



LES PROGRAMMES DE CONFORMITE CHEZ TOTAL

NOVEMBRE 2019



NOS VALEURS

Company's Growth

Our company has achieved significant growth over the past five years, driven by our commitment to innovation and customer satisfaction. This growth is reflected in our increasing sales volume and expanding market presence.

Business Company

Contract Agreement

Contract No. 123456789

Contract Date: 2023-10-27

Contract Value: \$1,234,567.89

Contract Status: Active

INVOICE

Invoice No. 123456789

Invoice Date: 2023-10-27

Invoice Amount: \$1,234,567.89

Invoice Status: Paid

Category	2019	2020	2021	2022	2023
Revenue	100	120	150	180	220
Expenses	80	95	110	130	160
Profit	20	25	40	50	60

Opportunities to increase sales and achieve the company's target

A top-down view of a wooden desk. In the center, two hands are shaking in a firm handshake. One hand is wearing a dark suit sleeve and a watch. The other hand is also in a dark suit sleeve. To the right, a silver laptop is open, displaying a green bar chart on its screen. To the left, a clipboard holds a document with a pen resting on it. In the bottom right corner, there are several documents, including an invoice and a report with tables and charts. The overall scene suggests a business agreement or deal.

Year	2019	2020	% Growth
Product A	100	120	+20%
Product B	150	180	+20%
Product C	200	240	+20%
Product D	250	300	+20%
Product E	300	360	+20%
Product F	350	420	+18%
Product G	400	480	+20%
Product H	450	540	+20%
Product I	500	600	+12%
Product J	550	660	+20%
Product K	600	720	+20%
Product L	650	780	+9%
Product M	700	840	+20%
Product N	750	900	+8%
Product O	800	960	+20%
Product P	850	1020	+7%
Product Q	900	1080	+20%
Product R	950	1140	+6%
Product S	1000	1200	+20%
Product T	1050	1260	+5%
Product U	1100	1320	+20%
Product V	1150	1380	+4%
Product W	1200	1440	+20%
Product X	1250	1500	+3%
Product Y	1300	1560	+20%
Product Z	1350	1620	+2%

% target

Year	2019	2020
Product A	100	120
Product B	150	180
Product C	200	240
Product D	250	300
Product E	300	360
Product F	350	420
Product G	400	480
Product H	450	540
Product I	500	600
Product J	550	660
Product K	600	720
Product L	650	780
Product M	700	840
Product N	750	900
Product O	800	960
Product P	850	1020
Product Q	900	1080
Product R	950	1140
Product S	1000	1200
Product T	1050	1260
Product U	1100	1320
Product V	1150	1380
Product W	1200	1440
Product X	1250	1500
Product Y	1300	1560
Product Z	1350	1620



SECURITE

ESPRIT PIONNIER

PERFORMANCE

RESPECT

STAND TOGETHER





LE PROGRAMME DE CONFORMITE



LES PILIERS DU PROGRAMME



- **Le «tone at the top»** : chartes / prise de parole
- Une organisation compliance dédiée avec **un réseau de Compliance Officer**
- **Un référentiel global** disponible et décliné dans chaque entité
- Un système basé sur une **cartographie des risques** et sur un **reporting**
- **Un programme de formation** (induction, formation adhoc, elearning)
- **Un système de remontée et de traitement des alertes**: Comité d’Ethique
- **Une communication et une diffusion** de l’information largement **digitalisées**
- Un plan de travail spécifique compliance lors des **audits internes**

LES AXES DU PROGRAMME



CONFORMITÉ

Axes	Outils
Cadeaux/Invitations/Dons	E_Register
Achats/Ventes	Due Diligence
Représentants traitant avec des agents publics	Due Diligence
Conflits d'intérêts	E_Register
Ressources Humaines	Procédure recrutement
Management de la JV	Formation
Merger & Acquisition / Creation d'une JV	Due Diligence

ACTIONS DE COMMUNICATION EFFECTUÉES DANS LE MONDE

BIHAINIM
Yu save hau lo lukautim yu yet na Total tu o nogat ?

WOK PAINIM AUT
Save gut lo huzari you laik wok wantaim

E-REGISTER
Rekstim ol eksen blong yu

SPEAK UP
Noken stap yu yet

E-LEARNING
Stap Red

LUKSAVE STRET PELA PASIN

ONE TEAM ONE GOAL | LET'S KEEP GOING !

အကတိ လိုက်စားမှု ကင်းစင်စေရေး အတွက် မိမိကိုယ်တိုင်နှင့် Total ကို မည်သို့ ကာကွယ် ရမည် ကို သင်သိပါ သလား။

သင့်တော်စသော စီမံမှု ပြုခြင်း

သင်၏ စီးပွားရေးတွင် နိမ့် သိရှိစေရန်

သင်၏ အား အင်္ဂါပေးရာ သို့မဟုတ် ဝန်ထုပ်ဝန်ပိုးကုန်ပစ္စည်းများကို ဖတ်တစ်စောင်နဲ့

မူဝါဒပြောဆိုခြင်း

ပြုစုရာ အင်္ဂါပေးရာကို သိရှိစေရန် မိမိတို့အဖို့

ရည်တစ်ချက် သိရှိစေရန်

အတူတူပင် ဆက်လက်လုပ်ဆောင်ခြင်း

အဖွဲ့ အစည်းတစ်ခု စုတည်ဖန်ဆင်းခြင်း

အတူတူပင် ဆက်လက်လုပ်ဆောင်ခြင်း



Photo: Ian Trivette/Corbis/Bettmann

To help you identify and consequently avoid all types of corruption, you will soon be invited to undertake an e-learning program. This training is based on actual cases and typical situations and is part of a larger project we call the Total Integrity Program. It is the attitude of each of us which ensures our collective exemplary behavior.

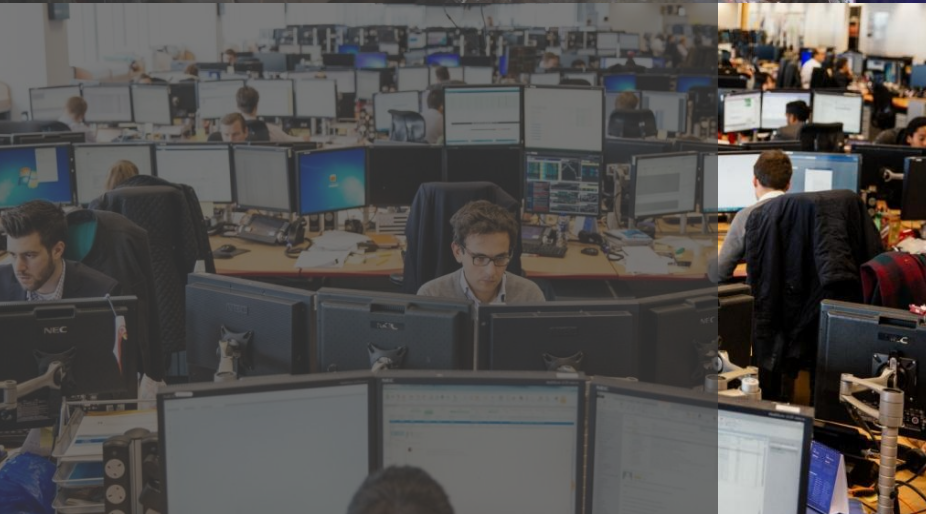


Photo: iStockphoto/Chris Wedel

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Merci



ANNEXE

LES PRINCIPALES LOIS ANTI-CORRUPTION

CONVENTION DE L'OCDE ET DE L'ONU



1977

US Foreign Corrupt Practices Act

Dispositions Anti-Corruption:

Corruption active d'agents publics étrangers

Books & Records Provisions

Exige des entreprises qu'elles disposent de règles comptables strictes, impliquant la tenue des livres de comptes ainsi que des contrôles internes.



2010

UK Bribery Act

Dispositions Anti-Corruption:

- Corruption active et passive dans le secteur privé
- Corruption active d'agents publics
- Incapacité à prévenir et détecter la corruption (délict financier)

Conventions

Lois
Extra-
territoriales

Les différentes lois nationales



2016

Loi Sapin 2

Dispositions Anti-Corruption:

- Création de l'Agence Française Anti-corruption pour prévenir et détecter les faits de corruption.
- Obligation de traiter les risques de corruption

Lois
nationales