



Telekom CR-facts

Compliance trainings

The world is getting increasingly complex and we are confronted with new challenges and regulations every day. This makes it more important than ever to offer reliable guidance to all employees, to enable them to act confidently and ethically in different situations.

We offer a mix of eLearnings, classroom training (online trainings, WebEx) and innovative awareness formats depending on responsibility and compliance risk exposure of the target groups.

Our eLearning offerings for compliance are well-established. Group-wide, these eLearnings also include value-based, cultural, and integrity-related aspects – such as our eLearning Code of Conduct, Basic ethical concepts in day-to-day business and Compliance Basics. eLearnings are supplemented by classroom trainings for board of management, board members, top management and other staff selected on a risk-based approach, for example procurement and sales staff. In 2022 we held in-person training with Board of Management members and top management, in which we processed and discussed the best conduct in typical compliance dilemma situations based on case examples.

Our [ICARE check](#) [1], a self-test with five simple questions, supports our employees in making the right, responsible decisions in difficult situations.