HUMAN RESOURCES CULTURE AND CONDUCT BEST PRACTICES

Promoting Ethical Culture and Conduct Across the Employee Lifecycle
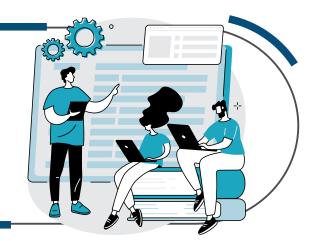
HIRING

- **Assessment and selection of talent** based on behavioural traits focused around high ethical standards
- **Conducting appropriate background checks** to complement the recruitment process

ENTERPRISE TRAINING

- **Fostering a culture of good conduct** in the workplace through training programs and tone from the top
- **Deploying impactful learning solutions** to drive understanding of core values, local regulations and importance of integrity in the workplace

CONSEQUENCE MANAGEMENT

- **Building greater awareness** around what constitutes unethical practices, examples of poor conduct and reporting channels
- **Enforcement of fair disciplinary processes** to manage and mitigate risks related to poor ethical conduct

EXIT MANAGEMENT

- **Ensuring a robust process** to prevent breach or compromise of organisational knowledge, data and assets when employees leave
- **Gathering feedback and insights** from outgoing employees on their experience of the prevailing culture and conduct