



THE VOICE OF CONSULTING ENGINEERING

**CESA ANNUAL CONFERENCE  
OCTOBER 2009**

**BUSINESS INTEGRITY  
MANAGEMENT GUIDELINES**

**One of seven strategic goals**

**“Reduce propensity for crime & corruption  
in the construction industry”**

# WHAT HAS CHANGED ?

## ⌘ October 2009 **BC** (approx)

⌘ *He saw the earth, it was corrupt, every man on earth was corrupt..... "Noah, I have decided to make an end to all people" Gen 6:13*

## ⌘ October 2009 **AD**

⌘ *Corruption is like cancer. It attacks the healthy working of the economy; it spreads insidiously; and eventually it kills economic activity..... Countries have been ruined by corruption Helen Zille*

## OBJECTIVES

- ⌘ Understand government policies and legal frameworks
- ⌘ Understand magnitude of the problem
- ⌘ Identify alliance partners
- ⌘ Raise awareness with our members
- ⌘ Develop a BI Strategy

# BUSINESS INTEGRITY STRATEGY

## ⌘ 2009: Focus on members

- ☑ Sweep at own door first
- ☑ Develop member guidelines
- ☑ Incorporate in CESA Code of Conduct

## ⌘ 2010: Focus on Clients

- ☑ Develop strategy

# Business Integrity Policy

- ☒ ***"Member firms will neither initiate nor accede to corrupt practices"***
- ☒ ***"Accepting or giving a bribe constitutes unethical behaviour"***
- ☒ ***"Do not accept or make payment of remuneration affecting impartial judgement"***
- ☒ ***"Awareness and respect of local laws and client guidelines"***
- ☒ ***"Disciplinary Action if Code of Conduct violated"***

## ⌘ Internal Integrity

- ☑ Staff

- ☑ Sub – Consultants

- ☑ Integrity of Internal business recording systems

- ☑ Declare interests of non-executives

- ☑ Declare client relationships by marriage or birth

## ⌘ External Integrity

- ☒ Inappropriate client gifts, services, entertainment and favours
- ☒ Collusion to fix prices
- ☒ Collusion with contractors & service providers
- ☒ Dubious use of agents

## ⌘ Ownership and Responsibility

- ☑ The CEO or Managing Director
- ☑ Develop BIMS in company

## ⌘ Dialogue and reporting

- ☑ Advise clients
- ☑ Internal 1-up, 1-down reporting
- ☑ Between member firms
- ☑ Reporting to CESA
- ☑ Whistleblower Schemes (CIDB Tip-offs at Work)

## ⌘ Do's and Don't's

- ☒ Client Entertainment
- ☒ Gifts Services, Entertainment
- ☒ Requests by Clients
- ☒ Sponsorships
- ☒ Donations

# RECOGNITION

⌘ CIDB Inba Thumbiran

⌘ CESA Wally Mayne

⌘ BITT Members

⌘ FIDIC

# Concluding Comments

⌘ Corruption is wrong and undermines Values

⌘ Integrity Dilemmas

⌘ Open Dialogue



⌘ CEO's to take initiative to introduce BIMS