



# ETHICS AND SPEAKING-UP/ WHISTLEBLOWING

LEGAL REGULATORY LANDSCAPE OF PAKISTAN WITHIN  
(SBP, SECP) & GLOBAL PROSPECTIVE WITH BEST PRACTICES

## ABOUT WORKSHOP:

A strong Ethics and Speaking-up (a.k.a Whistleblowing) program is the foundation of an open, ethical and productive organization. It can help prevent misconduct, improve employees' engagement and trust, enhance ethical culture & brand equity, underpin alignment around a set of core values, mitigate risk and promote adherence to compliance and strategic goals & objectives.

Organizations must keep themselves abreast of ethics, speaking-up and allied components of an ethical framework to operate at high ethical standards, build trust with stakeholders including regulator, business partners and attract top talent.

## WHO SHOULD ATTEND:

- Employee at each level in organisations, particularly Compliance, Audit, Ethics, Risk, Internal Controls,
- HR, Employee / Industrial Relations Professional
- Supply Chain, Procurement, sales, marketing Professionals
- Managers/ General Managers
- Departmental Heads

## TRAINING DETAILS

 **26 October, 2024**

 **Hotel One, Islamabad**

 **9:30 AM - 5:30 PM**

**INVESTMENT : RS 34,999**



**GUEST SPEAKER**  
**MUHAMMAD ASLAM  
HAYAT**

PARTNER AT HAYAT & NOORWALA, ADVOCATES,  
LEGAL ADVISORS & CONSULTANTS



**TRAINER**  
**JEHANZEB RAOOF  
(FCA, CFE, CCEP-I)**

HEAD OF ETHICS (DIRECTOR)  
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# ETHICS AND SPEAKING-UP/ WHISTLEBLOWING

(LEGAL & REGULATORY LANDSCAPE AND INTERNATIONAL  
BEST PRACTICES)

## FIRST SESSION:

- Introduction to Ethics and its relevance to Organizations
- Difference between Compliance and Ethics
- Ethical framework
- Ethics Principles
- What entails Ethics Culture and key approaches
- Measurement of Ethics culture

## SECOND SESSION:

- What is Speaking-up (Whistleblowing)
- Overview of Laws & regulations in Pakistan and regionally on speaking-up
- Components of Speaking-up governance
- Oversight Mechanism
- Structures(s) of Speak-up in organizations
- Establishment of channels
- Speaking-up life cycle
- Assessment and investigation
- Disciplinary & Corrective Measures
- Tracking and validation
- Measurement of Speaking-up culture
- Management Reporting and data analytics

## COURSE BENEFITS:

The course is aimed at equipping professionals with concept of ethics, ethical values, ethical framework and speaking-up governance including life cycle flow of speaking-up as outline below. This is full day workshop



## TRAINER PROFILE

Jehanzeb Raof (FCA, CCEP-I, CFE) is a seasoned trainer and industry professional carrying 19 years' of experience in Ethics, Compliance, Speaking-up, Driving ethical culture, Investigations, Conflict of interest, Data Privacy, and risk assessment with topnotch institutions i.e., Standard Chartered, Barclays, Citi, Philip Morris, EFU and Telenor Microfinance Bank. He has successfully turned the table in terms of ethics and compliance culture.



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