

13TH ANNUAL

# BUSINESS ETHICS ANTI-CORRUPTION COMPLIANCE & FRAUD PREVENTION STRATEGIES IN CEE

21st to 22nd September 2023, Carlo IV Hotel Prague • Registration Call +44 203 286 4071



## Speakers:

Gennaro Mallardo  
Head of Business Integrity Compliance  
Eni S.p.A.

Andras Mohacsi  
Head of Compliance & Sanctions  
British American Tobacco (BAT)

Markéta Sikorová  
Chief Compliance Officer  
DECATHLON Group

Dr. Johannes Dittrich  
Head of Compliance  
Vitesco Technologies GmbH

Livio Russo  
Head of Ethics & Investigations and  
Group MLRO  
Generali

Zoárd Gázmár  
Head Of Compliance  
OTP Bank

Nada Sramek  
Senior Investigator Counsel Eastern  
Europe and India  
Siemens

Kevin T. Abikoff  
Partner  
Hughes Hubbard & Reed

Dr. Friedrich Popp  
International Counsel  
Debevoise & Plimpton LLP

Laurence Houlbert  
Compliance Director  
nVent

Manuela Kohl  
Head of Group Legal & Compliance  
TÜV AUSTRIA Group

Jitka Logesova  
Partner  
Wolf Theiss

Bogdan Bibicu  
Partner  
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Bryan J. Sillaman  
Partner  
Hughes Hubbard & Reed

Nicolas Grollier  
Director, Trust & Compliance Officer for  
Europe, Middle East and Africa  
Kyndryl

András Kálnay  
Group Compliance Officer  
Magyar Telekom

Pavel Zeman  
Prosecutor  
Supreme Public Prosecutor's Office

Bogdan Bibicu  
Partner  
Wolf Theiss, Bucharest

Aleksandar Ristić  
Counsel  
Wolf Theiss, Belgrade

Paulina Pomorski,  
Counsel  
Wolf Theiss, Vienna

Jaroslava Kracunova  
Partner, Head of Business Integrity  
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Deloitte Legal

Steffen Idler  
Partner  
BDO

Benedict Benz  
Senior Manager  
BDO

Miroslava Greštiaková  
Head of Group Compliance & Group DPO  
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Christoph Hörauf  
Managing Director  
Alvarez & Marsal Disputes and  
Investigations GmbH

Serghei Turcan  
Manager – Disputes and Investigations  
Alvarez & Marsal Disputes and  
Investigations GmbH

Dr. Johannes Leitner  
Managing Partner  
LM PRISK

Donovan Spronk  
Partner AI & Data  
Deloitte

Pawel Splawski  
Partner, Risk Advisory  
Deloitte

Patricia Berkes  
Compliance Officer  
OTP Bank

Dr. Annamária Dajka  
Senior Compliance Counsel (sanctions)  
OTP Bank

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**Deloitte.**

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# BUSINESS ETHICS ANTI-CORRUPTION COMPLIANCE & FRAUD PREVENTION STRATEGIES IN CEE

21st to 22nd September 2023

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## About the Conference

Acquiring new companies, expanding into new markets, high employee turnover or engaging third parties, sales agents and distributors can expose a business to significant regulatory risk. Recent research across Europe has shown that companies will be increasingly exposed to Fraud & Corruption.

With recent news of bribery investigations in Germany, Italy, Poland, Austria and other countries in CEE, Corporate Fraud and Corruption is taking centre stage in Europe. While many multinational companies have Ethics & Anti-Corruption compliance programs, they may always not be effective especially when operating in less transparent jurisdictions.

## Benefits of Attending

- How to develop an Effective Compliance Program and Culture: Assessing, Building, and Transforming
- Get an update on best practices in Managing Risks with Third Party Intermediaries
- Get to grips with Anti-Corruption laws and enforcement in Europe and prosecution trends including – Non Trial resolutions, CEE approach towards legal entities when it comes to corruption/ public procurement bidding cases
- The latest developments on Sanctions Compliance & Screening
- Learn how you can manage Internal Investigations: Some Practical Guidance and many more

## Previous CEE Tax Conference Testimonials



I was very impressed with the large number of expert presentations covering very important topics.

Sam Bennett  
Manager Risk & Compliance  
IBM

Interesting content, good presentations and a great opportunity for networking.

Michal Kakolecki  
Controls, Compliance & Ethics Director Russia and Eastern Europe  
DIAGEO Polska Sp. z o.o.

Useful event not only for the compliance officers community but also for corporate executives who need to understand the impact of legislation and practices for everyday business life.

Dr. Alexander Picker  
CEO  
HYPO ALPE-ADRIA-BANK d.d.

Thank you for this event. Very useful, new view from different business areas. Waiting for next year's event. I learnt a lot, thank you again.

Marcela Lassakova  
Director Corporate Compliance  
Valeant Pharmaceuticals

I was happy to have a chance to hear about good practices about compliance programs and to connect to compliance professionals from our region.

Andrijana Zrinji  
Compliance Officer Manager  
Triglav Insurance Company

An excellent platform to share best practice compliance programs between compliance professionals in different kinds of industries.

Alexander Grunicke  
Regional General Counsel EE  
Kuehne + Nagel

Great organisation, good location and service. Very interesting and professional speakers from various industries, the best opportunity to share common problems, best practice and share ideas.

Denis Glukov  
Compliance Officer CIS  
Alcatel Lucent

Great platform for sharing knowledge and experience on way forward to compliance in CEE & CIS.

Alexandru David  
Head of Compliance  
OMV Petrom



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Day 1, 21st September 2023

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08.15 Registration & Morning Coffee

08.50 Chair Opening Address

## 09.00 Building a world class Company Compliance Culture in a global multinational: Best Practices

- Building and sustaining compliance culture in a company.
- Key elements of ethics and compliance culture:
- New frontiers of Compliance: ESG and sustainability

Dr. Johannes Dittrich  
Head of Compliance  
Vitesco Technologies GmbH

## 09.40 Enforcement update: Trends in resolving bribery cases in non-trial proceedings

- Anticorruption update – current status of legislation, EU Anticorruption Directive
- Compliance defence: What does the prosecutor expect from prosecuted companies?
- Plea bargaining: how to communicate with enforcement authorities
- How are penalties being calculated and what other financial impact can companies expect?

Pavel Zeman Prosecutor Supreme Public Prosecutor's Office	Jitka Logesova Partner Wolf Theiss
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10.20 Morning Refreshments & Networking

## 10.40 Suspicions and Incidents: From early case assessment to full investigation

- Best practice for developing an integrated approach to investigations.
- Expert insights on efficient investigation processes
- Considerations regarding comprehensive corrective actions
- Analysis of a business case

Christoph Hörauf Managing Director Alvarez & Marsal Disputes and Investigations GmbH	Sergei Turcan Manager – Disputes and Investigations
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## 11.20 Linking Human Rights and Anti-Corruption Compliance

- Current National and international provisions (e.g. EU directives,
- Comparing Eni anti-corruption compliance best practices with Human Rights issues
- Mandatory Human Rights Due Diligence (mHRDD)
- Eni Policy on Human Rights and Human Rights standard contractual clauses
- Due diligence on sustainability: what it means for businesses and compliance departments

Gennaro Mallardo  
Head of Business Integrity Compliance  
Eni S.p.A.

## 12.00 Whistleblowing & Data Privacy: Review of Whistleblower Act in EU Jurisdictions and GDPR implications

- Data privacy rights play a key role in the design of whistleblowing procedures, and organizations will need to be even more careful after the introduction of the General Data Protection Regulation (GDPR), especially given the high penalties for violating data privacy rights.
- Practical perspectives on the potential safeguards and pitfall for the operator of the whistleblower system

Dr. Friedrich Popp  
International Counsel  
Debevoise & Plimpton

12.40 Lunch & Networking

## 13.40 Internal Investigations: Some Practical Guidance

- How to manage the investigation
- How to do interviews
- How to behave with the suspected person
- How to ensure you are independent and impartial

Markéta Sikorová Chief Compliance Officer DECATHLON Group	Nada Sramek Senior Investigator Counsel E. Europe, Middle East, and India Siemens
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## 14.20 Guide to compliance monitorships

Kevin T. Abikoff Partner Hughes Hubbard & Reed	Bryan J. Sillaman Partner Hughes Hubbard & Reed
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## 15.00 Intelligence as a Service

- Answering critical business questions using online data using Intelligence as a Service (IntaaS) platform
- Digital insights across a broad set of focus areas
- Drawing on a depth of intelligence expertise and AI to develop solutions to aid decision-making, improve understanding and track risks in one place
- Sanctions now – use case

Donovan Spronk Partner AI & Data Deloitte	Pawel Splawski Partner, Risk Advisory Deloitte
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15.40 Afternoon Refreshments & Networking

## 16.00 Pre-market entry and due diligence

- Pre-market entry risk analysis
- Market related political risks
- Sanctions/Export Controls Management
- KYC and Corporate Intelligence

Dr. Johannes Leitner  
Managing Partner  
LM PRISK

## 16.40 Recent developments concerning corporate criminal liability matters in CEE&SEE

- Recent legislative and enforcement developments on corporate criminal liability
- Particular local points to be considered at the very outset in a corporate investigation, such as, for example, reporting duties, legal privilege or parallel assessment between jurisdictions involved
- Practical insight into the importance of ethics, compliance, codes of conduct or other mitigators (e.g., align policies with local regulations, authorities' view on policies, etc.)
- New whistleblowing, sanctions or AML rules putting additional pressure on companies
- Other recent trends in cross-border cases

Bogdan Bibicu Partner Wolf Theiss, Bucharest	Aleksandar Ristić Counsel Wolf Theiss, Belgrade
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## 17.20 How to navigate sanctions and stay compliant – A commercial perspective

- Grey area of evolving sanctions and export control restrictions
- How to undertake appropriate due diligence
- How to ensure business partners stay compliant
- How to mitigate sanctions violations

Andras Mohacsi  
Head of Compliance & Sanctions  
British American Tobacco (BAT), UK

18.00 Evening Drinks Reception & End of Day 1

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# BUSINESS ETHICS ANTI-CORRUPTION COMPLIANCE & FRAUD PREVENTION STRATEGIES IN CEE

Day 2, 22nd September 2023

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08.30 Registration & Morning Coffee

08.50 Chair Opening Address

## 09.00 Ready for the unknown - practical insights for investigation readiness

- Is your organization ready for an incident?
- Do you have everything you need to run a smooth investigation at hand?
- Are your organization's IT systems capable of forensic sound extraction of case relevant data?
- Do you even know about all data your organization possess?
- Key advice and best practice how to prepare your organization for a suddenly arising incident that needs urgent investigation. It is crucial not to lose valuable time in case of need

Steffen Idler  
Partner  
BDO

Benedict Benz  
Senior Manager  
BDO

## 09.40 ESG, Sanctions Compliance & Screening

- How to settle sanctions compliance within the compliance organization
- Sanctions Compliance Program
- Roundtable
- Regulatory and Geopolitical Shifts Impacting your organisation's risk profile and compliance schemes

Moderator:  
Zoard Gazmar  
Head of Compliance  
OTP Bank

Dr. Annamária Dajka  
Senior Compliance Counsel (sanctions)  
OTP Bank

Patricia Berkes  
Compliance Officer  
OTP Bank

Dr. Johannes Leitner  
Managing Partner  
LM PRISK

10.20 Morning Refreshments & Networking

## 10.40 Role of compliance in M&A

- The importance of getting a seat at the pre deal due-diligence table
- Developing a post-acquisition integration plan
- Lessons learned from past acquisitions .

Laurence Houlbert  
Compliance Director  
nVent

Jaroslava Kracunova  
Partner  
Deloitte Legal

## 11.20 Whistleblowing and Internal investigations

- How Whistleblowing programs form a key pillar of an organization's corporate governance framework
- How to implement an internal reporting system
- Importance of following guidelines and reporting procedures
- How you need to manage together with other channels when you are a financial institution
- Consistent framework based on rules in place, tool to manage investigations

Livio Russo  
Head of Ethics & Investigations and Group MLRO  
Generali

## 12.00 Assessing the Effectiveness of Your Anti-Corruption Compliance Program

- Highlights of compliance issues of general relevance
- Examples and "war stories"
- Practical experience gained from managing compliance across 3 continents

Nicolas Grollier  
Director, Trust & Compliance Officer for Europe, Middle East and Africa  
Kyndryl, France

12.40 Lunch & Networking

## 13.40 Panel Discussion: Effective speak-up arrangements for whistle-blowers & Update on EU Whistleblowing Directive

- Recognising the Value of Whistleblowers and Empowering Them to Speak Up
- Protection and support for whistleblowers
- Practical problems related to handling whistleblowers notification
- Dark sides of whistleblowing and negative experiences
- Ensuring your reporting systems are robust, safe, and easily used
- Implementation status of directive across the EU and current status
- Impartial whistleblowing monitor – internal vs outsourcing
- Group-wide whistleblowing system: not enough for the EU Commission

Livio Russo  
Head of Ethics & Investigations and Group MLRO  
Generali

Miroslava Greštiaková  
Head of Group Compliance & Group DPO  
Unilabs

Paulina Pomorski  
Counsel  
Wolf Theiss, Vienna

## 14.20 Ethical use of AI through Digital Ethics (In line with the recent EU AI Regulation and Magyar Telekom approach towards AI)

András Kálnay  
Group Compliance Officer  
Magyar Telekom

15.00 Afternoon Refreshments & Networking

## 15.20 Creating an Effective Compliance Training Program

- Corporate Compliance Training – Our experience with E-Learning
- Scenario-based learning
- Use of Avatars for e-learning
- Developing training content that works

Manuela Kohl  
Head of Group Legal & Compliance  
TÜV AUSTRIA Group

16.00 Closing remarks from the Chair / End of conference

For further information on becoming involved as a speaker, delegate, sponsor or exhibitor please contact:

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