

Anti-Bribery & Corruption eLearning

This Anti-Bribery & Corruption eLearning course is essential for every business with the introduction of the UK Bribery Act.

Anti-Bribery & Corruption eLearning is a 30 minute course to ensure your employees, and anyone who works on your behalf, are aware of the new UK Bribery Act which came into force on July 1st 2011, and how it affects them and impacts on current work practices.

One of the main areas of interest to organisations is the creation, under the UK Bribery Act, of the new, strict, liability criminal corporate offence, of failing to prevent bribery by a person associated with it, including employees, agents, and intermediaries. In order to establish a defence to

charges under the Act, organisations must be able to demonstrate they had adequate anti-bribery procedures in place. Adequate procedures should address the key six principles stated in the recent guidance issued by the U.K. Ministry of Defence. These principles are:

1. **Proportionality** – procedures should be 'proportionate' to the nature, scale and complexity of an organisation's activities.
2. **Top-level commitment** – senior management and the board should oversee policies and implementation.
3. **Risk assessment** – organisations should review and monitor the bribery risks they face.
4. **Due diligence** – organisations are liable for acts of bribery committed on their behalf, whether they had knowledge or not. Organisations should conduct due diligence on all, to ensure bribery is prevented.
5. **Communication and training** – Anti-bribery policies and procedures should be communicated to all who work on the organisation's behalf.
6. **Monitor and review** – Organisations should show that they regularly monitor and review the adequacy of policies, and adapt as required.

Course Objectives

In this training course employees will learn:

- The new bribery offences
- The penalties involved if convicted of bribery offences
- The general standards of behaviour expected by the organisation with regard to areas of concern such as insider dealing, facilitation payments and conflicts of interest
- The organisation's policy with regard to what is viewed as acceptable when giving or receiving offers of gifts and hospitality
- Of their obligation to report issues of concern and the procedures available

Benefits to your Organisation

- Demonstrate to employees how the new Bribery Act affects the organisation, them as individuals and business practices
- Due to the high level of customisation available, you can adapt the training to deliver the appropriate level of awareness to employees based on specific job roles and associated risk levels
- Avail of an easy and consistent deployment method of communicating your anti-bribery procedures to anyone who acts on your behalf, who may be affected by the extra-territorial application of the Act