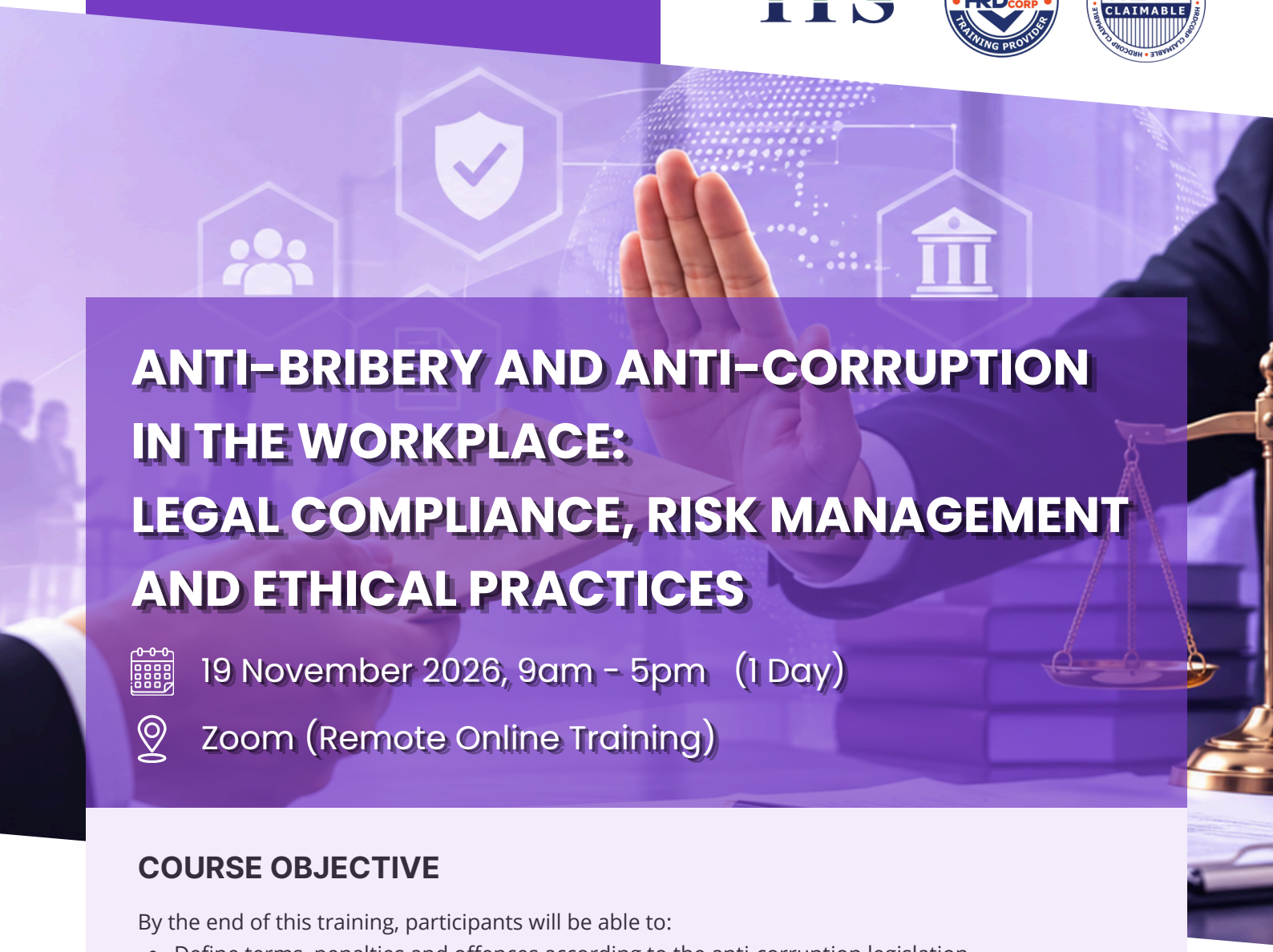


ANTI-BRIBERY AND ANTI-CORRUPTION IN THE WORKPLACE: LEGAL COMPLIANCE, RISK MANAGEMENT AND ETHICAL PRACTICES

19 November 2026, 9am - 5pm (1 Day)

Zoom (Remote Online Training)

COURSE OBJECTIVE

By the end of this training, participants will be able to:

- Define terms, penalties and offences according to the anti-corruption legislation
- Identify corruption practices in your workplace and how to avoid them
- Discuss the legal responsibilities of your organisation with regards to corruption
- Describe their responsibilities in complying with the company's Anti-Bribery and Anti Corruption Policy
- Identify the consequences of failure to comply with the company policies and procedures

WHO SHOULD JOIN?

Supervisors, Heads of Department, Executives, Managers, Administrative Staff, Policymakers, and All Employees.

Trainer: XH Song

- Experienced HR Practitioner & Trainer
- Specialist in HR Setup & Industrial Relations
- Over 7 Years of Training & Facilitation Experience
- Former HR & Training Manager in Hotel Industry
- HRD Corp Accredited Trainer
- Malaysian Institute of Human Resource Management Member

RM550/pax

***HRD Corp Claimable*

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COURSE INTRODUCTION

"Integrity, Transparency and The Right Against Corruption have to be part of the culture. They have to be through as fundamental values." – Angel Gurria, OECD Secretary General –

Anti-Corruption and Anti-Bribery in the Workplace is an interactive e-module that addresses bribery and corruption in the workplace. It defines key terms and issues contained in Section 17A of the MACC Act 2019. This training exercises and scenarios to help you apply your legal, moral and professional judgement to real workplace situations. Designed to be integrated into your organisation's existing management processes and controls.

COURSE CONTENT

MODULE 1: INTRODUCTION TO ANTI-CORRUPTION AND ANTI-BRIBERY

- Overview of Corruption in Malaysia:
  - Definition of corruption and bribery
  - Statistics and trends in corruption cases
- Importance of Anti-Bribery and Anti-Corruption Measures:
  - Impact on economic growth, business reputation, and social trust
- Legal Framework and Regulations:
  - Overview of the Malaysian Anti-Corruption Commission (MACC) Act 2009
  - Introduction to Section 16 Soliciting / Receiving Gratification
  - Introduction to Section 17A (Corporate Liability) and its amendments
  - Introduction to Section 17B (Offering/ Giving Gratification
- Activity:
  - Icebreaker: Participants share their understanding of corruption and its impact on their industry
  - Pre-test: To check on the participants' knowledge pertaining to Section 17A

MODULE 2: IDENTIFYING CORRUPTION RISKS IN THE WORKPLACE

- Common Corruption Practices Across Industries:
  - Fraud, kickbacks, embezzlement, procurement misconduct, and abuse of authority
  - Industry-specific examples and case studies
- Detecting Corruption and Unethical Behaviour:
  - Identifying red flags (e.g., irregularities in financial transactions, conflicts of interest)
  - Tools and techniques for monitoring and detecting corruption
- Activity:
  - Case study analysis: Participants identify red flags and propose preventive measures for a given scenario

MODULE 3: WHISTLEBLOWING AND ETHICAL REPORTING MECHANISMS

- Importance of Whistleblowing:
  - How whistleblowing fosters transparency and accountability
- Legal Protections for Whistleblowers:
  - Overview of the Whistleblower Protection Act 2010
  - Rights and safeguards for whistleblowers
  - Handling False Claim cases and Section 18 MACC Act
- Effective Reporting Channels:
  - Internal reporting mechanisms (e.g., hotlines, compliance officers)
  - External reporting options (e.g., MACC, regulatory bodies)
- Activity:
  - Role-play: Participants practice reporting a corruption case using a simulated scenario

COURSE CONTENT

MODULE 4: CORPORATE AND INDIVIDUAL RESPONSIBILITY – BEST PRACTICES FOR COMPLIANCE

- Legal Liabilities of Organisations and Employees:
  - Accountability for corrupt activities under Malaysian law
  - Understanding the "adequate procedures" defense under Section 17A
- Establishing a Zero-Tolerance Policy:
  - Developing and communicating anti-corruption policies
  - Implementing internal controls, due diligence, and risk assessments
- Activity:
  - Group discussion: Participants draft a zero-tolerance policy framework for their organization

MODULE 5: FOSTERING AN ETHICAL WORKPLACE CULTURE

- Role of Leadership in Promoting Ethical Behavior:
  - Leading by example and setting the tone from the top
  - Empowering employees to act ethically
  - Effect of using office or position for Gratification (Abuse of Power- Section 23)
- Employee Engagement and Training:
  - Importance of regular training and awareness programs
  - Encouraging transparency and accountability at all levels
- Impact of Ethical Behaviour:
  - Benefits for corporate reputation, stakeholder trust, and sustainability
- Activity:
  - Group exercise: Participants identify ethical dilemmas in their workplace and propose solutions
  - Post Test

COURSE METHODOLOGY

- Real-Time Presentation
- Interactive Lectures
- Sharing/Discussion
- Real-Live Examples
- Quiz