



Co-Chaired with:



# BELA ASIA PACIFIC

*Year 2 in Review: Growth, Engagement, and Transformation*

# Community & Commitment

## YEAR 2 OVERVIEW:

The past year was a challenge globally, and yet we saw the global ethics and compliance community come together to ensure continuity in their work. We experienced a unique level of commitment from our Asia Pacific leaders who were tasked with re-imagining their ethics and integrity programs. While we weren't able to get together in person, we were pleased to be able to host 4 virtual roundtables over the last year, and launch the first Asia Pacific Magazine. Despite being virtual, we were still able to collaborate to create data from snap polls and share program resources with one another through the virtual BELA AsiaPac Member Hub.

We've put together this recap to showcase the work that the community did over the past 12 months, and to begin planning kick off for year 3 of the BELA AsiaPac Chapter. We're honored and excited to be able to continue to work with a world-class community of committed, experienced ethics and integrity leaders.

We will follow this message to schedule time that we can continue to discuss how the BELA AsiaPac chapter can continue to develop relevant and helpful tools to support ethics and integrity efforts across AsiaPac.



**AARTI MAHARAJ, M.A.**

Managing Director, BELA South Asia and Asia Pacific and VP, Global Partnerships and Communications



**KEVIN MCCORMACK,  
J.D., M.B.A.**

Senior Vice President and Executive Director, BELA



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# Inspiring A Culture of Continuous Improvement

## BELA ASIAPAC YEAR 2 OBJECTIVES:

- Further establish an active community of Ethics and Compliance leaders committed to supporting the development of best-in-class ethics and integrity programs across Asia Pacific.
- Together, create resources that can be shared across the BELA AsiaPac Chapter, and also to the broader AsiaPac business community, which highlight best practices in ethics and integrity.
- Create regional research designed to help establish frameworks and benchmarks for companies to use in measuring and improving their programs.
- Curate resources such as magazines, provide region-specific data cuts and more to help the community raise the bar on global integrity.



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# BELA ASIA PACIFIC MEMBERS

Thank you to the following organizations for their support of the BELA AsiaPac Chapter

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## PARTICIPATING COMPANIES

# 60+ Companies participated in APAC Activities and Shared Strategy, Tactics and Lessons Learned

3M  
Abercrombie and Fitch Co  
Accenture  
ACCOR Hotels  
Allstate Insurance Company  
Arthur J. Gallagher  
ATT Services, Inc.  
Avnet Inc  
Bain Capital  
Baker McKenzie  
Bayer AG  
Boeing  
Bytedance  
Bridgestone  
CBRE Inc.  
Charoen Pokphand Group Co.,Ltd.  
Coca Cola  
Cognizant  
Continantal  
Crawford & Company  
Dell Inc.  
Diageo

Dun & Bradstreet  
GE  
EY  
FedEx Corporation  
Finsbury Glover Hering  
Honeywell International Inc.  
Intel Corporation  
IBM  
JLL  
Johnson Controls-Hitachi Air Conditioning  
Johnson Controls, Inc.  
Kimberly-Clark Global Sales, LLC  
KKR & Co. L.P.  
Lenovo Group Ltd  
Lockheed Martin Corporation  
LVMH Moet Hennessy Louis Vuitton Inc.  
Microsoft Corporation  
Modec International Inc.  
Morrison & Foerster LLP  
Nissan Motors  
Nokia Corporation  
nVent

Omega Compliance Ltd.  
ON Semiconductor  
Orica Inc  
Panasonic Avionics  
RELX  
SAP AG  
Schneider Electric  
SNC-Lavalin  
Sony Corporation of America  
Splunk  
The Bank of Nova Scotia (ScotiaBank)  
The Boeing Company  
The Coca-Cola Company  
The Prudential Assurance Company Singapore  
Uber Inc  
Unilever  
Virgin Australia Airlines Pty Ltd  
Western Digital Corporation  
William E. Connor & Associates Ltd.



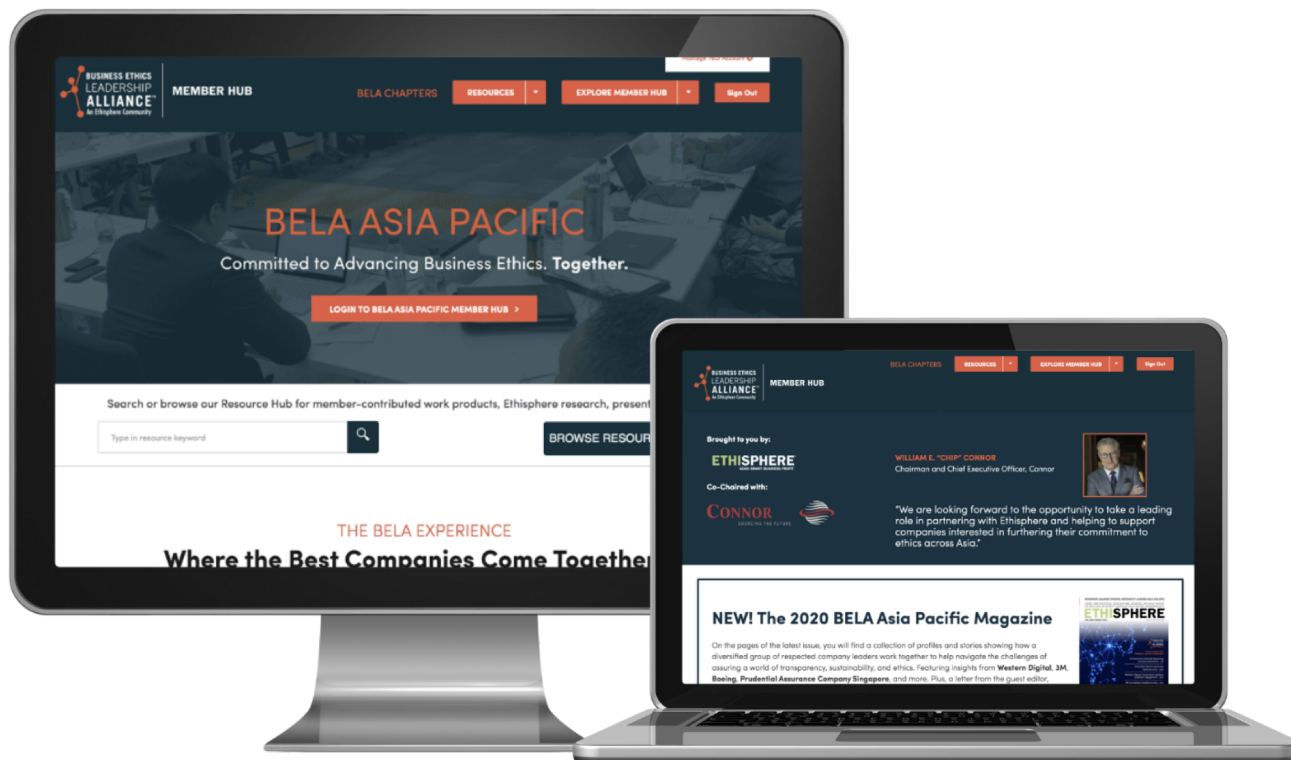
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# SHARING INSIGHT ACROSS THE COMMUNITY: Company Best Practices within AsiaPac Hub



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## 30+

New Contributions

Quarterly detailed roundtable  
recaps with data and presentations

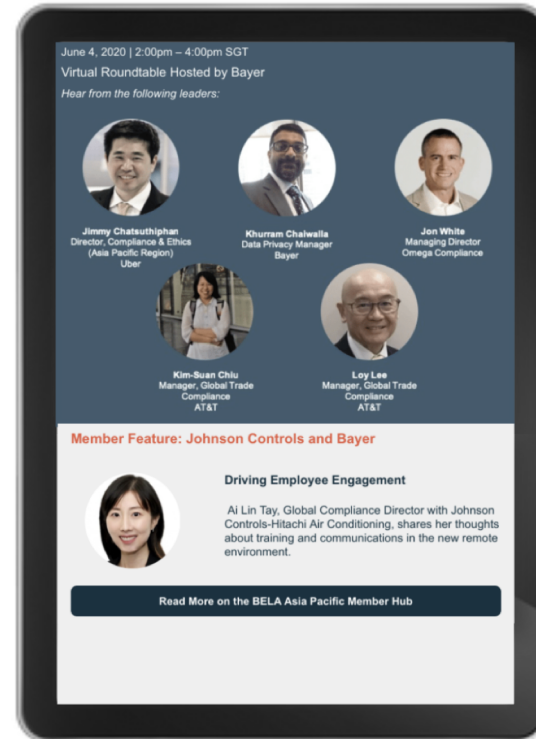
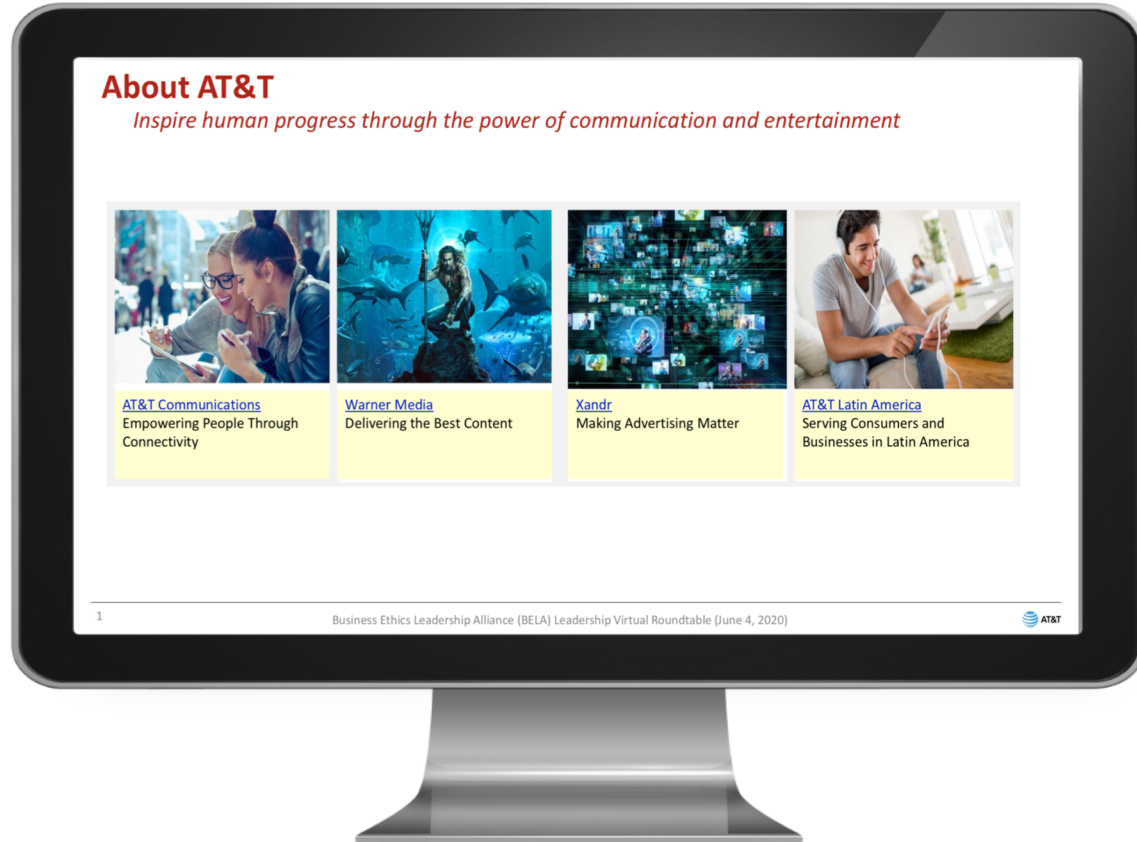
## 20+

APAC Magazine contributions

Member-driven topics include:  
Promoting a speak up culture  
Cybersecurity and data privacy  
Policy framework

# AsiaPac Community Discussions and Connections

VIRTUAL ROUNDTABLE – JUNE 4<sup>TH</sup>, 2020



## Additional Participating Organizations:

Accenture  
AT&T  
Avnet  
Bayer AG  
CBRE  
Crawford & Company  
FedEx Corp  
GE  
Johnson Controls  
Johnson Controls-Hitachi Air Con.  
JLL  
Lenovo  
LVMH Moët Hennessy  
MODEC  
Omega Compliance  
Panasonic Avionics  
Prudential Assurance Singapore  
SAP AG  
The Coca Cola Company  
Uber  
Unilever  
Western Digital Corporation

[ACCESS THE RECAP ON THE APAC MEMBER HUB>>>](#)



# Sharing Insight Across the Community: Company Best Practices within AsiaPac Hub



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## Takeaways

- Reputation is everything
- Take a proactive, holistic approach to manage corruption risks
- Map your risk
- 3rd Party Declarations
- Reinforce policies
- Utilize technology
- Protect your data

## Ethical Culture vs Culture of Corruption

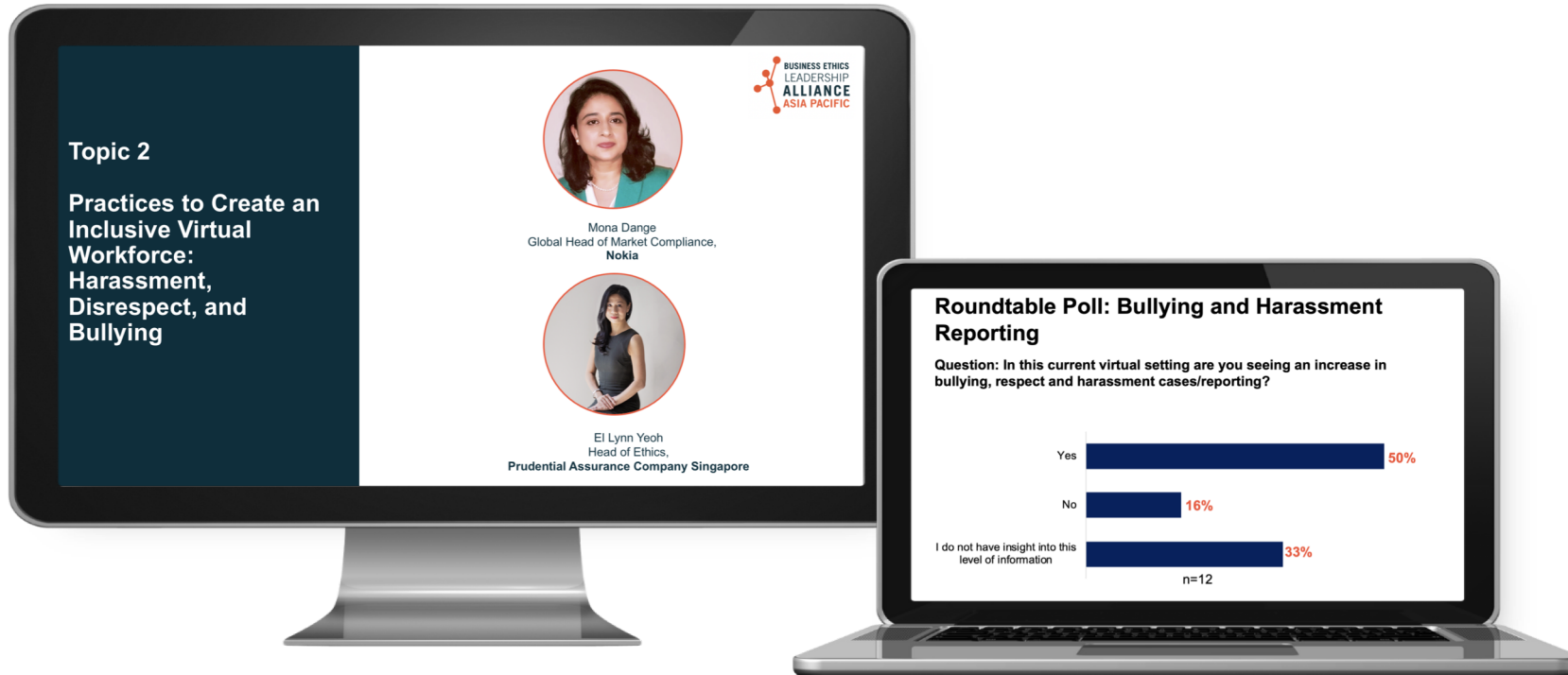
- Company of choice
- Recruitment of high level candidates
- Retention of good staff
- Environment of trust
- Innovation, creativity
- Open communication
- Employee engagement
- Teamwork
- Less time spent on unethical conduct = more time on development and excellence
- Fear and uncertainty
- No one asks questions or raises concerns or new ideas
- Abusive language, poor attitude or other forms of disrespect
- Favoritism / cliques
- Poor morale and lack of teamwork
- Sense of entitlement
- High fatigue which can lead to frequent or increased absenteeism as well as higher level of attrition
- High number of retaliatory

[MORE FROM OMEGA COMPLIANCE ON THE APAC MEMBER HUB>>](#)

# AsiaPac Community Discussions and Connections

Virtual Roundtable - Dec 3<sup>rd</sup>, 2020

HOSTED BY: **NOKIA**



[ACCESS THE RECAP >>](#)

## Additional Participating Organizations:

Abercrombie & Fitch  
Accenture  
Allstate Insurance Company  
AT&T  
Bain Capital  
Boeing  
Bridgestone  
Charoen Pokphand Group  
Cognizant Tech Solutions  
EY  
Johnson Controls  
KKR  
Lockheed Martin  
LVMH Moët Hennessy  
Microsoft Corporation  
Morrison & Foerster  
Nissan Motors  
Nokia Corporation  
Omega Compliance  
Orica Limited  
Prudential Assurance Singapore  
The Coca-Cola Company  
Virgin Australia Group  
RELX Group  
Unilever



# AsiaPac Community Discussions and Connections

**VIRTUAL ROUNDTABLE - APRIL 8<sup>TH</sup>, 2021**

**TOPIC 1:**  
Managing Data Breaches  
and Reputational Risks



Ramesh Moosa  
Asean and Singapore Forensic & Integrity  
Services Leader  
**EY**



Alex Iftimie  
Partner  
**Morrison & Foerster**



Nick Maginot  
Oceania Forensic & Integrity Services  
Forensic Data Analytics Leader  
**EY**



Ben Richardson  
Partner  
**Finsbury Glover Hering**

**TOPIC 2:**  
Culture: The Why, the What and  
the How of Measuring and  
Supporting Your Organization  
and Third Parties



Kapil Kirpalani,  
Chief Compliance Officer, Asia-Pacific,  
**KKR**



Jon White,  
Managing Director,  
**Omega Compliance**



Piya Haldar,  
Director, Integrity and Compliance,  
**Honeywell**

## Additional Participating Organizations:

3M  
Accenture  
Bank of Nova Scotia  
Bayer AG  
Charoen Pokphand Group  
Cognizant Tech Solutions  
Coca Cola  
CBRE  
Dell  
Diageo  
Dun & Bradstreet  
General Electric  
IBM  
Johnson Controls  
Modec  
Nokia Corporation  
On Semiconductor  
Orica Limited  
Prudential Assurance Singapore  
Unilever



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BUSINESS ETHICS  
LEADERSHIP  
**ALLIANCE**  
ASIA PACIFIC

IN PARTNERSHIP WITH:

**CONNOR**

SOURCING THE FUTURE



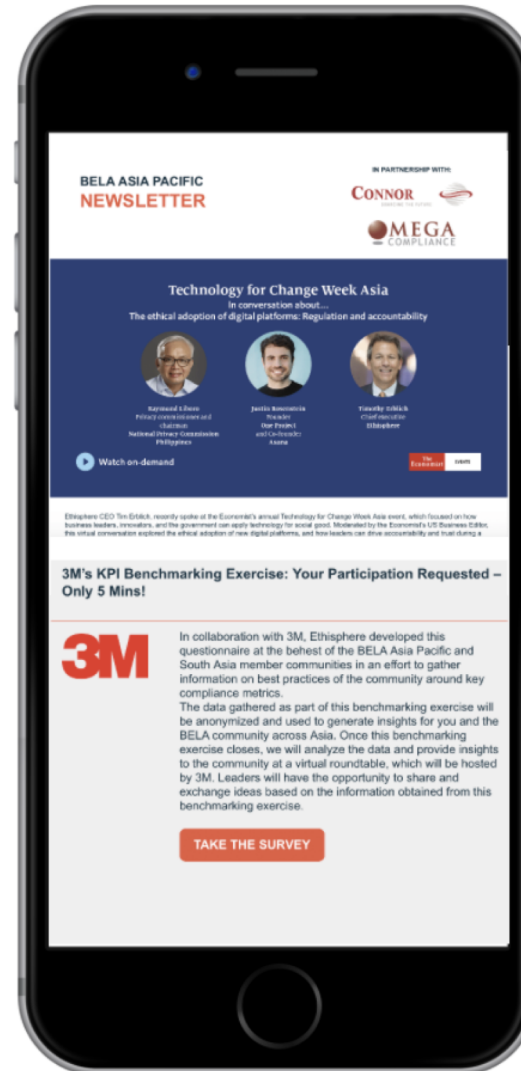
**MEGA**  
COMPLIANCE

## BEST PRACTICES FROM THE FRONT LINES: **BELA AsiaPac Chapter Newsletter**

Member-driven monthly APAC newsletters  
are designed to keep the community  
**engaged and informed**

**150+**  
APAC leaders

**325+**  
BELA members have  
access to APAC resources



# BELA AsiaPac Magazine



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## CONTRIBUTING ORGANIZATIONS:

Accenture  
Bayer AG  
3M  
Baker McKenzie  
Boeing  
CBRE  
Coca Cola  
EY  
Honeywell International  
Johnson Controls-Hitachi Air Con.  
Morrison & Foerster  
Omega Compliance  
On Semiconductor  
Prudential Assurance Company  
Singapore  
Schneider Electric  
Splunk  
Western Digital (Thailand) Co. Ltd.,  
William E. Connor & Associates





BUSINESS ETHICS  
LEADERSHIP  
ALLIANCE  
ASIA PACIFIC

IN PARTNERSHIP WITH:

CONNOR

SOURCING THE FUTURE



MEGA  
COMPLIANCE

# We Hear You! More Data Coming

## 2020-2021 RESEARCH PROJECT: MEASURING CULTURE

A common challenge identified by the community over the course of the year was a lack of meaningful benchmarks and data associated with Asia Pacific—specifically around culture and integrity program practices. In an effort to address this growing need for data, we scoped out a research project with the AsiaPac community.

Driven by leaders from **Johnson Controls**, **Nokia** and **EY** – the findings from this project will be shared in early July. The resources and data collected will be used to support medium and large companies with a significant presence in Asia Pacific. *This tool will be free and publicly available for anyone to use.*

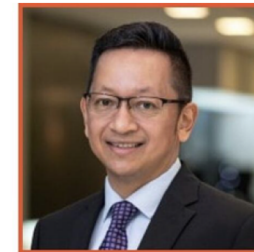
### WORKING COMMITTEE LEADERS:



**Mona Dange**  
Global Head of Market  
Compliance, **Nokia**



**Sonali Narasimhan**  
Regional Head of Compliance,  
Asia Pacific, **Johnson Controls**



**Ramesh Moosa**  
Partner, Forensic & Integrity  
Services, Asean & Singapore  
Leader at **EY**

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# MOVING FORWARD WITH BELA APAC:

## Our Year 3 Goals

As we develop a roadmap for Year 3 of the Asia Pacific Chapter, Ethisphere will be connecting with Chapter members to discuss the following:

- What are the top 3 priorities of your E&C program for the next 12 months?
- What do you view as the top ethics challenges for your organization across AsiaPac?
- Which stakeholders would you like to see benefit or be included within the work of the AsiaPac Chapter? (Third parties/suppliers, executive leadership/board, peer companies, etc.)
- What have you found helpful about the Chapter? What additional support can BELA provide?
- Asia Pacific Summit: December, 2021. This Summit will be driven by a BELA Asia Pacific working committee. More details in the coming weeks.



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