

# GLOBAL BUSINESS INTEGRITY SOLUTIONS

# WHO WE ARE

We are your partner for Global Business Integrity Solutions which have been recognized by the management and boards of Fortune 200 companies, as well as by government authorities and regulators worldwide.



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STEER is a global boutique group of compliance, risk management and internal audit professionals with over four decades of experience as senior executives with multinational corporations.

STEER partners with companies to develop or enhance their compliance programs and risk management competencies in an effort to strengthen their culture of integrity and governance.

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The quality of their work has been recognized by the management and boards of Fortune 200 companies, as well as by government authorities and regulators worldwide. STEER's network of consultants have a minimum of 20 years relevant working experience and are highly knowledgeable in providing compliance, risk management and audit services.

# WHAT WE OFFER

We develop or enhance your compliance program and risk management competencies and strengthen your culture of integrity and governance.

## STEER'S SEVEN PRIMARY FOCUS AREAS

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### **Risk Assessment Practices**

- Enterprise Risk Management
- Fraud Risk Management
- Maturity Level Assessment

### **Due Diligence and Compliance Screening**

- Compliance Screening
- Red Flag Screening
- Enhanced Due Diligence
- Investigative Due Diligence

### **Internal Audit Functions or Elements**

- Operational audit practices
- Financial audit practices

### **Processes to Enhance Compliance Programs**

- All Employee Integrity Surveys
- Code of Conduct
- Training (face-to-face, workshops, e-learning)
- Hotlines (internal, external)
- Internal Investigations

### **Anti-bribery Services**

- ISO 37001 Preparedness and Certification
- Anti-bribery Compliance Reviews

### **Corporate Monitoring/ Compliance Consulting Services**

- Implementation of a U.S. Department of Justice Deferred Prosecution Agreement or Non-Prosecution Agreement

### **Governance Roles and Responsibilities:**

- Organizational Development with regard to the Company's Control Environment

# WHAT YOU CAN EXPECT

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## Partnership

With over four decades of experience in compliance, risk management, finance and audit, we believe that we can be valuable to your corporation. We have developed a systematic and consistent approach that satisfies core regulatory requirements and can withstand the most robust scrutiny.

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## Achievement

- Sustainable results based on our global experience and practical approach.
- Customized solutions based on a methodology that has proven to be effective and has been recognized as such by authorities and regulators.
- Management of a client's journey from "compliance to integrity" as well as the journey from re-active to pro-active risk management.
- The ability to achieve positive employee acceptance of new solutions.

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## Believe

- Risk management is a dynamic instrument for doing business that is built on a solid framework and one that is part of an ongoing management process.
- Effective controls embedded in business processes and organizational culture promote effective and efficient operations while also safeguarding assets and resources.
- High ethical standards must be based on sound compliance programs while at the same time being part of an organization's culture of integrity.



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