



Global  
**GreenTag**  
International

green product certification  
**trust brands**

# Our People

## HEADQUARTERS MANAGEMENT TEAM



### **MARY-LOU KELLY**

#### **Managing Director**

**Mary-Lou** co-founded Global GreenTag and has over 24 years of experience in Sustainable Development. She holds leadership positions in five companies in Australia and internationally, holding positions of Chairperson and CEO and Director of a further three companies. With Global GreenTag, she is also a qualified and experienced Exemplar Global Environmental Management Systems Lead Auditor

Under Mary-Lou's leadership, companies have been both winners and finalists in 16 Australian and International Industry Awards. Mary-Lou herself was a finalist in the Australian Banksia Awards for CEO of the Year category for her role in the success of Ecospecifier and when she was nominated as one of the Top 100 Global Sustainability Leaders by readers of ABC Carbon.

Her work and that of her co-created companies have appeared in over 90 Magazines, Newspapers, Government Brochures, TV and Radio across Australia, USA, UAE, USSR, Canada, Malaysia, South Africa, Sweden and Finland. In addition to this, Mary-Lou has travelled extensively, visiting over 31 countries, working with local, state, national and international governments; corporations, firms and businesses both big and small; state, national and international associations and universities and various national and international industry sectors.

Mary-Lou has been noted as a visionary leader. Her skills for clarity and detailed planning have given her the capability to provide bigger picture strategies and guidelines all at the same time so that others can implement making them and feel empowered to become leaders. She can both lead from the front and through supportive engagement.

She has built a wide and varied knowledgebase within the fields of Sustainability, Life Cycle Thinking, Systems Thinking, Governance, Business, Personal and Multi-Dimensional Sustainability. Her synthesis and integration of these knowledge fields is always interesting and innovative, engaging and inspiring others quickly.

Ultimately, Mary-Lou is driven by a commitment to empower others to stabilise the planet and our lives and her value for 'doing the right thing for all' is easily seen. Her focus for making this earth a saner and more harmonious living experience is at the core of her being. Her deepest wishes and intent are to fully commit to the implementation of a NEW PLANETARY BLUEPRINT in shaping a truly stable society.

Mary-Lou is currently on 7 Boards and one Advisory Board. Her responsibilities as a Director include managing Finances and Accounting Reporting, Human Resources & Administration. She has also recently taken on Market Development to help eradicate incidences of Modern Slavery practices and raising awareness and uptake of the Global GreenTag MSD™ Modern Slavery Product Declaration

## **DAVID BAGGS**

### **CEO & Technical Director**



**David Baggs** FRAIA, ABSA, ACS, Green Star AP, LEED AP, is CEO of Global GreenTag Pty Ltd, Program Director and co-founder of Global GreenTag<sup>Cert™</sup>.

A Life Fellow of the Australian Institute of Architects, David is a multi-award winning registered architect, sustainability, energy-efficiency, life cycle assessment, green building design and green product consultant with over 35 years experience in sustainable development and product assessment and strong entrepreneurial history of operating successful businesses over the same period.

David is both a LEED® and Green Star® Accredited Professional and has been sustainability and eco-materials consultant to projects worth over US\$60 billion in recent years including 10 of the Sydney 2000 Olympic venues, Brisbane City Council's new headquarters fitout, Sydney's new Green Square Town Centre and projects comprising over 40,000 apartments in Sydney, Canberra and Perth.

He was responsible for the development of the Emirate of Abu Dhabi Urban Planning Council's Estidama Pearls New Buildings Rating System, a leading-edge green building rating tool, developed the NSW Government's Energy Smart Homes Program as well as sustainability and energy policy at Local, State and Federal levels in Australia.

He has also trained over 5000 industry professionals, under government contract in the UAE and Australia and is a regular keynote speaker, integrated design process facilitator, educator and National Construction Code qualified and registered NatHERS & Commercial Building Energy Performance Compliance Assessor.

He is a qualified and highly experienced GreenTag and Exemplar Global Environmental Management Systems Lead Auditor and was responsible for the development of the Global GreenTag suite of Building and Interiors (and related), Personal and Beauty, and Cleaning and Hygiene Standards.

David was voted in 2009 and 2010 one of Australia's top 50 and in 2011-14 as one of the Top 100 most influential individuals in environmental issues in a 6 Continent poll run by ABC Carbon as well as one of the Top 50 Australian Sustainable Building Leaders 2012-14 by YourFutureHome.com.au readers.

He is also a past President and Vice President of the Australian Life Cycle Assessment Society (ALCAS), has been an elected member of Local Government in Western Sydney and Executive Director Environment for the Western Sydney Regional Organisation of Councils. He is an accomplished media spokesperson and a regular editorial contributor to major online industry media outlets.

David is responsible overall for all technical aspects of Global GreenTag including Program Director of the GreenTag Certification System, EPD and Product Health Declaration (PHD) programmes. and Standards Development as well as International Business Development, Sales and Marketing

## **TYANN SCOTT**

### **Global Sales and Business Development Manager**



**Tyann** has a depth and breadth of knowledge and experience in the Australian manufacturing sector with companies like Tarkett, Cosentino, Schiavello and The Laminex Group – and across areas including product specification consultancy and business development.

All of Tyann's building sector experience has been with current or past clients with Global GreenTag certified products and she is a unique asset to the company, offering a wealth of experience and knowledge from the manufacturer's perspective, in addition to understanding the needs of the built environment sector.

Tyann has a strong knowledge of Green Star relevant products, fitout and development projects. She has a successful history of educating Architects and Interior Designers with accredited presentations that give them Certified Professional Development (CPD) points from both a sales and technical level. She is also a CPD presenter with training in other building tools, including NABERS, WELL and LEED with areas of expertise in the Life Cycle Analysis process, Well Being and ergonomics.

In addition, Tyann has valuable experience as a qualified Real Estate Agent, who has completed many successful, medium to high end property transactions. She also understands the legislative and risk mitigation requirements of property and development with sound knowledge of the Building Code.

#### **Role Description:**

- To develop new manufacturer clients with the primary responsibility of Australia and New Zealand;
- To manage and liaise with respective existing manufacturer clients and the technical team to maximise client satisfaction and retention;
- To generate business at least to the minimum target as set by the Directors.
- To provide the first point of information gathering to enable the Technical Director to assess a products suitability for the relevant Global GreenTag service.
- To represent GGTI, GGTA professionally and responsibly and/or the Directors when and as required.

#### **Key Responsibilities include:**

- Develop sales and Marketing strategies and or opportunities.
- Achieving Business Budgets.
- Weekly reporting.
- Client and Staff liaison.
- Co-ordinate efficient flow of information

## **DEBRA ROBERTSON**

### **Global Marketing and Communications Director**



**Debra** is a Marketing and Communications Designer and Facilitator responsible for the planning, development and delivery of marketing and communications to build the global brand and business objectives for Global GreenTag International.

She has two degrees: a Bachelor of Arts and an Honours Degree (1st Class) in Drama and Performance Studies from Queensland University of Technology.

She has spent the last 15 years in marketing design and management for sustainability focused businesses. She also brings to the role her experiences as a journalist in Australia and the UK, a writer, director and performer in the arts, a university researcher and lecturer and as a designer and facilitator of experiential, arts based learning programs for businesses and corporate and government sectors.

#### **Marketing and Communications Role Description:**

- To create and maintain Marketing strategies for GGTI and GGTA, so as to expand brand awareness of Global GreenTag and ensure our messages successfully reach our target markets.
- Facilitation and administration of GreenTag's website, advertising, marketing, media, multimedia and social media campaigns, seminars, education and exhibitions.

#### **Key Responsibilities include:**

- Marketing/Media
- Client marketing support
- Website/Social Media
- Partnerships
- Mailchimp Database management
- Newsletter and E Marketing design, generation and distribution
- General content creation and brand image maintenance.
- Graphics design and video consultancy management



## **DR NANA BORTSIE-ARYEE**

### **Program Director**

Green Star AP, WELL AP

**Nana** leads the Global GreenTag Certification Program and is a Sustainability and LCA Specialist who holds a PhD in Strategic Management and Water Footprinting. He holds a Master of Engineering in International Material Flow Management and Master of International Cooperation Policy in Environmental Policy and Administration.

He is also a qualified Exemplar Global Environmental Management Systems Lead Auditor and sits on the Board of the Australian Life Cycle Assessment Society (ALCAS).

Nana's role as Program Director involves overseeing all Product Assessment responsibilities. These include, client liaison, project management, information collation and assessment; also, developing life cycle inventory based on manufacturer information provided, LCA consultant management, technical research, certification collateral production, reporting and working with client technical and factory representatives to achieve certification under the Global GreenTag Standards and the handling of all aspects of contract administration to ensure contracts are compliant with and fulfil contract conditions.

Knowledgeable in the major green building rating tools including Green Star®, WELL, LEED® and BREEAM®, Nana brings over 15 years of experience as a consultant in Environmental Management, Water, Life Cycle Assessment, GHG Emissions, Industrial Ecology and Business Strategy from working in multiple Geographies including Ghana, Germany, the United States and most recently New Zealand.

Nana has also published peer reviewed papers on life cycle assessments in various industries.

## **TANYA LYNCH**

### **Systems Director – Quality Management Systems Manager and ISO9001:2015 Lead Auditor**



**Tanya** is responsible for overseeing Global GreenTag International Systems, inclusive of QMS, IT Coordination and Support; Business Administration, HR Support inclusive of onboarding Inductions and Training.

Tanya holds the position of QMS Manager & Lead Auditor for the Quality Management System ISO9001:2015.

A qualified Exemplar Global Environmental Management Systems Lead Auditor, Tanya also holds an Associate Diploma in Hospitality and a Cert111 in Business Administration.

Tanya has over 10 years of experience, as a Quality Management System (QMS) Manager and Lead Auditor for ISO 9001:2015 and has guided Global GreenTag International through successful recertification audits, inclusive of the upgrade from 9001.2008 to 9001.2015. Tanya has a passion for detail, organisation, quality service and works towards ensuring compliance and driving continuous improvement. In addition to QMS, Tanya brings experience in Administration, IT, and HR functions. Tanya's multidisciplinary skills allow her to optimize cross-functional processes, enhancing operational efficiency. With a focus on continuous improvement, Tanya is committed to achieving operational excellence whilst fostering a culture of quality.

Key strengths include:

- Leading internal and external audits for ISO 9001
- Implementing and improving QMS frameworks for long-term sustainability.
- Streamlining administrative and HR processes to support organizational efficiency.
- Assistance and coordination for IT solutions to improve data management and process automation.

#### **Business Administration, QMS Lead Auditor, Role Description and Key Responsibilities:**

The main role of the Manager Lead Auditor for the Quality Management System ISO9001:2015 is to ensure that the Global GreenTag quality management system conforms to both Global GreenTag's requirements and the requirements of ISO 9001:2015 and is being effectively implemented and maintained.

- Administrative, QMS Tasks
- Preparing and completing all New Staff/ Intern Inductions & Training
- IT/ Systems Coordination and Support
- Assistance with Audit Preparation – 17065/ 14024
- Policies and Procedures
- Reporting

## **GOURAV AHUJA**

### **Finance Director**



**Gourav** is responsible for managing and maintaining the day-to-day financials and accounting for Global GreenTag and all other associated companies/businesses both within Australia and Internationally. He has two Masters Degrees in Business Administration & Professional Accounting and is a qualified Exemplar Global Environmental Management Systems Lead Auditor.

He is also responsible for maintaining Client and product records within both MYOB and the GoldMine Database, assisting in IT Support and acts as one of two QMS Internal Auditors.

Gourav has in total over 10 years of in-depth experience of managing finance and monitoring day-to-day business accounts. Gourav is registered with the Tax Practitioners Board. He also brings more than 3 years of experience in customer service. Gourav's knowledge of the business and its systems along with his passion for numbers contributes to his Accounting role and enhances his reporting skills.

#### **Role Description:**

- To manage finance and accounting needs of the business
- Ensure accounts payable and receivable are kept up to date
- To provide guidance on more effective ways of doing finances
- To manage production of Management and Tax Accountant Reports
- To liaise with accounts department, directors and accountants

#### **Key Responsibilities include:**

- Manage and update Annual Budgets
- MYOB input, analysis and reporting
- Accounts Policies and Procedures
- Day to Day finance and accounting
- Weekly Bank reconciliation
- Issue invoices and statements and controlling sales register
- Entering and paying bills on time
- Weekly and Monthly Management reports
- Gold Mine databasing, website auditing
- Liaise with Tax Accountant/ Certification team
- Payroll processing and associated documents
- Preparation and payment of Superannuation
- Preparation & Submission of IAS/BAS Statements
- Special Projects



## SALES TEAM

### **SKYLAR WU** **Technical Sales**



**Skylar** graduated from the University of Queensland with a bachelor's degree in Hospitality, Tourism and Event management and a master's degree in Educational Studies. Skylar is bilingual, fluent speaking in English and Mandarin, which enables her to communicate also with our agents and clients in Mainland China.

Skylar is passionate about sustainability and following an eco-friendly career. She has previous experience in sales positions, customer service, customer relationship management and in the collection of customer feedback, where she has consistently achieved positive results and surpassed performance targets,

Skylar's primary role with Global GreenTag is serving as the company's Australia & New Zealand sales agent. She liaises with existing clients, managing product certification, renewal and recertification sales enquiries. Skylar is also responsible for providing business development support for our agents in Mainland China.

#### **Skylar's roles and responsibilities:**

Existing and New Australia sales, liaison and business development support including:

- Current client liaison and support with a strong focus on top 20 clients including identifying additional sales opportunities;
- Liaison with China Market Agencies and undertake proposal preparation;
- Research & initiate potential sales and market development;
- Manage Renewal process & cross check invoices;
- Re-Certification proposal creation and approval;
- EPD Proposal Management and technical sales support
- Attend local and international expo and or trade shows as requested;
- Attend after hours and/or in office hours external sales and networking events;
- Update QMS processes as required;
- Keep GreenTag LinkedIn/ WeChat profile and manage in line with company requirements;
- Complete performance reports as requested;
- Marketing directly related to Sales;
- General Administration.

## **EMMA MULHOLLAND**

### **Client Services – Australia & New Zealand**



**Emma** Mulholland graduated from the University of Queensland with a Bachelor's Degree in International Studies, majoring in International Relations and Korean. With a passion for learning languages, she is fluent in English, Korean, and Japanese, and aspires to learn Mandarin, Spanish, and French.

Prior to starting at Global GreenTag, Emma worked in hospitality, where she found joy in remembering her regulars and improving their day through personalised service. This experience helped her develop strong interpersonal skills, which she now applies in her current role to build lasting relationships with clients.

Motivated by the belief that small changes can have the biggest impact, Emma strongly supports the mission of Global GreenTag, advocating for transparency as the first step to building a more trustworthy industry. In her role, she focuses on efficiency, attention to detail, and excellent communication skills to optimise workflows and enhance the overall client experience.

Emma is committed to driving results that align with both client objectives and organisational goals. Focused on building strong client relationships, she consistently delivers customised solutions that meet unique client needs. She liaises with new and existing clients, managing product certification, renewal and recertification proposals, and sales inquiries.

#### **Emma's roles and responsibilities:**

#### **Existing and New Australia sales, liaison and business development support including:**

- Current client liaison and support with a strong focus on all clients including identifying additional sales opportunities;
- Assisting the Global Sales Manager and undertaking proposal preparation;
- Research & initiate potential sales and market development;
- Manage Accounts Receivable & cross check invoices;
- Manage the Sales Process documentation in conjunction with the Sales Team
- Re-Certification proposal creation and support the Technical Sales Executive
- Uploads of Certificates on behalf of the Assessment team
- Attend local and international expo and or trade shows as requested;
- Attend after hours and/or in office hours external sales and networking events;
- Update QMS processes as required; .
- Assisting in content creation of social media posts for Marketing Team
- Complete performance reports as requested;
- Marketing directly related to Sales;
- General Administration

## ASSESSMENT TEAM

### **YASMIN KELLY**

#### **Assessment Team Leader EPD Program Manager**



**Yasmin** holds a Bachelor's Degree in Science, majoring in environmental science and sustainability as well as a Graduate Certificate in Data Analytics. She is studying an Exemplar Global Environmental Management Systems Lead Auditor Course.

Yasmin's responsibilities include client liaison, proposal preparation, project management, information collation and assessment, technical research, website maintenance and certification collateral production and reporting and, working with client technical and factory representatives to achieve certification under the Global GreenTag Standards.

## **JILL JING**



### **Product Assessor and Assessment Team Process Manager**

**Jill** holds a Masters' Degree in Environmental Engineering and Wastewater & Waste Engineering (UNSW) and is a qualified Exemplar Global Environmental Management Systems Lead Auditor and brings her experience as an environmental consultant to Global GreenTag and a passion for sustainable development and Circular Economy thinking.

Jill has hands-on experience in developing solutions to address environmental problems, greenhouse gas generation/emission assessments, environmental monitoring, assessments of environmental monitoring data, waste strategy reviews and resource recovery assessment in both private and government sectors.

Her responsibilities with Global GreenTag include liaison with clients from Mainland China and Asia, project management, information collation and assessment, technical research, certification collateral production and reporting and working with client technical and factory representatives to achieve certification under the Global GreenTag Product Certification Standards.

Jill also handles all aspects of contract administration with GreenTag to ensure contracts are compliant with and fulfil contract conditions. She is also knowledgeable in the major green building rating tools, including Green Star®, LEED® and BREEAM®

## **JYOTHI AJITH**



### **Product Assessor**

**Jyothi** holds a master's degree in environmental engineering and a bachelor's degree in civil engineering. She comes with a solid background in conducting Life Cycle Assessment for products and softwares.

Within her role in Global Green Tag, Jyothi manages projects in South Africa and other countries.

Her responsibilities encompass client liaison, project management, information compilation and evaluation, technical research, certificate collateral production and communication with technical representatives to ensure compliance with Global GreenTag Standard. She is also knowledgeable in the major Green Building rating tools.

## **ABRISHAM VINCENT**

### **Product Assessor**



**Abrisham** is constantly seeking to explain in ever more detail the connections between built-environment and human well-being. This has led him to collaborate over 6 months with Doctor Natalia Olszewska a researcher and practitioner in Neuroscience Applied to Architectural Design on the themes of trauma, healing and built-environment which is becoming ever more relevant in this age of the Anthropocene.

Currently he is approaching the end of an undergraduate degree in environmental science at Southern Cross University in Lismore. A degree which has provided him with the necessary scientific skillset to approach research using both quantitative and qualitative methodologies to further our understanding of how the built-environment impacts human health and healing.

Abrisham is an out-of-the-box thinker fronting up to complex problems by drawing from both an artistic and scientific mindset which enables his perspective to remain flexible and open to others and therefore drive positive change across social networks.

He sees eco-labeling as a crucial point in building healthier built-environments for both human and non-human communities because it verifies who is being honest in their conduct and rewards those companies with greater consumer confidence that their products are not simply green-washed marketing ploys.

Community and environment are both of great importance to Abrisham and he sees environmental challenges as not distinct from social challenges but interdependent. He is both grateful and excited to be working among the Global Green Tag team as a Researcher & Trainee Product Assessor in a team which helps companies step ahead of their competitors through certifying their products Environmental, Social and Governance achievements.

## **YATHU HARIKUMAR**

### **Environment Engineer and Product Assessor**



**Yathu** has completed a Bachelor's degree in Civil Engineering (Primarily Building construction) and holds a Master's Degree in Environmental Engineering and Pollution Control. He has additionally completed the Exemplar Global Environmental Management Systems Lead Auditor course.

Yathu has experience in developing environmental friendly solutions for clients to address environmental based problems/issues in manufacturing sectors. Yathu's certification project responsibilities span across managing ISO manufacturing projects that are mainly from South Africa, Malaysia, Australia and New Zealand.

For GreenTag International, Yathu also handles all aspects of contract administration to ensure contracts are compliant with and fulfil contractual conditions. He is knowledgeable in the major green building rating tools included Green Star® Australia and South Africa, LEED® and BREEAM®, Homestar NZ, WELL, IS rating too.

## **YUJIA SUN**

### **Product Assessor**



**Yujia** holds a Bachelor's Honours Degree in Environmental Management, with experience in environmental impact assessments, stakeholder engagement, and sustainable practices in businesses. At Global GreenTag, Yujia is responsible for project management, technical research, and liaising with clients to ensure the certification of sustainable products under the Global GreenTag Product Certification standards.

Yujia also manages communications with factory representatives to ensure compliance with GreenTag certification processes.

In addition, Yujia is currently undertaking the Exemplar Global Environmental Management Systems Lead Auditor Course. Yujia's passion for sustainability drives their commitment to providing tailored solutions for clients, helping them meet environmental standards and achieve product certification. With a strong belief in community impact, Yujia ensures that client needs are met and environmental impacts are minimised through collaborative and sustainable strategies.

## **YIMIN XU**

### **Product Assessor**



**Yimin** holds a Master of Science in Environmental Management from The University of Queensland and a Bachelor's in Agriculture and Environmental Science from McGill University, specializing in Renewable Resource Management. With a diverse range of experience in environmental assessments.

Additionally, Yimin has worked extensively on contaminated land projects, sustainable practices, and environmental impact assessments. Her skills include the use of advanced tools and have developed key reports supporting environmentally sustainable solutions across sectors.

At Global GreenTag International, Yimin is proficient in managing and assessing GreenRate Certification, LCA Certification, BEPPVC, PHD, and EPD evaluations. Passionate about environmental integrity, Yimin is committed to driving sustainability through effective project management and detailed assessments in the environmental field.

## **PENDING PROFILE: Jess Yi, Product Assessor**

## MEET THE GLOBAL TEAM

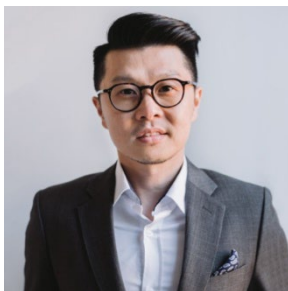


### **LIZETTE SWANEVELDER** **CEO of Global GreenTag Africa**

Lizette Swanevelde abides by a philosophy that if she can 'lead the way in showing people how to protect the environment, then collectively and through our own individual actions, we can make a greater impact to humankind and the earth.'

As CEO of Global GreenTag Africa, Lizette has been an exemplar leader in educating construction and design professionals and supporting manufacturers looking to expand their businesses. [READ MORE](#)

## EXCLUSIVE GLOBAL SALES AGENTS



### **NIC CHIN – Malaysia** **Founder Green Quarter Sdn Bhd**

Nic Chin who leads our sales agency in Malaysia with his company Green Quarter Sdn Bhd, lives and works by a belief that we need to 'Create Environments That Enhance Lives'.

It is a fitting belief understood and shared by Global GreenTag International, which considers how products contribute to building health, performance and efficiency and Nic's company that engages sustainable design strategies and techniques to lower carbon footprint in Malaysia's building industry. [READ MORE](#)



## **DI WU (Woody) – Mainland China**



**Chief Marketing Manager International Certification & Leader of the Prefabricated Housing Project – China National Building Materials Exhibition and Trade Center (CBME)**

Based in Beijing, DI WU (Woody) brings vital specialisations to guide and assist manufacturers from Mainland China to certify, declare and verify their green products under the Global GreenTag International Product Certification Standards.

## **JOHN KALUNGI KABUYE – Kenya**

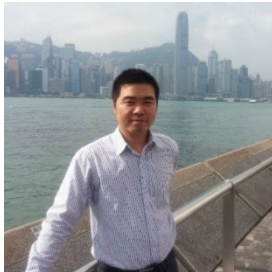


**Founder & Chief Technical Consultant – BESIC Group**

John Kalungi Kabuye is renowned for being a passionate advocate, leader and catalyst for helping to green the built environment in Kenya.

The Founder and Chief Technical Consultant for the BESIC Group (a built environment surveying and infrastructure consultancy based in Nairobi) John served for a number of years with the Kenya Green Building Society (KGBS) as Vice Chairperson and CEO where he was instrumental in shaping the organization's progress from a prospective member of the World Green Building Council (WBGC) to an established Chapter under the WBGC. [READ MORE](#)

## **CRICKET LIU – Hong Kong, Taiwan & Mainland China (Sub Agent with CBME)**



**Director – EcoSafene Products Technical Service Co.,Ltd**

A highly confident, industrious and credible professional in training and consulting of testing and certification services, especially for fire safety and environment protection, Cricket Liu brings both certification and business development intelligence to help manufacturers in the markets of Hong Kong and Taiwan and as a sub agent with CBME in Mainland China connect and achieve certification awards for their products with Global GreenTag International. [READ MORE](#)

## **NOH-HYUN LIM – South Korea**



**Head of Division, Global Certification Division – Institute of Global Sustainability Certificate (IGSC) Inc.**

Noh-hyun Lim has an impressive background and brings a wealth of industry experience and high level tertiary qualifications to his role as Head of the Global Certification Division at IGSC, which is the exclusive sales agency for Global GreenTag International in the Republic of Korea, headquartered in Seoul. [READ MORE](#)

## **HANBI KIM – South Korea**



**Research Engineer, New Business Development Team – Institute of Global Sustainability Certificate (IGSC) Inc.**

Hanbi Kim joined IGSC in 2021 to focus in the fields of social audits and zero waste. She is involved in helping to develop the Global GreenTag International Product Certification brand and product certification services to manufacturers in the Republic of Korea.