

Organisations are now operating in a complex and challenging business environment, with pressure to deliver growth by entering new markets and going global.

With globalisation, organisations need to have sufficient knowledge of regulations and ways of doing businesses in different jurisdictions and locations, and applicable legislations.



Organisations should establish robust anti-corruption compliance programmes that encompass:

-  **Corporate Values and Culture**
-  **Governance Structure**
-  **Risk Assessment and Mitigation**
-  **Policies and Procedures**
-  **Training and Communication**
-  **Continuous Monitoring and Assessments**
-  **Enforcement and Sanctions**



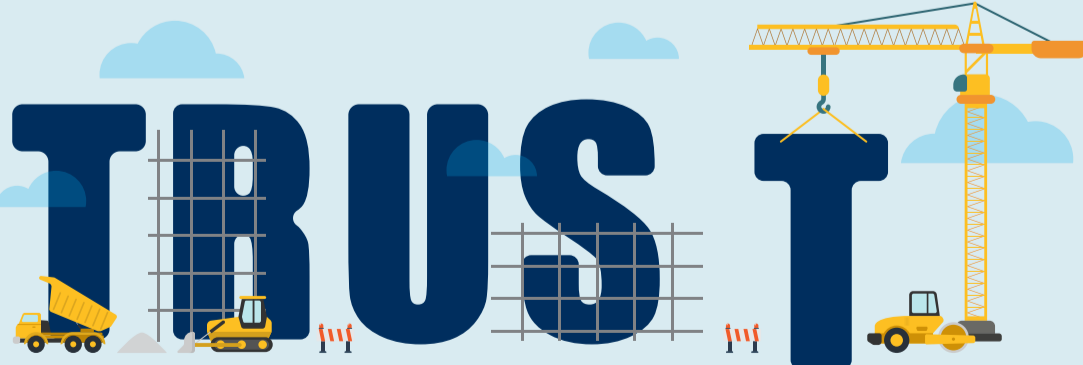
Policies and procedures should strongly affirm the organisation's commitment to principles of lawful and ethical business conduct and the organisation's expectations of its employees to act lawfully and ethically in all company-related matters and at all times.

It is also important for organisations to embed continuous monitoring activities and conduct regular audits in areas such as payments, staff claims and appointment of intermediaries.

Internal audit plays an important role in providing assurance and objective insights by assessing the effectiveness of anti-bribery and anti-corruption programmes to help organisations proactively anticipate and manage risks, perform regular audits that helps to identify red flags and potential incidents, and participate in investigations.



Effective risk mitigation starts with strong organisational leadership that sets the tone for good corporate values with zero tolerance on corrupt practices and no compromise with law and regulations.



is slow to build and can be lost in an instance. It is important to implement an effective compliance programme that allows the organisation to capture global business opportunities while managing the associated risks.

Yours sincerely

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