



# CAPABILITIES OVERVIEW

March 2020

## SUBROSA INTERNATIONAL

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# MANAGEMENT SUMMARY

We live and work in a complex and uncertain world. Businesses, entrepreneurs and high-net-worth individuals face a multitude of risks on many fronts – including conflict and political unrest, theft, cybercrime, and financially-motivated criminality - but competing in today's ever-more connected world means being nimble to new opportunities and emerging markets. Businesses and individuals alike must manage and mitigate risks if they are to protect their assets, people, finances, operations and reputation, at the same time as realising untapped potential and competitive advantage.

Formed in 2012, SubRosa International (SRI) is a privately-owned corporate investigations and risk consultancy, and provides support to enterprises, private businesses, entrepreneurs and high-net-worth individuals. Small by design, our hand-picked team includes ex-diplomatic, military and Special Forces personnel, specialising in intelligence, surveillance, risk management, legal, forensic accountancy, security and counter terrorism. We pride ourselves on reacting quickly, using the most advanced and effective techniques to deliver a wide range of services, from due diligence and risk management, IT security and litigation support, to counter terrorism, anti-kidnap and ransom, and maritime security.

Unique in the market, SRI is no out-the-box service provider; we customise solutions for clients no matter their circumstance or risk profile. A partner that clients can rely on to dig deeper and go the extra mile, SRI is a safe pair of hands, solving their challenges and providing practical on-the-ground protection and support in times of crises.



## OUR SERVICES

### **DUE DILIGENCE**

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From Know Your Client (KYC) adherence when on-boarding a new client, to complex mergers and acquisitions - due diligence is a vital element of any commercial transaction. SRI takes an immersive approach to build a 360° view of opportunities, liabilities and risks.

We target every aspect of a subject's operation including financial, commercial, operational, tax, human resource, IT, anti-bribery/corruption, integrity, environmental, social, health and safety, governance, regulatory. Each criteria is examined in forensic detail, with rigorous, localised checks as required.

### **DEEP BACKGROUND SCREENING**

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Risk management in banking and financial services has been transformed in response to the raft of new regulations that emerged following the global financial crisis. Increased regulation has had a massive impact on risk management and KYC, the process by which financial service providers obtain information about customers, and the processes and procedures they put in place to ensure services are not misused. SRI provide a bespoke deep screening service, covering personal and career history, business, political and military affiliations, criminal history, financial background including sources of wealth, and reputation. In doing so we assist in the prevention of illegal and unethical financial transactions by detecting faster potential early warning signs of money laundering, fraud, and the financing of crime.

### **EXECUTIVE VETTING**

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Executives set the tone of an organisation, so hiring the right candidate at this level is as challenging as it is crucial for a business's growth and success. When it comes to acquiring an accurate and in-depth understanding of a high-level candidate, standard pre-employment background checks do not suffice. SRI implements deeper executive background checks to assist companies in making smart, evidence-based hiring decisions, especially those of a riskier, costlier nature.

### **GLOBAL ASSET LOCATION AND RECOVERY**

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Misappropriation of assets is highly distressing. SRI takes a discreet, trusted and flexible approach to recovering assets for clients; understanding the unique aspects of each situation, then devising and implementing a tailored recovery solution. Extremely well-connected with extensive global expertise, we are particularly adept in the location of concealed assets retained covertly by individuals, corporations, and on occasion sovereign nations (or former regimes), including the byzantine and opaque world of "usual suspect" offshore jurisdictions.



## **LITIGATION SUPPORT**

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High-stakes disputes and litigation can place an organisation's future in doubt. Adverse outcomes include reputational damage, fines, pay-outs and vast legal fees. SRI takes a partnership approach with its clients, supporting the strategy of its legal team to mitigate damage and secure the most successful outcome. Using advanced intelligence techniques, our team of highly experienced, resourceful and tenacious investigators provide a range of support services for both civil and criminal actions including litigation and pre-litigation advice, assistance with court proceedings and tribunals, mediation and arbitration. Services include witness location, evidence gathering, forensic accounting, surveillance and interviews.

## **COMPETITOR INTELLIGENCE**

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Being caught by surprise can be disastrous. Having the ability to make more informed decisions based on the business environment and what competitors are doing is a strategic benefit for any type and size of organisation. Gaining advanced insight into competitors' plans can enable a company to react faster and stay one step ahead. SRI supports strategic decision making through the provision of insightful and compelling competitor intelligence. Using advanced data gathering techniques we advise clients on pitfalls to be avoided, and opportunities which, if capitalised on quickly, could serve as market differentiators.

## **DESK-TOP - OPEN SOURCE RESEARCH**

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Intelligence gathering often starts at the desk-top, and requires a specialised skill set and knowledge base. Analysing both public and private information as well as structured and unstructured data sources, SRI has the expertise and access to a wide range of tools and techniques, including the use of available Open Source Intelligence Data, to provide a complete 360° client ecosystem view.

## **COUNTERFEIT GOODS AND COPYRIGHT PROTECTION**

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The world of counterfeiting and intellectual property (IP) theft is ever-evolving. SRI helps companies take the measures required to protect brand integrity, key assets, loss of income and competitive advantage. We have the capability to investigate the unauthorised counterfeit production, misappropriation and illegal distribution of goods protected by IP rights such as copyrights, trademarks, patents and trading names. Often this type of enquiry is centred in developing countries and emerging markets, and with a vast network and understanding of jurisdictional laws and environments we can conduct investigations on a global scale.



## OUR SERVICES

### IT SECURITY AND CYBER CRIME

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The security of critical networks and data assets is key to an organisation's success. As the cyber-security threat against businesses and individuals continues to grow, it's quickly becoming a case of 'when' not 'if' an attack will happen. SRI works with clients to understand their current level of defence, and takes them on a journey to improved cyber-security maturity. Our team of experts take a consultative approach. We undertake detailed audits to review a client's ability to protect assets and respond to cyber threats, and utilise a range of techniques including vulnerability management, penetration testing and active threat detection across every endpoint, such as IoT devices, security cameras, video conference units and more.

Ensuring the ongoing maturation of security posture is vital. SRI takes a planned and pragmatic approach to constantly review the current status quo, and what more is needed to achieve each clients' desired state of security maturity, prioritising the right initiatives and solutions, and helping invest wisely to reduce risk exposure and protect business value.

### ELECTRONIC COUNTER MEASURES

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Most businesses consider data to be their greatest asset; therefore the consequences of data loss are dire. Beyond the immediate financial impact of data loss, other consequences include a loss of customer confidence, corporate liability, and the loss of current and future business. Regulatory compliance also prescribes that corporations and public agencies conform and comply with relevant laws and regulations. Consequences for non-compliance range from corporate fines to the loss of personal freedom in the most egregious cases.

Breaches from malicious attacks, accidental document leaks, and new privacy regulations are demanding organisations have complete visibility of their sensitive data, understand its context and ensure the appropriate level of security is applied at all times. SRI provides a quality Technical Surveillance Counter Measures (TSCM) service to assist in protecting corporate data assets and sensitive personal information. This can be run on an ad-hoc basis in response to a need to ensure rooms or premises are secure from eavesdropping, data loss event, or as an ongoing deployment to improve data visibility and proactively protect against data loss.

### CRISIS MANAGEMENT

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Due to the unpredictability of global events, organisations must be able to cope with the potential for drastic changes in the way they conduct business. IT system security breaches, terrorist attacks, IP infringements, employee fraud, viral pandemics - these events are disruptive and can threaten to harm an organisation, its stakeholders, and the safety and wellbeing of employees and customers.



## **CRISIS MANAGEMENT continued**

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SRI is an expert in the deployment of crisis management strategies designed to help an organisation deal with a sudden and significant negative event. Our risk and crisis management team drawn from a range of disciplines including IT security, IP protection, high-risk law enforcement and military close-protection operations, offer a boots-on-the-ground service. We work with clients to develop a crisis management plan and prepare what we have coined a 360° Organisational Defence Envelope - identifying strategies to enable clients' focus on the logistics of resolving an issue, mitigating damage and ensuring the implementation of ongoing business continuity techniques in the face of potential future crises.

## **MARITIME SECURITY - PIRACY ARMED ATTACKS AND SMUGGLING**

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Maritime Security is defined by the threats it encapsulates, including maritime territorial, geopolitical rivalries, maritime terrorism, piracy, illegal fishing, arms/ drugs/ human trafficking and smuggling by sea. SRI is proud of our long-standing strong reputation and specialist knowledge in the field of maritime security services. Our success is based on the unrivalled quality of our teams, drawn from UK Royal Marine Commandos with security and risk mitigation expertise.

Using our expert intelligence and cutting-edge tracking technologies, we can provide our clients, ranging from insurers and large shipping companies to cruise liners, VIPs and private clients, with bespoke maritime security services that are perfectly tailored to meet their needs. We keep them safe at sea and in port, protecting them from threats including violence, civil unrest, and smuggling.

## **COUNTER TERRORISM AND ANTI-KIDNAP AND RANSOM**

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Terrorists have long used kidnap for ransom (K&R) to raise money in order to increase their capability to organise and carry out future attacks, as well as maintain their influence. SRI has first-hand operational and strategic experience in handling all types of counter-terrorism and K&R activities directed towards both organisations and private individuals. Our Counter-Terrorism and K&R teams, populated by Special Forces personnel, former diplomatic staff, linguists and specialist negotiators, are highly experienced in end-to-end crisis management including negotiation, ransom delivery and hostage recovery.

We have the necessary knowledge, expertise and experience to protect people and assets, and we provide a proportionate and professional service with our overriding priorities always being protection of life, safety, business continuity and reputation. Again, we offer a boots-on-the-ground approach, working within and beyond host countries, and in cooperation with state agencies and diplomatic staff to manage every facet of a threat, jointly combating and resolving the crisis quickly to secure the best possible outcome for all parties.

## OUR SERVICES

### BESPOKE SECURE COMMUNICATIONS

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Espionage continues to be a potentially very damaging threat. Ultra-secure digital communications are therefore a critical first line of defence for every business and individual. Everything from web browsing to mobile devices and Internet of Things (IoT) products has the potential to erode privacy and personal security.

While the threat differs in intensity, scope and provenance from client to client (depending on commercial rivals, sovereign government, litigants, embittered or jealous partners), SRI can provide cutting-edge solutions. We provide threat assessments, bespoke communications platforms and ongoing support and review, to provide total assurance that our client's unique personal network is always as secure as possible.

### LEGAL AND ANTI-CORRUPTION SERVICES

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Businesses must comply with bribery and corruption regulations and legislation, and mitigate against overseas corruption when expanding into new markets. To do so they must have in place a robust compliance framework which mitigates the risk of non-compliance and potential enforcement action.

SRI provides a full range of services, from strategic guidance on proactive compliance, investigations to identify and mitigate risks, and representations in a range of cases that have national and/or international importance. We have particular expertise in breach of international commercial contracts, international asset recovery, extradition, anti-money laundering, anti-bribery, anti-corruption and disproportionate assets cases against public officials and politicians.





# BOARD MEMBERS

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**ALAN GRAHAM**  
**CHIEF EXECUTIVE OFFICER**

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Alan has over 30 years' experience in corporate investigations. Highly regarded in the market for his straight talking approach and unrivalled expertise and enviable international network, he formed SubRosa International to address what he saw as a glaring gap in the market for a full-service corporate investigations and risk consultancy, offering a more agile and bespoke level of service. Prior to forming SRI, Alan was a partner in a large investigations/ security business based in London, he was an instrumental figure in helping grow the business from modest beginnings into a significant global player.

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**DARREN "BEN" GOUGH**  
**DIRECTOR OPERATIONS**

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Darren is a huge asset to the SRI team. A former Special Air Service commando, and a renowned security specialist with an international reputation, he is a highly decorated former UK covert Special Forces operative, with extensive experience of working closely with MI6 and other clandestine arms of the UK government. His skills include training, running operations and working in high-risk terrains. He created the SF of Bahrain and is a fluent Arabic speaker, with close relationships across the Middle East and beyond. Ben has strong links to UK and overseas governments.

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**JOSEPH ROBINSON**  
**DIRECTOR MEDIA**

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SRI's PR and communications expert, Joseph not only helps us represent the business internationally but assists us in handling crisis communications of behalf of clients, bringing to bear his skills and experience as a former editor of a major UK broadsheet newspaper, film maker and investigative journalist.

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**JOHN PITT**  
**CHAIRMAN**

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John brings to SubRosa vast experience in the provision of investigative and risk management services. His expertise covers a range of disciplines including financial institutions, international insurance markets, defence, and the oil and gas industry. John started his working life in the Royal Navy and has previously held roles at Group 4, where he spent 10 years heading up its high security division before becoming Group Export Director, and held a seat on the board of the International Security Management Group whose primary function was providing investigative and risk management services to the international insurance markets, including Lloyds of London.

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**JOHN BURNAGE**  
**DIRECTOR GLOBAL RISK**

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John is SRI's programme and crisis management, and contingency planning expert. An ISO 27001 qualified auditor, he brings to the table vast cyber-security, business security and risk management expertise. After a full career in the UK's Armed Forces, John worked in the City delivering projects such as the London Olympics, Defence Contingency planning and pre-Beijing Olympics preparation for the China sports Lottery. He was also previously the Security and Risk Management consultant to the World Lottery Association.

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**ISABELLA SEGAL**  
**CHIEF FINANCE OFFICER**

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Isabella is a Chartered Accountant and specialist in forensic accountancy. She brings to SRI and its clients. Prior to joining SRI Isabella was a partner at Levy Gee. Isabella is also at the forefront of the LGBT business community in London, and a prominent member of OUTstanding, a networking organisation for LGBT professionals.



# BOARD MEMBERS

## **DR MARK VOWLES** **DIRECTOR IT**

Mark is SRI's covert communications specialist, with a unique skill set and 1st class Hons Degree and PhD in Electronic & Electrical Engineering and Electronic & Communications Engineering. His appreciation of the data protection and IT security needs of our clients is second-to-none.

# ADVISORY BOARD

## **RICHARD MAC**

An ex Scots Guards officer and latterly a Major in the Special Air Service, now based in the USA. Richard is also a part time academic, lecturing on risk and security and has a very considerable nexus within both the US and UK governments.

## **MUTHRAPANDI "PANDI" GANESAN**

A licensed barrister Pandi advises and represents individuals and companies on a range of regulatory and commercial disputes, anti-bribery, anti-corruption, compliance and money laundering. He has significant experience as a lawyer defending in wide ranges of economic offences including serious fraud, proceeds of corruption, Restraint Orders, Asset Recovery and cyber crime. Pandi is recognised as an Expert in the field of financial crime, corruption and asset recovery by the Council of Europe, European Academy of Law, European Institute of Public Administration, Foreign and Commonwealth Office, USA Embassy (Barbados). He provided expert training in 2015 at Romania, Barbados, Germany, Sweden and Montenegro and lectures widely on good governance.

## **PHILIP BARDEN**

Litigation partner of Messrs Devonshires solicitors. One of the best and most experienced litigation lawyers in the country, Philip is a friend of SRI and an asset to our business.

# C O N T A C T

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