

2014 Corporate
Compliance and
Ethics Week
(May 4th - 10th)

Trustfund

Trustfund Pensions Plc

Newsletter: Volume 1, Issue III, May, 2014

TRUSTFUND PENSIONS PLC MARKS CORPORATE COMPLIANCE AND ETHICS WEEK

OUR VALUES & PRINCIPLES

- ✓ We are conservative.
- ✓ We are dependable.
- ✓ We promise good returns without taking unnecessarily high risks.
- ✓ We are a commercially oriented, for profit enterprise.
- ✓ We have a passion for service.
- ✓ Exciting the 'customer' is our business.
- ✓ We understand that without 'satisfied customers' we cannot remain in business.

To acknowledge the positive impact of Compliance and Ethics on the Company and the pension industry as a whole, May 4th - 10th was designated by PenCom as the Corporate Compliance and Ethics Week.

During the week, Trustfund will through the activities lined up emphasize the role that integrity, corporate responsibility, compliance and ethics have to play in the actualization of our organisational goals and our overall mission statement.

In her message the Chief Compliance Officer, Mrs. Rachael Osa Obi said the corporate compliance and ethics week will provide opportunity to focus on the importance of compliance and ethics in Trustfund Pensions Plc.

The week will help build awareness in ways that reinforce not just specific rules and regulations, but an overall culture of compliance.

Steps will be taken to ensure that all employees know and understand the compliance and ethics standards that they are expected to meet. The projected activities for the week to include amongst others:

Awareness of the Code of Conduct, relevant laws/regulations, help lines and other reporting methods. Posters with simple messages, broadcast emails, screen savers, articles in employee newsletters, and multiple messages will be pushed out via the intranet and the Company's website and a variety of events planned to bring these messages to life. Notable amongst the posters around the walls of the entire office are:

● **Act as if what you do makes a difference; It does** - William James.

● **Ethics is knowing the difference between what you have a right to do and what is right to do** - Potter Stewart.

● **We are what we repeatedly do; Excellence, therefore, is not an act but a habit** - Aristotle.

● **Laws control the lesser man. Right conduct controls the greater in** - unknown.



From Left: Head Finance Mr. Kolawole Taiwo, Head IT Solutions, Mr. Anthony Nnagha, Chief Compliance Officer, Mrs. Rachael Osa Obi, ED Corporate Services, Mallam Musa Nasir, ME/CEO, Mrs. Helen Di-Souza, ED Operations, Mr. Oluwole Oluwalade Wasiu, Head Business Development & Marketing, Eno Umoh and Head Corporate Affairs, Mrs. Priscilla Egede-Njawasi

● **Success doesn't count unless you earn it fair and square** - Michelle Obama.

● **Watch the little things; a small leak will sink a great ship** - Benjamin Franklin.

● **Quality Means doing it right when no one is looking** - Henry Ford.

Reinforcement of the culture of compliance for which the organization strives.

Education - Compliance Programme, Code of Conduct, conflict of interest, reporting lines, gift policy, non-retaliation policy, Health and Safety.

Others are:

Know your compliance and ethics quiz challenge - Each day, a quiz will be posted through email or the Company's intranet.

Do the right thing case-study challenge - Each day, a case-study that demonstrates a compliance or ethics scenario will be sent out to all staff. This will require departments to hold lunch hour discussions to resolve it.

On the last day of the week, **Compliance awards/recognition** will be given to staff of each department that exhibits the highest level of compliance in the Company. Prizes will be given to the overall winners of the Compliance and ethics challenge and the department that submits the best possible solution to the case-study challenge.

MESSAGE FROM THE MD/CEO

Dear Colleagues, it is with great pleasure and enthusiasm that I welcome all of you to our *Corporate Compliance and Ethics Week*. It is my desire that staff will emerge from the week-long programme, with renewed commitment to maintaining good ethical standards both on and outside the job.

As an organization that prides itself to be trustworthy, in line with our slogan *Pension is All About Trust*, we should be ready to rededicate ourselves to creating a working environment where trust, integrity, respect, empathy and adherence to good ethical standards must be the order of the day.

As we all know, the industry is highly competitive and it is our goal to be the market leader and take our rightful place in the industry. In our quest to attain this goal, we must be willing to make strict compliance to all set rules and regulations both internally and industry wide a life style.

This however must not be seen as a yearly event but an integral part of our organizational culture. I encourage every staff to make conscious effort daily, to make a difference, by ensuring that their commitment to the organization's core values and culture are not compromised both in actions and deeds.

I want all staff to participate in all the events lined up for the week to make it a memorable week. Also feel free to report to the relevant department any compliance violation, to enable us nip-in-the-bud such violation before it can cause us any discomfort as an organization.

Enjoy your week.