

PROFILE



STEVEN GRUBB

Compliance *for* Business

Steven Grubb is a senior compliance & ethics professional and a UK qualified solicitor, with extensive experience of building best in class compliance & ethics programmes at large multi-national companies. Having operated at board level, his experience includes direct interaction with US and UK regulators, as well as extensive exposure to emerging markets in Russia, Eastern Europe, Africa, India and Asia.

In addition to his Chief Compliance Officer roles, Steven has also held senior Legal and HR roles in major UK based companies and been based in London, Hong Kong, Singapore, the Caribbean and India. In January 2015 Steven set up “Compliance for Business” a specialist Compliance, Ethics & Risk Consultancy.

Assignments have been varied and include supporting companies that are subject to major regulatory investigations, board-level strategic reviews, compliance programme assessments, compliance programme development, board and executive training and third-party due diligence. Immediately prior to setting up his consultancy, Steven was Global Compliance & Ethics Director at Diageo. He was hired to lead and transform the Compliance & Ethics function at a time when Diageo was being investigated for alleged FCPA breaches. He was also a key member of the senior management team that led successful negotiations with the SEC and DoJ. Steven also spent 12 months on assignment in Bangalore, India following Diageo’s \$3billion acquisition of a controlling interest in United Spirits Limited (“USL”), in order to develop the company’s first Ethics & Compliance programme and provide assurance to the Diageo Board that USL operated to international standards with respect to compliance, governance and risk.

From 2016-2020 Steven was actively involved with Airbus, providing compliance expertise to the Independent Compliance Review Panel. This high-level panel was established by the Airbus Board as part of the company’s response to the bribery & corruption investigations conducted by the SFO, PNF and DoJ and which was settled by a DPA last year.

Other clients include Rolls-Royce plc, SITA Aero, Heineken, Tate & Lyle, Royal Mail, Eastern Pacific Shipping and Dr Martens.



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