

ōbsequium



Your business,  
safe and sound.

# ōbsequium

Pronunciation: ob-se-qui-um | \ äbsēkwēm \

Plural: obsequia \

Meaning: (n.) compliance

## Who We Are

Let Our Insights Guide You. We are a multi-disciplinary firm that thinks differently about law, governance, risk management & compliance (GRC).



We are here to challenge the status quo and transform the way GRC services are delivered. Done right, GRC is not a burden on your business, it is a framework for success.

We create clear, flexible and fast solutions with a personal touch. We will tailor a strategy to protect, optimise and grow your business within legal and regulatory obligations, helping you to cut through the confusion so you can focus on your core business. With Obsequium, you will gain peace of mind knowing that you are protected so you can push further and dig deeper with confidence.

We are not afraid to roll up our sleeves and get involved in the grunt work. Our collaborative, hands-on approach ranges from one-off legal advice when you are feeling the pressure from regulators, to innovative, enterprise-wide strategies to minimise risks and empower you to thrive.

You know those things that are keeping you up at night, those boxes that have not been ticked, those policies that have not been followed, those accidents waiting to happen?

We are here to help you solve them.

**G - Governance:** rules, policies and procedures that frame how you run your business.

**R - Risk Management:** systematically identifying, assessing, managing and monitoring potential risks.

**C - Compliance:** understanding and complying with the regulatory framework from internal company policies and processes to statutory laws and regulations.

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Obsequium means “compliance”, and that is exactly what we are all about.

OBSEQUIUM IS

# SPURRING INNOVATION



# Improving performance while safeguarding your business

We work with you to build protection and compliance fundamentals.

In today's landscape, it pays to be proactive not reactive, so that you are on the front foot and primed to scale your business.

The business and regulatory environment is constantly changing. It seems like every other day there is a new requirement to meet, a new hurdle to overcome. We identify, assess and solve your regulatory and GRC issues so you can get back to business. Investing in governance, risk and compliance is an investment in your business.



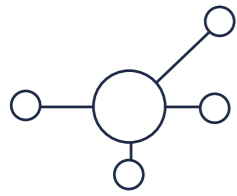
## Obesquium can assist if:

- You are unsure which Australian or International Standards apply or just don't know how to manage them.
- You are facing a potential prosecution from the authorities for a compliance breach.
- You have had a workplace incident on site and want to prevent a repeat.
- You have been contacted by ASIC, SafeWork or the EPA about an investigation.
- You need to implement environmental, health and safety or anti-bribery and corruption policies, procedures or training.
- You need a compliance management system or need to gain certification.
- You are growing fast but feel overwhelmed by compliance obligations.
- You want to scale your business but are too busy juggling everything else to think about risk management.
- You struggle to find the resources to manage your legal, governance, risk management and compliance internally.



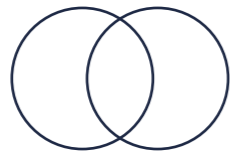
## The ōbsequium Difference

Embrace risk, deliver certainty. What you get when you partner with Obsequium.



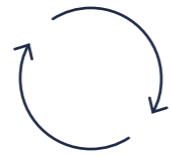
### Multi-disciplinary Specialists

Your personal team of lawyers, advisors, governance, risk and regulatory professionals with deep industry insights and experience. We'll help you cut through the confusion so you can focus on your core business.



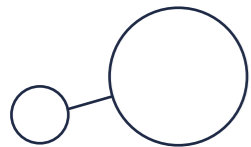
### One Integrated Service

End-to-end solutions to meet your legal, governance, risk and compliance needs. With everything in one place you'll benefit from streamlined communications and innovative thinking.



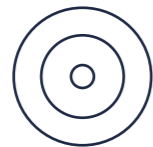
### Tailored Holistic Approach

We work closely with you to gain deep insights into your operations and offer a creative strategy with impact. Think a collaborative and multidisciplinary approach that embraces risk, delivers certainty and ensures success.



### Scalable Solutions

Our solutions can be scaled up or down as your requirements change. Our experts can form an intrinsic part of your team or be utilised on a project-by-project basis.



### Hands-on Support

We are not afraid to roll up our sleeves and do the grunt work, we embed ourselves in your business and provide you with the support and guidance to see things through.

LAWYERS  
ADVISORS  
CONSULTANTS  
TRAINERS  
LAWYERS  
ADVISORS  
CONSULTANTS  
TRAINERS

# Our Approach

Building the fundamentals to transform the way you do business.



## 01. Gain Insights

We get under the hood of your business to understand both the symptoms and the cause of your risk management and compliance issues - including current processes, people, behaviours and systems. We need to understand where you are to take you where you want to go.



## 02. Strategise

Guided by business insights, we formulate a seamless and effective legal, risk and compliance strategy, with comprehensive training to ensure sustained results. Our strategies are cutting-edge yet realistic and achievable within your budget and resource limitations.



## 03. Implement

We do not work for you. We work with you to roll out a clear and effective strategy, as partners.



## 04. Optimise

After implementation, we provide continuous support and guidance to make sure you are on track to achieve your goals. Cycling through strategy, design, development, transition, implementation, operation and review allows you to optimise and continue to grow.



## Our Services

Tailored, innovative solutions to suit your individual business needs.

Our services span the whole life-cycle of your business and project needs - from putting the governance framework in place to dealing with legal and regulatory disputes.

We know you will have different needs and require different levels of support. We know it can get complicated. That is why we tailor innovative solutions to fit your requirements, from one-off issues to systemic culture overhauls - we are your legal, governance, risk and compliance experts.



## Corporate Governance

Building a strong foundation from the ground up.

At Obsequium, corporate governance is not an add-on, it is what we are all about. We have unique expertise in the governance space given our experience working with regulators and industry bodies.

If you want to give your stakeholders confidence that you manage risks and processes effectively, if you want to improve the integrity of your brand and reputation, if you want to create a better working environment, then find out more about our governance solutions. We provide thought-provoking, concise and practical advice about corporate governance rules and regulations.

In 2018 ASIC prosecuted 382 individuals for 734 offences for failure to keep proper books and records. Not keeping business records is often a classic indicator of phoenix activity. ASIC has recently joined forces with the Australian Federal Police as part of a joint task-force to target this type of activity.

### We are available to advise on:

- Governance structures, systems and processes within your business.
- Strategic planning, risk management and compliance.
- Recent legal and regulatory developments that affect your business.

OBSEQUIUM IS BUILDING

# STRONG FOUNDATIONS



# Risk Management

Understand risk to deliver certainty.

As business operations intensify so too does your business' risk profile. Now, more than ever, it is a struggle to maintain effective risk management whilst pursuing growth.

Are you truly confident that there are no gaps across your business that create risk exposure?

When you are confident that your business and operational risks are being properly managed, you can focus on using that information to your advantage.

92% of CEO's say information on risks is critical to long-term business success but only 23% have comprehensive data on their business risks and just 13.6% of business executives can identify imminent risks.

We offer a range of risk management services, including:

- Conducting risk inspections and assessments.
- Improving existing risk systems for better management and control.
- Developing comprehensive risk strategies from scratch.
- Project-specific risk management plans to meet contractual obligations.



# Compliance Advisory

A systematic approach to compliance.

We understand that the regulatory environment is constantly changing. It seems like every other day there is a new policy or procedural requirement. To be confident in your business's compliance, you need a systematic approach.

Our experts observe your operations, gain insights into your business and create empowering strategies for improvement. So that you can be confident, knowing there is a measurable compliance system managing your legal and regulatory requirements.

## Obsequium compliance advisory services include:

- Compliance 'health check' inspections and assessments.
- Compliance gap analysis audits and reported findings.
- Bespoke, project-specific risk or enterprise-wide compliance strategies to meet safety, quality and environmental standards and achieve internationally-recognised certification.
- Workplace, project-specific and third-party due diligence.



OBSEQUIUM IS HELPING YOU REACH

# NEW HEIGHTS

## Compliance Management Systems & Certification

Market-leading compliance management systems tailored by Obsequium.

If you want to take your business to the next level, then you need a compliance management system that reflects this. We can tailor a clear and effective compliance framework to meet the size and scale of your operations.

Our compliance experts have a wealth of experience in developing integrated compliance management systems that cover a variety of laws, regulations and international standards and disciplines.

We manage the design, implementation, monitoring and review of your system to ensure that it's audit-ready, satisfies international standards and industry best practice.

Our range of cost-effective options can be deployed quickly and we are there to provide you with ongoing support services.

### We can:

- Design and implement a new compliance management system.
- Review, upgrade and streamline your existing compliance system or integrate new compliance standards.
- Achieve internationally recognised certification status.
- Workplace, project-specific and third-party due diligence.

# Auditing

## Audit for integrity.

Our highly-skilled auditors cover a range of disciplines from safety, quality and environmental management to business continuity.

We are committed to providing excellence in the integrity of our audit processes. Our auditors are Exemplar Global qualified and audit in accordance with ISO 19011:2018 *Guideline for Auditing Management Systems* - an internationally recognised auditing standard.

We have extensive experience in the building and construction, infrastructure, rail and transport, manufacturing, energy and cyber-technology industries.

If you want to inspire confidence in your business, then you need to take independent auditing seriously. We make auditing easy by reducing the burdens and helping you to achieve and maintain system certification. Get in touch to learn more about our how our audit expertise can help your business.

### We can:

- Conduct internal and external compliance audits of your systems, processes and operations.
- Carry out supplier and subcontractor verification audits.
- Design, develop and implement audit programs, plans and tools.
- Prepare and apply for certification audits and maintenance audits.
- Compile and present detailed audit reports and outcomes to board and management.
- Provide on-site audit training.



## Workplace Health & Safety

We help protect your greatest asset – your people

Failing your WHS requirements can be crippling – danger to human life, loss of reputation, lost business opportunities, significant financial penalties and even criminal prosecution. Having the right systems and culture is critical to drive safety in your business.

Our advisory team come from a range of disciplines to deliver practical, timely and cost-effective solutions. We are often called upon to advise in joint venture projects that utilise our specialist knowledge and pragmatic approach.

Breaches of WHS Laws can result in fines of up to \$3 million dollars for corporations and up to \$300,000 and/or five years imprisonment for individuals including directors, managers and workers.

In 2018 alone SafeWork NSW commenced over 100 prosecutions under WHS laws, which have already resulted in over \$4.1 million in fines.

OBSEQUIUM IS THINKING AHEAD TO HELP YOU GO

# ABOVE AND BEYOND

### Obsequium can assist with:

- Ensuring compliance with WHS laws and regulatory requirements.
- Advising on WHS-related investigations and SafeWork prosecutions.
- Implementing a safety management system that aligns with international, federal and state standards.
- Achieving management system certification.
- Hazard and risk management, reporting and improvement practices.
- Workplace safety inspections.
- Bespoke training programs specific to your organisation's needs.

# Corporate & Workplace Training

Equipping you with confidence.

Your people are an extension of your business. Their capabilities are critical to your productivity, growth and success. Obsequium's training solutions help your workforce to flourish with practical, results-driven training.

Our collaborative approach engages people at every level of your workforce. We get to know them, understand their training needs and goals and develop focused training strategies that work. Through real-life examples and hands-on problem solving activities we teach practical, job-related skills that translate to immediate action.

## The Obsequium difference:

- Our team of lawyers, risk & compliance advisors, adult educational experts, instructional and graphic designers have the size and scope to design and deliver training on small, large and very unique projects.
- Our training has business-wide application but are personalised to each learner
- Face-to-face, instructor led, interactive, hands-on and eLearning methods are all available
- We provide post-training support and follow-up to maximise knowledge retention

## Our industry professionals provide interactive and innovative courses, workshops and training programs to:

- Break down the barriers to understanding risk and compliance.
  - Inspire new ways of thinking about managing risk.
  - Cultivate awareness and understanding.
  - Be a catalyst for positive behavioural change to enhance business performance.
- Do your people have the resources, skills and training to deal with your business' legal, governance and compliance risks?**

# SIMCourt – Highly Interactive Training

The SIMCourt is our most popular training solution. This innovative training tool simulates a regulatory prosecution in the courtroom, inspired by real-life litigation scenarios, such as a SafeWork prosecution.

Participants gain a unique perspective when they become witnesses and judges and get cross-examined in the SIMCourt. Learners gain a deep, practical understanding of what happens when an organisation fails to properly manage and apply legal, risk and compliance frameworks.

We have facilitated training for government, public and private sector clients on modules including:



Corporate Governance and Risk Management



Anti-Money Laundering, Anti-Bribery, Corruption and Misconduct



Business Ethics and Code of Conduct



WHS Leadership & Culture, for Managers & Supervisors and Due Diligence



Workplace Bullying and Harassment



Environmental and Safety Management Systems



Incident Response & Investigations



Internal Auditor Training



Subcontractor Management



### We provide:

- Strategic advice on breaches of legal, regulatory and compliance obligations.
- Liaison with regulatory enforcement agencies.
- Defence in enforcement prosecutions.
- Negotiation and project management of alternatives to prosecutions.
- Advice on the practices or risk management failures that led to the issue and recommend ways to manage them.

## Dispute Resolution & Litigation

Your personal team of trusted advisors.

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“We have found it invaluable to have someone that possesses the specialist legal and compliance knowledge in order to provide us with guidance in today’s litigious Construction Industry.”

Christopher Raheb  
General Manager NSW Construction Company

Obsequium’s team of highly-skilled lawyers, specialist advisors and subject-matter experts are here for you. We deliver integrated, innovative and practical dispute resolution services. Many of our litigation team are former prosecutors and investigators including from SafeWork NSW and ASIC. We use our background and experience to keep you out of court and doing the work that matters.

We are experienced in negotiating alternatives to prosecutions with regulators, but if this is not possible then you will need someone to fight in your corner. It is not just about applying the law. Litigation requires much more, including a strong capability presenting and delivering persuasive arguments in a courtroom.

We are seasoned professionals in court advocacy and proven litigators that develop winning strategies that deliver winning outcomes.

Have you got a legal, regulatory or compliance dispute? Do you need advice you can trust from industry specialists?

Under Australian Environmental Protection Laws, corporations can be fined up to \$1 million dollars and individuals including directors, manager and workers up to \$250,000 and/or 7 years imprisonment for breaches of air, water, noise and other pollution controls.



# Investigations

Rapid response to investigations - ensuring you're protected at every stage.

Are you ready to respond and protect your business if you are raided or investigated by a government regulator?

Obsequium's multidisciplinary team of lawyers, former prosecutors and law enforcement officers have the right expertise to meet your regulatory challenges head on. We deploy fast but measured responses to raids and investigations from regulatory bodies, such as SafeWork NSW, Australian Securities and Investment Commission, Independent Commission Against Corruption and the Federal and State Police.

## We offer:

- 24/7 crisis management preparation, response and recovery.
- Advice and response in relation to 'dawn raids', warrants and compulsory requests for documents and information.
- Internal investigation into suspected breaches, workplace complaints or work health and safety incidents.
- Evidence gathering and management of expert opinions and reports.

# White Collar Crime, Anti-bribery, Fraud & Corruption

Experts in discretion.

Obsequium's team are experienced in complex and sensitive matters. We work collaboratively with you from initial investigations, to advising on the implications of white collar crime, bribery, fraud and corruption.

The potential fallout is not just financial. There is also reputational damage to the company and individuals as well as damning civil, criminal and administrative penalties. Our experts are not just trusted legal advisers but also provide a clear communications strategy for internal and external stakeholders.

## We:

- Assess risk and exposure under anti-corruption laws.
- Conduct internal investigations and deal with law enforcement agencies and regulators.
- Advise on public and private corruption, corporate fraud and bribery.
- Defend prosecutions or enforcement actions and advise on settlements.
- Handle the media, your reputation and assist with employment issues.

# Commissions of Inquiry

Protecting your rights and reputation.

Recent public inquiries have exposed systematic wrongdoing and shortfalls in numerous industries. Obsequium draws on the best lawyers and barristers experienced in some of the most highly-publicised public inquiries together with our specialist regulatory and compliance experts. We advise on royal commissions, corporate and corruption inquiries such as the Independent Commission Against Corruption and coronial inquests into tragic workplace fatalities.

OBSEQUIUM IS TURNING COMPLEXITY INTO

# SIMPLICITY



**If you are worried about a potential inquiry, we can:**

- Identify key legal risks presented by an inquiry.
- Provide advice and representation for investigations, commissions and public inquiries.
- Walk you through the process and provide support when giving evidence.
- Communicate with affected stakeholders and assist with reputational issues.

# Tenders

Take tendering to the next level with Obsequium.

These days, tendering is big business. Tender criteria are becoming increasingly demanding - covering compliance with laws, quality, safety, industrial relations and sustainability requirements. It's not just daunting, but time-consuming and expensive and falling short sabotages your chance of winning major contracts.

Are you struggling to demonstrate that you have the systems and culture in place to manage compliance with a major tender?

Obsequium simplifies tendering and supports you throughout the entire tender process.

## Our services include:

- Strategic tender planning, analysis, guidance, advice and project management .
- Developing compelling responses to requests for tenders, pre-qualification questionnaires and expressions of interest.
- Preparing tendering documents for market to ensure they cover specific risk and compliance requirements including WHS, quality, law and chain of responsibility.
- Reviewing and improving your tender submission and supporting materials.
- Conducting audits and due diligence of potential service providers.



## Don't Just Take Our Word For it

What our clients say about Obsequium.



"The Obsequium team came in and spent time with us, understanding the culture of our organization. They built an integrated management system that was not only very specific to our industry but was also practical in its application."

Jack Boueri  
General Manager, National Security Firm



"Obsequium has been a fundamental part of the expansion of our business and continues to be an instrumental member of our extended team."

Joshua Chakouswh  
CEO Security Industry Expert



"I have been working with Obsequium for 18 months & it is without hesitation that I attest to the professional qualities and work experience across Business and Work Health and Safety held by Jason Barakat Director, and Obsequium."

Rod Stewart  
Safety, Health, Environmental & Quality Manager



"I would happily recommend Obsequium's services to established business or start-up companies looking to do it right the first time around."

Liam Ryan  
Chief Executive Director, Global Risk Firm

# PASSION LED US HERE





That is enough from us.

Get in touch with one of our experts to set up a free consultation and find out how we are different.

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