

COMPLIANCE SEMINAR

June 09, 2022

Hotel Zira,
Ruzveltova 35,
Belgrade Serbia

“Integrity Compliance Requirements in Contractual Relations between Serbian Companies and International Corporations and International Finance Institutions”

TOPICS

- Most relevant international Integrity Compliance regulations and standards
- The key processes in organization with high risk of prohibited activities and irregularities
- Identifying red flags in key processes
- Integrating high integrity compliance standards in organizational processes and internal regulation (developing and managing ethics and compliance policies and procedures, including Code of Conduct)

WHO SHOULD ATTEND?

- Compliance officers and other Compliance professionals
- Legal officers
- Human resources officers
- Internal auditors
- Members of Boards of Directors
- Directors and managers

GOAL

The purpose of this training program is to equip participants with the knowledge about international integrity compliance regulations and standards that international companies and their third parties, including companies from Serbia, are obliged to follow. These obligations originate from strict Compliance and Ethics regulations in countries where international companies are doing business (US, GB, EU, Japan, Australia...) as well as from integrity standards set by international financial institutions (World Bank, EBRD, EIB...). The seminar will provide insights on how to prevent risk of sanctions, penalties and loss of the contract if integrity compliance regulations and contractual integrity obligations are not implemented; and how to integrate adequate preventive measures in organizational processes and internal regulation.

SPEAKERS



Bojan Bajić



Višnja Marilović



Mila Crnogorac Bajić, CCEP-I

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Belgrade, Serbia

8:45 - 09:00 REGISTRATION

09:00 - 09:10 INTRODUCTION

Which integrity compliance standards are 'hidden' in additional annexes in the contracts? (Session 1 & 2)

09:10 - 10:00 SESSION 1

Most relevant international regulation and standards in the field of integrity compliance

In this session, participants will learn the short history of Ethics and Compliance so that they know when this field emerged and became an integral part of modern business, and most importantly understand why is this field so important. They will also learn about most relevant international regulation and standards in this field

- Foreign Corrupt Practices Act 1977.
- United States federal Sentencing guidelines
- Sarbanes-Oxley Act 2002.
- Practice Guidance on Internal Controls, Ethics and Compliance 2010. (OECD)
- World Bank's Integrity Compliance Guidelines
- Anti-corruption and good governance standards set by UNODC, EFPIA, WHO

10:00 - 10:50 SESSION 2

Integrity Compliance requests embedded in the contracts with third parties

In this session, participants will learn what criteria third parties have to meet in order to be acceptable business partners to companies who are obliged to comply with foreign integrity compliance legislation (US, UK and other) and how is this obligation implemented through contractual clauses, as well as what standards they must fulfill to be an implementer or subcontractor within the projects financed by the World Bank, EBRD and other international financial institutions.

10:50 - 11:05 COFFEE BREAK

Risk of sanctions, penalties and loss of contract if integrity compliance regulations and contractual integrity obligations are not implemented. (Sessions 3 & 4)

11:05 - 11:55 SESSION 3

Enforcement of the integrity compliance standards in the practice

During this session we will present and discuss a few cases from the practice, including sanctions imposed by the World Bank to the company from region: type of breach, enforcement actions and corrective measures companies undertook. Additionally, we will talk about audit process that one of the biggest IT Technology corporations from US performs in domestic companies with which they cooperate.

11:55 - 12:45 SESSION 4

Internal processes with high risk of prohibited activities

In this session participant will learn which processes in organization bear higher risk of prohibited activities, as well as to recognize red flags in these processes if they occur

Relations with civil servants | Donations and sponsorships | Gifts and hospitality | Relations with third parties | Employment | Activities with competitors

12:45 - 14:00 LUNCH BREAK

What to do to be on the safe side in the emerging world of integrity compliance requirements in the international business? (Sessions 5 & 6)

14:00 - 14:50 SESSION 5

Compliance procedures in response to integrity risks - Part I

- Anti-corruption Policy
- Conflict of interest Policy
- Donations and sponsorship approval procedures
- Procedures for approving and keeping track of gifts received and given, hospitality and travel
- The organization's code of ethics
- Admission, monitoring and evaluation of employees from the aspect of integrity

14:50 - 15:40 SESSION 6

Compliance procedures in response to integrity risks - Part II

15:40 - 16:00 Q&A

SPEAKERS



Bojan Bajic, is Compliance strategist, who actively participated in development of compliance culture and promotion of ethical conduct in Western Balkan for more than 10 years. He led several large corporate fraud investigations for clients. He led and successfully closed the process of lifting sanctions imposed by World Bank to the group of domestic companies. Mr. Bajic is the recipient of the prestigious award for significant contribution to the development of the Compliance profession in the world for 2017, awarded by the SCCE (Society of Corporate Compliance and Ethics, USA), the world's largest association of Compliance professionals.



Visnja Marilovic is Compliance professional for more than 10 years. She participated in drafting of the first whistleblower protection law in BiH. She has experience in developing Compliance programs in the area of integrity compliance and developing and successfully implementing Integrity Compliance Programs according to World Bank standards. Ms. Marilovic is the recipient of the prestigious award for significant contribution to the development of the Compliance profession in the world, awarded by the SCCE (Society of Corporate Compliance and Ethics, USA), the world's largest association of Compliance professionals.



Mila Crnogorac Bajic is Certified Compliance and Ethics Professional - International (CCEP-I). She is active compliance professional for more than 8 years. She also participates in activities of West East Forum for Ethics and Compliance in development and implementation of business integrity initiatives in Western Balkans. She has experience in development of Compliance programs in the field of integrity compliance (including integrity standards set by World Bank and EBRD), protection of personal health information under HIPAA (US Health Insurance Portability and Accountability Act of 1996) and GDPR. She led the process of development and implementation of compliance program in domestic companies that was audited and approved by big international technology corporation from US. She is one of the founders and leader of Business Ethics and Compliance Academy.