



## Anti-Corruption Best Practices Programme

---

Anti-Corruption Best Practices Programme Working Group 01 – 18 April 2022

Agenda		
Time	Activity	Speaker
11.00 – 11.10	Welcome Note & Introductions	Ranya Saadawi Executive Director, Pearl Initiative
11.10 – 11.40	Working Group: Objectives, Plans, Expectations	Vineetha Mathew Senior Advisor Programmes, Pearl Initiative
11.40-12.40	Discussion on Current Practices, Challenges, Potential areas of Collaboration	Members
12.45 – 13.00	Wrap up & Next Steps	Vineetha Mathew Senior Advisor Programmes, Pearl Initiative



**Florence Bulte**  
**Chief Sustainability Officer**  
**Chalhoub Group**

Florence has been working in the luxury business for 19 years in Australia, Singapore and in the Middle East. She is now Chalhoub Group's Chief Sustainability Officer defining and implementing the Sustainability strategy



**Rakesh Edavalath**  
**Director-Supply Chain & Contracts**  
**Crescent Petroleum**

Rakesh Edavalath is responsible for all procurement, contracting, warehousing, logistics and travel functions of the company.



**Jaleel Ghani**  
**General Manager for Corporate Ethics & Compliance stc.**

Under Jaleel's leadership, in 2020, stc developed a new Ethics and Compliance program focused on elevating the culture of Integrity within the company. As part of the program, stc's Code of Ethics and Business Conduct – ***Integrity Takes Us Forward*** was also launched.



**Baker A Sindi**  
**Compliance Program Senior Manager**  
**SABIC**

He looks after building and maintaining ethics and integrity cultures and programs. Baker carries over 14 years of different experience from Procurement to Mega Project Management and Global Supply Chain. Also, he comes with an extensive experience in Audit, Governance Programs, Risk Assessment, Compliance Culture Review. Under which he have conducted multiple Compliance Awareness Programs to enhance the Compliance and work ethics culture and developed Suppliers Due Diligence Tool.



**Wasif Muhammad**  
**Chief Risk and Compliance Officer**  
**Tamer Group**

Wasif has over 20 years of experience in risk management, internal controls and compliance, business model innovation, process improvements, and P&L management. He is a fellow member of the Institute of Chartered Accountants of Pakistan and Association of Chartered Certified Accountants and has completed his MBA from INSEAD.



**Khulood Qayed**  
**Ethics & Compliance Manager**  
**Shell Dubai**

Khulood started her career in HR in HSBC Bank where she worked as a Management and Leadership Trainer. She also contributed as a coach for UAE national graduates and supervisors. In her first assignment she was responsible for launching successfully the first Shell Excellence Award for the Middle East Region and for creating the first Regional Internal Communications strategy for Shell.



**Neville Henwood**  
**Legal and Commercial Director**  
**Dana Gas**

Mr. Henwood joined Dana Gas in August 2020. Previously Mr. Henwood spent 14 years with Rio Tinto, most recently as General Counsel for the Copper & Diamonds business. He was also Chief Counsel – Rio Tinto Procurement, and Corporate Counsel and Company Secretary for Energy Resources of Australia.



**Shadi Abdul Baki**  
**HR Manager**  
**Consolidated Contractors Company**

Over 25 years experience working in Human Resources. Generalist expert in directing HR functions such as Employee and Labor Relations, Recruitment and Staffing, Training and Development, Compensation, Benefits Administration, conflict resolution, HR records management, Safety, Security and the implementation of HR policy

Launch event for Anti-Corruption Best Practices Programme Working Group to invite critical stakeholders and drive collaborative action. The working group comprises of companies from PI's corporate partner network who will actively engage with each other to exchange practical learning and have in-depth dialogues on key challenges and potential solutions when implementing diversity & inclusion practices in business operations.

The working group will contribute towards the development of assessment frameworks, tools, guidebooks, and resources that can be then used by a wider business community and other stakeholders in the Gulf region. It will also function as PI's reference group to showcase best practices and demonstrate impact.

The Working Group will offer members the opportunity to engage and collaborate with each other to address challenges, share knowledge and expertise, and build capabilities to create sustainable change. We will target the following objectives:

- Promote uptake and internalisation of diversity & inclusion practices among GCC companies.
- Engage and collaborate to address challenges and develop innovative solutions.
- Share experiences and practical know-how to support and drive corporate governance practices within companies.
- Develop guidebook on best practice guidelines and frameworks that can be shared with the wider community.

#### Summary:

- Successful launch event for Anti-Corruption Best Practices Programme Working Group with critical stakeholders across small and large firms in the Gulf region.
- The launch event introduced partners to the working group vision, norms, objectives and expected outcomes.
- Collaborative effort to drive effective anti-corruption and corporate governance strategies in the Gulf region. Working group will provide a platform for increased sharing of experience, practical know-how and peer to peer learning leading to implementation of best practices. Group serves as a reference group to influence the larger business community and increase uptake of anti-corruption practices
- Members also shared with each other key insights on practices, challenges, and key goals for implementing diversity & inclusion practices within their business.
- The working group will have a lead and co-lead along with the PI team to co-ordinate the work of the working group along with other members
- Working group members and PI to collaborate on deliverables aligned to driving best practices in the region