

Anti-Corruption Training and Advisory Services

About Transparency International UK

Working with over 50 companies in the last decade, Transparency International (TI) has developed a set of anti-corruption tools for the private sector, which are acknowledged as being among the best in class. All these tools are freely available as a public good, but we have unrivalled experience of their practical application and implementation.

Transparency International UK (TI-UK), the leading UK anti-corruption organisation, is now offering anti-corruption training, benchmarking and advisory services to companies through a new division.

As an impartial, independent non-governmental and non-profit organisation, we can provide support to companies wishing to maintain commercial success while avoiding the pitfalls in this highly complex area.

Corruption risks facing companies

Anti-corruption is higher on the corporate agenda than ever before, following the recent passage of the Bribery Act in the UK, and a growing number of high-profile legal cases and regulatory investigations. Companies now need to ensure that they have 'adequate procedures' in place to prevent bribery. Anti-corruption systems need to be robust and thoroughly implemented, and regularly updated, reviewed and refreshed.

As the regulatory climate evolves and consumer awareness grows, companies simply cannot afford to ignore the damage caused by direct or indirect involvement in bribery. It leads to loss of reputation and brand, as well as legal penalties including substantial fines and imprisonment for executives. If companies are perceived by stakeholders to be complicit with corrupt regimes or involved in unethical business or political relationships, the damage can be profound and the business can take years to recover its reputation and market position.

Operating successfully without exposing a company or its employees to bribery can be complex and difficult, but addressing the challenge can also bring huge benefits. By reducing potential risks related to bribery and corruption, companies can reduce the costs of doing business, drive competitive advantage, and help to attract the best investors and employees.

TI-UK offers services to support the private sector as part of its wider mission to reduce corruption in the world. We operate on a fee-paying, but non-profit, basis. Our expert consultants have an unrivalled understanding of global corruption and practical experience of working with companies on their anti-bribery policies and systems.

Transparency International UK's Services

Transparency International offers a range of bespoke services to companies seeking assistance or advice in the following areas:

Training

We can

- Work with your company to ***scope and design anti-corruption training*** for employees.
- ***Deliver introductory training*** covering core concepts such as
 - assessing corruption risk
 - recognising bribery
 - facilitation payments
 - gifts and hospitality
 - dealing with agents and intermediaries.

Introductory courses would typically last for one day, though longer and shorter sessions can also be designed. They would include presentations, discussion and interactive scenarios.

- Provide more ***advanced training*** suitable for compliance professionals, or for employees working in specific industries, countries or high risk job functions (such as sales and marketing or procurement). Such sessions would be designed with the company to address its unique needs and challenges.
- '***Train the trainers***', providing content for in-house training courses and materials, and attending training courses as an expert third party.

Benchmarking

We can ***review your company's anti-bribery systems*** and provide a report detailing our assessment of any gaps between the company's systems and the Transparency International view of best practice, with recommendations for improvement. This exercise would be undertaken by expert consultants on a confidential basis, and based on practical application of our benchmarking tools. Both limited reviews and comprehensive assessments can be conducted as appropriate. The service includes both a review of policies and processes, and detailed interviews of staff in various functional roles and levels of seniority to test the overall implementation and understanding of anti-corruption systems.

This work would be carefully scoped following initial discussions, but would typically require a team of 2-3 experts to spend several days with your company, ideally accompanied by a member of your own senior staff with responsibility for compliance and governance functions.

Advisory Services

Transparency International can provide a variety of additional services to help support your company with any aspect of development or review of anti-corruption procedures or implementation, and also assist with advice and problem solving. We can provide input and expert review of your risk assessment process, and assist with the application of TI's risk assessment tools.

We can provide objective third party support and advice to the individuals within your organisation with responsibility for anti-corruption. For example, we can advise on the design and implementation of specific programmes such as third party due diligence or whistleblowing.

Expertise

The services offered above are provided by Transparency International's team of consultants, who are among the foremost experts in this field. They have all worked closely with TI, are fully trained in our methodology and approach and have substantive hands-on private sector experience. Our more senior consultants have worked on the development of leading intellectual property in this field such as the 2010 Guidance on Adequate Procedures and the Business Principles for Countering Bribery. Our consultants also have backgrounds in the legal sector, corporate governance, corporate investigations and compliance. Where necessary, and appropriate, we will draw on input and support from our network of over 90 global chapters.

Fees

Transparency International's fees are based on a consulting daily rate plus expenses charged at cost. The daily rate will vary according to the experience and seniority of the consultant. Our rates are commercially competitive and we work on a non-profit basis, with surplus funds allocated to support our wider mission and goals.