

## Overview

As a member of the board, manager or compliance officer you bear maximum responsibility. Your company and your employees should always act in accordance with corporate governance rules and act in compliance with the prevailing legal instructions. It is important to adhere to internal requirements and external standards and risks must be identified. You understand you will be held liable for risks of which you are aware without mitigating them adequately. You consider compliance as not only good risk management but also as your competitive advantage.

A compliance program should not obstruct your business but rather support it. Individual compliance measures tailored to your company offer competitive advantages, in addition to promoting a good reputation and improving staff motivation. We assist you to understand legal requirements and to specify them for your company. This puts your management and staff in a position to act appropriately. Since guidelines alone do not minimize your risk, we will support you to implement measures in accordance with existing business processes. What is important is that each employee has the relevant knowledge and learns how to react in critical situations.

For internal investigations we join forces with your employees to build an integrated team that focuses on your business interests. Our lawyers are dawn raid experienced and are thus able to protect your interests. We closely cooperate with Dentons' lawyers from other practice groups, such as antitrust or employment, whenever required. We also collaborate with our colleagues from other countries whenever you need our global compliance experience.

Dentons stands by your side in critical situations as your external advisor. We support you to handle correctly the legal risks within your company and to strengthen your position in the public's eye.

As your external advisor we can capably support you with designing and developing a Compliance Management System (CMS), ongoing compliance procedures, internal investigations and with all other issues. Look to Dentons for assistance in the following areas:

### Compliance advice on risk prevention

- Drafting and implementing a CMS that is tailored to your specific goals, risks and company philosophy
- Corporate governance guidelines: Developing, implementing and training
- Compliance status checks: Reviewing the current situation
- Compliance spot checks: Monitoring and advising on improvements
- Whistleblowing management: Providing support in handling information

### Compliance advice on specific issues, including

- Anti-bribery and anti-corruption
- Antitrust law
- Export control
- Data protection

## Liability prevention

- Business transactions exposed to risks: Monitoring, especially in critical countries
- Business partner compliance: Verifying potential business partners

## Support with internal investigations

- Strategic advice
- Operational handling
- Interaction with authorities

## Areas of focus include:

- Whistleblowing Line and Suite of Solutions (Europe)