# *I rapporti con la P.A. e le nuove influenze illecite*

**Milano, 26 settembre 2024**

**Dott.ssa Maria Fuso**

**Le Aziende private e il processo di Gestione dei rapporti con:**

- le Pubbliche Amministrazioni
  - l'Autorità di Vigilanza
  - l'Autorità Giudiziaria

**individuazione dei profili di rischio di reato e mappatura dei processi (cd Attività sensibili)**

**- Gestione dei Rapporti con la PA in occasione dello svolgimento delle attività connesse al core business**

- **Gestione dei rapporti con la PA in occasione di visite ispettive**
- **Gestione dei contenziosi e dei rapporti con l'Autorità Giudiziaria , nonché degli accordi transattivi**

**Destinatari**
**Individuazione della "sensitive population"**

**principi generali di controllo e di comportamento
lealtà e correttezza
informazioni chiare, complete, fedeli e veritiere
no condotte ingannevoli che inducano in errori di
valutazione …**

il controllo interno
auditing e ruolo dell'OdV

**I. I**

**1**

**II Ethics Program**

**1. Regulatory Environment ( 🔍 )**
   a) Sapin II Law & Local Regulation
   b) AFA

**2. Code of Conduct & Governance**
   a) Governance **( 🔍 )**
   b) Code of Conduct - Historic Background **( 🔍 )**
   c) Conflict of Interest, Gifts & Invitations - Act Ethics **( 🔍 )**
   d) Honorability - Check Ethics **( 🔍 )**
   e) Alert Channel - Whispli **( 🔍 )**
   f) Internal Controls - Nexus 2.0 & RMF **( 🔍 )**
   g) Ethics Committee & Tone at the top **( 🔍 )**
   h) E-learning **( 🔍 )**
   i) Adeo Positive Index (API) - Ethics Targets **( 🔍 )**
   j) Employee Experience Index (EXI) - Ethics Waves **( 🔍 )**
   k) KPI & Data Archive - Dashboard **( 🔍 )**

**3. Roadmap**
   a) Annual objectives follow-up **( 🔍 )**
   b) Self-assessment - Dashboard **( 🔍 )**
   c) Ethics Audit **( 🔍 )**

**III. Community Engagement & Agenda ( 🔍 )**
   **1. Steering Committee & Coworkings ( 🔍 )**
   **2. Calendar ( 🔍 )**
   **3. Workplace Community & GSite ( 🔍 )**

**IV. New Members Onboarding Timeline ( 🔍 )**

# Ethics Compliance Program

**+** Regulatory obligations may be **<u>local</u>** or result from a **<u>global</u>** obligation

*Whether local or global, measures implemented must be traceable*

✓ **Fight against corruption and influence peddling**

✓ **International sanctions**

*Defying and implementing measures*

*Implementing Group defined measures*

## Anti-coruption Trainings

1. **E-learning**
   ✓ All employees
   ✓ lThe whole Ethical Code

1. **Sensitive Population**
   Most exposed to the risk of corruption and influence peddling
   *(risk mapping)*
   ✓ Interactive exchange & real case scenarios
   ✓ Knowledge check/test
   • *Probable reminders each 2 years*

1. **Executives**
   ✓ Sensitive Population content **+** French Anti-corruption Agency inspection management
   • *Probable reminders every 3 years*

Trainings must be traceable

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## Risk Mapping

Local management of Group's Risk Mapping

**Methodology**
Defined by
   • *Renewal of the exercice each 3-4 years*

**Validation & Communication**

Global Risk Map: By Group Audit Committee after presentation by Group Ethics Team
   • *Communicated by ADEO to all BU*

**Action Plans**
Multi-year action plan is translated into an annual action plan for the whole Group
   • Based on Group's action plans, BU define their own action plans monitored by the Compliance Officer and presented in BU Ethics Committee
   • Every year, the action plans must be presented and approved by the Directors
     ○ DG must receive information on insufficiently covered risks or not followed up/implemented action plans

## Conflict of Interests, Gifts & Invitations

Centralized management of these topics must be done through the Ethics tool, and its modules:

1. Conflict of Interests prevention questionnaire
   *Employees subject to the questionnaire are selected and added to the tool by the Compliance Officer*

1. Conflict of Interests

1. Gifts
   • Received
   • Offered

1. Invitations

# Ethics Compliance Program

## Honorability

## Alert Channel Management

## Accounting Controls & internal control

To assess the potential exposure of company to the corruption risk through interactions with third parties

Responsibility attached to the Anti-corruption Referent role

ODV role

- Dedicated Third-party assessment governance

*Honorability Project*

**Grazie**