

HOW FIT IS YOUR COMPANY?

To respect the rules of the game is a winning strategy in business as it is in sports.



THE RACE COURSE

Rapid changes in your business environment trigger changes in the regulatory framework that sets the rules for the game.

Changes in your business environment happen in various spheres:

- Ecological sphere: Climate change, resources, ...
- Economical sphere: Capital markets, currencies,
- Social sphere: Public opinion, business ethics, ...
- Political sphere: Globalization/ isolation, ...
- Legal sphere: Commercial law, compliance regulations, ...

Does your Company have the sensors to spot the relevant developments?

STEER's expertise relates to risk assessment practices that help your Company to identify and evaluate risks and opportunities triggered by changes in your business environment with a focus on assessing your exposure in the field of legal and financial compliance.



THE WINNING STRATEGY

A winning strategy in the field of compliance is built on a few principles only.

- Sustainable success in business and adhering to high business ethical standards go hand in hand.
- Demonstrating good citizenship in your day to day activities as your Company is permanently exposed to the public sphere (social media).
- Knowing your customers, suppliers, and other stakeholders as you are part of the entire value chain and as your ethical responsibility does not stop at the boarder of your legal entity.

- Demonstrating commitment and leadership in walking the talk on your journey towards business integrity.

How does your winning strategy in the field of compliance look like?

With many years of business experience STEER's partners can contribute in developing practical winning strategies to guide you on your journey towards business integrity.



THE EVOLUTION IN PRACTICE

Companies exposed to fraud have a few things in common. Don't let your winning strategy be a piece of paper only.

- A certain level of organizational complexity
- Frequent changes in management
- Lack of transparency of data produced and reported
- Weak internal control systems
- Lack of commitment to zero tolerance

How fit is your Company to translate your winning strategy into successful and visible results when being confronted with realities of business life as described above?

At STEER we have developed a Maturity Level Assessment which can offer you a mirror to reflect your readiness for the current and future challenges in the field of compliance.



STEER'S SEVEN PRIMARY FOCUS AREAS

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 Preparation 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





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.

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.

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.

