



ADG MOBILITY

COMPLIANCE

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What is compliance?

Definition

Certification or confirmation that the actioner of the action meets the requirements of accepted practices, legislation, prescribed rules and regulations, specified standards, or the terms of a contract.





Why looking at compliance?

Why do it?

- To adhere to all applicable regulatory **compliance** requirements.
- To make sure ADGM and its Business Partners act responsibly.
- To minimise the risks for ADGM and its Business Partners.





Compliance applicability in ADGM

Compliance covers a broad spectrum of areas including:

- Health and safety – fire drills, risk assessment, etc.
- The environment – waste management, pollution, etc.
- Financial management – financial audits, policies, etc.
- HR – BCoE, employment equity, other labour laws, own policies.
- Export/import – export licenses, etc.
- Information management - Protection of Personal Information Act
- **Corruption and fair trade** – ADGM Values, ADGM Code of Conduct, PRECCA, Competition Act, etc.



Compliance regarding corruption/fair trade

Compliance regarding corruption and fair trade:

- Prevention and Combating of Corrupt Activities Act, No. 12 of 2004 (PRECCA).
- The Competition Act, No. 89 of 1998.



FIGURE 1: TRENDING ISSUES	2017	2018
CORRUPTION IN SCHOOLS	9.9%	10.8%
CORRUPTION IN OFFICES OF MUNICIPALITIES	6.4%	9.2%
CORRUPTION IN SOUTH AFRICAN POLICE OFFICES	7.6%	6.3%
LICENSING CENTRES	2.8%	3.3%
STATE-OWNED ENTITIES	2.2%	3.1%
HEALTH SECTOR	2.5%	2.7%





What are in place at ADGM

- ADGM values and Code of Conduct.
- Compliance training- & Receiving gifts processes.
- Whistle blower tracking system / process.
- Employee acceptance to adherence of the Code of Conduct.
- Employee declarations of conflict of interests.
- Gift register and a policy on receiving / giving gifts.
- Integrity checklist for internal promotions and external recruitments into Compliance-relevant positions.
- Due Diligence checklist and internal approval before contracting a new business partner.
- Updated contract template with anti-bribery & other clauses.



What should you do/know?

- Take note of ADGM values and Code of Conduct.
- Undertake not to be involved in any corrupt, unethical activities.
- Immediately inform ADGM of any solicitation of corrupt and unethical activities from ADGM employees or any third parties.
- Be aware of anti bribery and corruption legislation ADGM is governed by.
- Adhere to local anti bribery and corruption legislation applicable to the Business Partner's countries of registration and operation.





ADGM's values

The Values are the overriding beliefs we have which guide all our actions i.e. they tell us in what manner we conduct ourselves.

Honesty and Integrity

We do what is good and right at all times.

Passionate

We are driven by the need to be the best in our chosen markets.

Entrepreneurial

We make things happen.

Teamwork

Together we are stronger.

Quality

We strive to do things a little better everyday.

Curiosity

We are continually search for new and better ways of doing things.

Communication

Frequent, frank and honest communication eliminates most of our problems before they arise.



ADGM's Code of conduct

ADG Mobility are a value-based organisation that believes our values should be reflected in everything we say, think and do. We commit to create a workplace that is respectful, inclusive and ethical. As such, we hereby commit ourselves and our subordinates to this code of conduct as our willing decision to uphold the aforementioned values:

ADG Mobility is committed to the following:

- Respect towards our people's rights and dignity.
- Adhering to good employment practices that is fair and in line with legislation.
- Professional behaviour from our employees at all times.
- Compliance with all applicable laws, regulations and other relevant statutory requirements.
- Open and transparent communication with our employees, clients and suppliers.
- Taking full responsibility for the quality and safety of our products.
- We are responsible citizens in the community in which we conduct business and will not harm the environment.



Still unsure whether you can do it?

Ask the following questions:

- Is it legal to do it?
- Is it ethical to do it?
- Is it in line with ADGM's values and Code of conduct?
- Is it something I am willing to be held accountable?



If any answer is no, don't do it!



Questions

Thank you

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