

Ethics & Compliance Training



Recurring incidents of misconduct at the workplace and incidents of unethical behavior show the need for dedicated measures to raise employees' awareness on Compliance and integrity at work. The provision of dedicated trainings can address the risks of undesired conduct committed by unknowing or unskilled employees. It is therefore in the interest of every organization to have a solid Ethics & Compliance training program in place as part of its strategy to prevent and early detect potential misconduct.

Having rules and compliance policies in place is just the beginning – human behavior is key

To have a Code of Conduct and dedicated policies on paper is necessary but getting the content into the heart and minds of employees requires more effort. In order to be effective, ethics should find its way into the whole organization's DNA. Changing human behavior within an organization can prove to be very difficult. Providing relevant trainings to management representatives and employees is therefore a key success factor in terms of ensuring effectiveness of an organization's Ethics & Compliance program or Compliance Management System.

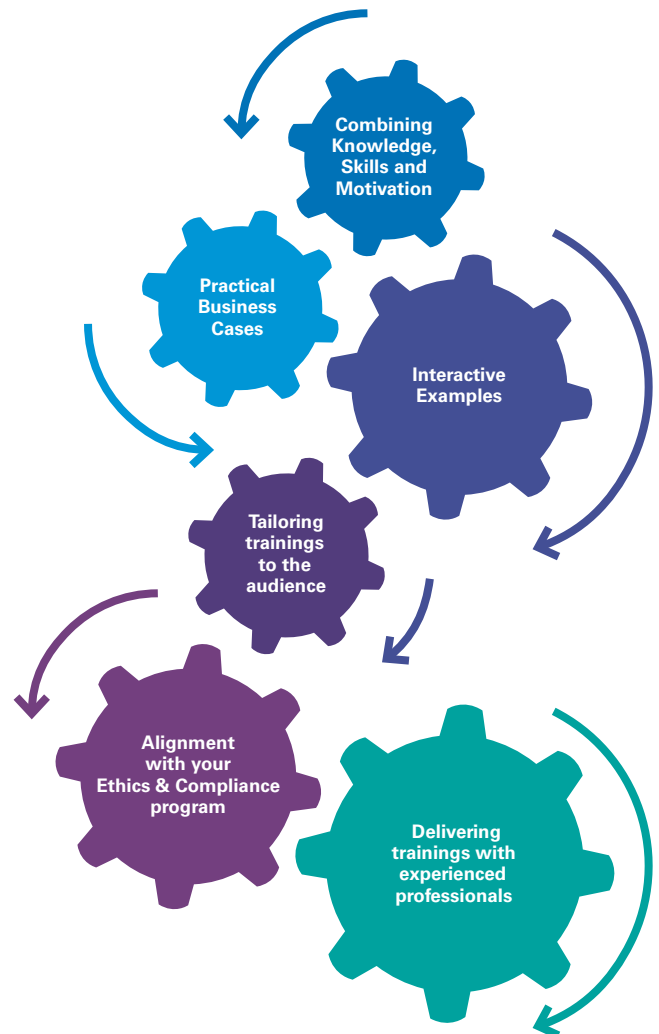
KPMG applies six principles with regards to the development of training courses

1. Combining Knowledge, Skills and Motivation

The cornerstone of our training methodology is finding the right balance between knowledge, skills and motivation. The participants should not only gain relevant knowledge but also train their skills on applying this know-how in their daily business and should also be motivated to do so.

2. Practical Business Cases

Trainings on Ethics & Compliance are often perceived as difficult to tackle. KPMG aims to address this perception by developing inspiring training formats and contents. We make sure that the material and the examples we use relate to the daily business practice relevant to the organization and the audience's role and function.



3. Providing interactive examples engaging the audience

People learn best by examples that they can relate to. Participants will therefore get the most out of trainings if they are confronted with real-life cases rather than being provided with theoretic input in lecture style.

4. Tailoring trainings to the needs of the audience

We always tailor the training program around a pre-defined core message, for example the Code of Conduct or the identification of red flags. All training courses can be adjusted to reflect the subject matter of particular interest and would thus be tailored to meet the specific needs of a target group.

5. Alignment with your Ethics & Compliance program

With our training courses, KPMG intends to integrate these efforts into the wider context of our client's Ethics & Compliance program or Compliance Management System. We seek to contribute to an increased awareness of the standards that an organization commits itself to and to make sure employees understand what is expected from them. We also offer our support in aligning trainings with other communication campaigns and integrating these efforts to achieve maximum impact.

6. Delivering training with experienced professionals

A trainer must be able to truly reach the participants with his or her message. KPMG trainers are experienced in delivering trainings and bring with them relevant subject matters expertise.

Why KPMG?

- KPMG stands for integrity and confidentiality.
- KPMG has many years of experience in the field of Ethics & Compliance as well as with Forensic investigations, which we incorporate in our trainings.
- KPMG uses well-developed and internationally acknowledged training methodologies and tools.
- KPMG Ethics & Compliance trainings are based on real life cases.
- KPMG has experienced trainers and facilitators to deliver state-of-the-art training that resonates within the organization.

How can we help?

- Basic Introduction Training: A short workshop to bring the cornerstones of the organization's Ethics & Compliance program to the attention of participants.
- Dilemma Discussions (Cards on the Table Game): KPMG facilitates dilemma discussions based on real life cases. Employees are trained to recognize potential dilemma situations and learn how to deal with them in a careful and desirable manner.
- Executives Training: Our dedicated trainings for management representatives and employees with supervisory power aim at addressing specific risks these people are exposed to as well as particularities of their responsibilities with regards to role modeling.
- Interactive and Inspiring E-Learning: E-Learning is an effective instrument to reach a large number of employees who can conduct a specific training from different locations and at a time at their convenience.
- Trainings on Specific Subjects: KPMG has developed a broad range of trainings on different subjects in the field of Ethics & Compliance. Please find below an exemplary list of topics we cover:



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