

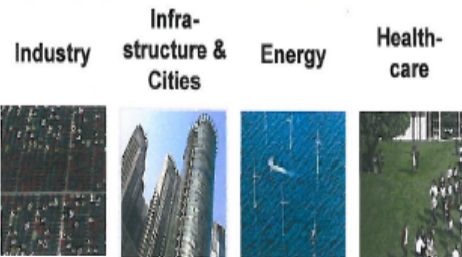
Siemens: Experience of introducing Compliance culture

2012-01-31
Olga Ostrovskaya
Regional Sector Compliance Officer: Sector Industry
Cluster Russia\Central Asia

Siemens: one of the global leaders of the electrical engineering and electronics Industry.

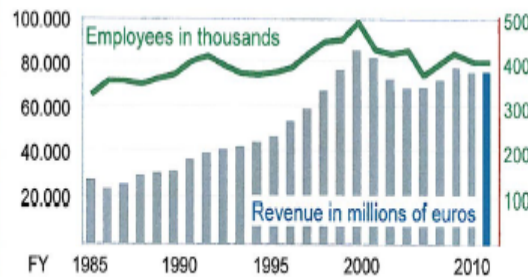
Main structure: Sectors, Divisions and Regional Set-up

Sectors / Divisions

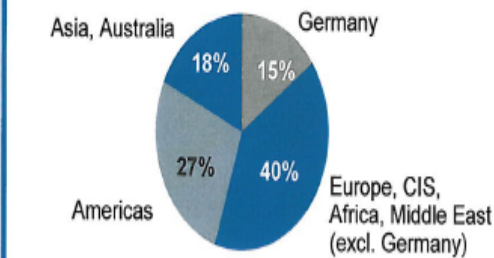


Present in 190 countries

Revenue and employees



Revenue by region



Location of customer

160 Years of history without real crisis

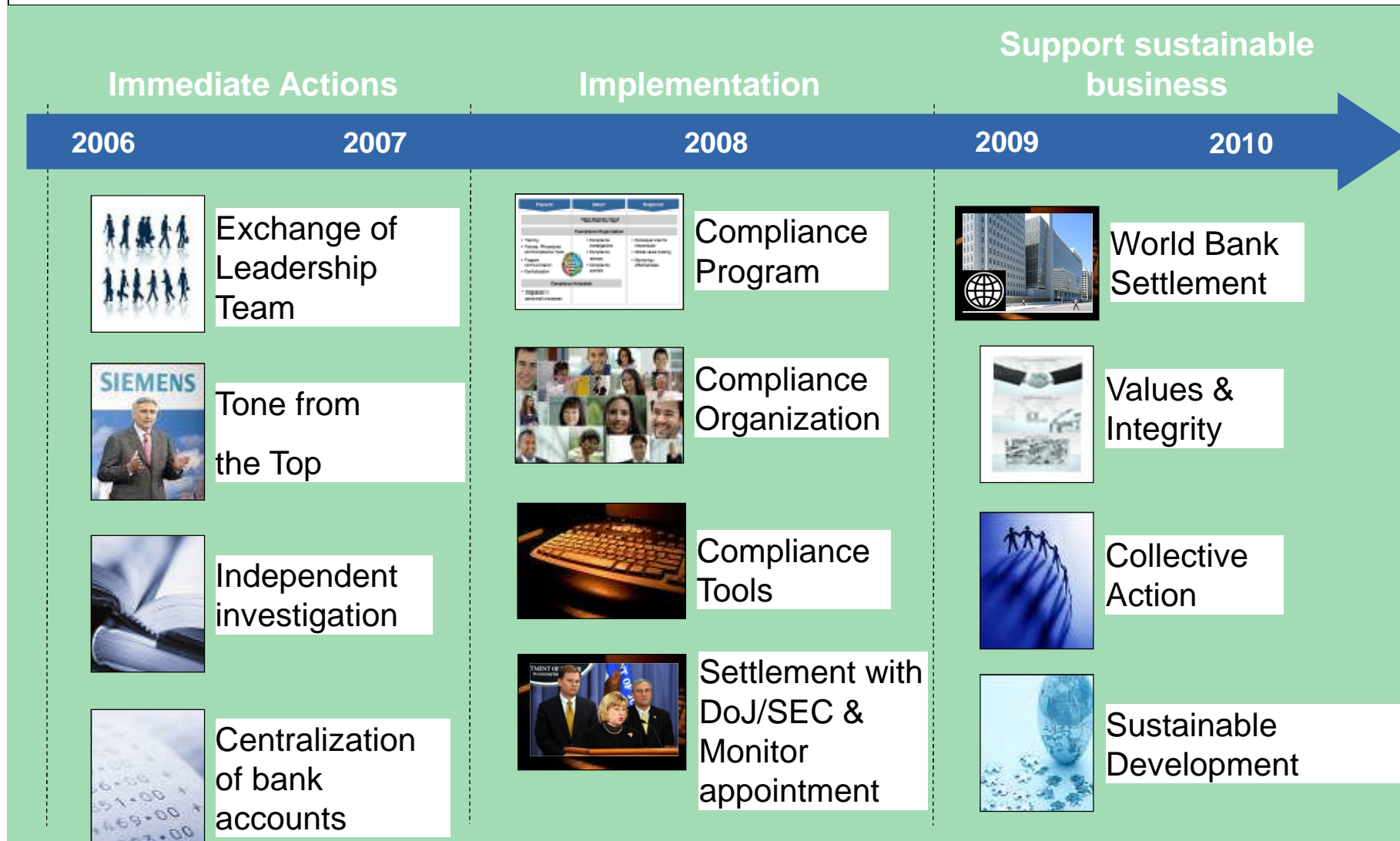


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Siemens corruption scandal: grievous experience and lessons learned



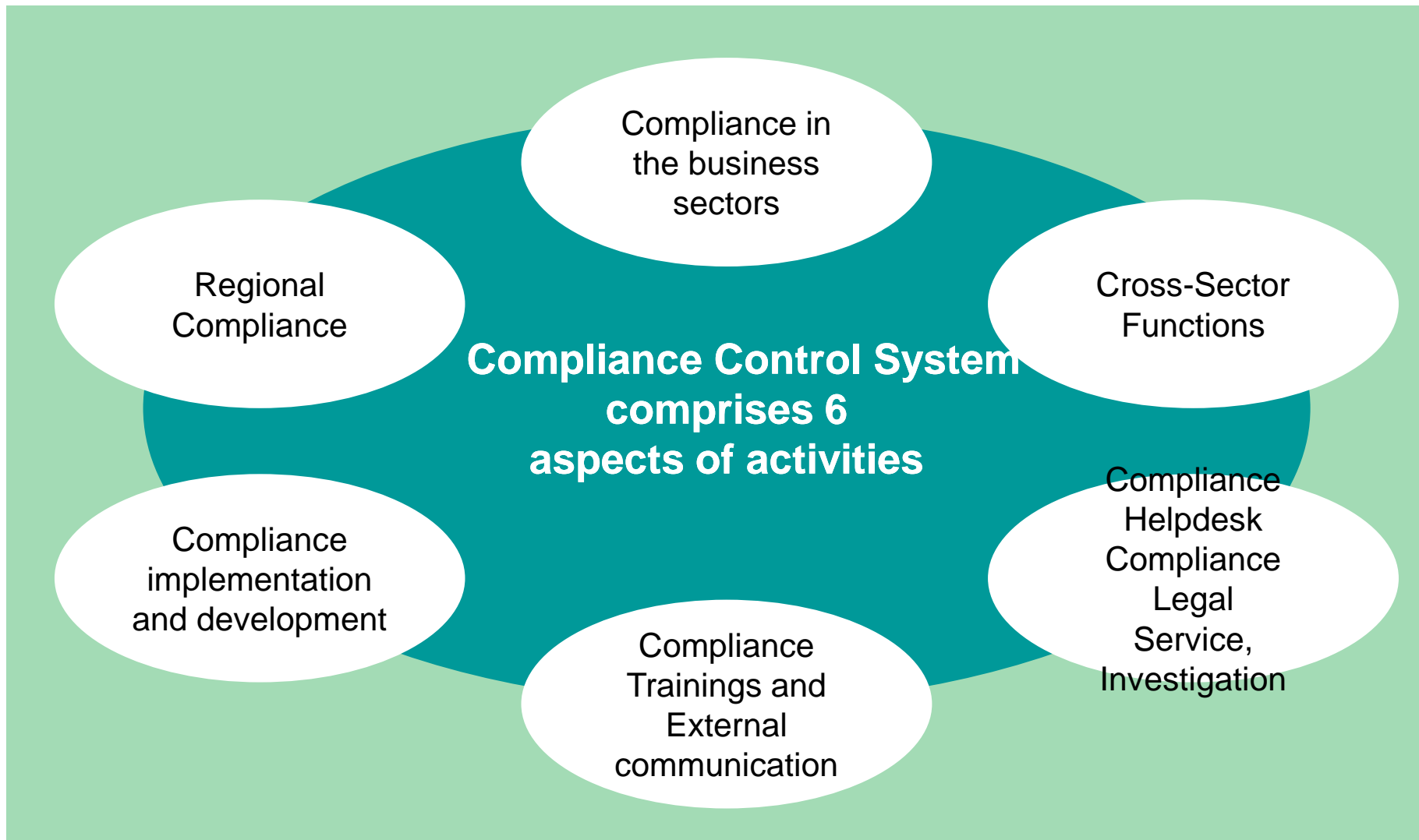
Siemens: establishing best-in-class Compliance Program



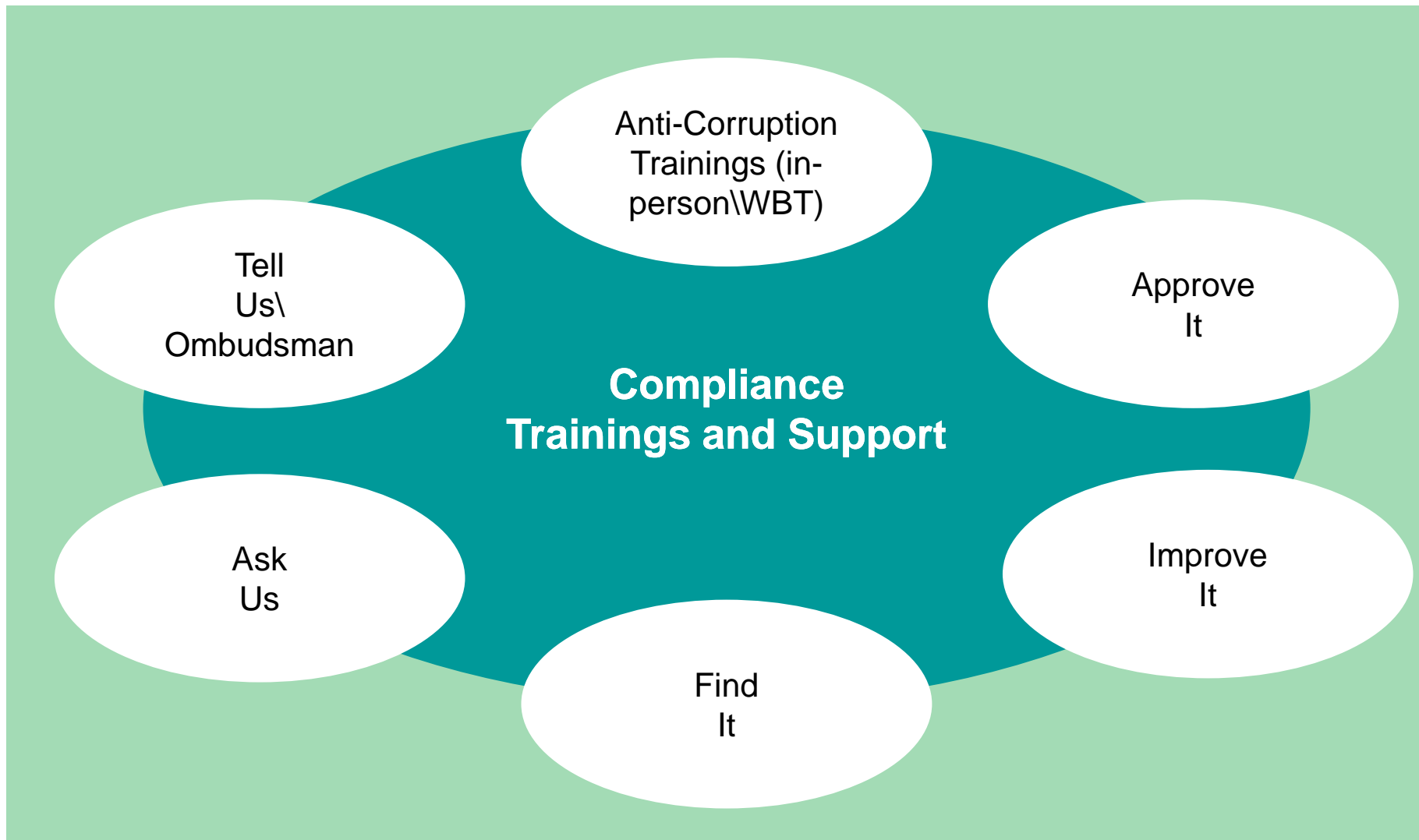
Siemens: comprehensive Compliance Program

Prevent	Detect	Respond
"Tone from the Top"		
Compliance Organization		
<ul style="list-style-type: none"> ▪ Training Program ▪ Policies, Procedures and Compliance Tools ▪ Internal Communication Program ▪ Integration in personnel processes 	<ul style="list-style-type: none"> ▪ Compliance Investigations ▪ Compliance Reviews ▪ Compliance Controls ▪ Compliance Audits 	<ul style="list-style-type: none"> ▪ Consequences for misconduct ▪ Global case tracking ▪ Monitoring effectiveness

Siemens Compliance: Organizational System Structure



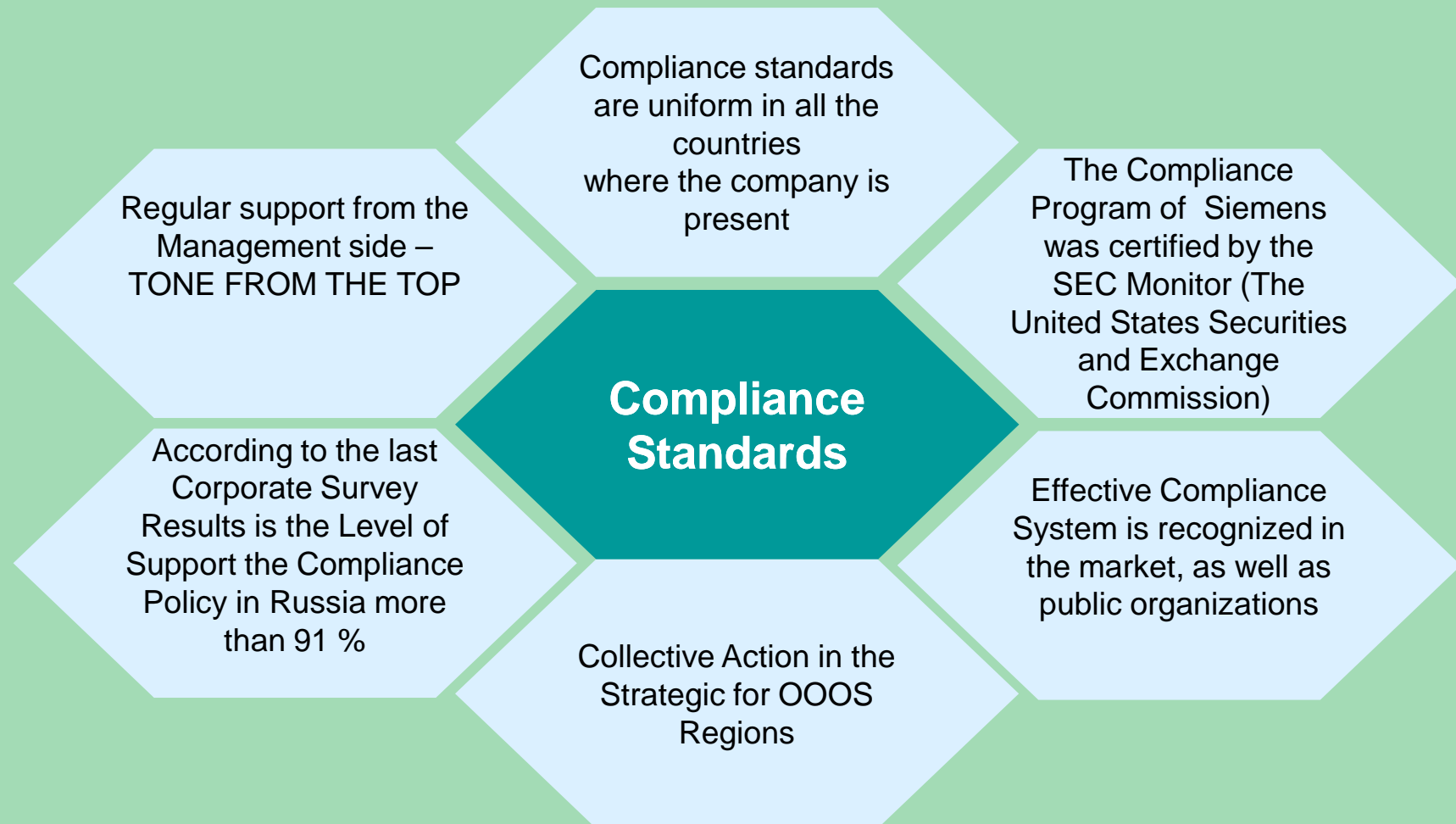
Siemens Compliance: Organizational System Structure



Russia today: Difficult Conditions



Compliance by Siemens Russia: Standards for the Region



Siemens: Collective Action Program

Text

- Collective action in Russia - beginning March 11, 2010 by the German Chamber of Commerce
- Corporate Ethic Initiative: Currently over 100 companies who signed - Russian and International, 46 companies have signed initially
- SII: International Business Leadership Forum (IBLF)



Thank you for attention

“

I won't sell the future for short term profit

Werner von Siemens

XIX century

”

