



# Investigations



Running a business is becoming ever more complex and concerns may be raised about things which are unexpected and potentially damaging. Addressing these issues effectively when they first arise can save time, resources and reduce the risk of them turning into protracted problems.

## **Why do I need help with investigations?**

Using an external investigator will help to demonstrate that you are treating an issue seriously. It will also minimise internal speculation and ensure that confidentiality is retained. Additionally, recommendations made as a result of an outside investigation are more likely to be adopted because they are not perceived as being politically motivated. This will help to ensure that measures are put in place to prevent a similar issue from arising in the future.

## **Why use Lewis Silkin?**

Lewis Silkin has a specialist team with a strong track record in undertaking investigations. We are experienced at separating the relevant facts from an often complex background. We are also uniquely placed to ensure that you avoid common pitfalls. For example:

- Can evidence be given anonymously?
- Can documents be kept confidential?
- What about witnesses who you don't believe to be telling the truth?
- At what stage is it appropriate to involve the police/regulatory authorities etc (if at all)?
- Are there circumstances where you would like to assert privilege?

Given the breadth of our experience, it is very unlikely that we will not have seen a concern similar to the one that you are facing. That means we can consider the issue quickly and efficiently and with minimum fuss and disruption to your business.

We will ensure that the investigation is sufficiently thorough to put you in the best position to take any further action. That means we can consider the issue quickly and efficiently, working with you to agree the best option for you in terms of a way forward and then deploying an investigator to minimise the disruption to your business.

## What sort of investigations does Lewis Silkin do?

The circumstances in which we are asked to carry out investigations vary considerably. For example, we commonly undertake investigations when:

- you cannot find someone internally who has sufficient time and/or experience to conduct an investigation
- an issue has arisen which would benefit from outside scrutiny, for example, a complaint about a member of the HR team or a member of senior management
- a concern about criminal wrongdoing (both where you do not have enough information to go to the police or where you require your own disciplinary investigation having already notified the police)
- a failure to meet regulatory requirements, for example, a concern that an employee has failed to comply with the FCA code of conduct

Our recent investigations have included:

- allegations of sexual harassment made against a senior member of a pharmaceutical company's management team
- concerns about a potential fraud involving both employees and contractors within a law firm
- allegations of institutional discrimination at an investment bank
- an alleged breach of an internal code of ethics by employees at a broadcaster

## What will a Lewis Silkin investigation involve?

We will always agree the scope of an investigation with you before we start work. We will make an initial plan so that we can let you know at the outset details of any documents or other evidence that we will need to see and the names of the people we would like to speak to. If, during the investigation, the initial scope needs to change, we will let you know.

At the end of the investigation, we will prepare an investigation report in accordance with your instructions and any recommendations for next steps which we consider appropriate.

## What will a Lewis Silkin investigation cost?

Investigations differ considerably and that means that costs also vary. However, we will normally be prepared to agree a fixed fee after we have talked to you about the scope of the investigation. This gives you the comfort of knowing what the investigation will cost before we start work.



## What our clients say...

“We turned to Lewis Silkin to investigate some sensitive concerns. They undertook an independent investigation on an expedited timeframe, conducted a thorough review, and provided clearly articulated findings to guide decision-making.”

## How can I find out more?

For more information or an informal discussion please contact Emma Richardson or your usual Lewis Silkin contact.

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