

# “Introspective compliance: the art of looking at oneself”

## Effective protocols and code of conduct to develop a compliance culture amongst employees

**A group of General Counsel, HR Directors and Compliance officers will meet to discuss the current challenges and best practice models to increase the impact that a code of conduct and a compliance programme has in a business.**

**5 February 2015, Lisbon**

Companies have been writing codes of business conduct for very long time, and the role they play in shaping corporate culture is changing dramatically. The focus is shifting from writing a comprehensive code of rules to regulate conduct to leveraging a values-based code that inspires principled performance among employees, management and executives.

This shift is coming from both internal and external sources. Investors, customers and other stakeholders increasingly want to do business with organizations that have high ethical standards and, as a result, top management and boards of directors are becoming more attuned to the ethical climate of their corporate culture.

Additionally, there is increased pressure from regulators, including Guidelines for organizations – generally regarded as the criteria for an effective ethics and compliance program – that now require organizations to focus on promoting an ethical culture and evaluating the effectiveness of their programs.

### Venue:

PLMJ offices  
Av. da Liberdade, 224  
Edifício Eurolex,  
1250-148 Lisboa

### Time:

9.00 – 11.30

The debate will focus on the following items:

1. What are the mechanisms to keep all employees aware of the protocols and how to keep them updated with any changes? What is the best way to make sure that the culture of compliance is cascading down?
2. Are there internal channels for employees to participate in developing the culture of compliance and transparency? ( ie whistle-blowing, reporting systems). What are the benefits and risks of this options?
3. Enforcing compliance and code of conduct policies of multinational companies: restrictions of the employment and data protection national laws.

If you are interested in attending please send an email to reserve your place to:  
[ruth.buenaposada@iberianlegalgroup.com](mailto:ruth.buenaposada@iberianlegalgroup.com)

**In association with:**

**PLMJ**   
SOCIEDADE DE ADVOGADOS, RL  
A.M.PEREIRA, SÁRAGGA LEAL, OLIVEIRA MARTINS, JÚDICE  
E ASSOCIADOS

