



# NEWELL RUBBERMAID

## HEADING OFF SOX COMPLIANCE ISSUES AND COSTS

### QUICK FACTS

**Industry**

Consumer products

**Revenue**

US\$6.4 billion

**Employees**

22,500

**Headquarters**

Atlanta, Georgia

**Web Site**

www.newellrubbermaid.com

**SAP® Solutions and Services**

SAP® BusinessObjects™ Access Control application

**Implementation Partner**

PricewaterhouseCoopers

Consumer products leader Newell Rubbermaid Inc. had disparate, legacy-based, labor-intensive processes for complying with segregation of duties requirements of the Sarbanes-Oxley Act at its four business segments. To improve efficiencies, the company chose the SAP® Business Objects™ Access Control application. Already the software has enabled the firm to automate 92% of its user access requests, putting Newell Rubbermaid on track to realize substantial cost savings.

**Key Challenges**

- Implement a single company-wide foundation for complying with segregation of duties (SoD) requirements of the Sarbanes-Oxley Act (SOX)
- Replace 12 decentralized, mainframe-based, separately supported applications
- Automate compliance processes
- Prevent SoD issues from arising to contain related costs

**Implementation Best Practices**

- Employed single instance for all business segments
- Began with a "sandbox" proof of concept
- Established governance- and security-focused teams
- Aligned implementation timelines for the SAP ERP and SAP BusinessObjects™ Access Control applications and went live simultaneously

**Financial and Strategic Benefits**

- Automated the provisioning process, thereby greatly reducing security administration costs
- Increased visibility of SoD violations and compliance risks
- Reduced SOX- and SoD-related issues
- Standardized compliance processes
- Improved process ease and flexibility
- Reduced time spent on compliance governance and administration
- Improved confidence in governance and in continuing compliance record

**Why SAP Was Selected**

- Tight integration of the application with core SAP® software
- Breadth and depth of compliance management functionality
- Usability and training ease

**Low Total Cost of Ownership**

- Met schedule and budget goals
- Used Web-based training extensively
- Employed super users to provide first level of support
- Attained self-sufficiency for future deployments
- Put company on track to retire its mainframe-based applications and to centralize support for all 4 business segments globally

**Operational Benefits**

Key Performance Indicator	Impact
Number of user access requests processed automatically	From 0 to 92%
Number of people required for governance	Reduced substantially
Number of users who violated an SoD rule within the SAP software environment	Less than 30 of 2,400 initial users when solution went live

“Finally we have just one place to look for all our compliance rule sets, violations, mitigation controls, checks and balances, and so forth. That winds up saving us quite a bit of money.”

**Dina Dayal**, Director of Security and Quality Assurance, Newell Rubbermaid Inc.

Newell Rubbermaid Inc. is a global supplier of consumer and commercial products that touch people's lives on a daily basis. Its household name brands include Sharpie, Paper Mate, Parker, Rolodex, Irwin, Lenox, BernzOmatic, Rubbermaid, Levelor, Graco, Goody, and Calphalon.

### Eliminating a Costly Burden

Complying with the Sarbanes-Oxley Act (SOX) has never been an issue for the company, but making sure this record continues has been an expensive burden. In the past, the four business segments that comprise Newell Rubbermaid each had their own compliance management applications, business processes, and support staff. Many of the applications were outdated and mainframe based, adding significant maintenance costs. Process inconsistencies and redundancies added even more.

To help ensure cost-effective compliance practices, Newell Rubbermaid seized an ideal opportunity – the implementation of the SAP® ERP application for its core business processes. “It was an easy decision to include the SAP BusinessObjects Access Control application in our plan,” says Dina Dayal, director of security and quality assurance for Newell Rubbermaid. “The software addresses all of our compliance management requirements, it's straightforward to use, and of course it integrates tightly with SAP ERP.”

With help from PricewaterhouseCoopers, Newell Rubbermaid built an automated workflow around SAP BusinessObjects™ Access Control (formerly known as the SAP GRC Access Control application) for processing and provisioning users' requests to access SAP business software. The project team adopted a phased approach for implementing the application, starting with the office products division and moving on to the home and family business segment. In the process, the internal team gained so much expertise that it was able to proceed on its own with the implementations at the remaining two business segments. Soon Newell Rubbermaid will be using the new, standardized software globally and will have retired all of its mainframe-based applications.

### Saving Costs While Reducing Risks

The benefits of SAP BusinessObjects Access Control are evident. Issues related to SOX segregation of duties (SoD) have been reduced, as well as administration costs. One of the reasons why compliance management was so expensive before is that human intervention was required for every user access request. That is, in order to avoid potential SoD violations, each time a user requested access to legacy software functionality, the security team had to verify that the employee was entitled to use the functionality, was properly trained in its use, and had no conflict of interest. Then it had to provision the user to proceed. Now 92% of user access requests are checked

and provisioned automatically. When approvals are required, the software automatically routes requests. Log-report collection is automated as well, and internal auditors can easily review security controls and violations on demand. The application's checks-and-balances functionality gives Newell Rubbermaid an extra measure of confidence in its ability to ensure compliance. In addition, all users enjoy a common, productive methodology that makes it easy to collaborate and support one another.

Newell Rubbermaid now has the processes in place to efficiently address SoD requirements and prevent SOX-related issues from arising – and it can do so more cost-effectively than ever before.

### Implementation Partner

PricewaterhouseCoopers offers industry-focused audit and assurance, tax, and consulting services to build public trust and enhance value for its clients. More than 146,000 people in 150 countries across its network share their experience, providing what the company calls “connected thinking.”

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