



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.

Towards MISC 2020, MISC has rolled out the Compliance and Ethics Programme as part of its 5-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.

MISC has established communication and awareness programmes which include the following:

- "See, Speak, Support" campaign, to raise awareness on the Code of Conduct and Business Ethics (CoBE) and Whistleblowing.
- Rolled-out and implemented CoBE training programmes for employees and directors of MISC Group of Companies.
- A comprehensive refresher training programme for all employees on the CoBE.
- CoBE e-learning system was approved for continuous refresher training moving forward.

These communications 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.

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