

WHISTLEBLOWING MANAGEMENT: CASE STUDIES AND REAL-WORLD APPLICATIONS

5 AUGUST 2025 | 9.00AM-5.30PM
CONFERENCE HALL, SECURITIES COMMISSION MALAYSIA



FACE-TO-FACE

BUILDING THE FOUNDATIONS FOR INTEGRITY

Silence is Risk. Transparency is Power.

In today's high-stakes business environment, whistleblowing and corporate investigations are not optional—they're essential.

As scrutiny from regulators, media, and the public intensifies, the question isn't if misconduct will occur—but how prepared your organisation is to respond. And yet, many organisations still operate with outdated systems, fear-driven cultures, and inconsistent investigative practices.

When employees don't feel safe to speak up—or when investigations are poorly handled—trust, reputation, and business continuity are on the line. Leadership hesitation, fragmented processes, and fear of retaliation remain some of the biggest barriers to effective governance.

From Compliance to Culture

To meet these challenges, organisations must go beyond check-the-box compliance. The future belongs to companies that build cultures of integrity, psychological safety, and accountability—where speaking up is encouraged, and investigations are conducted with rigour, fairness, and confidentiality.

TURNING INSIGHT INTO ACTION

This programme is designed to equip participants with the knowledge and practical skills needed to build and sustain a robust whistleblowing and corporate investigation framework.

Participants will gain the tools to navigate complex regulatory expectations, address misconduct with confidence, and strengthen organisational integrity. By the end of the programme, you'll be better prepared to foster a culture of transparency, accountability, and trust—both internally and publicly.



ICF COMPETENCY LEVEL

- Core – Risk Management (Proficiency Level 3)
- Core – Corporate Governance (Proficiency Level 3)
- Functional (Process) – Compliance (Proficiency Level 3)

TARGET AUDIENCE

Individuals

Board Members, Senior Management, Legal Professionals, Internal and External Auditors, Compliance and Risk Management Professionals, HR Practitioners, and Corporate Investigators, Whistleblowing and Ethics Officers, Corporate Advisors, Investigative Journalists, and academia who are interested to keep abreast on market conduct and practices.

Institutions

Capital Market Intermediaries, Public Listed Companies (PLCs), Government-linked Investment Companies (GLICs), State-Owned Enterprises (SOEs), Development Financial Institutions (DFIs), Multinational Corporations (MNCs), Regulatory Bodies, Professional Bodies, Industry Associations and Higher Education Institutions.

WHAT WILL YOU GAIN FROM THE PROGRAMME?

By the end of this programme, participants will be able to:

- **Assess global regulatory frameworks** and cross-functional practices to ethically manage whistleblower reports—addressing HR-related complexities and reinforcing organisational accountability.
- **Evaluate whistleblowing frameworks** by drawing from real-world case studies, integrating technology solutions, and promoting a speak-up culture through structured investigation processes.
- **Develop strategic investigation plans** by applying foundational principles, legal and ethical considerations, and initial assessment techniques across the corporate investigation lifecycle.
- **Analyse and synthesise evidence** using investigative techniques, digital tools, and interview findings to produce clear, defensible reports and recommend appropriate follow-up actions.

AGENDA

9:00 am	Whistleblowing <i>Introduction to Whistleblowing and Its Organizational Impact</i> <ul style="list-style-type: none">• The role of whistleblowing in governance and accountability.• Global regulatory frameworks (EU, U.S., Asia-Pacific) and their implications. <i>Managing Whistleblower Reports Across Functions</i> <ul style="list-style-type: none">• Techniques for report intake, triage, and resolution.• Ethical considerations and legal obligations. <i>HR-Specific Whistleblowing Challenges</i> <ul style="list-style-type: none">• Addressing workplace grievances and misconduct.• Ensuring whistleblower welfare and psychological safety. <i>Whistleblowing in Practice: From Governance to Ground-Level Action</i> <p><i>This session covers the role of whistleblowing in strengthening governance and accountability, with insights into key global regulatory frameworks. It explores practical approaches for managing reports across functions and addresses HR-specific challenges, including misconduct, grievance handling, and ensuring whistleblower protection and psychological safety.</i></p> <i>Speaker</i> Pav Gill Founder & CEO, Confide Platform (Singapore)
10:15 am	Coffee Break
10:30 am	<i>Case Studies and Real-World Applications</i> <ul style="list-style-type: none">• Lessons from major whistleblowing cases, including Wirecard.• Participant-driven scenario exercises. <i>The Role of Technology in Whistleblowing</i> <ul style="list-style-type: none">• Technology solutions for secure case management and compliance.• Practical demonstrations of whistleblowing tools. <i>Creating a Unified Speak-Up Culture and Conducting Investigations</i> <ul style="list-style-type: none">• Embedding a “speak-up” and “listen-up” culture in organizational DNA.• Fundamentals of investigations:<ul style="list-style-type: none">◦ Structuring investigations and stakeholder coordination.◦ Effective interviewing techniques.◦ Evidence collection and ethical handling. <i>From Case Studies to Culture & Tools</i> <p><i>This module covers lessons from real-world whistleblowing cases, explores secure tech solutions for case management, and outlines key steps to build a speak-up culture. It also introduces investigation fundamentals, including interviewing, coordination, and evidence handling.</i></p> <i>Speaker</i> Pav Gill Founder & CEO, Confide Platform (Singapore)
12:30 pm	Lunch
2:00 pm	Corporate Investigations <i>Foundations of Corporate Investigations</i> <ul style="list-style-type: none">• Defining Corporate Investigations and Triggering Events• Core Principles for Investigations• Relevant legal and ethical considerations, including data privacy and employee rights• The Corporate Investigation Lifecycle <i>Initial Steps and Planning</i> <ul style="list-style-type: none">• Receiving and Initial Assessment of Reports/Complaints:• Preliminary Assessment and the Decision to Investigate:• Developing a Strategic Investigation Plan <i>Corporate Investigations: Principles, Planning & Process</i> <p><i>This module introduces the foundations of corporate investigations, including triggering events, core principles, and key legal and ethical considerations such as data privacy and employee rights. Participants will also learn how to assess reports, determine the need for investigation, and develop a strategic investigation plan within the corporate investigation lifecycle.</i></p> <i>Speaker</i> Julia Chin Director, JFourth Solutions Malaysia
3:30 pm	Coffee Break
3:45 pm	<i>Evidence Gathering and Interviewing</i> <ul style="list-style-type: none">• Effective Evidence Gathering Techniques• Basic introduction to common digital forensic concepts, OSINT and tools• Fundamental techniques for conducting interviews and documenting the outcomes. <i>Analysis, Reporting, and Follow-Up</i> <ul style="list-style-type: none">• Organizing and reviewing collected evidence• Identifying patterns, inconsistencies, and information that corroborates or contradicts allegations• Reporting• Follow-Up Actions and Remediation <i>Evidence, Interviews & Reporting</i> <p><i>This module covers key techniques for gathering and analysing evidence, including basic digital forensics, OSINT tools, and interview fundamentals. Participants will learn how to organise findings, identify patterns, and document outcomes effectively—leading to clear reporting and appropriate follow-up actions.</i></p> <i>Speaker</i> Julia Chin Director, JFourth Solutions Malaysia
5:30 pm	End of Programme

SPEAKERS



PAV GILL
Founder & CEO of Confide Platform (Singapore)

Known for uncovering the Wirecard fraud, Pav Gill is a former fintech lawyer and founder of Confide Platform. He is a global speaker on ethics and governance and recipient of awards for whistleblowing and integrity.



JULIA CHIN
Member of the APAC Global Coalition to Fight Financial Crime (GCFFC) Secretariat

Julia Chin, also known as the Compliance Blackbelt, is a seasoned financial professional with over three decades of experience. She specialises in financial crime, regulatory compliance, and fraud, and currently serves on the APAC GCFFC Secretariat.

Visit www.sidc.com.my for More SIDC Training Programmes **TODAY !**



Securities Industry Development Corporation (765264K)
3, Persiaran Bukit Kiara, Bukit Kiara, 50490 Kuala Lumpur, Malaysia
Email: sidc@sidc.com.my Website: www.sidc.com.my



    Find us on Youtube, LinkedIn, Facebook & Instagram at Securities Industry Development Corporation - SIDC
* The SIDC reserves the right to amend the programme as deemed appropriate as without prior notice.

For enquiries on registration, please contact: **+603 6204 8439 / 8274** | Register today at **www.sidc.com.my**

Get in touch and speak to our friendly team:

Farith Jamal | +6014 653 2578 | Farith.Jamal@sidc.com.my

Sarah Dalina | +6011 2711 9658 | Sarah.Dalina@sidc.com.my

Abdul Qaiyum | +6017 871 3242 | Qaiyum.Ghazali@sidc.com.my

Wan Mohd Farid | +6012 641 7589 | FaridK@sidc.com.my