

ADVISORY SERVICES

Powered by StoneTurn

For most multinational organizations today, the question is not if compliance issues will arise, but when these unanticipated risks will emerge. Businesses that do not sufficiently prepare often face irreparable financial, operational, legal and/or reputational harm. To help you identify and mitigate risks, Skillsoft has partnered with StoneTurn, a global advisory firm that assists clients on regulatory, risk and compliance issues, investigations and business disputes.

StoneTurn brings a multidisciplinary team to help organizations maximize profitability, best position the organization for leniency when internal or regulatory inquiries arise and fulfill obligations to stakeholders.

With Advisory Services powered by StoneTurn, clients tap into a team of on-demand experts for help successfully navigating pre- and post-incident compliance matters.

Led by a former federal prosecutor and Chief Compliance Officer with more than 20 years of experience, our advisers look beyond the numbers to enable companies and their counsel to prevent and detect misconduct; mitigate fines and penalties; rehabilitate injured relationships; regain trust; recoup losses; and protect the professional careers and reputation of members of the board, management, and ethics and compliance, legal and internal audit departments.

In addition to our core advisory service offerings—Risk Assessments, Code of Conduct Benchmarking and Assessment and serving as a Global Compliance Adviser—StoneTurn brings deep expertise to assist organizations with a wide array of compliance-related services, including:

- Compliance program structure, governance and culture assessments
- Compliance remediation
- Compliance training
- Internal and government-initiated investigation support
- Data analytics, transaction monitoring and controls assessment
- Post-transaction assessment and compliance program integration
- Pre- and post-deal due diligence
- Disclosure and reporting
- Boards of Directors and Audit Committee presentations and reporting (including Board roles and responsibilities)



TURN TO STONETURN TO:

- Review, enhance or create a companywide Code of Conduct, policies and/or other governance content;
- Assess and address potential compliance program vulnerabilities;
- Develop or remediate third-party compliance programs to minimize risk;
- Provide proven insights, based on our deep industry and international expertise

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HOW STONETURN HELPS

IDENTIFY RISK ASSESSMENTS

Understanding your risk profile is essential for creating and maintaining an effective compliance program and minimizing reputational, financial and legal threats to your organization. Our experienced advisors provide a cost-effective and business-minded approach to identify and assess key risks areas, evaluating existing risk mitigation measures, and recommend program enhancements to minimize residual risks. Risk assessments can be tailored to your organization's specific needs, from assessments of specific business lines or geographies to enterprisewide evaluations.

ENHANCE CODE OF CONDUCT CREATION, ASSESSMENT AND BENCHMARKING

StoneTurn assists organizations across a range of industries in evaluating the effectiveness of their Code of Conduct. We work to incorporate each company's unique risk profile, corporate values, revenue drivers and strategic objectives. In addition, our benchmarking and assessment process allows organizations to level-set their Code against industry and other best practices and provides Legal and Compliance leadership with a roadmap to a practical, fit-for-purpose and employee-friendly Code of Conduct.

AUGMENT GLOBAL COMPLIANCE ADVISER

When a crisis hits, swift and decisive action is critical to minimizing negative impact. The StoneTurn team can also serve as an on-call Global Compliance Adviser to help you quickly restore both Board and investor confidence within a proven compliance framework. On business-as-usual matters, the Global Compliance Adviser offers clients as-needed insights on specific compliance risk areas and issues as they arise (i.e., FCPA, third-party diligence, etc.) In this way, we help already overloaded internal audit and compliance teams stay current on the latest regulatory developments and industry best practices without the need to permanently add to staff.

ANALYZE COMPLIANCE PROGRAM REVIEW AND ENHANCEMENT

Gaps in an organization's compliance program may lead to violations of applicable laws and regulations, codes of conduct, or organizational standards of practice. Closing these gaps is essential to minimize the risk of costly investigations, fines, and reputational damage. Our professionals identify and assess potential vulnerabilities that could lead to such violations, then assist with the design and implementation of an effective compliance program. StoneTurn advisers provide practical guidance based on your organization's specific risks and needs.

SELECT EXPERIENCE

PUBLICLY-TRADED GLOBAL CONSUMER GOODS MANUFACTURING COMPANY

StoneTurn professionals performed an enterprisewide compliance risk assessment for a publicly-traded consumer goods manufacturing company based in Toronto. In response to the team's recommendations, the scope of our efforts was expanded. StoneTurn professionals served on-site as an interim Compliance Officer, and also oversaw the design and implementation of a comprehensive compliance program. This work spanned critical program elements such as ABAC, AML, sanctions/trade compliance and privacy.

PUBLICLY-TRADED GLOBAL INDUSTRIAL MANUFACTURING COMPANY

StoneTurn professionals were retained to conduct a country-specific risk assessment of client's European operations and to assist the client in enhancing various components of the organization's global ethics and compliance program. This work included designing and drafting anti-bribery and corruption policies, third party due diligence and monitoring processes and procedures and compliance program oversight and monitoring processes. StoneTurn data analytics professionals were also retained to create a compliance program reporting dashboard to provide the client's compliance functions with timely access to key compliance metrics and information.

The client subsequently expanded the scope of StoneTurn's role to include country-specific risk assessment of client's China operations. StoneTurn continues to provide ongoing support and advice to the client on key ethics and compliance issues.

PRIVATE GLOBAL CONSTRUCTION COMPANY

StoneTurn professionals were retained to design and implement enhancement to a global construction company's ethics and compliance program. This work spanned critical program elements such as third-party due diligence, investigation protocols, anti-bribery and anti-corruption control improvements, Code of Conduct benchmarking and drafting, employee communications and training (including conducting anti-bribery and anti-corruption training), and legal and compliance governance. Our multi-disciplinary team of former in-house counsel, compliance officers, prosecutors and auditors aided in designing and implementing a holistic ethics and compliance program for the client.

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