CERTIFICATE

This document is to certify that

ILHAM LAHRECHE

has successfully attended the online training course on

Intégrité, conformité et lutte contre la corruption - Remise á niveau

Bad Homburg (Germany), 30 juin 25

Wolfgang Schmitt
Compliance & Integrity Officer

Integrity, compliance, prevention of corruption

*Additional Information

Course content:

- Definition and differentiation of integrity, compliance, and corruption
- The GOPA Group's Code of Ethics, the Practical Guide to Code of Ethics and the Code of Conduct for Business Partners: content and implications for employees; compliance management in the Group
- Illegitimate behaviour: definition and consequences
- Behave with integrity: options for action
- Legal background: laws and donor policies relating to corruption
- Case studies on unethical behaviour

The course was held in English.