100 LEGAL LUMINARIES OF INDIA

DISPUTE MANAGEMENT & ARBITRATION

CORPORATE M&A

TECHNOLOGY & TMT

IPR

REGULATION & PUBLIC POLICY

UNIFIED CODE OF CONDUCT - IMPLEMENTATION CHALLENGES IN INDIA

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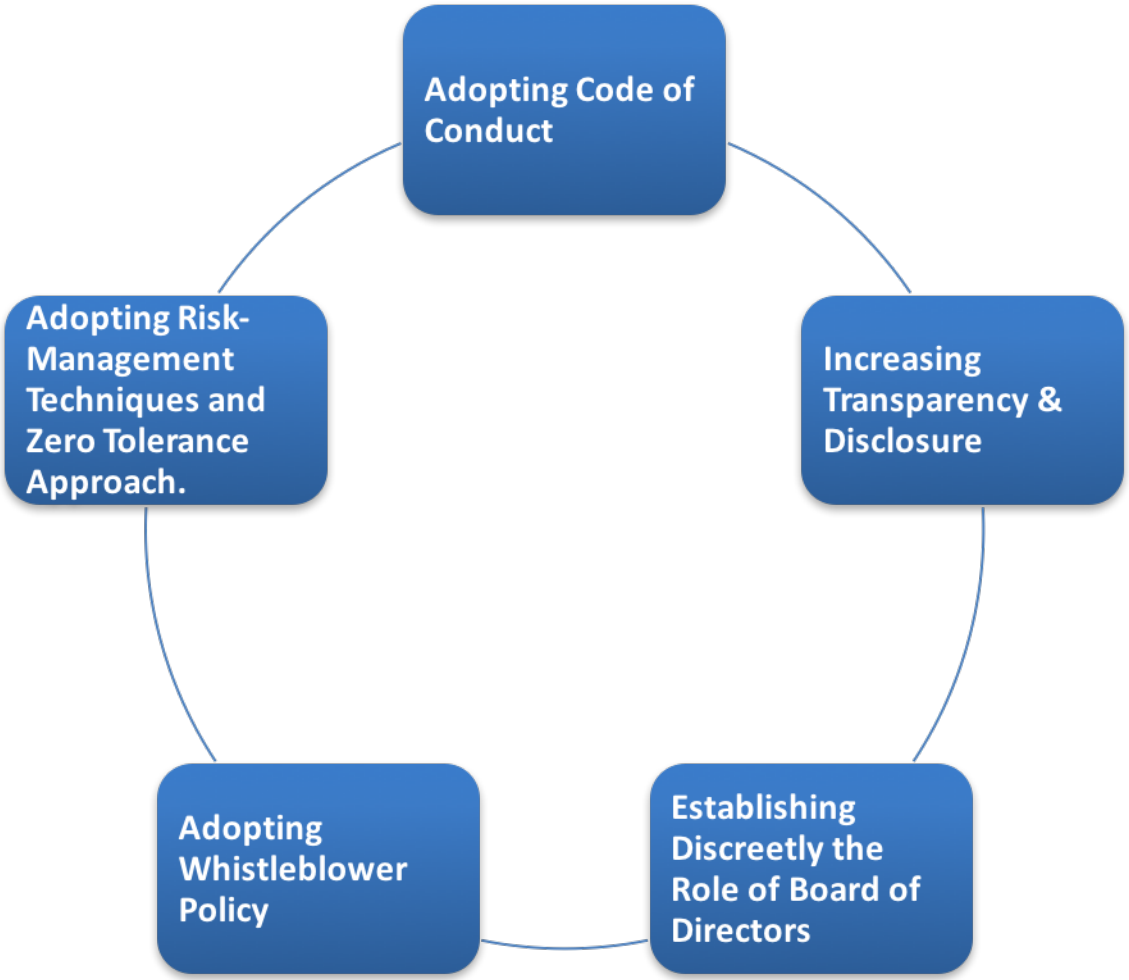
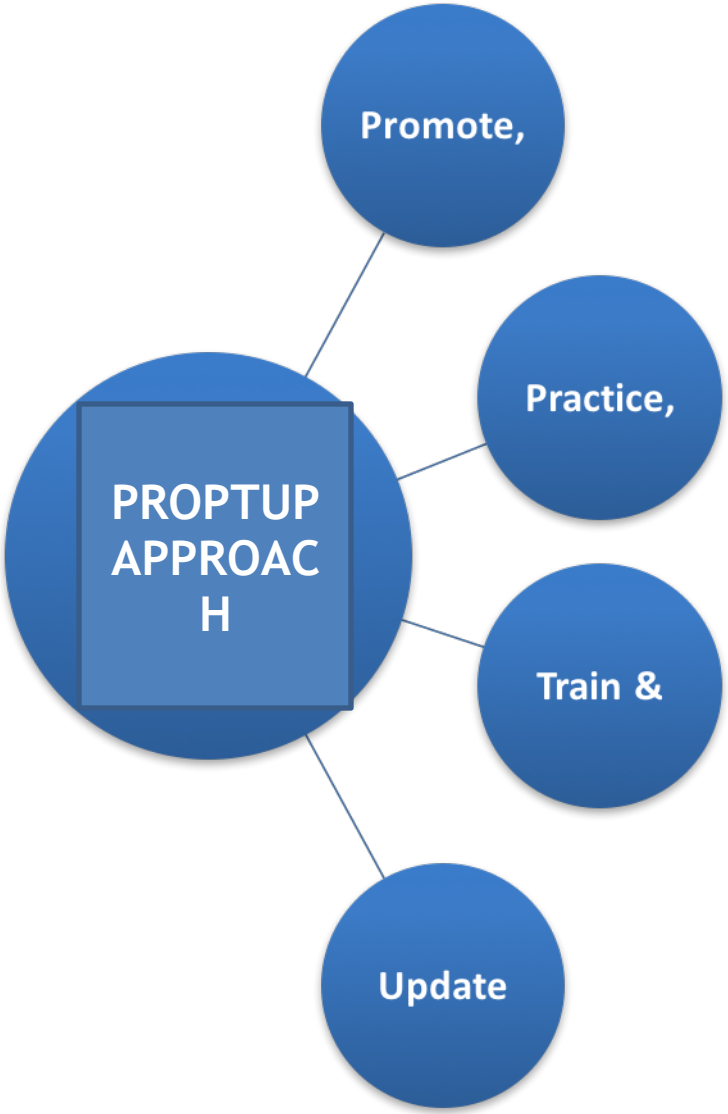
ETHICAL MANNER OF BUSINESS PROMOTION

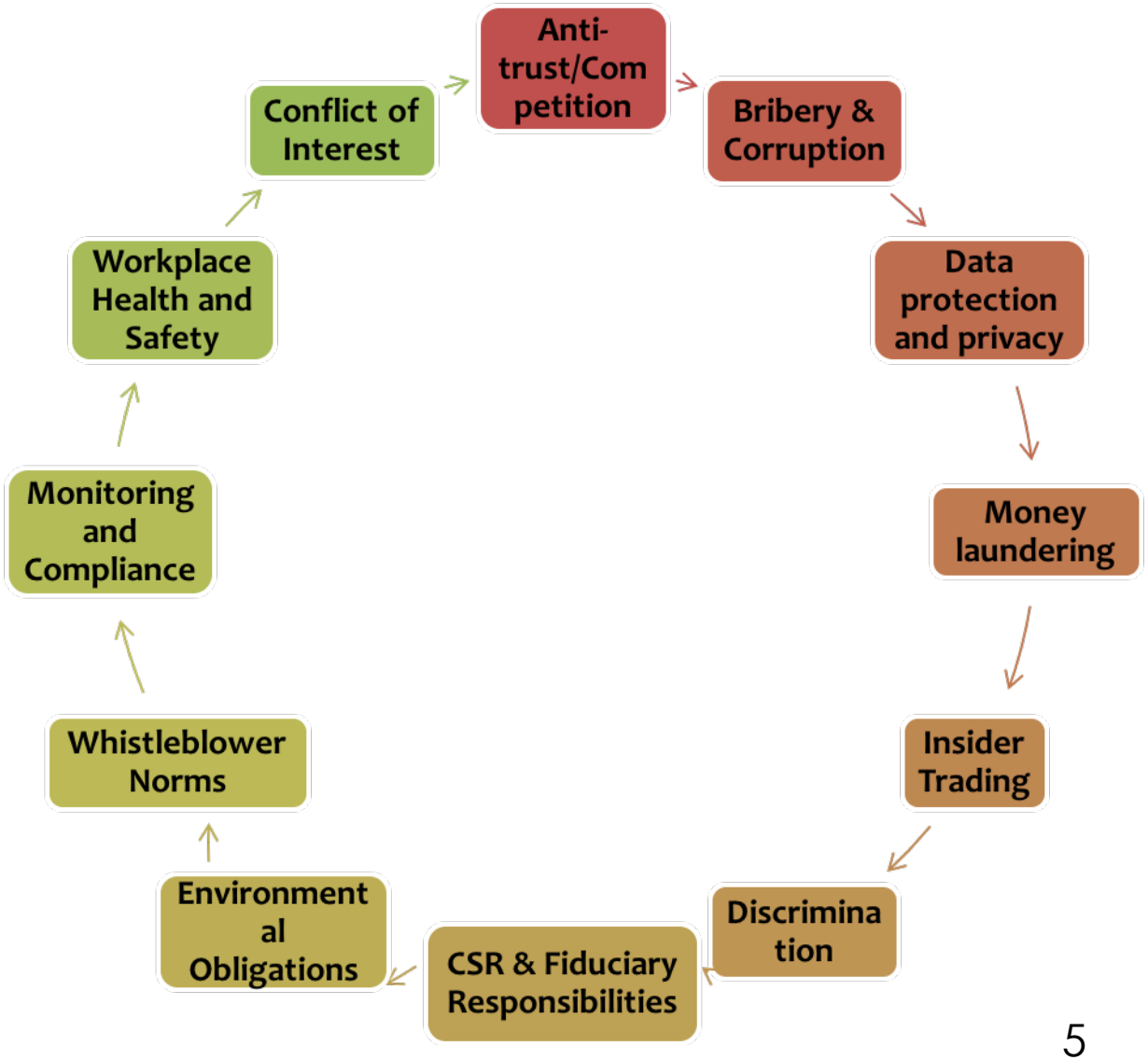



Promote,
Practice,
PROPTUP APPROACH
Train &
Update

Policies on Unified Code of Conduct

- Policy on Gifts & Beneficial Receipts by Organization & Employees
- Policy on Promotion of Human Welfare
- Policy on Equality
- Policy on Human Rights & Dignity
- Policy on Anti-Sexual Harassment
- Policy on Biodiversity & Environmental Safety
- Policy on Conflict of Interest
- Policy on Day-to-Day Operations
- Whistleblower Policy
- Risk Management & Zero Tolerance Approach

KEY COMPONENTS OF PROPOSED UNIFIED CODE OF CONDUCT



INDIA's Cultural, Language And Ethnic Diversity

DIVERSE NATURE OF EMPLOYEES AT CORPORATE ENTITIES

LAWS IN INDIA – PRACTICAL INTEGRITY

Companies Act 2013	SEBI Corporate Governance Norms 2014	Prevention of Corruption Act	Prevention of Sexual Harassment	Other Employment and Tenure Related Laws	Clause 49 of Listing Agreement of Stock Exchanges

CASE STUDIES - INTERNATIONAL

PEPSICO CODE OF CONDUCT

- RESPONSIBILITIES OF INDIVIDUAL EMPLOYEES
- •RESPECT IN WORKPLACE
- RESPONSIBILITIES OF SHAREHOLDERS
- ADMINISTRATION OF CODE
  - Investigations related to misconduct
  - Disciplinary actions
- REPORTING OF BRIBERY, VIOLENCE & OTHER MISCONDUCT VIA COMPANY HOTLINE

FACEBOOK CODE OF CONDUCT

- CONFLICT OF INTEREST
- •HARASSMENT
- CONFIDENTIALITY
- PROTECTION OF USER DATA
- ANONYMOUS REPORTING OF VIOLATIONS
- WHISTLE-BLOWER POLICY
- COMPLAINT POLICY

JOHNSON & JOHNSON CODE OF CONDUCT

- ANTI-BRIBERY LAWS
- •ANTI-TRUST LAWS
- GLOBAL TRADE COMPLIANCE
- FAIR PURCHASING
- ANIMAL WELFARE
- NON-DISCRIMINATION
- USE OF SOCIAL MEDIA

CHALLENGES

- BEHAVIORAL/CULTURAL CHALLENGES
- DIVERSITY OF BUSINESS & OPERATIONAL OUTREACH
- GENERAL CORPORATE TENDENCY
- UNDERASSESSMENT & UNDERSTATMENT OF RISKS ASSOCIATED WITH FUTURE BUSINESS OPERATIONS
- RELUCTANCE OF BOARD MEMBERS & ORGANISATIONAL CULTURE
- CONFLICT WITH LOCAL JURISDICTIONAL LAWS

idea

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Thank You

Shweta.Bharti@hammurabisolomon.com

DELHI | GURGAON | MUMBAI | BANGALORE | PATNA | RANCHI

Email: mailadm@hammurabisolomon.com
Website: www.hammurabisolomon.com