CORPORATE INVESTIGATIONS CAPABILITY STATEMENT

RIVICA Investigations & Covert Solutions

Independent, discreet and outcome-driven investigations for HR, Legal, Compliance and Executive Leadership Teams

RIVICA provides corporate organisations with reliable, confidential, and procedurally sound investigative support to help resolve workplace misconduct, fraud, behavioural issues, contract breaches, and internal risk.

Led by **Richard James**, a senior investigator with over **34 years' experience** in policing, anti-corruption agencies, business integrity investigations, and covert operations, RIVICA delivers investigations that protect your organisation's people, reputation, and commercial interests.

With **68+ five-star Google reviews**, RIVICA is one of the highest-rated investigation providers in Australia. Organisations trust us because our work is thorough, independent, and professionally documented, allowing HR and executives to take decisive action.

RIVICA By The Numbers — Corporate Performance Highlights

- **68+ five-star reviews**, reflecting consistent corporate trust
- **Complete independence** — *no subcontracting; every investigator is directly vetted and contracted to RIVICA*
- **100% of surveillance outcomes meet evidentiary standards**
- **Verbal updates at the end of each operational shift**
- **24-hour reporting in 95% of corporate cases**
- **48-hour reporting for complex investigations**
- **85% success rate for executive and high-risk individual locates**
- **Over 50 confirmed locates in 12 months**
- **Corporate retainers available for priority response and within-hours deployment**

These metrics directly support HR decision-making, compliance obligations and internal governance.

EXECUTIVE SUMMARY

Internal risk is one of the most significant threats faced by modern organisations. Misconduct, bullying, fraud, conflict of interest, and breaches of confidentiality can undermine culture, disrupt operations and expose businesses to reputational, legal, and financial harm.

RIVICA provides **independent, impartial and evidence-based investigations** that give HR and executives the clarity they need to take action confidently and lawfully.

We help organisations resolve complex issues quickly while ensuring procedural fairness, confidentiality, and compliance with workplace relations obligations.

THE PROBLEMS WE SOLVE FOR CORPORATE CLIENTS

1. Internal Conflicts of Interest and Allegations Against Managers

Internal teams often cannot safely or impartially investigate their own colleagues.
RIVICA acts as an independent specialist — removing internal bias, fear, and politics.

2. Fraud, Procurement Irregularities and Misuse of Company Resources

We uncover financial anomalies, kickback schemes, unauthorised activities, and internal collusion.

Businesses rely on us when:

- Financial loss is suspected
- Supplier behaviour seems irregular
- Internal complaints indicate corruption risk
- Staff misuse company property or assets

3. Workplace Misconduct & Cultural Harm

Bullying, harassment, and toxic leadership often become entrenched when no independent party intervenes.

We provide a structured, fair, and legally correct investigation that protects staff and the organisation.

4. Contract Breaches & Confidentiality Violations

Former employees may:

- Breach non-compete agreements
- Poach clients
- Misuse confidential information
- Disclose IP to competitors

RIVICA verifies these behaviours discreetly and provides evidence your legal team can act on.

5. Workplace Injury & Claim Verification

HR and insurers need clarity on:

- True mobility
- Daily activities
- Consistency with medical claims

Our surveillance is lawful, discreet, and evidence focused.

6. Need for Fast, Independent, Professional Findings

RIVICA delivers rapid, accurate reporting that supports HR, executive, and board-level decisions.

OUR CORE CORPORATE INVESTIGATION SERVICES

1. Workplace Misconduct Investigations

Independent enquiries into:

- Bullying
- Harassment
- Discrimination
- Victimisation
- Leadership issues
- Cultural harm
- Policy breaches

Conducted with procedural fairness and confidentiality.

2. Fraud, Financial Misconduct & Procurement Investigations

We examine:

- Anomalous spending
- Supplier collusion
- Procurement manipulation
- Inventory or stock discrepancies
- Employee theft or resource misuse

Our work identifies behaviour, quantifies impact, and supports governance reviews.

3. Breach of Contract & IP Misuse

We validate concerns relating to:

- Confidential information leaks
- Non-compete violations
- Client solicitation breaches
- Theft of internal documentation

Evidence provided supports legal action or internal enforcement.

4. Due Diligence & Background Screening

Ideal for:

- Senior leadership appointments
- Vendor vetting
- M&A risk checks
- High-risk individuals

We deliver accurate, intelligence-led assessments that mitigate organisational risk.

5. Surveillance for Behavioural Verification

Used for:

- Injury claims
- Internal misconduct
- Leadership behaviour concerns
- Operational compliance
- Workplace culture audits

Discreet, objective, and evidentially strong.

6. Technical Counter-Surveillance (TSCM)

Protection against:

- Covert surveillance devices
- Spyware
- Malware
- Internal electronic threats

(Performed only when lawful and appropriate for corporate environments.)

OUR INVESTIGATION METHODOLOGY

Stage 1: Problem & Risk Assessment

Understanding organisational risk, legal exposure and the operational environment.

Stage 2: Planning & Strategy

Developing an investigation plan that ensures fairness, compliance and confidentiality.

Stage 3: Evidence Gathering

Using interviews, intelligence collection, surveillance, data analysis, and factual verification.

Stage 4: Analysis & Findings

Cross-referencing accounts, identifying behavioural patterns, and assessing credibility.

Stage 5: Reporting & Recommendations

Delivering comprehensive, structured reports aligned with HR, legal, and governance standards.

Stage 6: Advisory Support

Guidance for HR, executives and legal teams on next steps, risk mitigation, or disciplinary response.

SERVICE LEVEL COMMITMENTS

- **Direct communication with Richard James** throughout the investigation
- **No subcontracting** — ensuring consistent quality and confidentiality
- **End-of-shift updates** for all surveillance matters
- **24-hour reporting for 95% of cases**
- **Within-hours deployment available for retainer clients**
- **Same-day deployment available depending on workload**
- **Strict procedural fairness and governance compliance**

TECHNOLOGY & CAPABILITIES

Our capabilities include:

- Modern covert surveillance systems
- Long-lens optical equipment
- Night and low-light surveillance capability
- Encrypted evidence storage
- Secure client file portals
- Digital evidence management
- Cellebrite-based mobile device examination (lawful access only)
- Enterprise-grade reporting tools

CORPORATE CASE EXAMPLES

Bullying & Behaviour Investigation

Staff finally felt safe to speak when an external investigator stepped in. Evidence identified a long-term pattern of unsafe management behaviour. HR acted quickly, stabilising the workplace and improving morale.

Procurement Fraud Uncovered

Anomalous invoices pointed to potential corruption.
Our investigation confirmed supplier collusion and internal misconduct, allowing the company to end the arrangement and implement stronger controls.

Confidentiality Breach Confirmed

A former employee was providing sensitive information to a competitor. Surveillance and intelligence collection verified the breach, enabling legal intervention and preventing further losses.

PRICING & ENGAGEMENT OPTIONS

Fixed-Fee Options

- Background checks
- Due diligence checks
- Some factual investigations

Hourly Billing for Complex Matters

Including:

- Surveillance
- Fraud investigations
- Internal misconduct inquiries
- IP breach matters

Retainer Programs

For organisations with recurring investigative needs:

- Guaranteed **within-hours** deployment
- Priority phone access
- Predictable budgeting
- Dedicated investigative support
- Monthly reporting summaries (optional)

NEXT STEPS

Free Confidential Consultation

Discuss your matter directly with Richard James.

Request a Fixed-Fee Quote

Available for background checks, due diligence, and select investigations.

Retainer Discussion

Ideal for HR departments and compliance teams managing ongoing risks.

Richard James
Director/Principal Investigator