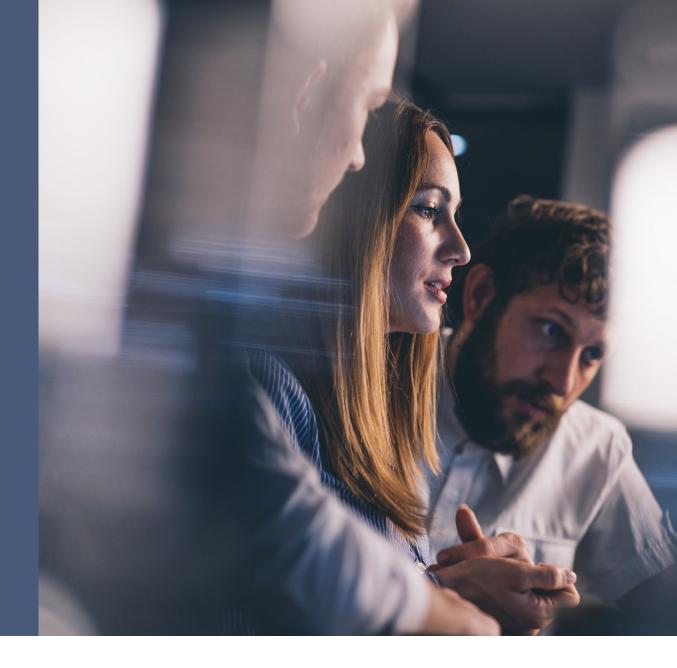
# Audit Strategy Memorandum

**Greater Manchester Pension Fund** 

Year ended 31 March 2022





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This document is to be regarded as confidential to Greater Manchester Pension Fund. It has been prepared for the sole use of the Audit Panel as those charged with governance. No responsibility is accepted to any other person in respect of the whole or part of its contents. Our written consent must first be obtained before this document, or any part of it, is disclosed to a third party.



Members of the Audit Panel Greater Manchester Pension Fund, Guardsman Tony Downes House, 5 Manchester Road, Droylsden, M43 6SF Mazars LLP One St. Peter's Square Manchester M2 3DE

29 September 2022

Dear Sirs / Madams,

#### Audit Strategy Memorandum – Year ended 31 March 2022

We are pleased to present our Audit Strategy Memorandum for Greater Manchester Pension Fund for the year ended 31 March 2022. The purpose of this document is to summarise our audit approach, highlight significant audit risks and areas of key judgements and provide you with the details of our audit team. As it is a fundamental requirement that an auditor is, and is seen to be, independent of its clients, Section 6 of this document also summarises our considerations and conclusions on our independence as auditors. We consider two-way communication with you to be key to a successful audit and important in:

- reaching a mutual understanding of the scope of the audit and the responsibilities of each of us;
- · sharing information to assist each of us to fulfil our respective responsibilities;
- · providing you with constructive observations arising from the audit process; and
- ensuring that we, as external auditors, gain an understanding of your attitude and views in respect of the internal and external operational, financial, compliance and other risks facing Greater Manchester Pension Fund which may affect the audit, including the likelihood of those risks materialising and how they are monitored and managed.

With that in mind, we see this document, which has been prepared following our initial planning discussions with management, as being the basis for a discussion around our audit approach, any questions, concerns or input you may have on our approach or role as auditor. This document also contains an appendix that outlines our key communications with you during the course of the audit,

Client service is extremely important to us and we strive to provide technical excellence with the highest level of service quality, together with continuous improvement to exceed your expectations so, if you have any concerns or comments about this document or audit approach, please contact me on 07721 234043.

Yours faithfully

Karen Murray

Mazars LLP

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We are registered to carry on audit work in the UK by the Institute of Chartered Accountants in England and Wales. Details about our audit registration can be viewed at www.auditregister.org.uk under reference number C001139861. VAT number: 839 8356 73

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Section 01:

Engagement and responsibilities summary

# 1. Engagement and responsibilities summary

## **Overview of engagement**

We are appointed to perform the external audit of Greater Manchester Pension Fund (the Fund) for the year to 31 March 2022. The scope of our engagement is set out in the Statement of Responsibilities of Auditors and Audited Bodies, issued by Public Sector Audit Appointments Ltd (PSAA) available from the PSAA website: <u>https://www.psaa.co.uk/managing-audit-quality/statement-of-responsibilities-of-auditors-and-audited-bodies/</u>. Our responsibilities are principally derived from the Local Audit and Accountability Act 2014 (the 2014 Act) and the Code of Audit Practice issued by the National Audit Office (NAO), as outlined below.



#### Audit opinion

We are responsible for forming and expressing an opinion on the financial statements. Our audit does not relieve management or the Audit Panel, as those charged with governance, of their responsibilities.



#### **Consistency report**

We are required to form and express an opinion on the consistency of the financial statements within the Fund's annual report and the Fund's financial statements included in the Statement of Accounts of Tameside Metropolitan Borough Council.

#### Fraud

The responsibility for safeguarding assets and for the prevention and detection of fraud, error and non-compliance with law or regulations rests with both those charged with governance and management. This includes establishing and maintaining internal controls over reliability of financial reporting.

As part of our audit procedures in relation to fraud we are required to enquire of those charged with governance, including key management, Internal Audit, and other key individuals where relevant as to their knowledge of instances of fraud, the risk of fraud and their views on internal controls that mitigate the fraud risks. In accordance with International Standards on Auditing (UK), we plan and perform our audit so as to obtain reasonable assurance that the financial statements taken as a whole are free from material misstatement, whether caused by fraud or error. However our audit should not be relied upon to identify all such misstatements.

#### Going concern

The Fund is required to prepare its financial statements on a going concern basis by the Code of Practice on Local Authority Accounting. The Director of Finance is responsible for the assessment of whether is it appropriate for the Fund to prepare it's accounts on a going concern basis. As auditors, we are required to obtain sufficient appropriate audit evidence regarding, and conclude on the appropriateness of the Director of Finance's use of the going concern basis of accounting in the preparation of the financial statements and the adequacy of disclosures made.

#### **Electors' rights**



The 2014 Act requires us to give an elector, or any representative of the elector, the opportunity to question us about the accounting records of Tameside Metropolitan Borough Council and consider any objection made to the accounts. This would include an objection made to the accounts of the Fund included in the administering authority's financial statements. We also have a broad range of reporting responsibilities and powers that are unique to the audit of local authorities in the United Kingdom

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Section 02: Your audit engagement team

# 2. Your audit engagement team



Karen Murray

Audit Partner

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Alastair Newall

Senior Audit Manager

Email: alastair.newall@mazars.co.uk Telephone: 07909 986776



lan Gilroy

Audit Senior

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In addition, an engagement quality control reviewer has been appointed for this engagement.



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Section 03: Audit scope, approach and timeline

# 3. Audit scope, approach and timeline

## Audit scope

Our audit complies with all professional requirements.

Our audit of the financial statements will be conducted in accordance with International Standards on Auditing (UK), relevant ethical and professional standards, our own audit approach and in accordance with the terms of our engagement. Our work is focused on those aspects of your business which we consider to have a higher risk of material misstatement, such as those impacted by management judgement and estimation, application of new accounting standards, changes of accounting policy, changes to operations or areas which have been found to contain material errors in the past.

## Audit approach

Our audit approach is risk based and is primarily driven by the risks we consider to result in a higher risk of material misstatement of the financial statements. Once we have completed our risk assessment, we develop our audit strategy and design audit procedures in response to this assessment.

If we conclude that appropriately designed controls are in place then we may plan to test and rely upon these controls. If we decide controls are not appropriately designed, or we decide it would be more efficient to do so, we may take a wholly substantive approach to our audit testing. Substantive procedures are audit procedures designed to detect material misstatements at the assertion level and comprise: tests of details (of classes of transactions, account balances, and disclosures); and substantive analytical procedures. Irrespective of the assessed risks of material misstatement, which take into account our evaluation of the operating effectiveness of controls, we are required to design and perform substantive procedures for each material class of transactions, account balance.

Our audit will be planned and performed so as to provide reasonable assurance that the financial statements are free from material misstatement and give a true and fair view. The concept of materiality and how we define a misstatement is explained in more detail in Section 7.

The diagram on the next page outlines the procedures we perform at the different stages of the audit.



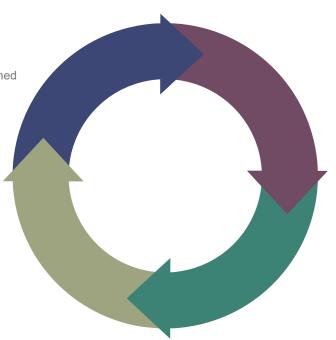
# 3. Audit scope, approach and timeline

## Planning – April - June 2022

- Planning visit and developing our understanding of the Fund
- Initial opinion assessment
- Considering proposed accounting treatments and accounting policies
- Developing the audit strategy and planning the audit work to be performed
- · Agreeing timetable and deadlines
- Preliminary analytical review

## **Completion – TBC**

- Final review and disclosure checklist of financial statements
- Final partner and EQCR review
- · Agreeing content of letter of representation
- Reporting to the Audit Panel
- Reviewing subsequent events
- Signing the auditor's reports



#### Interim – June 2022

- · Documenting systems and controls
- Performing walkthroughs
- Interim controls testing including tests of IT general controls
- Early substantive testing of transactions
- · Reassessment of audit plan and revision if necessary

#### Fieldwork – August – October 2022

- Receiving and reviewing draft financial statements
- · Reassessment of audit plan and revision if necessary
- Executing the strategy starting with significant risks and high risk areas
- Communicating progress and issues
- Clearance meeting

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# 3. Audit scope, approach and timeline

#### **Reliance on internal audit**

We utilise the work performed by internal audit to inform our risk assessment so that we can modify the nature, extent and timing of our audit procedures. We will meet with internal audit to discuss the progress and findings of their work prior to the commencement of our controls evaluation procedures.

## Management's and our experts

Management makes use of experts in specific areas when preparing the Fund's financial statements. We also use experts to assist us to obtain sufficient appropriate audit evidence on specific items of account.

Item of account	Management's expert	Our expert
Disclosures on funding arrangements and actuarial present value of promised retirement benefits	Hymans Robertson	NAO Consulting Actuary: PwC
Valuation of unquoted investments not traded on active markets	Investment managers and Custodian	Internal Mazars Property Valuation team

#### Service organisations

International Auditing Standards (UK) (ISAs) define service organisations as third party organisations that provide services to the Fund that are part of its information systems relevant to financial reporting. We are required to obtain an understanding of the services provided by service organisations as well as evaluating the design and implementation of controls over those services. The table below summarises the service organisations used by the Fund and our planned audit approach.

Items of account	Service organisation	Audit approach
Quoted investment valuations	Investment Fund managers and Custodian	Substantive procedures
Unquoted investment valuations and related disclosures	Investment Fund managers and Custodian	Substantive procedures
Stock lending including information used for the stock lending disclosure note	Custodian	Substantive procedures

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# 04

Section 04:

Significant risks and other key judgement areas

Following the risk assessment approach discussed in section 3 of this document, we have identified relevant risks to the audit of financial statements. The risks that we identify are categorised as significant, enhanced or standard. The definitions of the level of risk rating are given below:

## Significant risk

A significant risk is an identified and assessed risk of material misstatement that, in the auditor's judgment, requires special audit consideration. For any significant risk, the auditor shall obtain an understanding of the entity's controls, including control activities relevant to that risk.

## **Enhanced risk**

An enhanced risk is an area of higher assessed risk of material misstatement ('RMM') at audit assertion level other than a significant risk. Enhanced risks require additional consideration but does not rise to the level of a significant risk, these include but may not be limited to:

- key areas of management judgement, including accounting estimates which are material but are not considered to give rise to a significant risk of material misstatement; and
- · other audit assertion risks arising from significant events or transactions that occurred during the period.

## **Standard risk**

This is related to relatively routine, non-complex transactions that tend to be subject to systematic processing and require little management judgement. Although it is considered that there is a risk of material misstatement (RMM), there are no elevated or special factors related to the nature, the likely magnitude of the potential misstatements or the likelihood of the risk occurring.

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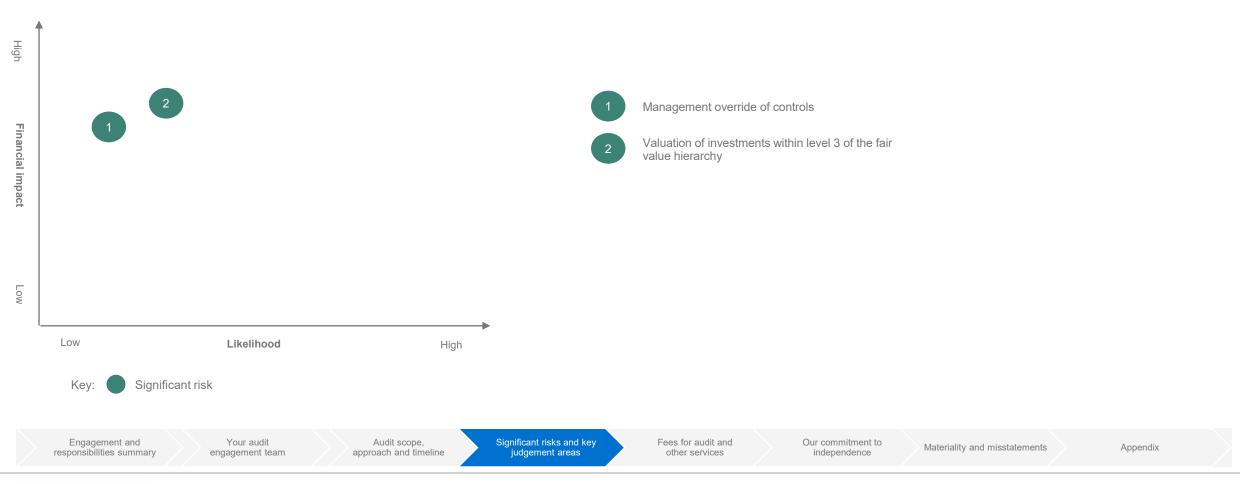
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## Summary risk assessment

The summary risk assessment, illustrated in the table below, highlights those risks which we deem to be significant and other enhanced risks in respect of the Fund. We have summarised our audit response to these risks on the next page.



## Specific identified audit risks and planned testing strategy

We have presented below in more detail the reasons for the risk assessment highlighted above, and also our testing approach with respect to significant risks. An audit is a dynamic process, should we change our view of risk or approach to address the identified risks during the course of our audit, we will report this to the Audit Panel.

## Significant risks

	Description	Fraud	Error	Judgement	Planned response
1	Management override of controls This is a mandatory significant risk on all audits due to the unpredictable way in which such override could occur. Management at various levels within an organisation are in a unique position to perpetrate fraud because of their ability to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively. Due to the unpredictable way in which such override could occur there is a risk of material misstatement due to fraud on all audits.	•	0	0	<ul> <li>We plan to address the management override of controls risk by performing audit work over:</li> <li>accounting estimates,</li> <li>journal entries and</li> <li>significant transactions outside the normal course of business or otherwise unusual.</li> </ul>

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## Significant risks

	Description	Fraud	Error	Judgement	Planned response
2	Valuation of investments within level 3 of the fair value hierarchy As at 31 March 2022, the fair value of investments within level 3 of the fair value hierarchy was £7.6bn, which accounted for approximately 25 per cent of net investment assets. Level 3 assets are those assets whose value is based on unobservable inputs, and consequently the estimation uncertainty for these assets is more significant than for assets valued at level 1 and 2.	Ο	•	•	<ul> <li>Our audit procedures will include:</li> <li>Obtaining an understanding of the skills, experience and qualifications of any external valuers used by the Pension Fund, and considering the appropriateness of the Pension Fund's instructions to those valuers.</li> <li>Obtaining an understanding of the basis of valuation applied in the year.</li> <li>Agreeing the valuation of a sample of investments to supporting documentation including investment manager valuation statements and cash flow adjustments; and</li> <li>Agreeing the valuation of a sample of investments to audited financial statements or other independent supporting documentation.</li> <li>Obtaining assurance from our Mazars property valuation expert on the appropriateness of the methodology and assumptions adopted by the Pension Fund's investment property valuer.</li> <li>Sample testing the completeness and accuracy of underlying investment property data used by the valuer as part of their valuations.</li> </ul>

#### **Revenue recognition**

We have considered the presumed risk of fraud under ISA (UK) 240 in relation to revenue recognition and have concluded that there is little incentive or opportunity to manipulate revenue at the Fund. We have therefore concluded that we can rebut this presumed risk and our testing of revenue will be as a standard risk. We have therefore not incorporated specific risk procedures over and above our standard fraud procedures to address the management override of controls risk.

#### Other key areas of management judgement and enhanced risks

Key areas of management judgement include accounting estimates which are material but are not considered to give rise to a significant risk of material misstatement Other than those reflected in the table above we have not identified any such judgements, and we have not identified any enhanced risks.



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Section 05: Fees for audit and other services

## 5. Fees for audit and other services

## Fees for work as the Fund's appointed auditor

At this stage of the audit we are not planning any divergence from the scale fees set by PSAA as communicated in our fee letter.

Area of work	2021/22 Proposed Fee	2020/21 Planned Fee
Code Audit Work	£43,383	£43,383

#### Fees for pension assurance

The fee for Code Audit Work does not include fees chargeable to the Fund for pension fund work undertaken at the request of employer auditors for the year ended 31 March 2022. The total fees chargeable for this work were £26,100 in 2020/21. Our fees for this work in 2021/22 are still to be agreed. It is expected that the Fund will recharge these fees to the relevant employers. This approach is in line with the PSAA Terms of Appointment and the expectation within NAO's AGN01 General Guidance Supporting Local Audit.

## Fees for non-PSAA work

We have not been engaged by the Pension Fund to carry out any additional work separate from our delivery of the NAO Code of Practice audit work. Before agreeing to undertake any additional work we will consider whether there are any actual, potential or perceived threats to our independence. Further information about our responsibilities in relation to independence is provided in section 6.





Section 06: Our commitment to independence

## 6. Our commitment to independence

We are committed to independence and are required by the Financial Reporting Council to confirm to you at least annually in writing that we comply with the FRC's Ethical Standard. In addition, we communicate any matters or relationship which we believe may have a bearing on our independence or the objectivity of the audit team.

Based on the information provided by you and our own internal procedures to safeguard our independence as auditors, we confirm that in our professional judgement there are no relationships between us and any of our related or subsidiary entities, and you and your related entities creating any unacceptable threats to our independence within the regulatory or professional requirements governing us as your auditors.

We have policies and procedures in place which are designed to ensure that we carry out our work with integrity, objectivity and independence. These policies include:

- · All partners and staff are required to complete an annual independence declaration;
- All new partners and staff are required to complete an independence confirmation and also complete computer based ethical training;
- · Rotation policies covering audit engagement partners and other key members of the audit team; and
- Use by managers and partners of our client and engagement acceptance system which requires all nonaudit services to be approved in advance by the audit engagement partner.

We confirm, as at the date of this document, that the engagement team and others in the firm as appropriate, and Mazars LLP are independent and comply with relevant ethical requirements. However, if at any time you have concerns or questions about our integrity, objectivity or independence please discuss these with Karen Murray in the first instance.

Prior to the provision of any non-audit services Karen will undertake appropriate procedures to consider and fully assess the impact that providing the service may have on our auditor independence. Included in this assessment is consideration of Auditor Guidance Note 01 as issued by the NAO, and the PSAA Terms of Appointment.

No threats to our independence have been identified.

Any emerging independence threats and associated identified safeguards will be communicated in our Audit Completion Report.

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Section 07: Materiality and other misstatements

# 7. Materiality and misstatements

## Summary of materiality thresholds

Threshold	£m
Overall materiality	293.0
Performance materiality	234.4
Specific overall materiality applicable to the Fund Account	90.0
Specific performance materiality applicable to the Fund Account	72.8
Trivial threshold for errors to be reported to the Audit Panel	8.79

## Materiality

Materiality is an expression of the relative significance or importance of a particular matter in the context of financial statements as a whole.

Misstatements in financial statements are considered to be material if they, individually or in aggregate, could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Judgements on materiality are made in light of surrounding circumstances and are affected by the size and nature of a misstatement, or a combination of both. Judgements about materiality are based on consideration of the common financial information needs of users as a group and not on specific individual users.

The assessment of what is material is a matter of professional judgement and is affected by our perception of the financial information needs of the users of the financial statements. In making our assessment we assume that users:

- · Have a reasonable knowledge of business, economic activities and accounts;
- Have a willingness to study the information in the financial statements with reasonable diligence;
- · Understand that financial statements are prepared, presented and audited to levels of materiality;
- Recognise the uncertainties inherent in the measurement of amounts based on the use of estimates, judgement and the consideration of future events; and
- Will make reasonable economic decisions on the basis of the information in the financial statements.

We consider materiality whilst planning and performing our audit based on quantitative and qualitative factors.

Whilst planning, we make judgements about the size of misstatements which we consider to be material and which provides a basis for determining the nature, timing and extent of risk assessment procedures, identifying and assessing the risk of material misstatement and determining the nature, timing and extent of further audit procedures.

The materiality determined at the planning stage does not necessarily establish an amount below which uncorrected misstatements, either individually or in aggregate, will be considered as immaterial.

We revise materiality for the financial statements as our audit progresses should we become aware of information that would have caused us to determine a different amount had we been aware of that information at the planning stage.

Our materiality is set based on a benchmark of net assets. We identify a figure for materiality but identify separate levels for procedures design to detect individual errors, and also a level above which all identified errors will be reported to the Audit Panel.

We consider that net assets remains the key focus of users of the financial statements and, as such, we base our materiality levels around this benchmark.

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# 7. Materiality and misstatements

## **Materiality (continued)**

We set a materiality threshold at 1% of net assets. Based on the reported net assets of the Fund at 31 March 2022, the overall materiality level for the year ended 31 March 2022 is £293.0m (£268.3m in the prior year). We set a separate materiality level for the Fund Account statement because the value of transactions reported is lower than in the Net Assets Statement. Our materiality for the Fund Account is based on 10% of the higher of Contributions Receivable or Benefits Payable. Based on the reported values in the Fund Account for the year to 31 March 2022 our materiality level for the Fund Account is £90.0m.

After setting materiality, we continue to monitor materiality throughout the audit to ensure that it is set at an appropriate level.

#### **Performance Materiality**

Performance materiality is the amount or amounts set by the auditor at less than materiality for the financial statements as a whole to reduce, to an appropriately low level, the probability that the aggregate of uncorrected and undetected misstatements exceeds materiality for the financial statements as a whole. Our initial assessment of performance materiality is based on low inherent risk, meaning that we have applied 80% of overall materiality as performance materiality.

#### **Misstatements**

We accumulate misstatements identified during the audit that are other than clearly trivial. We set a level of triviality for individual errors identified (a reporting threshold) for reporting to the Audit Panel that is consistent

with the level of triviality that we consider would not need to be accumulated because we expect that the accumulation of such amounts would not have a material effect on the financial statements. Based on our preliminary assessment of overall materiality, our proposed triviality threshold is £8.79m based on 3% of overall materiality. If you have any queries about this please do not hesitate to raise these with Karen Murray.

#### **Reporting to the Audit Panel**

The following three types of audit differences will be presented to the Audit Panel:

- · summary of adjusted audit differences;
- summary of unadjusted audit differences; and
- summary of disclosure differences (adjusted and unadjusted).

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We value communication with Those Charged With Governance as a two-way feedback process at the heart of our client service commitment. ISA 260 (UK) 'Communication with Those Charged with Governance' and ISA 265 (UK) 'Communicating Deficiencies In Internal Control To Those Charged With Governance And Management' specifically require us to communicate a number of points with you. Relevant points that need to be communicated with you at each stage of the audit are outlined below.

## Form, timing and content of our communications

We will present the following reports:

- Our Audit Strategy Memorandum; and
- Our Audit Completion Report.

These documents will be discussed with management prior to being presented to yourselves and their comments will be incorporated as appropriate.

#### Key communication points at the planning stage as included in this Audit Strategy Memorandum

- Our responsibilities in relation to the audit of the financial statements;
- The planned scope and timing of the audit;
- · Significant audit risks and areas of management judgement;
- Our commitment to independence;
- · Responsibilities for preventing and detecting errors;
- Materiality and misstatements; and
- Fees for audit and other services.

# Key communication points at the completion stage to be included in our Audit Completion Report

- · Significant deficiencies in internal control;
- Significant findings from the audit;
- · Significant matters discussed with management;
- Our conclusions on the significant audit risks and areas of management judgement;
- · Summary of misstatements;
- Management representation letter;
- Our proposed draft audit report; and
- · Independence.



ISA (UK) 260 'Communication with Those Charged with Governance', ISA (UK) 265 'Communicating Deficiencies In Internal Control To Those Charged With Governance And Management' and other ISAs (UK) specifically require us to communicate the following:

Required communication	Where addressed
Our responsibilities in relation to the financial statement audit and those of management and those charged with governance.	Audit Strategy Memorandum
The planned scope and timing of the audit including any limitations, specifically including with respect to significant risks.	Audit Strategy Memorandum
<ul> <li>With respect to fraud communications:</li> <li>Enquiries of the Audit Panel to determine whether they have a knowledge of any actual, suspected or alleged fraud affecting the entity;</li> <li>Any fraud that we have identified or information we have obtained that indicates that fraud may exist; and</li> <li>A discussion of any other matters related to fraud.</li> </ul>	Audit Planning and Clearance meetings, Audit Completion Report and discussion at Audit Panel meetings.
<ul> <li>With respect to misstatements:</li> <li>Uncorrected misstatements and their effect on our audit opinion;</li> <li>The effect of uncorrected misstatements related to prior periods;</li> <li>A request that any uncorrected misstatement is corrected; and</li> <li>In writing, corrected misstatements that are significant.</li> </ul>	Audit Completion Report

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Required communication	Where addressed
<ul> <li>Significant matters arising during the audit in connection with the entity's related parties including, when applicable:</li> <li>Non-disclosure by management;</li> <li>Inappropriate authorisation and approval of transactions;</li> <li>Disagreement over disclosures;</li> <li>Non-compliance with laws and regulations; and</li> <li>Difficulty in identifying the party that ultimately controls the entity.</li> </ul>	Audit Completion Report
<ul> <li>Significant findings from the audit including:</li> <li>Our view about the significant qualitative aspects of accounting practices including accounting policies, accounting estimates and financial statement disclosures;</li> <li>Significant difficulties, if any, encountered during the audit;</li> <li>Significant matters, if any, arising from the audit that were discussed with management or were the subject of correspondence with management;</li> <li>Written representations that we are seeking;</li> <li>Expected modifications to the audit report; and</li> <li>Other matters, if any, significant to the oversight of the financial reporting process or otherwise identified in the course of the audit that we believe will be relevant to the Audit Panel in the context of fulfilling their responsibilities.</li> </ul>	Audit Completion Report
Significant deficiencies in internal controls identified during the audit.	Audit Completion Report
Where relevant, any issues identified with respect to authority to obtain external confirmations or inability to obtain relevant and reliable audit evidence from other procedures.	Audit Completion Report
Engagement and Your audit engagement team Audit scope, Significant risks and key judgement areas	Fees for audit and other services     Our commitment to independence     Materiality and misstatements     Appendix

Required communication	Where addressed
Audit findings regarding non-compliance with laws and regulations where the non-compliance is material and believed to be intentional (subject to compliance with legislation on tipping off) and enquiry of the Audit Panel into possible instances of non-compliance with laws and regulations that may have a material effect on the financial statements and that the Audit Panel may be aware of.	Audit Completion Report and the Audit Panel meetings
<ul> <li>With respect to going concern, events or conditions identified that may cast significant doubt on the entity's ability to continue as a going concern, including:</li> <li>Whether the events or conditions constitute a material uncertainty;</li> <li>Whether the use of the going concern assumption is appropriate in the preparation and presentation of the financial statements; and</li> <li>The adequacy of related disclosures in the financial statements.</li> </ul>	Audit Completion Report
Reporting on the valuation methods applied to the various items in the annual financial statements including any impact of changes of such methods	Audit Completion Report
Indication of whether all requested explanations and documents were provided by the entity	Audit Completion Report



## Contact

## Mazars

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Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services\*. Operating in over 90 countries and territories around the world, we draw on the expertise of 40,400 professionals – 24,400 in Mazars' integrated partnership and 16,000 via the Mazars North America Alliance – to assist clients of all sizes at every stage in their development.

\*where permitted under applicable country laws.

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