

Business Leaders' Declaration Against the Death Penalty

**RESPONSIBLE
BUSINESS INITIATIVE**
— FOR JUSTICE —

We stand united in our belief in a fairer and more equitable world, the rule of law, and universal human rights. As an irreversible and extreme form of punishment, the death penalty is inhumane, and it is irreconcilable with human dignity. Its worldwide abolition is a moral imperative that all of humanity should support.

[We can no longer stay silent on issues of inequality](#), and no issue is more intricately tied to the racial and socio-economic biases that permeate justice systems than the death penalty. In many countries, ethnic minorities and the poor are still more likely to be prosecuted, sentenced to death, and ultimately executed. The abolition of capital punishment is a critical step in the movement toward racial and social equality.

[We are committed to making our communities safer](#). The death penalty does not make communities safer and it does not address the root causes of crime. Nor does it serve as a deterrent. Statistics show that US states with the death penalty have higher murder rates than those without. This is consistent with international findings showing that countries that have abolished capital punishment experienced a decline in murder rates over time. We can no longer afford to jeopardize the safety of our communities by perpetuating a culture of violence and revenge.

[We recognize the danger of executing innocent people](#). In the US for every eight people executed, one innocent person has been exonerated. By all accounts, the true number of innocent people who continue to languish on death row - or who have been executed - is much higher. Any system with an error rate this high is broken beyond repair.

[We believe, now more than ever, that we must be responsible with public finances](#). The death penalty is a wasteful and ineffective misallocation of public resources. To maintain the broken system of capital punishment, some governments divert millions of dollars every year from critical public health and safety initiatives, from infrastructure development, and from education - missing crucial opportunities to build social stability and strengthen communities.

But there is progress. More than 170 UN Member States have abolished the death penalty in law or practice. Half of all US states have abolished the death penalty or stopped executions. The tide is turning, and now it is the responsibility of business leaders to speak up and stand together on the right side of history. It is time to end this cruelty once and for all.

Where the death penalty still exists, we urge government leaders to legally commute death sentences, to impose moratoria on executions and to support legislative or ballot initiatives to end capital punishment for good.

We commit to using our voices and our reach as business leaders to support ending the death penalty everywhere, beginning with signing this declaration.

The following business leaders are signing in their personal capacity. Biographical information is for identification purposes only.

RICHARD BRANSON

Founder, Virgin Group

AGNES LEVINE

Founder & President, Levine-Oliver Publisher, Inc.

ABHISHEK AGARWAL

Founder and CEO, Lra Unified Group

ADAM YOUNG

Founder, Paper Sky Films

ADEEL SAEED

CEO, Adeel Saeed

ALAN JOPE

CEO, Unilever

ALESSANDRO BOGLIOLO

Former CEO, Tiffany & Co.

ALEX LOVE

Founder and CEO, Alex Love Consulting, LLC

ALI NIAZ

Co-Founder, BPureSounds

ALICE DYSON

COO, One Media iP PLC

ALLAN W. MOSKOWITZ

CEO, Transformative Wealth Management, LLC

ALMAZ MARREAU

Founder, Paris LKB

ALPA PATEL

Founder and CEO, 9th House

AMANDA PACQUETTE

Director, Business2Technology

AMIT AMIN

Partner, Amit & Naroop

ANA ECHAVARRIA

CEO and Co-Founder, Nativa Corp; Co-Founder, Cueros Velez SAS

ANDERS HOLCH POVLSEN

CEO, BESTSELLER

ANDRÉ HOFFMAN

ANDREW DOUGLASS

Co-Founder and CEO, Innovision

ANDREW N. LIVERIS

Former Chairman and CEO, Dow Chemical; Founder, Liveris Academy for Leadership and Innovation

ANGELIA PRANTHAMAN

President, Sebaran Kasih

ANGELO IUDICI

Co-Founder, NYC Service Connect

ANISHA MOHMED

Director - HR, EMEA & ANZ, Highspot

ANITA RICHARDS

Proprietor and Design Director, Anita Richards Designs

ANNE WOJCICKI

Co-Founder and CEO, 23andMe, Inc.

ARIANNA HUFFINGTON

Founder and CEO, Thrive Global; Co-Founder, The Huffington Post

ASIF RANIWALA

Director, AZR Ltd

ATITI SOSIMI

CEO, Eyato London

BEN COHEN

Co-Founder, Ben & Jerry's Ice Cream

BEN GAUMOND

Owner & Founder, Ben Gaumond Law Firm, PLLC

BENOIT REYNDERS

CEO, BMT Aerospace

BERNARD LIM

Chair of the Board, Anders Electronics PLC

BERT JACOBS

CEO, LIFE IS GOOD

BLAKE HENDERSON

Owner, Henderson Development

BLANCA ESTHELA FARFÁN GARZA

Owner, BarBee Tamales

BRAD S. KARP

Chairman, Paul, Weiss, Rifkind, Wharton & Garrison

BRITTANY DAMICO

Senior Business Development Manager, Change Finance

BRICE TAN

Founder & Director, int Design

BRYANY TOD

CEO, A Little Bit Gel

BRYEN STUBBS

BUSTER PIKE

Co-Founder and Managing Partner, Hydro Studios

CALEB JOHNSON

Director, VAS

CARA HASLOP

General Manager, Chandler Macleod Group

CARL FIRTH

Founder & CEO, ASLAN Pharmaceuticals

CARL WILEMAN

Co-Founder and President, Global Protection Gateway

CAROLINE COOKE

Founder, Bright Humor

CASEY J. MULLIGAN

Owner, Mulligan & Mulligan PLLC

CATHERINE KIMMEL

Co-CEO, The Artemis Agency

CHRIS DAW QC

Lawyer, Broadcaster and Author of Justice on Trial

CHRIS KNUDSON

President, Lightstone Records

CHRIS McGUGAN

CEO, Televerde

CHRISTINA BROOKS

Founder and CEO, Ruebik

CHRISTINE LEVISEUR MENDONCA

Founder & CEO, Shore to Shore Advisory

CHRISTOPHER ANDREW

Co-Founder, 10XL

CHRISTOPHER COX

Associate Director, Seventh Generation Interfaith Coalition for Responsible Investment

CHRIS DUTTON

Founder, The CEO Magazine

CLAUDIA DOUGLASS

Co-Founder, Innovision and Parallel Lifestyle

CRAIG BULOW

CEO, Corporate Away Days

CURTIS VALENTINE

Founder, Mode PT

CY SCHULTZE

Founder and CEO, Food and Wine Culture Consulting

DAN MEYER

President and CEO, Nehemiah Manufacturing

DANIEL DART

CEO, Dart Capital & Co.

DARREN S. WALL

Deputy Chief Defense Counsel, Military Commissions Defense Organization

DARSHITA GILLES

CEO and Founder, Maanch

DAVE KERPEN

Co-Founder, Likeable Media & Apprentice

DAVID BRONNER

CEO, Dr. Bronner's

DAVID W. CRANE

CEO, Climate Real Impact Solutions; Former CEO and President, NRG

DAVID HASSELL

CEO, 15Five

DAVID PACQUETTE

CEO, Business2Technology

DAVE PHILLIPS

Owner, Phillips Management Inc.

DELIA PEREZ MEYER

Secretary, Texas Moratorium Network

DEREK HARNETT

Switch Automation

DIANA FLAQUÉ

Digital Transformation Director, Tiena Universal

DOBRIN DOBREV

Founder, TechVector Ltd

DOMINIC STREETER
Founder, Hide & Seek Media

DOMINIQUE KNIPPING
Founder, WIFI Design

DONALD M. CRAWFORD III
Founder and CEO, Juhász Design Group

DORRIT LOWSEN
President and COO, Change Finance

DR. MARGIE WARRELL
CEO, Global Courage

DR. MO IBRAHIM
Founder, Mobile Systems International; Founder, Celtel; Founding Chairman, Satya Capital Limited; Founder and Chair, Mo Ibrahim Foundation

DR. PHILIP TEE
Founder and CEO, Moogsoft Inc.

DUNCAN CHAPPLE
Head of Analyst Relations, CCgroup PR

E SANEI

E SEAL
Executive Producer

ED FLETCHER
Co-Managing Director, Shape History

ELISSA SHUCK
President and CEO, ES-STRATEGIC, LLC

ELIZABETH CHAMBERS
Operating Partner, Searchlight Capital

ELIZABETH MEYER
Founder, EAM Experience Solutions, LLC

ELLIE KANNER
CEO, Forever Sunny Productions; Just To Be Clear Productions; The Game Plan Game LLC

ERIC JENSEN

Owner, Parleaux Beer Lab

ERIKA BLAUDT

Co-Founder, Blaudt Consulting

EVE WILDRICK

Founder and President, Executive Interiors Inc.

FELIX PFREUNDTNER

Owner, Xilev UG

FLOYD ALBEE

CEO, Prevalent Projects

FRANCOIS-HENRI PINAULT

GARETH PARKER

CEO, Raphael Rowe Foundation

GEORGE TURNER

Co-Founder and CEO, Carneys Community

GERALDINE M. TALBOT

GILLES LESPERANCE

Founder & CEO, Gildor Services

GINA LYNELL SMITH

Founder, BizDesign.digital

GORI YAHAYA

Founder and CEO, UpSkill Digital

GUILHERME LEAL

Co-Founder and Co-Chair Natura & Co; Co-Founder Instituto Ethos

HEATHER WALKER

Founder and President, Development Concepts Inc.

HELENE GAYLE, MD, MPH

President and CEO, The Chicago Community Trust; Former President and CEO CARE USA

HELIA ZAKERI

HUBERT JOLY

Former Chairman and CEO, Best Buy; Senior Lecturer, Harvard Business School

HUGH LENON

Private Equity and Prison Charity Chairman

IQRA SHAIKH

Founder and CEO, Tutoring in Teams

ISABELLE KOCHER

JACK D'AURORA

Partner, The Behal Law Group, LLC

JAIR SMITS

Managing Director, Witteveen+Bos

JAMES FELLOWES

Founder, The Bridge of Hope (Inclusive Talent Portal)

JAMES MWENDIA

Founder, Talknet Consultancy

JAN GEU GROOTENHUIS

Co-Founder, Jans Camp and Spekes Camp

JARED SMITH

Co-Founder, Qualtrics

JASON FLOM

CEO, Lava Media

JATIN MAHINDRA

Founder, Jatin Mahindra

JAUME MIQUEL NAUDI

Chairman and CEO, Tendam Global Fashion Retail

JAVIER GARCIA SAZ

CEO and Founder, AnunciaWebs

JEAN OELWANG

President and Founding CEO Virgin Unite; Former Co-CEO Virgin Mobile Australia

JEFFREY SCALES

Managing Principal, JSA Sustainable Wealth Management

JEFFREY WRIGHT

Chairman, Actium Partners LLC

JERMOME ELOI

Founder and CEO, FTW

JERRY GREENFIELD

Co-Founder, Ben & Jerry's Ice Cream

JOANNA REES

Managing Partner, West Ventures

JOEL PAILAGAO AKUT

Contact Center Startup Consultant and Broker, NIMRR Business Solutions

JOHN ENGLISH

Managing Director, Whitestar Solutions Ltd

JOHN C. HARRINGTON

President and CEO, Harrington Investments, Inc.

JOHN KAY

CEO, Realize Strategies

JOHN O'FARRELL

JOHN REPLOGLE

Founding Partner, One Better Ventures; Former CEO, Seventh Generation Inc.

JOHN ROST

Founder and CEO, Ace Oasis Ltd

JOHN RUSH

Founder and CEO, CleanTurn; 180 Demo; Third Way Café

JOHNNY WEBB

CEO, HiddenLight Productions

JOHNNIE DENHAM

Founder, Slim Haven, LLC

JON WRIGHT

Co-Founder, Innocent Drinks

JONATHAN OUELLETTE

Co-Founder and Creative Director, KILL 2 BIRDS

JOSEPH VAN BLARGAN

Founder, The Van Blargan Group

JOSEPH DELOSS

Founder, Hot Chicken Takeover

JOSH "YASYSZCJOSH" BIEUZ-YASYSZCZUK

Proprietor, YSJ Apparel

JOSH ZINNER

CEO, Interfaith Center on Corporate Responsibility

JULIA ALBEE

CFO, Prevalent Projects

JULIO SALINAS LOMBARD

Founder and CEO, Salinas Consultores

KATIE DAVIES

US Editor, The Independent

KARYN CAPLAN

Owner and Principal, Karyn Caplan Consulting

KATHERINE CLEMMENS

Founder, Henosis Center

KATHLEEN YORKE

Owner, Yorke Wellness and Kathleen Yorke Massage, LLC

KATHY MCKENNA

Managing Director, Global Home Warranties Ltd

KELLIE WALENCIAK

Head of Marketing and Communications, Televerde

KENYOTTA B

Owner/Artist, Iris Studio Jewelry

KETZ HARIA

Director, Dey, King & Haria

KIRSTEN HENDERSON

Communications Manager, Henderson Development

KRISTINA TOUZENIS

Managing Partner, BST Impact

KRIZ TAN

Co-Owner and Director, Alphavertex Communications Pte Ltd

KRYSTAL LUCADO

Co-Founder, Themis Holdings, LLC and Shine Holdings, LLC

KYLE CARTER

Professor of Development Disabilities

KYLE FERGUSON

Co-Founder, The Light Movement

L. WILLIAMSON

COO, CAA Family Office

LAUREN McCANN

Founder and CEO, Calliope Advisors

LAURENCE J. ROBINEAU

Founder, 5AM Logistics

LEWIS MURIMI

Founder and CEO, COOPS BD Consultancy EA

LIONEL LODGE

Founder and CEO, SyncLodge

LOGAN MARTIN

President, Skyline Strategies, LLC

LOUISE GATENBY

CEO, The Good Board

LUCKY XAZI

Founder, Smart LUX Marketing

M DANIELS

Managing Director and Founder, Jemelec Ltd

MAC BARTINE

CEO, SmartRIA

MAMIE KANFER STEWART

Founder, Meeteor

MANOS COSTA

Manager-Director, Your's Car Hire Limited

MARC BENIOFF

Chairman and CEO, Salesforce

MARCUS BULLOCK

CEO, Flikshop

MARISA TENDERO

Non-Executive Chairwoman , NOABRANDS

MARK HAMADE

Co-Founder, CanEth

MARK ROGERS

Founder, Frame Destination

MARLEY MUELLER

Owner, MD&M Consulting

MARTHA LANE FOX

Chair, WeTransfer; Director, Chanel; Chancellor, Open University

MARTHA REAL

Founder and Owner, PFS

MARY-CLAIRE MULLIGAN

Partner and Director, Trial Litigation

MATHEW GARLAND

Co-Founder, Seddon Hair Bar

MATTHEW STEPKA

Managing Partner, Machina Ventures

MATS GRANRYD

MEGAN GODDARD

Former CSR Leader, Checkr Inc.

MELISSA FRIESENBOURG

Owner, Balanced Spirit Pilates

MERCK MERCURIADIS

Founder and CEO, Hipgnosis Songs Fund

MICHAEL BRANDENBURG

Managing Director, 2 Quadrate GmbH

MICHAEL CONN

Founder, Bigger Than Us

MICHAEL KARNO

Assistant Vice President and Senior Legal Counsel, AT&T

MICHAEL KRAMER

Managing Partner, Natural Investments

MICHAEL L. RADELET

Professor, University of Colorado-Boulder

MICHELLE CIROCCO

Chief Impact Officer and Executive Director, Televerde and Televerde Foundation

MICHELLE GORGA

Artist Designer, Michelle Gorga Art & Design

MIKE KIRKLAND

Director, Pets UK Direct Ltd

MIKE NOVOGRATZ

Founder and CEO, Galaxy Digital

MILES DALLY

CEO, RCL FOODS

MO CHOUMIL

CEO, Safi Virtual

MS CHANA

Owner, Transcribetype

NADIA BENHIDA

National Coordinator, Entrepreneurs Against the Death Penalty

NATHAN ANTHONY

Founder, Niva American International Education

NEIL ANDREW

Founder & CEO, Lunio

NIC ROSSOUW

Founder and Chief Philosopher, Giraf Design

NICHOLAS SEDGEWICK THOMPSON

Founder and Artist, My Rorschach Art

NICK McKEOWN

NICK MOXHAM

Director, Universal Music Group

NICOLAS DEBRAY

President, Americas, The Body Shop

NICOLAS GIROTTO

NICOLAS PATRICK

Global Head of Responsible Business, DLA Piper

NIJO ALUKAREN

Director, Revenue Assurance

NISANTH DUTU

Founder, DigitalXRun

NOZOMI MORGAN

CEO and Founder, Michiki Morgan Worldwide

OLIVER MASCIAROTTE

Co-Founder, MAAT Inc.

OSCAR WESTRA VAN HOLTHE

Founder, Team Coach Zuidas

PAT LYNCH

Founder and CEO, Women's Radio

PAUL CHO

CEO, Cho Security

PAUL GRAHAM

Founder, Y Combinator

PAUL J. FRIBOURG

PAUL POLMAN

Business leader and campaigner; CEO of Unilever from 2009-19

PEDRO HERNANDES

Founder, HBFS

PEDRO PARENTE

Chairman and Former CEO, BRF; Founding Partner, EB Capital; Former CEO, Petrobras

PER WIMMER

CEO, WimmerSpace

PIERRE DUBUC

Co-Founder and CEO, OpenClassrooms

PRADEEP GOEL

Founder and CEO, Solve.Care

RAJ THAKKAR

Founder & CEO, Charter School Business Management

RAPHAEL ROWE

Founder, Raphael Rowe Foundation

REKHA MILLICENT LOBO

Partner, Affix Scaffolding

REV. HILLARY TAYLOR

Executive Director, South Carolinians for Alternatives to the Death Penalty

RICCARDO BELLINI

President and CEO, Chloe

RICH AMBLER

Founder/Director, English Outdoors

RICHARD SIKHOSANA

CEO, Gwayiba Management Consultants (Pty) Ltd

RIZVAN RAJA

Founder and CEO, Rizuma Ltd

ROBERT F. SMITH

Founder, Chairman & CEO, Vista Equity Partners

ROBERT KLOEK

Practise Owner, Psychologenpraktijk Bos en Lommer aan de Sloterveerlaan

ROBERT KOOIJ

Founder and Managing Director, Transendex Consulting

ROBERT SHIVELY

Enerdynamics

RON CONWAY

Founder, SV Angel

ROY EVERITT

Flatpack Jersey

RYAN BALL

Director, Ryan Ball Photography

SALLY JEWELL

Former CEO, REI

SAMANTHA SWEET

Co-Founder, Sweet Squared Ltd

SANDRO SALSANO

Chairman, Salsano Family Office; President, Salsano Group

SANJAY AGGARWAL

Founder and CEO, IPS

SANJAY BANKA

Executive Chairman, Banka BioLoo

SATISH AGGARWAL

Founder, S&J Leisure Group

SARA PRICE

Founder, Actually

SARAH ADOLPHSON

Co-CEO, The Artemis Agency

SARAH BEST

CEO, Sarah Best Strategy

SARAI JACOB-WHELAN

SCOTT BUDNICK

CEO, One Community; Founder, The Anti-Recidivism Coalition

SCOTT MCNUTT

Managing Partner and CEO, Concord Displays

SEAN ANTONIELLO

Founder, Notable Wine Events and Consulting

SHAILESH PANDEY

Director, W & D Personal Care P. Ltd

SHANNON HUDSON

CEO, Hudsons Electrical

SHENALY AMIN

Director, Iconik Ltd

SHERYL SANDBERG

COO, Facebook; Founder, LeanIn.org

SILVINO ELIA GUARNERI

Co-Founder, Vox Radio International

SINA JANKE

Co-Head, Compliance Group

SITAL PUNJA

Founder, Threads-London

SONIA KOWAL

President, Zevin Asset Management

STEPHEN HARM

Executive Director, Warehouse Alliance Inc.

STEFANIE REINHOLD

Founder, HorseHaus LLC

STEPHANIE MELODIA

CEO, Bloom Consulting Ltd

STEPHEN LUCKMAN

Partner, Sheridans

STEVE BENNETT

Co-Founder, Health Results

STRIVE MASIYIWA

Founder and Executive Chairman, Econet Group

STUART DEBAR

Founder, SRL Publishing

SUSAN OZAWA PEREZ

Senior Portfolio Manager, Impact Investors

SUSAN WHITMORE

Founder and CEO, Grief Haven

SVEIN TORE HOLSETH

President and CEO, Yara International

SYLVIA COLEMAN

Co-Founder and Principal, BPureSounds

TATIANA BITUNSKA

Co-Founder and CEO, Consulting Company

TARA FOY

Senior CSR Manager, BNP Paribas

TERESA HENNING

Director, Moneymasternow

TIM HARDER

CEO and Founder, Harder IT Consulting

TOM LYTTON-DICKIE

Founder and CEO, Meaningful Business

TOMÁS CENTENO

President APAC, Dyson

TONY FERNANDES

Group Chief Executive Officer, AirAsia Group; Chairman and Founder, Tune Group

TOP MYERS

President, Myers Risk Services

TUMPALE ELEANOR PHIRI

Founder, TLPJ Ltd

UWE MULLER

Consultant, Luxury of Red

VANESSA BAKEWELL

Global Client Partner, Facebook

VANESSA DI PALMA WRIGHT

Founder, Farasha LLC

VICTOR OKONKWO

CEO, Niche Plug

VINCENT YAZZIE

Owner, Keyah Hozhoni Tours

VIRGINIA BELL

Executive Director, St. Helena Economic Development Foundation, Inc. (SHED)

WAYNE DAM

Founder and CFO, Txeya

WENDELL CAPES

Owner, Howard Tax Service

WENDY GONI MENDEZ

Owner and Director, XDesigns Advertising

WERNER BAUMANN

CEO, Bayer

WOUTER MURRAT

Founder, Owner & CEO, MEPILAN VOF

YINKA SONUBI

CEO, TJR&M

The Responsible Business Initiative for Justice (RBIJ) is an international nonprofit organization that works with companies to champion fairness, equality and effectiveness across systems of punishment and incarceration. We can be found at www.responsiblebusinessinitiative.org and info@responsiblebusinessinitiative.org