

How do you deal with “compliance” within your company?

Introduction

The topic of compliance is relevant for every company. In fact, companies have to deal with increasingly more and more detailed regulations, for example: data protection (GDPR) and ESG (Environmental, Social & Governance). Consequently, compliance with applicable laws and regulations should be one of the top priorities on your company's agenda.

To be successful in complying with applicable laws and regulations, integrity is of great importance. Characteristics of business integrity are: the combination of ethical behavior of everyone working within a company and the (compliance with) company's internal policies and guidelines. Such internal policies and guidelines need to be periodically updated and everyone needs to be aware of their content.

An accessible and easy-to-understand policies' framework as well as a periodic training sessions are imperative for proper awareness and understanding.

How do we deal with this and what is the benefit for your company?

At the beginning of this year, we were asked to start a compliance project for one of our clients, whose activities relate to conducting 'shared service' activities for several (international) subsidiaries. Aim of our project was to design an up-to-date and condensed deck of internal policies and guidelines, easy readable and set out in an appealing layout.

We produced all the relevant documentation. The relevant documentation for this client included: code of conduct; (update) GDPR-policy; anti-corruption policy; gifts and hospitality policy; social media policy & handling of company property; (update) whistleblower policy.

We discussed with the client the content of the policy-deck and the design of the proposed documentation. Also, we organized an interactive training session with client's staff, including board members and senior management. In our opinion, the presence and exemplary behavior of board members and senior management (“*tone at the top*”) are crucial to achieve a suitable level of business integrity.

Last but not least, all documentation, including our training slides with an explanatory audio recording, are uploaded on the client's internal network (SharePoint), together with a "contact" button for further questions, if any. Such questions will be answered by us, if necessary. For now, our work with this client is for the mostly done, but: the power lies in periodical updating and repetition, so: to be continued!

Curious about the possibilities for your business? Feel free to reach out to us!

Disclaimer

The information contained on this page has been compiled with the utmost care. However, Hermans Peters Law cannot guarantee the completeness and accuracy of the information contained herein and accepts no liability for any resulting loss, damage and/or costs of any kind. All intellectual property rights are reserved.