



Salt[®] compliance

Effective compliance made easy



About us

GRC Solutions is the recognised leader in the online compliance training market in the Asia-Pacific region.

With our award-winning compliance training technology, Salt Compliance, we help hundreds of companies navigate complex legal and regulatory environments and build resilient organisational cultures.

We publish a broad range of legal compliance, risk management and ethics training courses designed for organisations operating in a number of jurisdictions and languages across the globe. Our library of over 100 courses currently caters to clients in Asia, Australia, New Zealand and South Africa. Our training courses can be tailored for any organisation in any industry.

We currently cater to:

- >> Finance
- >> Mining and oil
- >> Education
- >> Transport
- >> Manufacturing
- >> Construction
- >> Healthcare
- >> Public sector
- >> Telecommunications
- >> Real estate

Working with leading global experts in law, risk and compliance gives us the ability to provide our clients with premium ethics, risk and compliance training content that is relevant, easily understood by different levels of staff and legally up-to-date.



Best Learning Program Compliance



Best Learning Program Induction

Tailored content

All of our courses have legal sign-off from qualified lawyers. However, we understand that some clients require custom training. Our experienced internal content development and legal team gives our clients the unique advantage of easily being able to tailor their online compliance training courses to suit their industry environment, job roles and policies.

Our most popular courses	
Anti-Bribery and Corruption	Anti-Money Laundering
Competition and Consumer Protection	Contract Fundamentals
Corporate Governance	Diversity and Equality
Fraud Awareness	Insider Trading
Privacy	Work Health and Safety

The image shows two overlapping screenshots of the Salt compliance training interface. The top screenshot is titled "INSIDER TRADING PREVENTION (ADVANCED)" and includes an "Overview" section with text defining insider trading and a list of four conditions for committing the offence. The bottom screenshot is titled "INTRODUCTION TO MONEY LAUNDERING" and features a diagram illustrating the three stages of money laundering: 1. Placement (moving funds into the financial system), 2. Layering (creating complex transactions to obscure the source), and 3. Integration (making the funds appear legitimate). Both screenshots include navigation menus and the GRC solutions logo.

>>> Why burden your staff with increasing obligations when we can take care of it for you? GRC Solutions also offers a fully managed compliance training service.

Our benefits

Revolutionise your compliance learning

Salt Compliance revolutionises the way organisations and staff learn about compliance. Instead of trawling through text-heavy manuals or battling to stay alert in mid-afternoon lectures, your staff will study online in an interactive, user-friendly environment, at their own desk and at their own pace.



>> **Cost-effective** Train all staff online in an efficient, cost-effective manner. Salt Compliance is particularly cost-effective for larger organisations or those with employees spread across multiple locations. Our course consistency ensures that learning is delivered in a standardised form and at the same high quality across the entire organisation.



>> **Anywhere, any time** Now staff can access their online compliance training course from anywhere at any time. This means higher participation rates and higher compliance levels within your organisation.



>> **Tailored** Our courses can be delivered to your staff as is from our ever-expanding library of topics. Alternatively, our experienced legal researchers and content writers can tailor all courses to suit your business's branding, policies, procedures and the industry you operate in.



>> **Job-role specific** Tailor access to modules depending on your employees' job roles. Now you can ensure the right people are given the right level of training and gives you the flexibility to deliver across-the-board training targeted to your organisation's areas of need.



>> **Real-time updates** Salt Compliance is regularly updated to reflect any legislative changes. Now you no longer need to worry about being on top of these changes. We complete all legal and editorial updates behind the scenes without you having to re-upload the modules.



>> **Notifications** Staff members will receive automated reminders to complete their online compliance training course within the given time-frame specified by management.



>> **Comprehensive reports** Manage and monitor your organisation's legal compliance activities with just a few clicks. Our system provides comprehensive reports ranging from individual reports to board-level summaries. Administrators can schedule report updates reflecting employee course participation and completion. Now you will be able to demonstrate evidence of compliance within your organisation.



>> **Policy management** Use the Policy Builder feature to upload your own company policies directly onto the system. Now you can electronically track if these documents have been read, accepted or acknowledge by your staff.



>> **Compliance knowledge testing** Salt Compliance includes effective testing at the end of each course module that thoroughly examines a learner's understanding of the training topic. Say goodbye to courses that simply track length of time an employee has spent on the designated site with no proof of learning.



>> **Legal sign-off** Ensure your employees are being educated correctly by using accurate and up-to-date training materials. All of our courses have legal sign-off from qualified lawyers at our partner law firms.



>> **CPD points** Salt Compliance has been designed to track Continuing Professional Development points as required by many professional and industry associations.



>> **AS3806 compliance standard** Many of the features that make Salt Compliance an easy and effective learning tool are designed to satisfy standards set down by the courts, regulators, and The Australian Standard on Compliance Programs AS3806.

Compliance training counts

What is compliance training?

The process of educating employees on the laws, regulations and company policies that apply to their day-to-day job responsibilities with the aim of achieving compliance.

Why do you need a compliance training program?

To mitigate the potential penalties and reputational damage brought about by a breach. The threat of brand damage, fines and even jail terms are common catalysts for training. Sometimes if left unattended, training is a direct result of a court enforceable undertaking arising from a breach.



Five key elements of effective compliance training

- 1 >> **Take a-risk based approach** Measure what is an appropriate level of training for different risk profiles across your organisation.
- 2 >> **Regularly updated training** Corporate ethics and compliance training programs should not be static. Regulators worldwide have made it clear that they expect organisations to regularly assess risks, and review and update their policies and training programs to reflect evolving best practices.
- 3 >> **Respect your staff** Training must be pitched at an appropriate level to engage your employees and should avoid complex, legal jargon.
- 4 >> **Frequency and methodology of training** To promote memory retention consider, frequency of training, multiple delivery methodologies, applicability to day-to-day activities.
- 5 >> **Maintain records and act on issues identified** Ensure your learning management system provides you with a significant level of reporting and analysis to ensure that you are tracking completions and pass/fail rates. Many systems will allow you to set automated reminders to staff and escalate those reminders to managers.

Case study

Morgan Stanley – Case study of effective compliance training program

In 2012, a former Morgan Stanley real estate dealmaker was sentenced to nine months in prison for skirting the bank's internal controls in an effort to enrich himself and a Chinese government official. Garth Peterson, 43, pleaded guilty in April to conspiring to evade internal accounting controls that Morgan Stanley was required to maintain under the US Foreign Corrupt Practices Act, an anti-bribery law. Peterson, a managing director in Morgan Stanley's real estate investment and fund advisory business in Shanghai, was fired in 2008 amid a probe into a suspect real estate deal, court records showed.

The US Department of Justice (DOJ) decided **not to prosecute** Morgan Stanley over breaches of the Foreign Corrupt Practices Act (FCPA).

WHY? Because the bank had a strong compliance training program in place.

Morgan Stanley's pre-existing compliance program meant they could cite evidence of the following:

» **Accountability** for its assets and prevention of its system of rigorous internal controls.

» **Internal policies** that prohibited bribery and addressed corruption risks associated with the giving of gifts, business entertainment, travel, lodging, meals, charitable contributions and employment and updated those.

» **Frequent training** of its employees on its internal policies, the FCPA and other anti-corruption laws. Between 2002 and 2008,

Morgan Stanley trained various groups of Asia-based personnel on anti-corruption policies 54 times. During the same period, they were able to show evidence of Peterson being trained on the FCPA seven times and reminded him to comply with the FCPA at least 35 times.

» **Regular monitoring and auditing** by compliance personnel of transactions; random audits of particular employees; transactions and business units; and testing to identify illicit payments.

» **Extensive due diligence** on all new business partners and imposition of stringent controls on payments made to business partners.



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