



White collar crime and investigations team



RPC at a glance

RPC is a modern, ambitious firm with high-calibre lawyers dedicated to delivering clear, pragmatic and outcome-focused advice. RPC is headquartered in London with offices in Bristol, Singapore and Hong Kong. Our lawyers are market leaders, our clients are household names and together we achieve award-winning results which have seen RPC regularly voted amongst the best for commercial advice. We act for a range of clients – from the world’s leading companies such as Google, Meta, and Coca Cola EuroPacific Partners (CCEP) – to start-ups. Our market-leading, multidisciplinary teams advise clients on a wide range of legal areas and are consistently ranked highly by both Legal 500 and Chambers & Partners.

Global reach

A high proportion of our work is international in nature involving cross border issues. We are a founding member of the TerraLex network, an international ‘best friend’ network of law firms with over 19,000 lawyers worldwide.

Over the last 20 years, TerraLex has worked to bring law firms around the world together to share expertise, industry knowledge and enable clients to get the best service wherever their matter happens to be based. Our membership of TerraLex enhances our services by providing easy access to trusted local lawyers for advice, monitoring or transactions.

“RPC is a fantastic firm and a great alternative to some of the larger London practices – highly personalised service and genuine client commitment.”

Legal 500 2023

“RPC’s advice is always practical and geared towards a solution.”

Legal 500, 2020

“The service was excellent. The people we were dealing with were highly experienced and always present and available.”

Chambers & Partners 2020

Specialists



130+ partners



490+ total lawyers



1100+ people



White collar crime and investigations team

If a prosecutor is investigating your business – or you're seeking to conduct your own investigation – RPC's experienced investigators can assist at each stage.

Dealing with investigations can be a daunting process. However, our experienced team can help you manage the process and avoid the pitfalls. Our multidisciplinary team includes former regulatory enforcement lawyers, private prosecutors and experienced in-house compliance counsel, with extensive experience of government investigations, regulatory investigations and internal investigations. Our team is equipped with the expertise and practical experience to handle a range of investigations and help you address the legal and reputational risks involved. Our dedicated team can help to guide you through all types of complex, challenging and multi-jurisdictional financial crime issues.

We can help you conduct your own internal investigations and work alongside your in-house counsel and compliance teams to offer additional support and advice to compliment your internal processes. RPC's unique in-house

technology offerings place us as market leaders, providing technological solutions to conducting investigations efficiently and securely. If you are subject to a regulatory investigation, we can represent you during the process, including in devising a strategy for resolution of the matter. We understand key regulators' requirements and processes and tailor our investigatory approach to our clients' desired outcomes. We also offer investigations training to provide practical tools to your in-house team to conduct investigations and share best practice insights.

"This team is growing, and is really making a mark in the investigations and corporate crime area. They are very client focussed, and with real experience of cutting through problems to reach the outcome their clients need."

Legal 500, 2023

"RPC are a really good firm – they offer the quality of magic circle lawyers at a much more reasonable price; they are collegiate and are very easy to augment into a bigger team"

Legal 500 UK, 2020



Our expertise

RPC's White Collar Crime and Investigations team has a unique combination of experience, both in private practice and senior in-house roles.

The team is trusted by some of the world's leading businesses to advise and support them in conducting internal investigations, dealing with prosecutors and regulators, managing compliance risks, and developing robust and effective systems and controls. RPC's White Collar Crime and Investigations team is one of the largest dedicated financial crime teams in the City.

RPC is a recognised leader in crisis and risk management by Chambers & Partners 2023, and our clients include nation states and government authorities, Fortune 500 and FTSE 100 companies in sectors such as oil and gas, engineering, retail, real estate, telecommunications, hospitality, media, insurance, agriculture, banking and food services. Our clients draw on the technical and practical expertise of our team members, who have worked for prosecutors

(including the Serious Fraud Office), and senior leaders who have led in-house financial crime or compliance departments.

Our team has experience working with companies on all scales of investigations, from small discreet internal investigations to multi-jurisdictional investigations, reviewing millions of documents and conducting interviews with internal and external witnesses.

We have worked with clients under investigation by the Serious Fraud Office (SFO), National Crime Agency, Financial Conduct Authority, Financial Reporting Council, Information Commissioner's Office, Crown Prosecution Service and the Police. Our cross-border experience is also extensive. Members of our team have advised clients in connection with

US Department of Justice investigations and prosecutions, along with matters that have involved issues across Europe, Asia, South America, Middle East and the Russian Commonwealth. As a TerraLex member, RPC also enjoys access to a global network of over 130 of the most trusted local law firms to provide a truly global solution for our international client base.

Our recent experience

Our team leverages our extensive investigations experience to create client-focused and efficient strategies for each matter.

- Representing a Fortune 500 multinational company in a multi-year, high-value UK Serious Fraud Office investigation into allegations of bribery and corrupt practices in relation to tender processes within a subsidiary company. In connection with the investigation, RPC negotiated with the SFO and secured deferred prosecution agreements (DPAs) for two subsidiaries of a multinational real estate company. This makes RPC unique as the only firm outside the Magic Circle to have negotiated two DPAs.
- Conducting an internal investigation at the Financial Times in relation to allegations made by Wirecard AG concerning market manipulation.
- Conducting an internal investigation for a multinational energy company into the participation of a potentially fraudulent intermediary in the sale of a gas turbine generator to a power plant project in Kazakhstan.
- Conducting an internal investigation into fraudulent conduct by a senior employee of the finance department of a large IT retailer.
- Conducting an internal investigation into fraudulent misrepresentation of profit margins by third party recruitment agents engaged by a multinational publishing company.
- Conducting an internal investigation into the potential involvement of a sanctioned individual in the sale of artwork from a UK auction house to the proprietor of a Russian art gallery.
- Advising the European Bank of Reconstruction and Development (EBRD) in relation to expected compliance and investigation trends and providing anti-corruption training sessions to senior EBRD leadership.
- Supporting a global hospitality company's investigation into whether criminal offences had been committed against it by a financial services provider.

Our firmwide collaboration

Collaboration runs through the heart of RPC, both in our interaction with clients and the way we work internally.

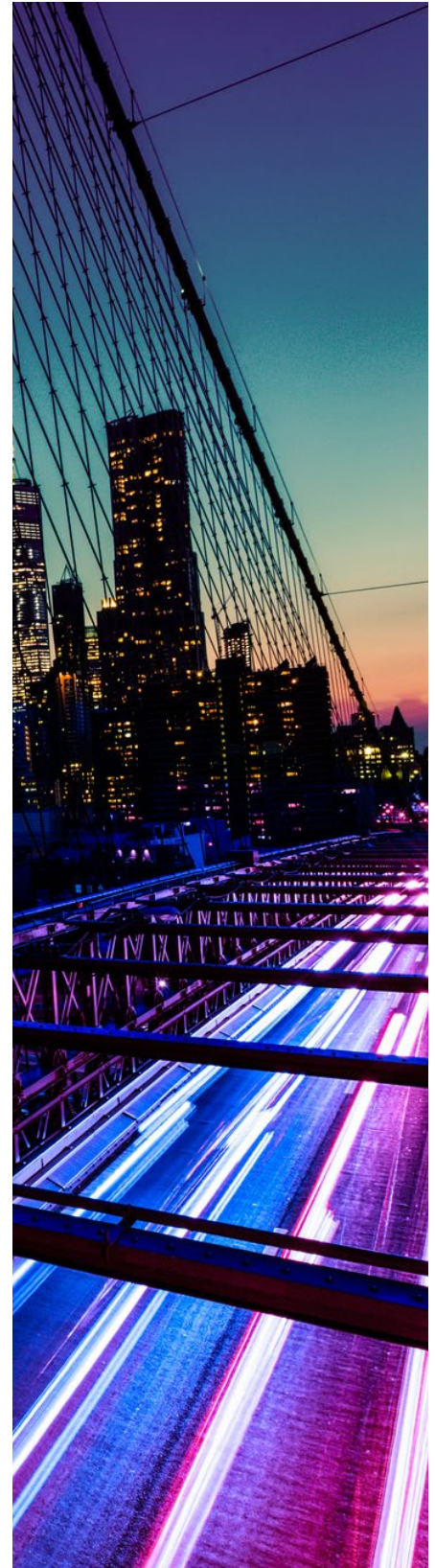
Depending on the nature of the investigation, RPC can draw on a diverse range of expertise across the firm to structure a multidisciplinary team to assist and support you. We have built up our practice to meet the growing needs of our corporate clients for a “one-stop shop” for legal advice when they suddenly find themselves in the glare of the regulator’s spotlight. By bringing together regulatory expertise across financial crime, tax investigations, sanctions, customs and export control, data privacy, Mutual Legal Assistance, cyber security, employment and health and safety, we have become a trusted legal advisor for businesses facing investigation from regulatory and enforcement agencies. Collaboration across different teams and departments helps bring the best out of everyone, and our cross-practice approach ensures we are able to provide the best solutions tailored to your specific circumstances.

We help clients with:

- conducting internal investigations into allegations of compliance breaches and corporate criminal behaviour
- advising clients on self-reporting requirements
- advising clients in relation to dealing with prosecutors and regulators
- resolving government investigations, including through deferred prosecution agreements
- representation of clients at compelled interviews and interviews under caution
- responding to dawn raids and crisis situations
- preparation and representation at trial or regulatory proceedings

Our areas of expertise

- anti-bribery and corruption
- anti-money laundering
- anti-tax evasion
- corporate crime
- conflicts of interest
- competition and anti-trust
- economic sanctions
- fraud and theft
- whistleblowing
- breaches of internal policies



Our market leading legal technology offerings

We utilise our cutting-edge and fully integrated technology to reduce the cost of investigations.

RPC has a dedicated in-house Investigations Technology team which provides strong technological offerings and tools to help you navigate some of the challenging data-driven aspects of investigations. RPC's dedicated legal technology team are best practice ambassadors who work alongside our legal teams to support and advise at every stage of our matters.

The scope of document collection, review and analysis can often be a daunting aspect of any investigation. Different sources and jurisdictions in which data is located can also present complex legal and logistical challenges. Our team can assist with preliminary data identification across various sites, locations and data sources. Support can be provided with data collection, including instructing trusted forensic expertise to advise on the most challenging collection methods. Our team can assist in establishing a secure platform for data analysis and review.

Our dedicated in-house team has extensive experience with market-leading eDiscovery platforms. This includes a Relativity platform, operated and supported by RPC's internal specialist technology team. Data hosted in our Relativity environment is ISO27001 certified, security cleared to HM Government levels and has a full disaster recovery and business continuity provision. RPC Relativity is our industry-leading end-to-end review and analysis platform solution, designed to provide meaningful insight into document sets. It encompasses advanced searching and bespoke data visualisation reporting, document disclosure facilitation and investigation tools. We provide RPC clients with highly competitive rates whilst maintaining complete control of the process.

With a bespoke set of tools at our disposal and a dedicated team of document reviewers, RPC offers an efficient and cost-effective service in uncovering

data that has been exfiltrated from our clients' systems.

RPC's focus is to make technological solutions bespoke to client needs. We pride ourselves on providing a consultative approach to legal technology solution design to help solve the problems our clients face. This unique in-house offering can be leveraged to assist you at all stages of an internal and external investigation to provide you with efficient and cost-effective solutions to data and technological challenges that arise during investigations of all scales.





Our team



Sam Tate
Partner – Head of white collar crime and compliance
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Sam Tate is a leading financial crime lawyer with a global following and significant experience working on financial crime matters. Sam has overseen over 100 investigations and worked closely with regulators and external counsel. He specialises in conducting complex and cross-border investigations, implementing compliance programmes within multi-national companies, resolving corruption and compliance concerns and working effectively with time-saving financial crime technology.

Between 2016 and 2018, Sam advised Lisa Osofsky, who went on to become the Director of the Serious Fraud Office (2018-2023). His unique in-house experience also includes over four years as the Subject Matter Expert in Anti-Corruption at BP Plc.

In addition to being instructed on these highly sensitive and international financial crime matters, Sam is one of only a handful of lawyers to have led negotiations with the Serious Fraud Office (on behalf of clients) on deferred prosecution agreements (DPAs).

Sam was appointed (pursuant to a DPA) as the Independent Reviewer of a corporate compliance programme, making RPC the first UK law firm appointed to perform such a role. Sam has also had leadership roles in global banking monitorships for the US Department of Justice and the UK FCA (HSBC and Crédit Agricole).

In a technical area where barristers often take the lead role as expert, Sam has challenged the norm by being appointed to RUSI's Taskforce on a Transatlantic Response to Illicit Finance. Sam is also an adviser to NEOM (a \$500bn city development project in Saudi Arabia) on financial crime matters.

With a keen interest in making compliance work efficiently and cost-effectively, Sam is an accredited ISO 37001 Lead Auditor and has acted as an expert legal advisor to significant Transparency International publications.

Memberships and publications

- Co-author of "Bribery: A Compliance Handbook" published by Bloomsbury Legal, June 2014 (2nd edition published in March 2021), one of the leading anti-corruption text books for bribery law and practice. Sir Keir Starmer KCB KC, UK Director of Public Prosecutions 2008-2013 described the book as "a first-rate

guide for all legal practitioners called upon to advise on any issue concerning bribery".

- Member of an expert panel creating Transparency International and PwC's "Guide to Conducting Anti-Corruption Risk Assessments", 2013, which remains a global benchmark for assessing anti-corruption risk.
- Expert adviser to Transparency International UK in relation to "Open Business", a 2020 publication relating the ways in which companies can successfully use compliance information.
- Honorary Member of the Institute of Commercial and Corporate Law for work in financial crime.
- Visiting Lecturer on the Durham University LLM.
- Guest speaker at Vodafone, Santander, Metropolitan Police, Association of Corporate Investigators and conferences including C5, AMLP and Global Investigations Review.

Directories

"Sam Tate – very client friendly, completely focussed on getting the right outcome for the client. Extremely good negotiator."

"Sam Tate is a great communicator, meticulous and extremely personable."

"Sam Tate – commercially minded lawyer who approaches problems from the client's perspective and has an outstanding knowledge of the law in this area. He has a great ability to boil a complicated issue down to its central parts and then propose a workable solution."

Legal 500, 2023 – Regulatory investigations and corporate crime

"Sam Tate is fantastic, he has the air of a man who is unflappable having seen it all before, yet is patient in answering difficult questions and provides honest, helpful answers."

"Sam Tate is an outstanding lawyer in the field."

Legal 500, 2020



Tom Jenkins
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Tom Jenkins has extensive experience in conducting anti-corruption investigations and advising on the implementation and enhancement of compliance programmes.

Tom has advised clients facing a wide range of white-collar and regulatory defence challenges, including working on complex, multi-jurisdictional investigations involving bribery and corruption, fraud and allegations of market abuse.

Tom has worked on negotiated resolutions of bribery and corruption cases in front of regulators and prosecutors in a range of countries including the UK's Serious Fraud Office, the US Department of Justice as well as authorities in Brazil. Tom has assisted clients in a broad range of sectors, including engineering and heavy industry, aviation, oil & gas, banking and private equity, commodities trading and healthcare.

"Tom Jenkins – a super star senior associate, huge work ethic and delivers every time."

Legal 500 2023



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Lucy advises clients on all aspects of investigations, compliance and policy matters, with a particular focus on bribery, corruption and fraud. She leverages her significant experience acting for clients in investigations and regulatory enforcement proceedings to provide meaningful and pragmatic advice to clients across all sectors. Lucy recently acted for the Federal Republic of Nigeria in a dispute with Glencore regarding its admitted criminal conduct in Nigeria's oil industry.

Lucy is highly regarded by clients and has been identified in Legal 500 as a 'rising star' within the legal profession.

"Hardworking, sensible advisor and a strong drafter."

Legal 500 2023



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Kate Langley advises clients on white collar crime matters, from compliance programmes to contentious investigations and regulatory liaison. Kate has extensive financial crime compliance experience, including anti-money laundering, anti-bribery and anti-tax evasion, along with conducting investigations into suspected fraud.



Toby Lamarque
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Toby Lamarque is a specialist in financial crime investigations and compliance, with extensive experience advising corporates on risks and controls. Toby has supported clients with complex, multinational investigations across a wide range of different sectors, including energy, retail, media, professional services, art, finance and engineering. He is a former Assistant Investigator at the UK Serious Fraud Office, where he worked on a number of major corporate fraud and bribery cases and was selected for advanced, specialist training in investigative interviewing.



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Osama has extensive experience in risk management and governance in the construction services sector as an auditor and as the former Head of Compliance of a major corporation. Osama advises a wide range of corporate clients on an enhanced approach to risk and governance and is regularly invited to speak at industry conferences for professionals.

Osama has an in-depth understanding of different cultures and the particular risk implications, through extensive international compliance experience in Europe, North American, Africa and the Middle East. He is a native Arabic speaker.

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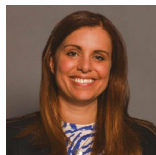


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Investigations technology



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