

HENRIETTA THOMAS (Executive GM - Advocacy, Risk & Compliance)

Background

A distinguished legal risk and regulatory specialist with near 25 years of experience in financial services law, compliance, and policy development. Her expertise includes financial crime, complex AML/CTF law, and retail banking and payment systems regulation, with a foundation built on her early career insights from the Australian Securities and Investments Commission and top tier legal consulting firms.

Known for her strategic and pragmatic advisory skills, Henrietta is widely regarded for her ability to quickly grasp new and complex concepts to provide clear, solutions-based advice. She is consistently celebrated as a hard-working, conscientious, and collaborative team member who is calm under pressure and highly responsive.

As an encouraging leader and positive role model, Henrietta is distinguished by her exceptional emotional intelligence. She has demonstrated superior mentoring skills by developing numerous team members from different professional backgrounds.

Core Skills

- Strategic and Operational leadership
- Risk Management
- Ability to provide pragmatic solution based legal advice
- Stakeholder Management
- Relationship Management
- Compliance and Risk Management
- Advanced Analytical ability
- People Development – Mentoring / Coaching
- Oral and Written communication
- Public speaking and presentation

Expertise

- Financial Service
- Payment Systems
- Risk and Compliance Frameworks
- Financial Crime Advisory
- Corporate & Banking Sector
- Government & Regulator Engagement
- Public Policy
- Policy Governance
- Commercial legal advisory
- Legal Operations

Employment History

Xero Limited (Sep 2022 to Present)	Executive General Manager - Advocacy, Risk & Compliance
Tabcorp Holdings Limited (Nov 2017 to Aug 2022)	General Counsel, Regulatory Strategy and Financial Crime Risk advisory
Herbert Smith Freehills (Apr 2007 to Oct 2017)	Banking Regulatory Lead (Senior Associate)
King & Wood Mallesons (Jul 2004 to Apr 2007)	Solicitor - Corporate and Financial Services
Australian Securities & Investments Commissions (Mar 2002 to Jul 2004)	Lawyer - FSR - Legal and Technical operations (started as a graduate)