

# Contacts

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# Deloitte.



Deloitte Legal’s compliance control mechanisms have proven themselves over many years on the global market. Our practices provide comprehensive guidance on strategic business decisions and offer cost-effective support on specific compliance areas.

## Why is compliance important for business?



Strengthens business reputation in Azerbaijan and abroad.



Monitors and manages the risks of non-compliance with regulatory requirements.



Protects against fraud and corruption, minimizes financial losses and exposure to sanctions.

## Compliance

**We can develop a compliance framework from scratch or adjust the existing compliance strategy, making it more responsive to the rapidly changing business environment in areas such as:**

- Anti-monopoly compliance;
- Anti-corruption compliance;
- Anti-money laundering compliance;
- FATCA/CRS compliance;
- Sanctions/countersanctions compliance;
- Environmental and public health requirements;
- Labour legislation compliance;
- Data protection;
- Currency regulations;
- Customs compliance;
- Statutory compliance (permits, licenses and certifications);
- HSE compliance;
- Corporate Governance;
- KYC (client due diligence);
- Holding structures analysis;
- Development of internal policies;
- Tailored compliance programs (roll-out approach);
- Compliance audit and certification of the client's internal compliance function.



## Compliance review as a preventive measure

We help identify shortcomings and gaps in your processes and policies, and provide tailor-made solutions to fix these weaknesses.



## Compliance advisory

We adapt our advice on any compliance issue to meet the specific requirements of your industry and the precise needs of your business.



## Developing/updating policies

The particularities of your business direct how we develop general and specific compliance policies and procedures, such as:

- Codes of Ethics/Conduct;
- Procurement and tender policies;
- Anti-bribery and anti-corruption policy;
- Personal data protection policies;
- Impartiality and conflict of interest policy;
- Anti-money laundering policies;
- Gifts and business hospitality policy;
- FATCA/CRS policies;
- Policy on communication with civil servants;
- Export/import control policy;
- Policy on the selection and verification of counterparties;
- Anti-trust policy.



## Training

Compliance training is an important tool for preventing and safeguarding your business from the potential legal fallout from violations committed by your employees or business partners.

We develop training materials based on your company's internal policies and existing legal requirements (both local and those with extraterritorial reach, i.e. FCPA, UK Bribery Act, GDPR and similar). The Deloitte Legal team's training process involves:

- Dividing participants into groups based on the extent of engagement risk, i.e. high exposure: management, procurement, finance, logistics; low exposure: office administrative staff, field engineers, etc.;
- Conducting training through interactive sessions and ensuring the participants understand the content at every stage;
- Checking the knowledge of participants with interactive tests and team works;
- Assessing the level of awareness and providing certificates of successful completion.