



Legal DynamixTM

COMPLIANCE AND INTEGRITY TRAINING

Build an ethical culture, strengthen accountability, and support confident decision-making through practical and expert training from a former in-house General Counsel who has worked in the mining, engineering and FMCG industries



INTRODUCTION

Ethical lapses and compliance failures can expose a business to financial loss, regulatory scrutiny, reputational harm and damaged relationships with employees, customers, suppliers and other stakeholders. They often arise not because employees intend to do the wrong thing, but because they are uncertain how to respond when commercial, personal or operational pressures arise.

Our Compliance & Integrity Training programme turns policies and principles into practical guidance your people can apply in their day-to-day roles. The programme is designed to help participants recognise ethical risks early, understand the standards expected of them, and make sound decisions when the right course of action is not immediately clear.

WHO SHOULD ATTEND?



Employees



Management



Executive Leadership



Board of Directors

COURSE OBJECTIVES

Once your team has completed the course, they will be able to:

- Establish and communicate an appropriate tone at the top, led by executive leadership and the board of directors across the organisation.
- Recognise ethical risks and red flags before they escalate into serious problems.
- Apply the company's Code of Conduct and internal policies confidently in everyday situations.
- Make sound, well-reasoned decisions when the right course of action is not immediately obvious.
- Understand their personal responsibility for ethical conduct and the consequences of non-compliance.
- Know when and how to seek guidance, disclose concerns or escalate an issue.
- Contribute to a workplace culture where accountability and doing the right thing are expected and supported.

MAKE YOUR BOOKING

To schedule a no-obligation consultation to understand your business-context and tailor-make the training, email bobby@legaldynamix.co.za

MODULES

01 Ethical culture and tone from the top

This module explains the role of leadership and individual accountability building an ethical culture. It examines how organisations can create an environment in which doing the right thing is expected and supported at every level.

02 Code of Conduct in practice

This module explains the purpose of the Code of Conduct and how it applies as a practical guide to everyday decisions and behaviour, helping participants recognise when to seek guidance and how to act consistently with the organisation's values.

03 Conflicts of interest

This module covers the identification of actual, potential and perceived conflicts of interest. It explains the importance of disclosure, transparency and appropriate management of conflicts to protect both the individual and the business.

04 Anti-bribery and corruption

This module explains how to recognise bribery and corruption risks in both public and private sector dealings, including risks arising through agents, intermediaries, suppliers and other third parties, together with practical steps to manage those risks.

05 Gifts, hospitality and entertainment

This module explains the difference between legitimate business courtesies and improper inducements, and covers the approvals and record-keeping required to manage gifts and hospitality appropriately.

06 Procurement integrity and asset protection

This module addresses ethical management of supplier interactions, identification of fraud red flags, protection of company assets and avoidance of improper influence in procurement processes.

07 Sales integrity and responsible commercial conduct

This module covers ethical customer engagement, accurate product and pricing representations, responsible discounting and incentive practices, approval controls, sales-target pressures and the heightened oversight responsibilities of sales managers.

08 Confidentiality and information governance

This module explains how to protect company, customer and supplier information, handle sensitive information responsibly and understand the risks of inappropriate disclosure or use.

09 Respectful workplace conduct

This module promotes a professional, respectful and inclusive workplace, with practical guidance on recognising harassment, discrimination, bullying and other unacceptable conduct.

10 Reporting concerns and whistleblowing

This module explains employees' responsibilities to raise concerns, the reporting channels available and the importance of protection against retaliation.