

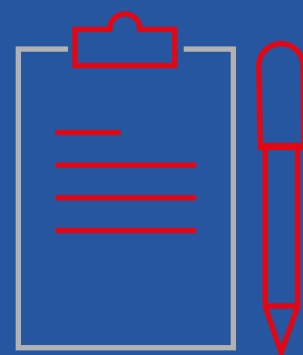
Individual Accountability Framework –

How can Matheson support you?

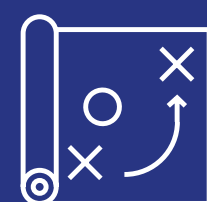
Matheson’s dedicated multi-disciplinary IAF team consists of specialists from our Financial Institutions, Employment and Regulatory Investigations Groups, and is closely supported by our Digital Services Group which provides bespoke technical platforms to enable clients to effectively manage and illustrate IAF compliance. Together, we are on hand to prepare, support and project manage your IAF compliance from end to end, including:



Preparing your **project plan** for IAF compliance



Conducting **readiness assessments**: assessing current practices and identifying any gaps in policies or procedures



Providing **regulatory, employment and corporate governance advice** on any gaps identified and **designing a bespoke roadmap** to IAF compliance



Advising on the **Duty of Responsibility** and devising a **Reasonable Steps Framework**



Advising and reviewing the **SEAR documentation**, including overseeing role profiling, the allocation of responsibilities and drafting the Statement of Responsibilities and Management Responsibilities Map



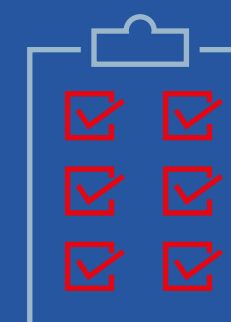
Advising on enhanced **F&P regime** and devising a bespoke internal process to manage the **Certification Requirement**



Advising on the **Conduct Standards** and implementing a **Conduct Standards Framework**



Employee engagement and training: Embedding IAF compliance in the organisation through ongoing communication, engagement, education and training.



Ongoing compliance review: Advising on how to ensure continued compliance after initial implementation.



Reviewing and updating **employment contracts and HR policies and procedures** to ensure IAF compliance

For more detail on these services and others which we provide, please do not hesitate to contact any member of our dedicated **IAF team** to discuss or to request a copy of our IAF Capability Statement.