.

AWARDEES



Mongolia_MONGOLIAN NATIONAL CHAMBER OF COMMERCE

Sosordulam Monkhor, CEI, UlemJ Cashmere LLC
www.cittadini.eu www.ulemjcashmere.com



Sosordulam started UlemJ Cashmere LLC in 1995, which makes the company one of the oldest in the field of cashmere. Throughout this time she has established the largest cashmere supply chain within 12 out of 21 provinces of Mongolia creating its own sustainable raw material suppliers. The company established 14 professional cooperatives of raw material suppliers which are supporting the livelihood of about 80,000 herdsman. Since 2004, their second main focus was to produce value added cashmere fiber to supply foreign and local companies. They export products such as washed and dehaired cashmere, yakdown, camelwool and sourced wools.

ulemjcashmere.info@gmail.com

The company exports to China, Hong Kong, Italy, Sweden, France, India, USA, UK, South Korea & Japan. They are interested in expanding to the Central Asian countries, Turkey, Pakistan & Afghanistan.



Mongolia_MONGOLIAN NATIONAL CHAMBER OF COMMERCE

Gandolgor Purevjav, CEO, Ganabell Group
www.ganabell.mn



Gandolgor is a Human Resources Consultant, Success Coach, and Founder of Ganabell Group which consists of Ganabell Institute, Ganabell Digital School, Ganabell Coach Center, Ganabell Solution, Business Plus LLC, and Ganada LLC. They focus on consulting, edu-tech, importing and smart solutions. She was a pioneer in introducing the "Life Coach" service in Mongolia by coaching thousands of business leaders to succeed internationally. She is an author of five bestseller self-help books and holder of many intellectual products. She also established Tahe Mongolia which imports Spanish products-cosmetics and hair products-to Mongolia. It is now a national brand with 21 distribution centers.

gandolgor@ganabell.mn

Gandolgor intends to export to the Chinese and Russian markets and eventually to Europe and the American market.

AWARDEES



Mongolia MONGOLIAN NATIONAL CHAMBER OF COMMERCE

Tserendulam Tsevegmed, Director General, Tansag Trade LLC

Tserendulam is Tansag Trade, started in 1997, is the pioneer in the Arkhangai province, providing 30% of all goods in the region. The company's products include food, household, beauty, cultural and furniture goods. They also sell clothing imported from Turkey and China. The company also owns a department store in the city center and has 1 or 2 branches in each of the sectors in the province. Tserendulam's goals are to become a manufacturer in her province as well. They wish to grow the only food manufacturing company in the province which has access to many raw materials such as meat, milk, fur and rawhide.

tserendulam.tsevegmed@gmail.com

Tansag imports goods from China, Turkey. Tserendulam would like to import products from the US and Europe where they want to become an official partner/distributor with companies interested in expanding to Mongolia.



Pakistan PAKISTAN-AFGHANISTAN JOINT CHAMBER OF COMMERCE & INDUSTRY

Nighat Shahid, CEO, Shan Industries
www.hinz.pk

Shan Industries was established by Nighat in 1992 and is an apparel and hosiery manufacturer and supplier of innerwear. The company offers an extensive range of women's, men and children's innerwear, outerwear and casual wear. It has its own brand, Hinz, and has been selling its products locally and exporting to the UK. Hinz is also one of the leading knitwear brands in Pakistan. Nighat's philosophy is to run her business honestly, fairly and with objectivity, responsibly and sustainably. She is very involved in supporting entrepreneurs and her community at large. She was also president of the Faisalabad Women's Chamber of Commerce & Industry.

nighat101@gmail.com

Shan currently does business in Pakistan and the UK. Nighat would like to expand to European countries.

AWARDEES



Pakistan_PAKISTAN-AFGHANISTAN JOINT CHAMBER OF COMMERCE & INDUSTRY

Huma Waheed, Director, The United Insurance Company of Pakistan, LTD
www.theunitedinsurance.com

The company was established in 1959 and Huma assumed a leadership role in 2003. The United Insurance Company of Pakistan Limited was operational in Pakistan including East Pakistan (now Bangladesh). UIC operating more than 100 branches all over Pakistan. UIC doing General business including Group Health Insurance, Travel Insurance (Health), Travel Bonds & Guarantees, Livestock and Crop Insurance. Huma's experience in corporate law and IT has enabled her to help build the infrastructure, supplying innovation and modernization to the processes and to better serve their clients. She is also the Vice Chair of UIG Group of Companies providing additional business services and brokerage houses.

humabau@gmail.com

Today the company does business in several countries in the EU, Asia & the Middle East. They would like to further their expansion to other countries in these regions.



Peru_LIMA CHAMBER OF COMMERCE

Monica Margot Tambini Avila, CEO, Notaria Tambini & Tramite Facil EIRL
www.notairatambini.com & www.tramite-facil.com

Mónica is a lawyer, professor, writer of several law books, lecturer, international consultant, businesswoman and founder of TAMBINI Notary and creator of Trámite Fácil. Her expertise in process simplification for more than 30 years provides efficient solutions to entrepreneurs and business people in Peru and abroad. She is recognized for establishing the first organization of legal and notarial services of its kind in the country. She also created Trámite Fácil, a system that works with artificial intelligence has transcended borders, successfully facilitating the document management of citizens and the internationalization of any company in the world by creating branches, contributing to worldwide trading commercial exchange worldwide.

mtambini@notariatambini.com

The company does business in Peru, Spain and the US and Monica wants to expand to other neighboring South American countries, Mexico and Italy.

AWARDEES



Peru_LIMA CHAMBER OF COMMERCE

Cintya Nataly Ananos Alcazar, CEO, Industrias San Miguel
www.group-ism.com

Cintya started working in her family business of supplying high-quality beverages at fair prices. At a very young age she began learning the business from the ground up. Today she manages a team of more than 2000 people and oversees production operations, sales management, and distribution of the highest quality soft drinks in the Peruvian and Chilean markets, where brands such as Kola Real, Sabor de Oro, Cielo, Loa, Cool, Kero, Generade, 360 Energy Drink and Deli Kranch stand out. Cintya is the main promoter of sustainability and circular economy and plans to have the company be carbon neutral by 2040.

cintya.ananos@ism.global

The company does business in Peru, Chile, Brazil, Dominican Republic and Haiti. They also market their products throughout the Caribbean and the US. Cintya would like to expand further in South and Central America. They also plan to offer more food and nutritional products in the future.



Philippines_PACITA JUAN, BING LIMJOCO & MR. MAKDA

Gladeys Jill Santos, CEO, Jill Santos & Co.
www.jillsantos.com

Gladeys Santos is the Founder & CEO of Jill Santos & Company, a full-service Philippine-member firm of DFK International based in UK and IC & Partners based in Italy with 5 offices in Philippines and 204 partner firms in 90 countries around the globe. The 14-year old company is focused on professional services such as accounting, auditing, law, business consulting and real estate offerings including sales & property management. The offices are in The Philippines and in Cambodia. Her numerous awards include ASEAN Woman Entrepreneur which she received from the Princess of Thailand and a business leadership award from the Italian Chamber of Commerce.

jill@jillsantos.com

Although the company is in many countries, they have a large volume of work in Australia, Italy and Cambodia. Jill would like to expand to Central Asia Such as Kazakhstan, Kyrgyzstan, Uzbekistan, Turkmenistan and Tajikistan.

AWARDEES



Portugal_BANCO BPI

Maria Claudia Teixeira de Azevedo, CEO, Sonae SGPS SA
www.sonae.pt

Claudia has been with Sonae since 1994 after working in different businesses and sectors in her early career. She rose through the ranks of this family-owned company gaining experience in several facets of running the company. Her roles included running Sonae Investment Management between 2001 and 2018 which was dedicated to managing investments in information technology for retail and telecommunications. She became CEO of Sonae Capital in 2013. Sonae Capital is a publicly listed company with a diversified portfolio of investments in energy, real estate, tourism, fitness and industry. Claudia also sits on the boards of several other Sonae companies.

jesus.moreira@sonae.pt

Sonae does business in Portugal, Netherlands, Spain, Romania, Italy, UK, Brazil, Germany, Mexico & France. Claudie wants to build on their existing markets and look for new opportunities.



Serbia_AMCHAM SERBIA

Mirjana Markovic, CEO & Owner, Apotekarska Ustanova Galena Lab Beograd
www.galenalab.rs

Mirjana started her career managing different drug wholesalers but in 2001, she and her family established the family pharmacy. At the same time she started a new business, establishing of the drug wholesale Inopharm d.o.o. which was completely dedicated to providing the necessary unregistered medicines for the Serbian market. She gained insight into the functioning of the global drug supply system and realized opportunities for sustainable growth. Galena Lab has 3 pharmacies, a laboratory for the manufacturing of compounding drugs, a laboratory for the production of galenic drugs and a quality control laboratory for testing of raw materials and finished products.

mira.markovic@galenalab.rs

Mirjana does business in Serbia, Montenegro, Bosnia & Herzegovina. She wishes to launch and distribute products and services to the European Union markets.

AWARDEES



South Africa_ROSELYN CHAREHWA

Matsotso Vuso, Owner, Nyamezela Metering (PTY) LTD
www.nyamezela.co.za

Matsotso established her company in 2012 as a manufacturer and metering solutions company. They provide world-class metering hardware and software service that combine the best technology and talent. Their clients are municipalities and private sector customers in commercial, industrial mining, retail and residential markets. Her plan is to expand her solutions to the electricity, water and renewable resource sectors through diversifying product offerings, leveraging technology advancements and driving sustainable growth. She was recently appointed as the Chairperson of the South African Metering Industry Association. She has been recognized several times for her leadership, achievements and excellence in her factory processes.

matsotso.vuso@nyamezela.co.za

Matsotso does business in Zimbabwe, Swaziland and Mauritius. Her goal is to expand to the rest of the African nations, Europe, UK, UAE and the US.



South Africa_CAPE CHAMBER OF COMMERCE

Zakierah Palekar, CEO, Active Rain Foods AKA Doggobone
www.doggobone.co.za

Zakira decided to turn her husband's passion for providing nutritional, raw food for pets into a full-fledged business in 2013. She had honed her skills previously working in an export company and learned many of the secrets to running a successful enterprise. The company has since become nationwide suppliers of award-winning raw pet food, have hosted an international symposium for pet nutrition and are constantly improving their methods of manufacture, storage, and delivery of products. They bought their own facility in 2018 and did some renovations to meet the requirements of the country's health and safety regulations and moved into the new facility in March 2021.

info@doggobone.co.za

The company currently does business in South Africa but would like to develop new markets in the coming years in Africa, UAE, Mauritius and Mozambique.

AWARDEES



Spain_CAIXABANK

Maria Jose Cascajo, CFO, H.C. Clover Productos y Servicios

Maria launched HC Clover (Cloverty) in 2008 after gaining experience working in the pharma industry. The company is a nutraceutical and pharmaceutical CDMO. After surviving several challenges over time, it has continued to grow. It has produced and developed more than 700 products to date and currently has two manufacturing plants in Spain and one in Brazil. Their overall production capacity is more than 2,000 million soft gelatine capsules. Cloverty also donates 15% of total sales to social causes, both national and international. Maria believes that “a company does not only exist to maximize shareholders value but also exists for the sake of the people living in a society.”

maj.cascajo@gmail.com

Cloverty currently does business in 58 countries. Maria would like to expand to Arab countries and once they become FDA certified, it is her plan to enter the USA.



Sri Lanka_WOMEN'S CHAMBER OF COMMERCE & INDUSTRY

Nishani Fernando, Director, Manisha Exports (PVT) LTD
www.manishaexports.lk

Manisha is a Sri Lankan manufacturer and 100% exporter of coconut fiber and coconut substrates. The company was established in 2017 and is recognized as a leading manufacturer of world-class coconut fiber solutions. Nishani started working in the business in 2005 and has a vast knowledge of the industry. The business has five production facilities which support and employ a large base of Sri Lankan women. What sets Manisha apart is its capacity to combine traditional knowledge with modern high-tech production methods to produce eco friendly products with premium quality. Nishani's goal is to develop substrates such as grow bags, coco pots, coconut briquettes and more sustainably product lines.

nishani@manishagroup.com

Currently, 90% of Manisha's exports go to China but they have opened a brand in Canada to service the North American market. They wish also to expand further into the European market and the UK as well.

AWARDEES



Sri Lanka_WOMEN'S CHAMBER OF COMMERCE & INDUSTRY

Tania Polonnowita Wettimuny, Managing Director, IAS Holdings (pvt) Limited
www.iasholdings.com

After 20 years of experience in the logistics and supply chain management, Tania launched her own company in 2017 in a very male-dominated industry. Today the business has five operating companies within its portfolio. IAS companies focus on contract logistics and consultancy business, managing over 225,000 sq. feet of warehousing space providing a plethora of value additions to its customers. The subsidiary companies include APS Logistics International, Inter Air & Sea Logistics, Kerry Logistics Sri Lanka, CWF Logistics and Climata (Pvt) Limited – a company with a focus on education in climate change and sustainability.

tania@ias-holdings.com

The main business areas of the company are engaged in the Indian sub-continent, the Far East, Middle East, Europe and North America. Tania would like to expand further into India, Europe and the United States as well as Africa.



Turkey_ISTANBUL CHAMBER OF COMMERCE

Vennas Akyol Haznedar, Founder, Akyol Gida Turizm Otel Insaat Petrol Ticaret Limited
www.vennbutikotel.com

Vennas is a true entrepreneur having started her first venture, a cafe in Samsun Airport in 1998. She proceeded to then opened 4 additional businesses. Her expansion involved full service restaurants, car parks, catering to airlines and a boutique hotel, all under the name "Venn." Her airline catering company was one of only three companies in the country to be offering these services. And she was the first and only female entrepreneur in the world to offer such services. The business grew to providing to domestic and international airlines in the Black Sea and Anatolia.

vennas@venn.com.tr

The company currently does business in Turkey but Vennas and she wishess to establish a hotel and restaurant chain in neighboring countries and grow from there.

AWARDEES



Turkey_ISTANBUL CHAMBER OF COMMERCE

Nur Gokman, CEO, Hitit
[www. Hitit.com](http://www.Hitit.com)

After an extensive career in Computer programming and systems development with Turkish Airlines (a rarity to find a woman in the sector), Nur embarked on a risky journey over 30 years ago to help to found Hitit, which is the first company in Turkey in the aviation informatics sector. At the time, she started with just two computers and one fax machine and has built the company into one of the largest aviation tech companies in the world. The business developed one of the first loyalty software products in the industry-a frequent flyer program-which became widely used by 40 airlines.

nur.gokman@hititcs.com

Hitit currently serves 67 airline companies and travel partners in 47 countries across Europe, Africa, Asia Middle East, the Americas and Australia. The business is expanding in Asia Pacific Europe and the Americas and can be applicable to any airline in the world.



Turkey_ISTANBUL CHAMBER OF COMMERCE

Dr. Gokce Yildirim Kalkan, CEO, Simsoft Computer Technologies, LTD

Dr. Kaldan helped to establish Simsoft, which operates in simulator systems, games, visual systems, defense, aviation and space. It is one of the fastest-growing IT companies in Turkey and EMEA region. Simsoft's many products include simulators being used by both national and international civil and military organizations. Their commitment to diversity and inclusion and ethical values has been recognized by Deloitte as well as several other entities. Their most recent award is the "Fastest Export Increasing Woman Entrepreneur Company." Simsoft has consistently pushed the boundaries of innovation and creative problem solving, bringing the company to a high standard of achievement.

gokce@simsoft.com.tr

The company does business in Turkey, Europe, Asia and the Middle East. Gokce wishes to expand further into countries in the EMEA and Southeast Asia regions.

AWARDEES



United States_IWEC

Malavika Vivek, CEO, Avasoft
www.avasoft.com

Mal Vivek is the CEO and managing partner of Avasoft, a products and solutions company headquartered in the United States, that leverages technology to achieve transformational results for their clients. She comes from a strong data science background initially starting out in computational biology at Memorial Sloan Kettering Cancer Center's Center for Molecular Oncology and from there, she went on to build Avasoft's digital transformation practice in 2020. Avasoft is now a leader in the transformation industry and has successfully led several enterprise digital transformation engagements for many Fortune 1000 clients over their fifteen-year tenure.

mal@avasoft.com

Avasoft currently does business in the US, India, Canada, Germany, UK & Australia. Mal would like to further grow her business in Canada and the US



United States_WPO

Dr. Karyn Koven, Founder & CEO, LanguageBird
www.languagebird.com

Dr. Koven is a life-long learner and career educator. She uses her passion and experience as a high school teacher, counselor, and administrator to create and lead innovative programs to change ways teachers teach and students learn on a global scale. Founded in 2015, LanguageBird provides accredited, live, one-to-one, personalized, online language instruction. Dr. Koven has created a virtual community where students gain a deeper understanding of language and culture and develop a broader world view. They offer 15 world languages and celebrate diversity, culture, travel and globalization and relationship building through their lessons, creating a memorable education experience in language learning.

kkoven@languagebird.com

LanguageBird has staff and students from 46 countries. The company would like to expand to include other countries in Europe and Central & South America.

AWARDEES



Zimbabwe_ZIMBABWE CHAMBER OF COMMERCE

Beatrice Marumahoko, Co-Founder & Executive Director, Phat Ore Mine

Beatrice Marumahoko co-founded Phat Ore Mine in 2012 after honing her skills in various mining companies. She is skilled in mineral exploration, mine design, planning & development, mineral processing and export Negotiation. Phat Ore Mine's strength is in gold. For more than 13 years, Beatrice has been recognized by leaders of the mineral resource industries in Zimbabwe as an entrepreneurial explorer, technology innovator and company builder. She has successfully developed a portfolio of respected private companies whose initiatives have led to several of the mine developments and contributions to significant economic growth in established and emerging markets in the small-scale Mining industry in Zimbabwe.

Beatricem30@gmail.com

The company is currently doing business in Zimbabwe but Beatrice is particularly interested in partnering in South Africa, the number one country for gold mining.



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