

The issue

Many companies have already adopted or are seeking to create purpose-driven strategies that address pressing social and environmental issues. This shift has become critical owing to a complex mix of evolving factors, including:

- Demand from their consumers, regulators, employees, investors and other stakeholders
- Desire to reduce the risk of events which may threaten the company's existence or materially adversely affect its financial performance and/or licence to operate
- Opportunity in new business models
- Increasing bodies of "hard" law and "soft" law (such as the UN Sustainable Development Goals) that force companies to put ESG considerations at the heart of who they are and what they do – including increasing reporting obligations and ESG performance standards in the corporate governance codes that apply to publicly listed companies, including in the United States, United Kingdom, Belgium, Germany, Italy, and Japan.

These strategies can only be delivered by companies with a strong governance structure that promotes transparency, trust, openness, diversity, and integrity.

What we do

We assist our clients on all aspects of corporate governance including providing general advisory assistance, advising on communications with shareholders, regulators, employees and other stakeholders, regulatory compliance and investigations, risk management, executive compensation, crisis management and contextual benchmarking of board practices.

We work with our clients and their board of directors to avoid problems and resolve those that arise. We combine deep regulatory and industry knowledge with extensive experience in government relations, litigation, internal investigations, and securities law compliance to provide a comprehensive and holistic approach to problem solving.

We advise on:

- The design and operation of tailored corporate governance policies to define the role of board and management, allocate duties and responsibilities and clarify the roles of committees, leading to enhanced board effectiveness
- Compliance with rules and regulations affecting all public and private companies including those requiring increased reporting of ESG issues, as well as the development of proactive ESG policies
- Response to formal and informal regulator enquiries
- Executive compensation and management succession issues
- Crisis situations from shareholder activist campaigns and financial reporting issues to cyber security and data breaches
- The conduct of internal investigations
- Sustainability and social impact principles and best practices, training governments, corporates and investors

Our impact

Clients that we have supported include:

- Numerous U.S. public company clients on evolving rules and expectations regarding ESG disclosure and governance, including the increased focus on climate change, corporate board diversity, and human capital management.
- An international ride-sharing company on its governance arrangements in the UK in the context of an ongoing license appeal
- A board and CEO on "me too" dismissals of an executive of a NASDAQ-listed company
- Numerous clients on governance frameworks between parent and subsidiaries, particularly where those subsidiaries are regulated entities, to balance the tension between the requirement for the subsidiaries to sit within the overall governance framework of the group and for the subsidiaries to have adequate oversight and control over their regulated activities
- A national government on a multibillion pound assets project that included governance advice for entities receiving money from a multi layered funding structure addressing social need

Useful links

- [Business Integrity Group](#)
- [SEC proposes climate-related disclosure rules](#)
- [Our Corporate Governance Team](#)

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