

Pushing the (Red) Envelope: Anti-Bribery Training in China



Annual, Semi-Annual, or Quarterly



Onsite or Online



Staff Risk Assessment



Half Day or Full Day



Upper Management to Staff



Revision of Compliance Policies

Ignorance is No Excuse!

Know the laws?

Passed by British Parliament in 2010, the UK Bribery Act is one of the most stringent anti-corruption legislations in the world that sets the standard for global bribery prevention and enforcement. The UK Bribery Act criminalizes companies or individuals offering or accepting an advantage as well as organizations that fail to effectively prevent bribery due to insufficient compliance features. Furthermore, the UK Bribery Act criminalizes bribing a foreign official or employee of a government-owned company.

Even if your company has a robust global compliance policy consistent with UK bribery law, your employees in China may not fully grasp the importance of strict compliance due to different cultural norms. Dezan Shira provides anti-bribery training to ensure your employees in China are compliant with PRC anti-bribery laws and your global compliance standards are effectively localized.

Your Chinese Business Activities May Put You at Risk!

You may be liable for the actions of your subsidiaries, partnerships, or even agents!

Companies must prove they had implemented adequate procedures to prevent Chinese subsidiaries from engaging in bribery. Otherwise, these companies can be held liable for the actions of employees, partnerships, and agents in China.

Protect your Company and Employees!

Who may be liable for your China team's actions?

- > UK citizens & residents
- > Companies headquartered in the UK with subsidiaries in China
- > Subsidiaries of UK companies in China
- > Partners in China engaged with a UK company
- > Management & employees involved in bribery activities in China



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More than Money!

What may be the penalties in the UK for China subsidiary misconduct?

- › Individuals can receive up to 10 years in prison and unlimited fines
- › Companies can receive unlimited fines, forfeiture of gains, and dismissal of directors

Bribes Aren't Just a Suitcase Full of Cash!

What might be a bribe?

- 💰 Direct monetary bribes
- 💰 Excessive gifts
- 💰 Fixed or rigged contract bidding
- 💰 Kickbacks in the form of commission
- 💰 Lavish travel, entertainment, or meals
- 💰 Offshore bank accounts
- 💰 Service or consultant fees not linked to genuine services
- 💰 Mooncakes, fruit baskets, and more

Was the Line Crossed by Your China Subsidiary from Business to Bribe?

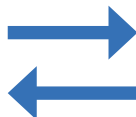
Is your company prepared?

Especially with UK companies who have operations abroad, many local business cultures and perceived normal practices prevent employees from understanding when gifts cross the line from business to bribe. Is your company at risk?

Corporate Corruption is Commonplace?

The high-risk industries!

- › Information & Communication
- › Insurance
- › Manufacturing
- › Pharmaceutical Industry
- › Real Estate
- › Retail Industry
- › Transportation
- › And many more



It's Not Just Those at the Top!

Who is the most susceptible to bribery?

- › Senior Management
- › Middle Management
- › Sales and Business Development
- › And many more

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We Can Get Your Team Up to Speed!

Dezan Shira's Anti-Bribery Training Program:

Dezan Shira & Associates provides clients with in-depth anti-bribery training to ensure your company has an effective compliance program for PRC laws and your global compliance standards are effectively localized for China. We have designed a program that is customized to fit your company's needs.

We can help you choose specifically targeted groups of employees who are at heightened risk for bribery situations such as senior management or particular staff as well as a customized program for the entire company. We can help assess your company's potential bribery risks to determine the target audience. Moreover, the training will include testing the knowledge of your staff through a questionnaire.

The training program can be hosted onsite at your offices, DSA offices, or online to fit your convenience.

Standard Anti-bribery curriculum: shall be customized for each firm

- › Assessment of bribery risks and employee questionnaires
- › Customized employee training or regular training sessions on China PRC Law with legal review and case studies
- › In-depth training to ensure your global compliance standards are effectively localized

Additional services that can be provided

- › Drafting or revising of internal compliance policies
- › Legal opinions or investigations on projects/employees

Our legal team will help review your compliance policies that should be amended based on the training and help to implement a new strategy to minimize future risks.

The training can be repeated for new hires or on a regular basis for the entire company including quarterly, semi-annually, or annually.

Please contact us for more details

GET A QUOTE



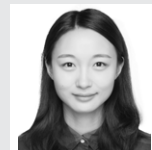
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