



NAVEX Customer Success Story

# Ellipse Projects Uses Training To Increase Awareness and Accountability for Their Global Workforce

"We felt NAVEX had great examples and scenarios that are really relevant to our situations."

**Kayal Vizhi**

*HR and policy officer*



## Highlights



### Industry

Construction and infrastructure



### Employees

200



### Challenge

Awareness and compliance training



### Outcome

Anti-Bribery and Corruption Compliance Training

## Solution

### NAVEX One®

Ethics & Compliance Training

## About Ellipse Projects SAS

Headquartered in France, Ellipse Projects SAS is an engineering, procurement and specialized construction company with proven expertise in promoting, financing, developing, integrating and executing infrastructure projects in business sectors such as healthcare, data centre and telecommunication systems. It operates in high-growth markets mainly in Africa and South-East Asia.

## Challenge

Working on government contracts, with many located in Africa and Southeast Asia, Ellipse needs a workforce that demonstrates an awareness of and adherence to anti-bribery and corruption (ABC) laws. Given the nature and location of much of the work they do, the risk of bribery and corruption is significant – as are the consequences of non-compliance with far-reaching laws such as the UK Bribery Act, Sapin II, and the Foreign Corrupt Practices Act.

Ellipse Projects was seeking a solution that delivers short, relevant and digestible ABC training to their workforce in both English and French. The company also faces the all-too-common challenge of workers not having consistent computer access, which makes facilitating training a challenge for some.

## Outcome

The anti-bribery and corruption course is the first compliance training implemented at Ellipse Projects and as Kayal Vizhi, HR and policy officer summarizes, “we felt NAVEX had great examples and scenarios that are relevant to our situations.”

“We felt the training was very interesting, short, and also, we wanted the course to be in English and French. So those were the selling points for us, which NAVEX was able to provide, along with the course customizing aspect,” she continues. Customizing their course is part of their future roadmap to tailor the training to their employees using a risk-based approach. Further, the adaptive learning pathways will ensure the employees most likely to face bribery and corruption scenarios in their job will receive a more in-depth training, while those who are less likely to be in those situations will continue to receive the version which NAVEX already provides.

“The current course is highly relevant and well-suited for our employees. Looking ahead, we plan to tailor the course using a risk-based approach specifically for those who are exposed to a higher risk of bribery and corruption in their roles.” says Kayal.

To enhance awareness and accountability for ABC best practices, and to ensure all team members complete their training, managers play a crucial role. They facilitate training for those who do not work on computers daily, remain available to answer questions, and ensure every team member is well-versed in ABC procedures.



## Ethics & Compliance Training

Strengthen your organizational culture, meet legal requirements and inspire behavior change by deploying our award-winning online ethics and compliance training. Our robust library of courses set the industry standard for quality.

## Results

When Ellipse Projects implemented the anti-bribery and corruption training, they were, “taken through each and every small detail of the training elements and all questions were answered promptly,” says Kayal.

Another benefit Ellipse Projects utilizes is the NAVEX Community, where Kayal and her team can go for on-demand resources and quick answers to common questions. Curated in response to customer requests and frequently asked questions, the NAVEX Community has proved to be a useful resource for Ellipse Projects to get answers and find others with relevant experience.

Through the anti-bribery and corruption training courses, Kayal is encouraged by the increased awareness, which will only continue to increase over time. “Awareness is something we wanted everyone to have, and it is something we have now. Everybody is committed to anti-bribery and corruption, and we are bringing in procedures that help make everyone more aware,” she says.

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