

# **The Siemens Compliance System on Corruption and Anti-trust**

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Regional Compliance Officer BeLux**

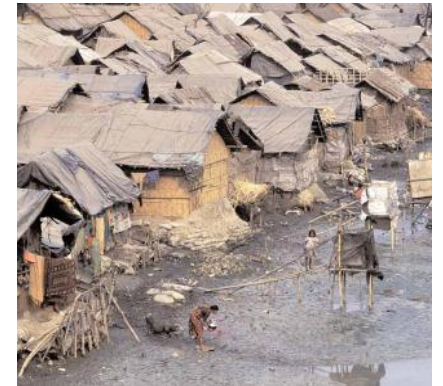
**Luxembourg, 24/05/2012**



**From “Risk ability” to “Responsibility”**



**Impact  
“Trinity”**



**Probability ?**

**Sustainability as the key to success:  
Siemens has been in business for 163 years**

**SIEMENS**

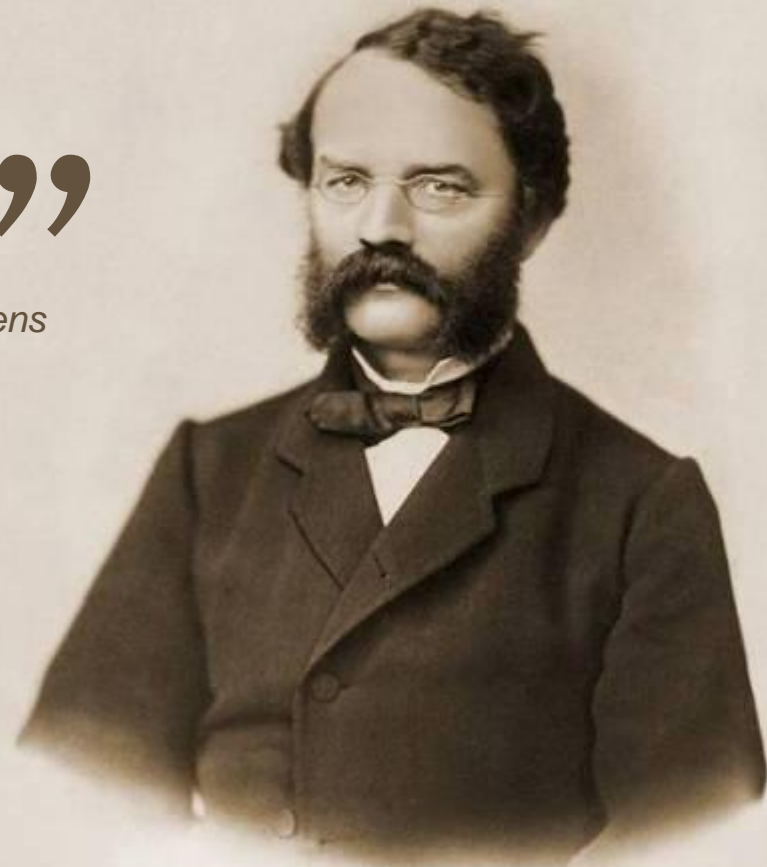
**“ I won't sell the future  
for short-term profit. ”**

*Werner von Siemens*

**Innovative**

**Excellent**

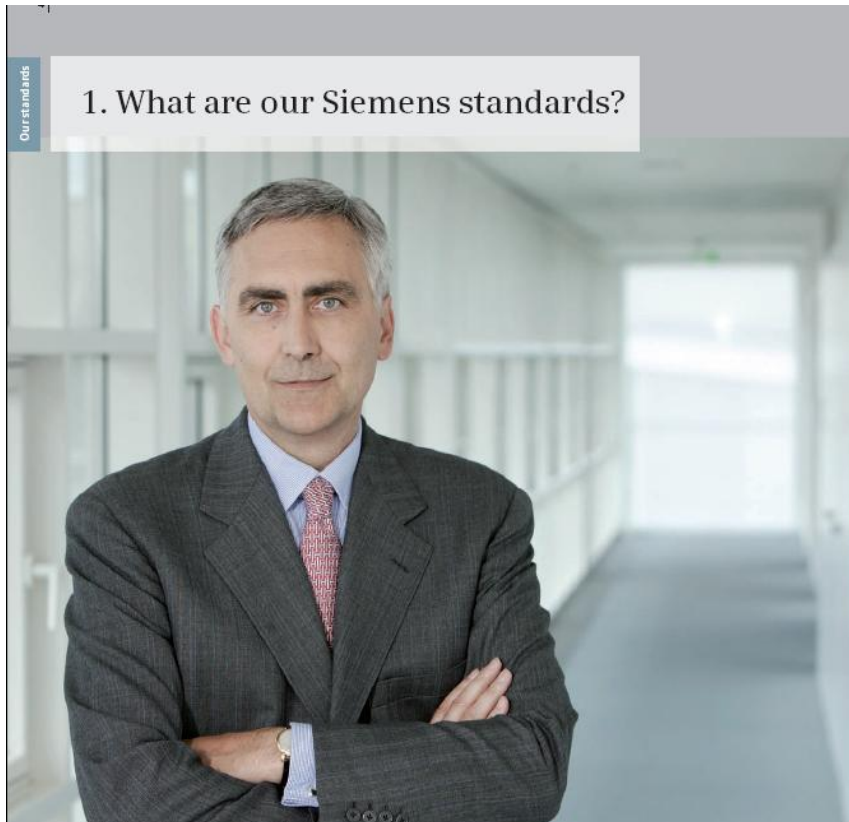
**Responsible**



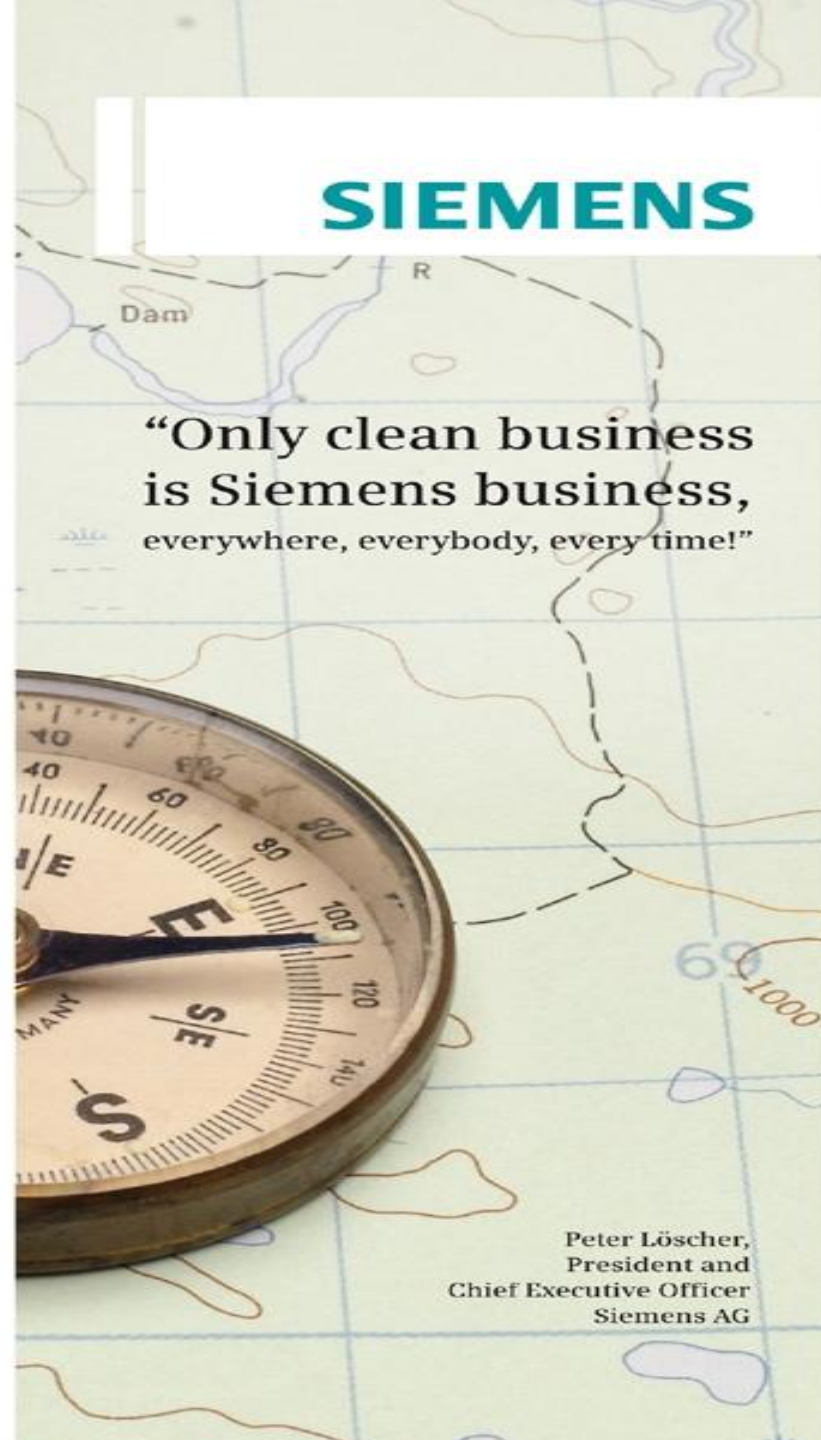
# Tone from the Top

## Peter Löscher's message

Tone from the Top repeated by all Senior Manager



“Highest performance  
with Highest Ethics”



# Compliance at Siemens

## Responsibility and Roles are clearly defined

### What is Compliance

- Observing the law in every country where we do business and the applicable Siemens policies - especially the Siemens Business Conduct Guidelines



### Role of Compliance Organization

- Enable a successful sustainable business as a trusted partner, drive a continuous communication about the importance of compliance for Siemens
- Expertise for Antitrust and Anticorruption (prevent, detect, respond)
- All violations of law, regulations or Siemens procedures are compliance issues if they entail a risk of penalties or reputational loss to Siemens - the Compliance Organization assures that all reported compliance violations are being properly handled, analyzed and remediated together with the responsible Governance owners and management
- Governance for investigations and disciplinary response
- Drive collective action initiatives in order to level the playing field for clean business

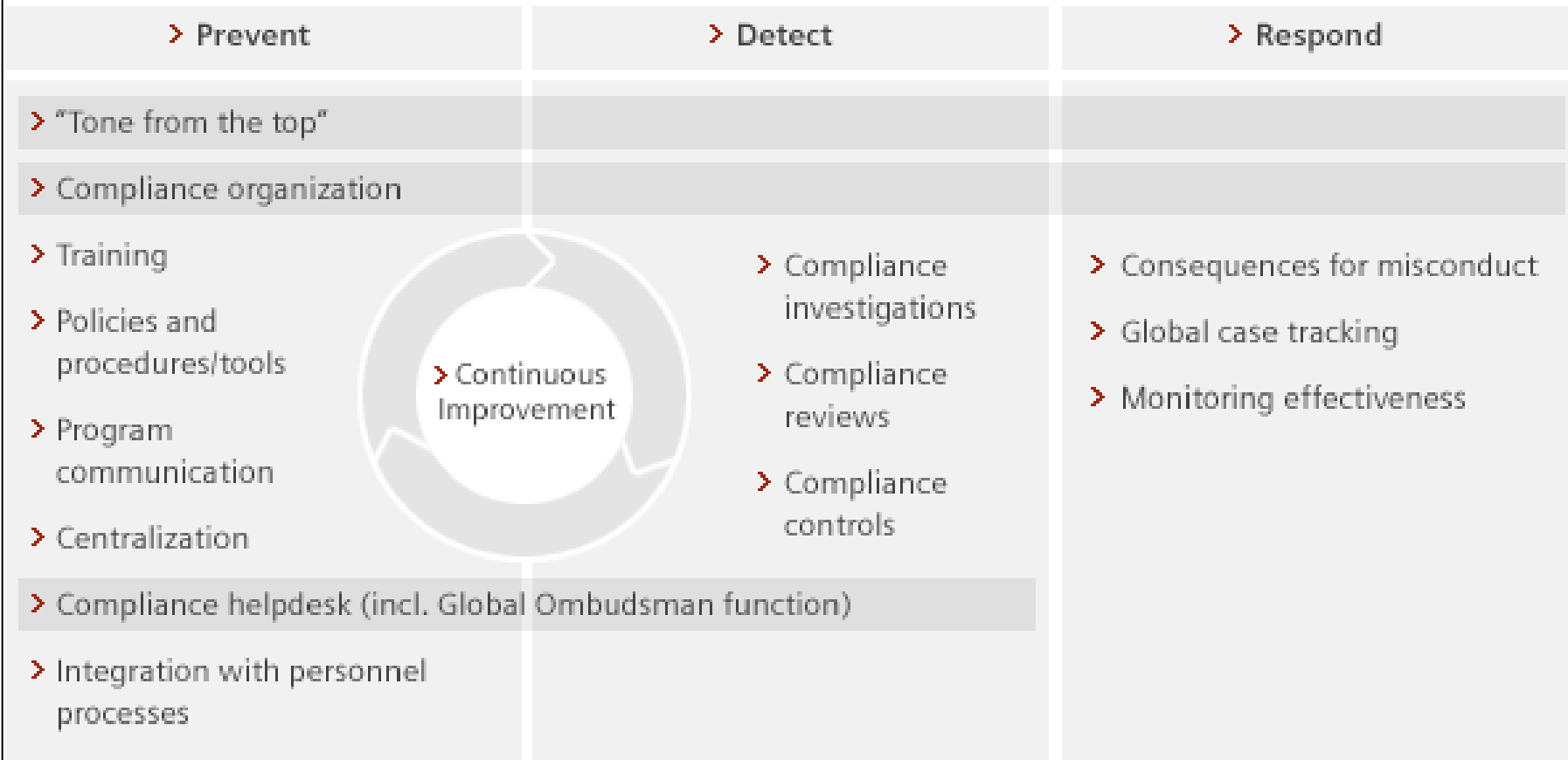
**Compliance is not a program, it's a way of doing business – promoting integrity at Siemens**

**Independent reporting line – independent career management**

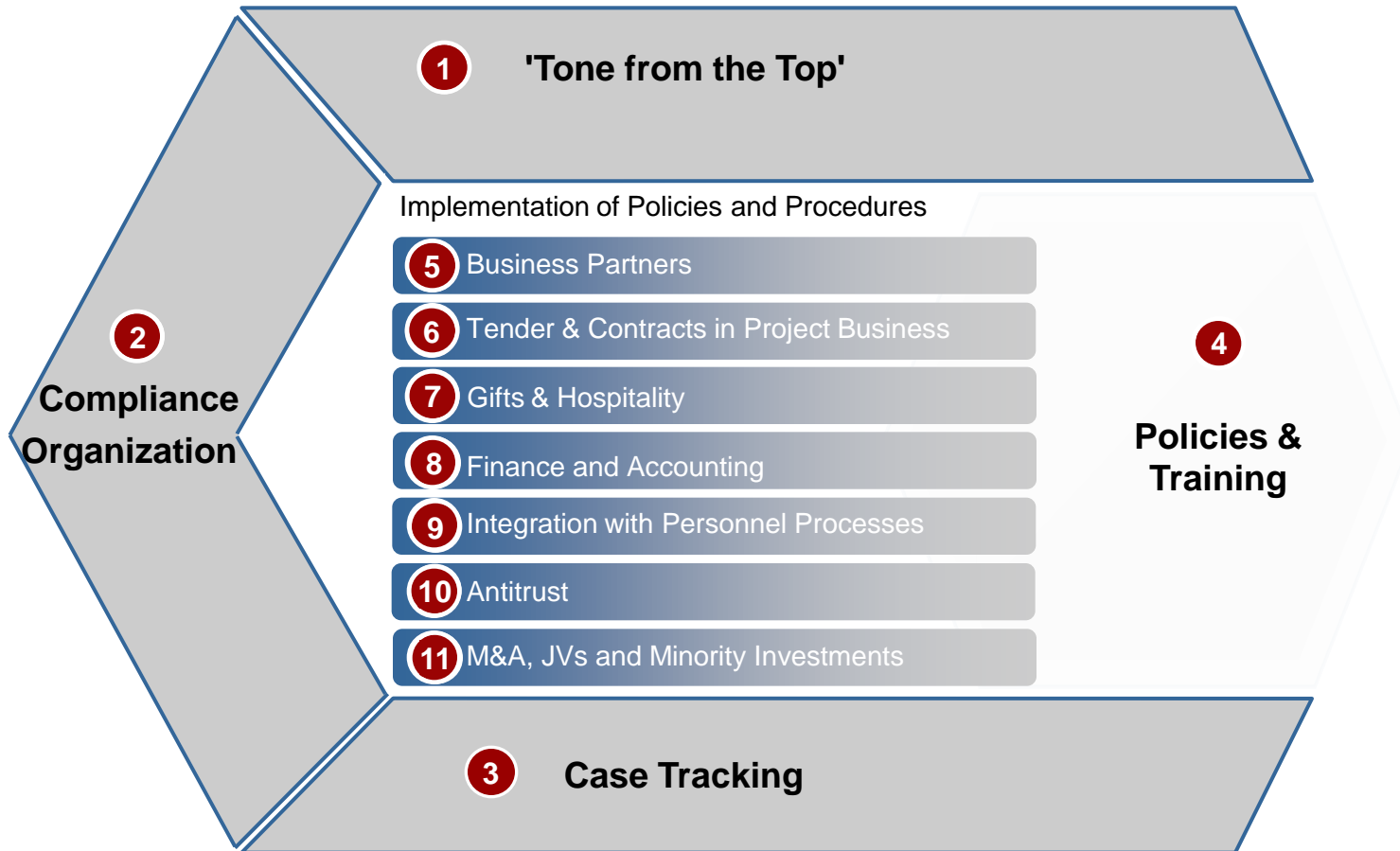


# Compliance is not just a program – it's a way of doing business

## > The Siemens Compliance Program



# Internal Control System Category “Compliance”



## A value-based culture...

Questions to guide Siemens employees towards compliant and responsible behavior

- 1 Is it the right thing for Siemens?
- 2 Is it consistent with Siemens core values and mine?
- 3 Is it legal?
- 4 Is it something I am willing to be held accountable for?

**If the answer is YES to all of those questions,  
DON'T WORRY, BE CONFIDENT**





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