

# CORPORATE GOVERNANCE CULTURE AND CONDUCT BEST PRACTICES

## Promoting Ethical Culture and Conduct Through Corporate Governance and Systems



### LEADERSHIP

sets the tone from the top and expectations of employees and intermediaries

Setting the right tone will have to start from the **Board of Directors'** clear vision. The company's **Senior Management Team** will then execute the vision by serving as role models and **communicating** this vision clearly to all in the organisation, including the intermediaries carrying out advisory roles contracted by the company.



### GOVERNANCE AND SYSTEM

provide the structures and processes needed for implementation

#### CONDUCT AND CULTURE PROGRAMME LED BY A SENIOR CULTURE & CONDUCT CHAMPION, WHO WILL BE SUPPORTED BY:

- Culture & Conduct Advocates
- Culture Steering Committee
- Conduct Disciplinary Committee

### CAPABILITY AND CAPACITY

help build aptitude, skills and knowledge

#### DEVELOPING THE CAPABILITY AND CAPACITY TO SUPPORT AND EMBED THE CORRECT CULTURE AND CONDUCT THROUGH:

- Code of Ethics and Code of Conduct
- Board-level committee chaired by an independent director
- Whistle-blowing programme

### PERFORMANCE MANAGEMENT AND REMUNERATION

reinforce conduct expectations and recognise desired behaviours

#### PERFORMANCE MANAGEMENT IS SUPPORTED BY A FEW PILLARS:

- Leadership Incentive Framework
- Consequence Management Framework
- Remuneration system aligned to organizational values
- Measurability of culture