

# Corporate Responsibility

## Our approach

Version 1.1

Governance, compliance and professionalism are business priorities for Control Risks. Our reputation in this area is essential to our success as a global business, as our clients must be able to trust us not to jeopardise our business or theirs.

Control Risks is a private company, independent of any third party or controlling interests. We have chosen to follow best practice guidelines within the Financial Reporting Council's UK Corporate Governance Code even though, as a private company, we are not compelled to do so. This includes appointing Non-Executive Directors to our Board and establishing nomination, remuneration and audit sub-committees.

Control Risks' expertise is underpinned by our commitment to our core values: integrity and ethics; commitment to people; collaboration and teamwork; and professionalism and excellence. These values are applied globally, wherever we operate.

Our Code of Ethics, as well as our Anti-Bribery and Anti-Corruption Policy and Human Rights Policy, are published on our [website](#) as statements of our company's commitment to maintain the highest standards of personal and collective integrity.

Diversity, equity and inclusion are also central to our company and our success. We monitor our diversity and ensure our appointment and performance processes are transparent and robust. This is not only a matter of good governance and "the right thing to do": we also believe that the creative blend of perspectives at Control Risks allows us to see the world as it really is, and to better help our clients thrive in it. Our internal people networks - Synergy, Mosaic and Women's Network - cover ethnicity, gender and sexual orientation. They aim to increase communication and support colleagues. Each network is backed by a member of our Executive Committee.



Day to day, our internal compliance programme manages our company policies that establish behaviours and procedures to achieve robust governance and compliance with the law. We maintain a cycle of mandatory training through e-learning and face-to-face workshops, and find new ways to engage with colleagues on compliance themes.

Our Ethics Committee plays an active role in our business. The committee includes our CEO and Global General Counsel, and they draw upon internal subject matter experts as needed. This resource can be accessed by colleagues, at all levels, to guide decisions on new business relationships and engagements.

Through our in-house legal team, whose members are located in all regions across the group, our business benefits from an in-depth understanding of the legal issues which can impact our operations.

Our Group Risk function leads our risk management strategy, embedding risk management within all our activities. This is complemented by the independence and agility of our Internal Audit function which maintains our Assurance Framework. Both functions work to enable us to achieve our business objectives and are supported by our Risk and Audit Committees, the latter containing Non-Executive Directors as members.

We encourage feedback from colleagues through our whistleblowing hotline and give assurance that no-one will suffer retaliation by speaking up. Similarly, we provide access to remedy for third parties who wish to raise concerns about any aspect of our work.

Since 2007, Control Risks has participated in the UN Global Compact, an initiative for businesses that are committed to aligning their operations and strategies with universal principles in the areas of human rights, labour, environment and anti-corruption.

To demonstrate our on-going development in these areas, we submit our annual Communication on Progress results to the UN Global Compact; this submission is available on their [website](#).