



# Altrad Case Study

How Altrad, the multinational organization and world leader in the provision of industrial services efficiently scaled its due diligence program to counteract risk using GAN's Due Diligence platform across 120 subsidiaries operating in Europe, the Middle East, Africa and the Pacific.



## The Summary

Headquartered in France and led by its founder and president Mohed Altrad, the French multinational organization Altrad was able to transform its due diligence program to demonstrate transparency and full adherence to French anti corruption law, Sapin II. As a large scale company employing nearly 42,000 people across over 50 countries with more than 120 subsidiaries in Europe, Africa, Asia, Pacific and Middle East Region . Altrad needed a solution that could be adapted to the unique needs of every region. The company has 60 local compliance officers operating in each region who handle all compliance and ethics-related issues including conflicts of interest, training, and overall risk management.

## The Problem

Back in 2018, Altrad faced a significant requirement to review and update their compliance program off the back of the then-newly passed French anti corruption law Sapin II. Back in 2018 the sense of urgency further intensified when the French company SAS Poujaud, subsidiary of Altrad, entered into an agreement with the French prosecutor placing the subsidiary under a compliance monitor. This spurred Altrad to take action. The first step for Altrad was to incorporate the requirements put forth by Sapin II into their existing program using GAN Integrity's Due Diligence solution. The program updates encompassed the entity that was under monitoring as well as every other entity that was part of the Altrad group.



## The Solution

Following the main Sapin II updates in 2018, Altrad deployed the GAN platform and implemented workflow changes throughout the group's units. The compliance team at Altrad was able to effectively use the platform to modify their model to achieve compliance with Sapin II and to meet the AFA's feedback. This resulted in the company ending the monitoring period in mid 2021; The program at Altrad was assessed as successful and compliant with French anti-corruption laws and requirements.

### A solution that meets the group's complex business structure

The structure of the compliance team at Altrad is complex, with their CEO often acting as the last validation point in the process. The global compliance manager supervises the full compliance program with 64 local compliance managers operating each region. The local compliance officers are in charge of the implementation of the program in their own regions and adapt the process to fit their regions' specific and unique needs and the way the unit works locally. Not only did the company need a solution that was adaptable to internal processes but they needed a flexible program adaptable to the unique and varying needs of every region. GAN's flexible due diligence solution not only enabled Altrad to continually modify their program to be fit for purpose, but to leverage the company's finite compliance resources appropriately.

**“** We should conduct due diligence on every single third party, but we should be mindful of the size of our company and the capacity [at our disposal] to execute.”

—Emmanuelle Trillion

Group Legal Manager, Head of Insurance & Compliance Officer for Altrad Group

# The Result

## Transparency and flexibility

One of the reasons GAN Integrity was selected over other vendors was its ability to cater to the company's unique make-up. Altrad group is characterized by French/EU culture whilst working in several high-risk countries around the world. In France, with the relatively recent enforcement of the French law Sapin II in 2018, Altrad struggled to find a bespoke solution at first with providers offering out of the box alternatives which did not fit the unique needs of the group; with hard coded features and modules not relevant to their business. GAN enabled reconciling regulatory requirements with a unique way of doing business across many different countries and regions such as France, Germany and the nordics to name a few.



We have adapted the GAN platform to fit our needs along the way.”

—Emmanuelle Trillion

Group Legal Manager, Head of Insurance & Compliance Officer for Altrad Group

Altrad was able to use GAN to increase transparency in the high risk countries that they operate in, the solution was fit for the company's size and scale. Altrad was able to carry out risk mapping and due diligence on every single third party - every agent, intermediary, client, contractor and supplier allowing full abidance with AFA recommendations and French anti-corruption law.

## Centralized system

By implementing GAN, the company has established a decentralized compliance program, allowing for ongoing alignment across teams. Access to the Due Diligence platform has been successfully rolled out to local compliance officers and to the company's full third party population. Management at Altrad has been aided by being able to see and monitor everything in one place, allowing for more efficient performance overviews across all business units, while audit teams are consistently able to check if all business departments have adequately performed their due diligence. Thanks to an integrated activity log, Altrad has been able to document compliance processes and trace activity across countries and business units, an aspect stressed as a great benefit to their program for years to come.

“

It's necessary to have one compliance platform. It's important to have everything in the same place.”

— *Emmanuelle Trillion*  
Group Legal Manager, Head of Insurance  
& Compliance Officer for Altrad Group



## A trusted partnership for managing change

Partnering with GAN to bring the Due Diligence process to the required level at Altrad has been valuable for the organization. Whilst managing regulatory change is no easy task, Altrad have relied on GAN to be a trusted guide in this process. Altrad took a proactive approach and worked alongside GAN's relationship management team to kickstart the initial updates during the AFA monitoring period. GAN ensures that the platform works in a way that makes sense for Altrad, providing the compliance team with the knowledge and tools to put them in control of the outcome.



“

I have regular meetings with the relationship manager and we have made a lot of progress and many improvements.”

—Emmanuelle Trillion  
Group Legal Manager, Head of Insurance  
& Compliance Officer for Altrad Group

Every business must meet a set of unique requirements based on its unique organizational set up, industry, region of operations, etc. It is therefore crucial that the compliance program that a company chooses to deploy meets those unique needs and makes it easy and attainable to conduct business efficiently and in compliance with local and global laws. With GAN's flexible compliance management platform, the Altrad Group was able to do just that; Meeting the unique needs of the Group while adjusting the program along the way thanks to GAN Integrity's partnership-first mind-set allowing our customers to scale their compliance platforms in lockstep with business changes and growth.



**Interested in learning more about GAN Integrity's flexible compliance management solution?**

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