



BIOGRAPHY

Scott Lane

CEO & CHAIRMAN

Scott has over 22 years' experience in legal, compliance, internal audit, export control, ethics and corporate governance, providing counsel and advice to senior management throughout the world in the development of legal and compliance practices.

Scott has worked as a senior director and general counsel in various multinational corporations in Australia, the United Kingdom and Hong Kong, and has significant experience in complex compliance issues. Scott has worked in several industries, ranging from insurance to high technology. He has spoken at over 100 conferences on compliance in the United States, the United Kingdom, Australia, Hong Kong, Singapore, China, India, Indonesia, the United Arab Emirates and Qatar. Scott is an avid writer, and has had over 100 articles published in leading newspapers and journals, including The Red Flag Group's own *Compliance Insider*[®] of which he is the publisher and Editor-in-Chief.

Scott has led training sessions on compliance, corporate governance, director duties, anti-trust compliance and anti-corruption compliance in multiple countries. These sessions have involved small groups of less than 10 people through to sessions of over 600 people and involving entire businesses.

KEY PROJECTS

DEVELOPING GLOBAL DUE DILIGENCE PROGRAMMES

Scott has developed over 100 global due diligence programmes for clients. This has involved the complete programme development, from policies and procedures through to risk assessments, classification of third parties, conducting third party assessments, conducting the due diligence itself, and implementing technology solutions to manage the programme. He is experienced at holding "risk roundtables", where he brings together groups of 15 to 30 people from across the business to facilitate discussions on risk and likely areas of focus. These programmes require an in-depth understanding of both supplier and procurement rules as well as channel, distribution and reseller programmes.

BUILDING A COMPLIANCE FUNCTION

Developing ethics and compliance systems for companies from the "ground up" was the original intent behind the foundation of The Red Flag Group. Scott has helped companies with:

- gaining buy-in for compliance and demonstrating its value to all levels of executive management
- developing and implementing a code of conduct in a global company
- organising the whole compliance function – from creating job descriptions to staffing the function through interviews and employee selection
- conducting compliance risk assessments, risk workshops and sessions to identify areas of focus
- building compliance programmes through policies, procedures and behavioural changes
- implementing awareness, communications and training
- conducting audits on the compliance programme.



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BACKGROUND

GRADUATE

Australian Institute of Company Directors, Australia

MASTER OF LAWS

Queensland University of Technology, Australia

BACHELOR OF LAWS

Queensland University of Technology, Australia

BACHELOR OF INFORMATION TECHNOLOGY

Queensland University of Technology, Australia

LANGUAGES

English

BIOGRAPHY

KEY PROJECTS

CONDUCTING TRAINING IN OVER 30 COUNTRIES

Scott has designed and delivered face-to-face ethics, Foreign Corrupt Practices Act (FCPA), anti-trust and money laundering training in over 30 countries. He implements workshops and feedback sessions to gain employee feedback, buy-in and direction. These have often involved workshops and group discussions where participants are required to engage and contribute towards the discussion. The training sessions are highly interactive and Scott has been regarded as a talented, engaging presenter that knows how to include the entire audience.

EXECUTIVE-LEVEL ENGAGEMENT ON GOVERNANCE

Scott has been engaged by boards of public and private companies to support governance efforts. These have often involved establishing an ethics and audit committee, building the audit committee charters, review mechanism and focus. He has been involved in looking at corporate governance structures for public companies and their boards and advising on how to best manage the directors and management. Scott has also provided director training on corporate governance in multiple countries to both private and public company boards.

CARRYING OUT INVESTIGATIONS ON FIVE CONTINENTS

Scott has been involved in and led fraud, kickback and bribery investigations in Hong Kong, Singapore, India, Malaysia, Israel, Bulgaria, Poland, Vietnam, China, Mongolia, South Korea, Brazil, Mexico, Ecuador, Russia, Nigeria and the Democratic Republic of the Congo. These investigations have typically involved:

- analysis of facts and allegations made
- securing data from hard drives, laptops and servers
- reviewing information from files and accounting systems
- interviews
- reporting on findings and giving recommendations.

The investigations have been conducted with the assistance of teams that are in-house to the client, or external from law firms or accounting firms.

MERGERS AND ACQUISITIONS ADVISORY

Scott has assisted several large global companies on their acquisitions in China and in other countries. This also has extended to advising private equity groups on acquisitions and investments in emerging markets. In many cases, Scott has led reviews and due diligence on the target companies and their executive teams. This involves:

- reviews of the target companies and their backgrounds
- assessment of management and leadership from an integrity perspective
- review of existing compliance infrastructure
- analysis of transactions and historical deals for red flags.

CONDUCTING COMPLIANCE AUDITS

Scott has built compliance audit programmes for companies and has been involved in advising on the audit programme, focus, resources and developing detailed audit plans. He has also been involved in conducting audits of subsidiaries and external parties in countries including Iraq, Qatar, Bahrain, the United Arab Emirates, Saudi Arabia, Lebanon, China, Indonesia, Malaysia, India, Pakistan, Brazil, Ecuador and Mexico.

BUILDING AND LEADING COMPANIES

In his role as the CEO of The Red Flag Group, Scott has shown a high level of business acumen in growing the company from just one person to over 200 people. He has managed to run the company without any external equity, debt or any form of financing and has produced positive cash flow from operations every year since inception. Scott has been involved in all aspects of the business, including:

- strategy planning and development of the board of directors
- building an executive team, including finance, human resources, legal, compliance, internal audit, sales, marketing and products
- implementing the initial marketing plans
- developing a global sales team
- developing products and all operations associated with product development and execution
- growing the company into new markets of China, Singapore, Dubai, London, Zurich and the United States.