VERITY PLUS
CONSULTANCY

COMPANY PROFILE

Clarity in decisions. Integrity in business.

Consulting that connects clear responsibilities, practical controls, ethical conduct and the compliance people who make them work.

CLARITY. INTEGRITY. PERFORMANCE. DOHA, QATAR

01 / ABOUT VERITY PLUS

Effective organisations. Accountable decisions.

We help organisations strengthen how they manage people, processes and business conduct.

Verity Plus is a consultancy focused on governance, organisational improvement and ethics and compliance. We translate management expectations into clear policies, usable procedures and controls that people can apply in everyday work.

Our support is designed for contractors, suppliers, project businesses and service organisations. Each engagement starts with the client's activities, decision risks and existing arrangements, then focuses on improvements that can be implemented and monitored.

Where a client needs capacity as well as advice, we train their people and supply experienced compliance professionals, on our contract or hired onto the client's own payroll with our support.

Our purpose

To help organisations make sound decisions, clarify accountability and put integrity into practice.

Our ambition

To become a trusted consulting partner known for practical advice, thoughtful challenge and consistent professional conduct.

HOW WE WORK

Integrity	Declare interests and address conflicts.
Confidentiality	Use information within agreed boundaries.
Accountability	Assign owners and follow through on actions.
Independence	Give objective findings, free from commercial pressure.

02 / OUR SERVICES

Eight services. One integrity programme.

Start with one service, or combine them into a programme that covers structure, standards, assurance, capability and people.

01

Governance and organisational improvement

Authority, processes, risk ownership and performance visibility.

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02

Ethics and compliance programmes

Programme blueprint, ethical dilemma support, ethics handbook and conflict of interest management.

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03

Policies and third-party integrity

Policy review and drafting, workplace guidelines, procurement integrity and due diligence.

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04

Ethics audit and assurance

Ethics audits, programme effectiveness reviews and assessment reports with prioritised changes.

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05

Workplace conduct

External committee members, compliance mapping, complaint process and advisory.

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06

Corporate training

Practical, case-based sessions on ethics and compliance for boards, managers and staff.

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07

Compliance professionals and hiring support

Specialists deployed on our contract, or recruitment support for your own payroll.

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08

Ongoing ethics advisory

An ethics expert member for your committees, dilemma support and implementation follow-up.

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NOT SURE WHERE TO START? A focused diagnostic finds the priority gaps first. See engagement options on page 11.

03 / ORGANISATIONAL IMPROVEMENT

Make responsibilities work in practice.

Clear ownership and consistent decision processes support better management and stronger oversight.

Organisation and authority

Review reporting lines, role clarity, delegated authority and interfaces between functions. Establish responsibility matrices and approval routes that reflect how work is actually delivered.

Process improvement

Map priority workflows, identify duplication and control gaps, and develop practical procedures. Focus on handovers, approvals, document ownership and escalation points.

Governance and risk

Define committee responsibilities, risk ownership and management review cycles. Link significant business and conduct risks to controls, evidence and accountable decision makers.

Performance visibility

Develop useful KPIs, reporting routines and action registers. Connect measures to objectives so managers can identify exceptions, agree actions and track progress.

TYPICAL OUTPUTS Organisation and authority review | Process maps | Responsibility matrix | Risk and control register | KPI framework | Prioritised improvement plan

04 / ETHICS AND COMPLIANCE PROGRAMMES

Build a programme people can use.

A good programme sets the standard, guides hard decisions and makes interests visible.

Programme blueprint

Prepare a blueprint for an effective compliance and ethics programme: oversight, risk assessment, standards, reporting channels, response and monitoring.

Ethical dilemma support

Help managers and employees resolve ethical dilemmas at work with a structured decision method and a clear escalation route.

Ethics guide and handbook

Prepare a practical guide and handbook that shows people how to recognise and resolve common ethical issues.

Conflict of interest management

We help organisations identify and manage actual, potential and apparent conflicts of interest, including outside business interests, family or personal relationships, vendor connections, recruitment decisions and gifts or hospitality.

01

Identify and declare

Define who declares, what must be disclosed and when declarations are refreshed.

02

Assess and decide

Use an authorised, impartial reviewer to assess the interest and agree proportionate safeguards.

03

Manage and record

Document recusal, alternative approval, access restrictions or other controls in a confidential register.

04

Monitor and refresh

Review changes in roles, relationships and business circumstances; check that safeguards are followed.

WHAT THE CLIENT RECEIVES Programme blueprint and roadmap | Ethics guide and handbook | Conflict of interest policy, declaration forms, assessment guidance and register | Decision records | Rollout plan

05 / POLICIES AND THIRD-PARTY INTEGRITY

Clear standards for everyday business.

Policies are most useful when people understand the expected behaviour, approval route and record to retain.

Policy review

Review existing internal policies against your operations, applicable requirements and good practice. Identify gaps, overlaps and outdated content.

Codes and policy drafting

Draft or update a code of conduct with realistic situations, plus anti-bribery and anti-corruption (ABAC), anti-harassment and CSR policies.

Supporting procedures

Develop guidance on conflicts of interest, gifts and hospitality, confidential information and speaking up. Define roles, thresholds and escalation routes.

Workplace guidelines

Develop remote and flexible work guidelines and workplace conduct standards that set expectations, approvals and records.

Procurement integrity

Review selected supplier and subcontractor decisions, evaluation records, declared relationships and approval controls. Recommend safeguards for fair and accountable selection.

Third-party due diligence

Design proportionate screening and review processes for business partners. Clarify evidence requirements, risk-based approvals, contract expectations and periodic reassessment.

FROM POLICY TO PRACTICE Each policy package can include an owner, approval history, related forms, communication material and a review cycle. Implementation is part of the design.

06 / ETHICS AUDIT AND ASSURANCE

Understand the gaps. Prioritise the response.

Evidence-led reviews test both the documented programme and how it works in practice.

Ethics audit

Assess ethical culture, conduct risks, policies and controls against agreed criteria.

Programme effectiveness review

Evaluate how well your compliance and ethics programme prevents, detects and responds to misconduct.

Assessment report

Report findings with evidence and recommend prioritised changes that management can act on.

OUR REVIEW APPROACH

01	**Scope**	Agree objectives, review criteria, period, processes, access and reporting responsibilities.
02	**Assess**	Review policies and interview relevant personnel; map risks, obligations and control ownership.
03	**Test**	Examine authorised records and selected transactions or decisions against the agreed criteria.
04	**Report**	Set out evidence, observations, priorities and recommended actions; invite factual management responses.
05	**Follow up**	Review implementation evidence, record remaining gaps and agree the next review point.

A REPORT MANAGEMENT CAN USE Gap register | Risk priorities | Supporting evidence | Action owners and dates | Closure criteria. Reports state the agreed scope, sampling and material limitations.

07 / WORKPLACE CONDUCT

A respectful workplace. A fair process.

Clear standards of conduct, an independent committee and a fair complaint process protect employees and the organisation.

Independent committee members

Our experts serve as external members of your internal conduct or grievance committee. They add independence, experience and consistency to each inquiry.

Compliance mapping

Map your workplace conduct arrangements against the labour and employment requirements that apply in each country where you operate.

Conduct policy and complaint process

Draft or update the workplace conduct policy, complaint channels, timelines, confidentiality rules, inquiry procedure and records.

Compliance advisory

Advise management on complaints, interim measures, committee decisions and periodic compliance reporting.

WHAT THE CLIENT RECEIVES Compliance map | Workplace conduct policy | Committee constitution and terms | Complaint procedure and templates | Confidential case register | Periodic compliance report template

08 / CORPORATE TRAINING

Training that shapes everyday decisions.

Practical, case-based sessions that turn policies into everyday behaviour, delivered in English and Arabic.

FORMATS

Board and leadership briefings	90 min
Manager workshops	Half day
All-staff sessions	60 to 90 min
New-joiner induction	Module
Train-the-trainer	1 day

TOPICS

Code of conduct and ethical decisions

Apply the code to real situations and use a simple decision test.

Anti-bribery and anti-corruption

Recognise red flags, facilitation requests and third-party risk.

Conflicts of interest, gifts and hospitality

Know when to declare, what to accept and whom to ask.

Speaking up and handling concerns

Raise concerns safely, and respond well when a concern is raised.

Respectful workplace conduct

Expected behaviour, team leader duties and the complaint route.

Procurement and third-party integrity

Fair supplier selection, due diligence and record keeping.

Data protection basics

Handle personal and confidential information correctly.

Ethical leadership

Set the tone, make fair decisions and model the standard.

01 Needs check

02 Tailored cases

03 Delivery

04 Assess and record

WHAT THE CLIENT RECEIVES Training needs assessment | Annual training plan | Session materials | Attendance and assessment records | Completion report for management

09 / COMPLIANCE PROFESSIONALS

The right compliance people, when you need them.

Add experienced compliance capacity on our contract, or build your own team with our recruitment support.

ROLES WE SUPPLY

- Compliance Officer
- Ethics Officer
- Compliance Manager
- Compliance Analyst
- Internal Control Specialist
- Due Diligence Analyst
- Policy and Governance Officer
- Investigation Support Officer

OPTION A

Expert manpower supply

We deploy qualified compliance professionals to work inside your organisation, on the Verity Plus contract and payroll.

- Full-time or part-time deployment
- Interim cover for vacancies or leave
- Project teams for audits and rollouts
- Replacement and performance managed by us
- Oversight by our senior consultants

OPTION B

Hiring support for your payroll

We help you recruit compliance staff directly onto your own payroll, with a technical assessment by practitioners.

- Role definition and job description
- Sourcing and candidate screening
- Technical assessment and interviews
- Shortlist with assessment notes
- Onboarding plan for the first 90 days

HOW IT WORKS

01
Define the role
Scope, skills, seniority and duration.

02
Shortlist
Screened and assessed candidates.

03
Deploy or hire
On our contract or your payroll.

04
Review
Regular performance check-ins.

10 / ENGAGEMENT OPTIONS

Start with the issue that matters most.

Choose a focused assignment, a phased programme, training, ongoing support or dedicated compliance people, each with clear deliverables and review points.

Focused diagnostic	A defined review of one process or ethics topic, with a prioritised gap register and practical roadmap.
Programme development	A coordinated package of policies, procedures, registers and implementation support.
Training programme	A needs assessment and annual plan of sessions for leaders, managers and staff.
Ongoing ethics advisory	An ethics expert member for your committees, dilemma support, periodic reviews and action follow-up.
Compliance professionals	Specialists deployed on our contract, or recruitment support for your own payroll.

MEASURES THAT SHOW PROGRESS

Declaration completion | Overdue actions | Policy acknowledgements | Training completion | Timeliness of reviews | Audit findings closed

VERITY PLUS

LET US DISCUSS YOUR REQUIREMENTS

EMAIL
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TELEPHONE
[Business telephone]

WEBSITE
[Website]

OFFICE
[Confirmed office address], Doha, Qatar

[Registered legal name and registration details]