

ETHICS ESG Workshop – April 29 / 30, 2024

Breakout Session Day 1

„What are the implications for Compliance organizations in light of ESG challenges?“

Group 3: Scope of work – Compliance NOW and in the FUTURE

Red: always

Blue: maybe

NOW

- Shift from “Compliance” to Compliance + Ethics
 - + Integrity
 - + Responsibility
- No standard role ?!
 - Depending on company size
 - Depending on sector
 - Depending on upward reporting
- Trends on scope in bigger companies
 - ABAC
 - Product Compliance
 - Antitrust (Legal)
 - AML (Finance)
 - Data Privacy
- Activities
 - > shift from rule based to principle based
 - > from approval to advice
 - Risk management
 - Policies, CoC
 - Training
 - Monitoring
 - Consultancy for business
 - Complaints / whistleblowing mechanisms
 - Regulatory Scanning

FUTURE

-> Strongly depends on whether company has a Sustainability Dept.

- Activities
 - Support technical solution implementation
 - Cross functional collaboration / stakeholder management
 - **Trusted Advisor**
 - Function / Role = **more and more combined**
Compliance + Sustainability / Ethics / Responsibility
 - Merge of assurance functions?
 - Scope
 - Ethical use of AI
 - Implementation of regulations around AI
 - **ESG -> G1 topic owner**
 - > **Program** (policies, awareness, monitoring incl. reporting)
 - > **Risk Management for ESG**
 - **Closer collaboration** to other governance functions
 - > closer to Sustainability