



## Training & Education

MISC Group has undertaken various initiatives to enhance and strengthen the Compliance and Ethics framework and oversight of the Group's Business Ethics and Conduct.

MISC has rolled-out the Compliance and Ethics Programme in 2020 as part of its five-year strategic initiative roadmap in tandem with MISC's growth agenda to enhance MISC's level of maturity for ethics and integrity and progressing towards a mature compliance and business ethics culture. 2021 marks the embarkation point for the next five-year MISC Compliance and Ethics Programme where Compliance initiatives and measures continue as part of the MISC Group Sustainability Strategy 2021 – 2025, focusing on building a strong culture of governance, business ethics and conduct within the Group.

MISC has established training, communication and awareness programmes for its employees and directors which include the following:

- “See. Speak. Support” campaign, to raise awareness on the key Code of Conduct and Business Ethics (“CoBE”) elements and Whistleblowing.
- Roll-out mandatory annual CoBE refresher e-Learning course.
- Deliver comprehensive trainings related to Critical Legal Areas (“CLA”) and relevant policies and guidelines covering Ethics and Integrity, Personal Data Protection, Economic Sanctions, Export Control, Competition, Human Rights & Modern Slavery and Third Party Compliance Due Diligence Operational Guidelines.
- Roll-out Compliance e-Learning modules comprising CoBE and CLA related topics via MISC's Talent Management System.

Regular communications on Compliance related topics through various channels such as the MISC Compliance and Ethics intranet portal, email newsletters and workplace postings. These training, communication and awareness programmes are monitored, reviewed and assessed for their effectiveness via e.g. culture surveys to gauge the employees' level of understanding and awareness on Compliance and Ethics culture in MISC.

MISC also extends annual CoBE trainings to its third parties to ensure awareness of MISC CoBE and other requirements, and expectations that they comply according to our high standards.

*When in doubt please consult your superior or HR or Compliance Department  
(email to [compliance@miscbhd.com](mailto:compliance@miscbhd.com))*