



GOVERNANCE, RISK MANAGEMENT AND COMPLIANCE

TEAM CONTACT SHEET



GOWLING WLG

GOVERNANCE, RISK MANAGEMENT AND COMPLIANCE (GRMC) TEAM

OUR GOVERNANCE, RISK MANAGEMENT AND COMPLIANCE TEAM HAS EXTENSIVE EXPERIENCE ACROSS THE FULL SPECTRUM OF GOVERNANCE ISSUES.

Issues that are critical to ensuring the long-term success of your organisation; your brand and reputation.

Our experts will work alongside your team to ensure that appropriate requirements are understood, reflected properly in your governance framework and implemented.

We can offer an audit of existing operations; provide a GAP analysis for compliance across all group entities; provide on-boarding, induction and/or refresher training to Directors and team members; draft (or review and update) key policies; develop and help implement your compliance program; provide mock dawn raids and internal investigations; report formally to the Board on the current state of play; areas to be improved and the compliance framework generally.

There is no 'one size fits all' solution to governance. Our team gets to know your business and works with you and your teams in a collaborative way to deliver tailored practical advice.

GOVERNANCE TEAM LEADERS

For general enquiries, please contact our team leaders below. For specific enquiries, please contact our relevant team specialists on pages 4-8.

SHARON AYRES

Partner

+44 (0)121 393 0019
+44 (0)7921 025376
sharon.ayres@gowlingwlg.com



STEPHEN BELLING

Principal Associate

+44 (0)121 393 0256
+44 (0)7921 025548
stephen.belling@gowlingwlg.com



DAVID LOWE

Partner

+44 (0)20 3636 7852
+44 (0)7717 335960
david.lowe@gowlingwlg.com





RISKS WE HELP MANAGE:

GRMC PEOPLE ISSUES

- Anti-bribery, Corruption and Cyber Crime 4
- Data protection 4
- Employment 5
- Modern Slavery / Business & Human Rights 5
- Pensions Regulation 5

GRMC ENVIRONMENTAL ISSUES

- Construction 6
- Environmental 6
- Health and Safety 6

GRMC TRADE ISSUES

- Advertising / Media / PR 7
- Anti-trust 7
- Brexit 7
- Contracts / Guarantees 7
- Contract Management 7
- Product Liability / Consumer Law 8
- Trade Compliance 8
(Customs, VAT, Export Controls and Sanctions)

GRMC CORPORATE AND FINANCE ISSUES

- Anti Tax Evasion 9
- Financial Services Compliance FCA and PRA 9
- General Company Secretarial 9
- Insurance 9
- Listed Company Compliance 10
[PLC, AIM & Specialist Markets]
- Senior Managers and Certification Regime 10

GRMC PEOPLE ISSUES

ANTI-BRIBERY, CORRUPTION AND CYBER CRIME

PATRICK ARBEN

Partner

+44 (0)121 393 0011
+44 (0)7921 881438
patrick.arben@gowlingwlg.com



HELEN DAVENPORT

Partner

+44 (0)121 393 0174
+44 (0)7921 881371
helen.davenport@gowlingwlg.com



DATA PROTECTION

Including:

- GDPR
- Privacy and Electronic Communication
- Freedom of Information

JOCELYN PAULLEY

Partner

+44 (0)20 3636 7889
+44 (0)7921 881453
jocelyn.paulley@gowlingwlg.com



HELEN DAVENPORT

Partner

+44 (0)121 393 0174
+44 (0)7921 881371
helen.davenport@gowlingwlg.com



ROCIO DE LA CRUZ

Principal Associate

+44 (0)121 393 2178
+44 (0)7921 025368
rocio.delacruz@gowlingwlg.com



EMPLOYMENT

Including:

- Board Diversity
- Equal Opportunity
- Anti Harassment / Bullying
- Whistleblowing
- Social Media Policy
- Remuneration / Gender Pay Gap / Equal Pay

JANE FIELDING

Partner

+44 (0)370 733 0624
+44 (0)7841 322701
jane.fielding@gowlingwlg.com



MODERN SLAVERY / BUSINESS & HUMAN RIGHTS

DAVID LOWE

Partner

+44 (0)20 3636 7852
+44 (0)7717 335960
david.lowe@gowlingwlg.com



KIERAN LAIRD

Partner

+44 (0)121 393 0384
+44 (0)7921 881344
kieran.laird@gowlingwlg.com



PENSIONS REGULATION

JASON COATES

Partner

+44 (0)20 3636 7886
+44 (0)7717 813789
jason.coates@gowlingwlg.com



GRMC ENVIRONMENTAL ISSUES

CONSTRUCTION

PHILIP BAKER

Partner

+44 (0)20 7759 6863
+44 (0)7725 279176
philip.baker@gowlingwlg.com



HEALTH AND SAFETY

ANDREW LITCHFIELD

Partner

+44 (0)121 393 0400
+44 (0)7921 881409
andrew.litchfield@gowlingwlg.com



ENVIRONMENTAL

Including:

- Social Impact
- Sustainability
- Climate Change Risk
- Carbon Reduction

LEE MCBRIDE

Partner

+44 (0)121 393 0442
+44 (0)7780 958397
lee.mcbride@gowlingwlg.com



BEN STANSFIELD

Partner

+44 (0)20 7759 6610
ben.stansfield@gowlingwlg.com



GRMC TRADE ISSUES

ADVERTISING / MEDIA / PR

DAN SMITH

Director

+44 (0)20 3636 7989
+44 (0) 7921 881465
dan.smith@gowlingwlg.com



ANTI-TRUST

BERNARDINE ADKINS

Partner

+44 (0)370 733 0649
+44 (0)7841 899302
bernardine.adkins@gowlingwlg.com



BREXIT

KIERAN LAIRD

Partner

+44 (0)121 393 0384
+44 (0)7921 881344
kieran.laird@gowlingwlg.com



CONTRACTS / GUARANTEES

DAVID LOWE

Partner

+44 (0)20 3636 7852
+44 (0)7717 335960
david.lowe@gowlingwlg.com



CONTRACT MANAGEMENT

Including:

- Procurement
- Customer / Supplier Engagement / Equal Opportunity
- Prompt Payment Reporting

HILARY DRENTH

Principal Associate

+44 (0)121 393 0202
hilary.drenth@gowlingwlg.com



DAVID LOWE

Partner

+44 (0)20 3636 7852
+44 (0)7717 335960
david.lowe@gowlingwlg.com



GRMC TRADE ISSUES



PRODUCT LIABILITY / CONSUMER LAW

DAVID LOWE

Partner

- +44 (0)20 3636 7852
- +44 (0)7717 335960
- david.lowe@gowlingwl.com



ANDREW LITCHFIELD

Partner

- +44 (0)121 393 0400
- +44 (0)7921 881409
- andrew.litchfield@gowlingwl.com



RAVI RANDHAWA

Director

- +44 (0)121 393 0570
- +44 (0) 7921 881407
- ravi.randhawa@gowlingwl.com



TRADE COMPLIANCE (CUSTOMS, VAT, EXPORT CONTROLS AND SANCTIONS)

URSULA JOHNSTON

Director for Customs and Export Controls

- +44 (0)20 7759 6601
- +44 (0)7780 958397
- ursula.johnston@gowlingwl.com



GRMC CORPORATE AND FINANCE ISSUES

ANTI TAX EVASION

LEE NUTTALL

Partner

+44 (0)370 733 0584
+44 (0)7884 442840
lee.nuttall@gowlingwlg.com



ZOE FATCHEN

Partner

+44 (0)121 393 0098
+44 (0)7841 899323
zoe.fatchen@gowlingwlg.com



FINANCIAL SERVICES COMPLIANCE FCA AND PRA

Including:

- Conduct Risk, FCA / PRA Investigations and Internal Investigations
- Notifications / Reporting to the FCA/PRA

IAN MASON

Partner

+44 (0)20 7759 6685
+44 (0)7713 985060
ian.mason@gowlingwlg.com



SUSHIL KUNER

Senior Associate

+44 (0)20 7759 6542
+44 (0) 7901 575867
sushil.kuner@gowlingwlg.com



GENERAL COMPANY SECRETARIAL

Including:

- Director Duties
- New Reporting Requirements
- Conflicts
- PSC Disclosure

SHARON AYRES

Partner

+44 (0)121 393 0019
+44 (0)7921 025376
sharon.ayres@gowlingwlg.com



STEPHEN BELLING

Principal Associate

+44 (0)121 393 0256
+44 (0)7921 025548
stephen.belling@gowlingwlg.com



INSURANCE

SAMANTHA HOLLAND

Partner

+44 (0)370 733 0590
+44 (0)7921 881439
samantha.holland@gowlingwlg.com



GRMC CORPORATE AND FINANCE ISSUES

LISTED COMPANY COMPLIANCE [PLC, AIM & SPECIALIST MARKETS]

Including:

- Insider Dealing / Market Abuse
- Share Dealing Policy
- Governance Codes and Reporting
- Broad Terms of Reference

CHARLES BOND

Partner

+44 (0)20 3636 8050
+44 (0)7715 296133
charles.bond@gowlingwlg.com



SENIOR MANAGERS AND CERTIFICATION REGIME

IAN MASON

Partner

+44 (0)20 7759 6685
+44 (0)7713 985060
ian.mason@gowlingwlg.com



JONATHAN CHAMBERLAIN

Partner

+44 (0)370 733 0581
+44 (0)7778 250966
jonathan.chamberlain@gowlingwlg.com

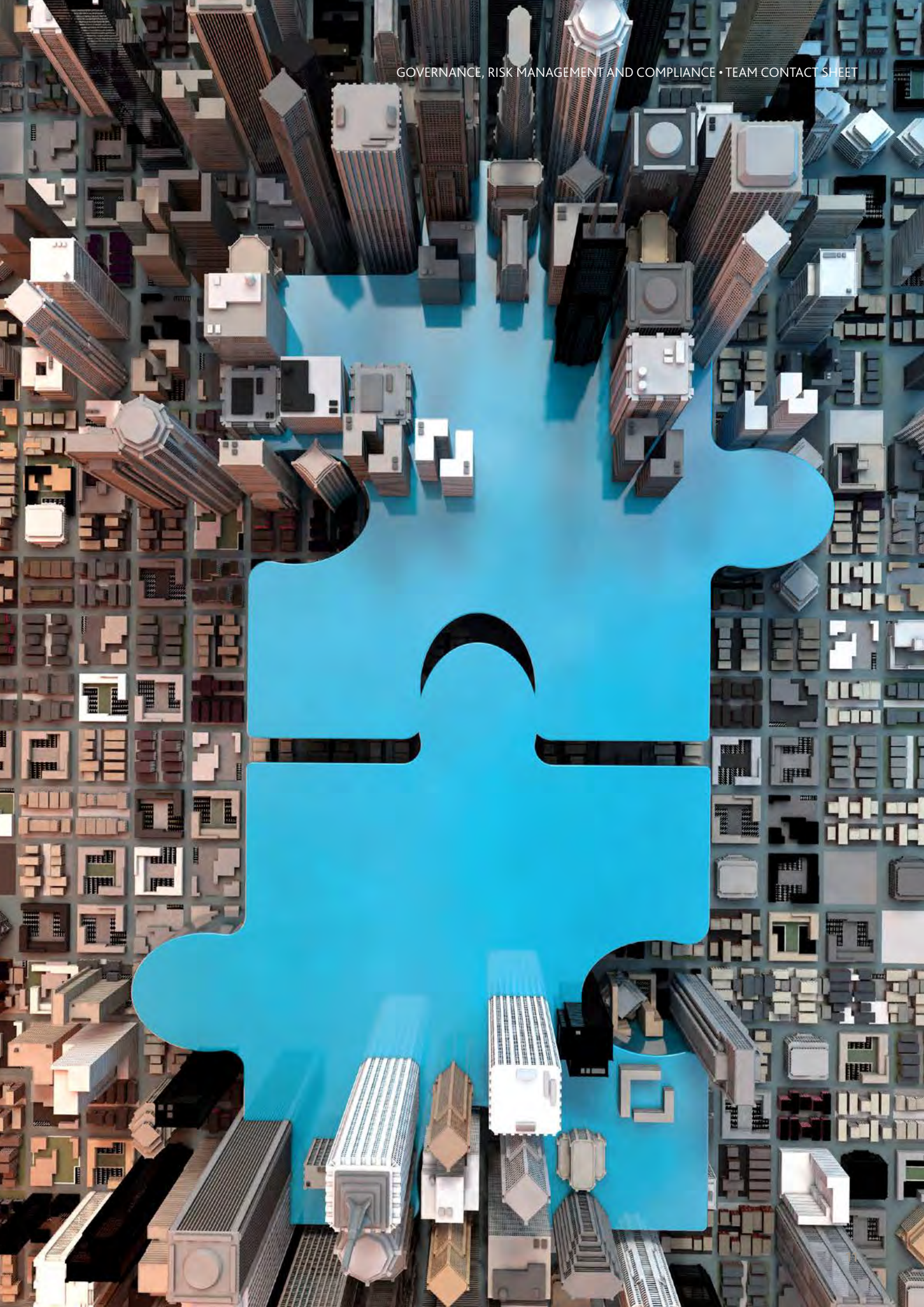


SUE JOHNSTON

Principal Associate

+44 (0)20 3636 8012
+44 (0)7979 856120
sue.johnston@gowlingwlg.com





GOWLING WLG (UK) LLP
T +44 (0)370 903 1000
gowlingwlg.com



Gowling WLG (UK) LLP is a member of Gowling WLG, an international law firm which consists of independent and autonomous entities providing services around the world. Our structure is explained in more detail at www.gowlingwlg.com/legal

DESIGN0001097