

# Advanced Master's Degree Corporate Compliance and Corporate Social Responsibility

A M D C C C S R



## Advanced Master's Degree Corporate Compliance and Corporate Social Responsibility

- » Modality: online
- » Duration: 2 years
- » Certificate: TECH Global University
- » Credits: 120 ECTS
- » Schedule: at your own pace
- » Exams: online

Website: [www.techtute.com/us/school-of-business/advanced-master-degree/advanced-master-degree-corporate-compliance-corporate-social-responsibility](http://www.techtute.com/us/school-of-business/advanced-master-degree/advanced-master-degree-corporate-compliance-corporate-social-responsibility)

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# 01

# Welcome

Currently, Corporate Compliance and Corporate Social Responsibility are two topics of great relevance in the business world. The impact of companies on society and the environment, as well as the need to prevent risks and fraud, have led to a growing demand for professionals specialized in these areas. At the same time, the business world requires managers with leadership skills oriented to these fields. In this context, this program arises as a response to the current needs of business and financial organizations. In this way, this 100% online degree program provides an in-depth study of aspects such as Criminal Compliance or Socially Responsible Marketing.



Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility  
TECH University of Technology



“

*Progress in the business world by specializing in Corporate Compliance and Corporate Social Responsibility, mastering ethical decision making in an increasingly demanding and globalized environment"*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class center for intensive managerial skills education.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"*

## At TECH Global University



### Innovation

The university offers an online learning model that balances the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"*Microsoft Europe Success Story*", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**+100000**

executives prepared each year

**+200**

different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**+500**

collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.





TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Analysis

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TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.



### Academic Excellence

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TECH offers students the best online learning methodology. The university combines the Relearning method (postgraduate learning methodology with the best international valuation) with the Case Study. Tradition and vanguard in a difficult balance, and in the context of the most demanding educational itinerary.



### Economy of Scale

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TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a ground-breaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.



### Learn with the best

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In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case analyses in academia"*

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you education of the highest academic level”*

This program will provide you with a multitude of professional and personal advantages, among which we highlight the following:

**01**

### A Strong Boost to Your Career

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of students achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of the company

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional fields.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### You will take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects.

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different fields in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### You will be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified teachers from the most prestigious universities in the world: the TECH Global University community.

*We give you the opportunity to study with a team of world-renowned teachers.*

04

# Objectives

The main aim of this Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility is to provide business professionals with the latest techniques and trends in business management and ethics. Thus, this degree is designed for students to acquire a global and multicultural perspective, providing them with the most advanced tools and methodologies for the prevention and management of business risks.



“

*This Advanced Master's Degree is perfect for those professionals who want to stay at the forefront of their field and want to master the latest trends in business ethics and Corporate Social Responsibility"*

TECH makes the goals of their students their own goals too.  
Working together to achieve them.

The **Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility** trains the student to:

01

Develop specialized knowledge of the compliance activity

04

Integrate knowledge to face the complexity of the tasks required by a corporate compliance program, tasks and responsibilities that affect the compliance officer

02

Define the planning of a compliance program



03

Apply the knowledge acquired in the context of the company, relating it to the multidisciplinary areas required for its definition and study

05

Approach in depth and analyze companies as an institution



06

Generate capacity of analysis and interpretation of the main obligations and responsibilities of the compliance officer

08

Classify, record and assess the scope of the tasks of a compliance officer



07

Advise with respect to the formation of a program

09

Identify and evaluate the measures to be taken

10

Interpret the main indicators of the corporate compliance activity

11

Analyze the accountability of socially responsible companies

14

Identify the marketing policies to be adopted by a socially responsible company

12

Develop relationships between Corporate Social Responsibility (CSR) and the objectives of the fight against corruption and the promotion of development and peace



13

Assess the Corporate Social Responsibility (CSR) policies that can be implemented within a company

15

Design a socially responsible marketing plan attractive to corporate government and investors

16

Specifically examine the influence of social responsibility in public management, particularly in decision making, public procurement, HR management, investment and environmental protection

18

Evaluate international CSR measures applicable to different types of companies



19

Analyze every aspects of improving relations between the Administration and taxpayers in order to reduce the high level of litigation in this field

17

Demonstrate the link between corporate social responsibility and commercial law, especially in relation to corporate governance

20

Knowing how to advise, depending on the type of company, on the aspects to be improved in order to ensure compliance with the regulation

# 05 Skills

The main objective of this Advanced Master's Degree is to provide the professional with a series of key competencies for today's business world. Thus, at the end of the program, the student will be able to design, implement and evaluate regulatory compliance and corporate social responsibility programs in any type of organization. In addition, they will also have developed skills for business risk management, conflict resolution and ethical and responsible decision making. The program also places great emphasis on the development of leadership, communication and teamwork skills, as well as the ability to adapt to changing and complex environments.



“

*Advance your career through the study of practical and real cases in this Advanced Master's Degree, where you can acquire the most advanced Corporate Compliance and CSR skills"*

01

Determine corporate criminal liability regimes

02

Clearly express the objectives and methodology followed to implement a criminal, tax and cybersecurity compliance plan

03

Define the financial crime obligations of companies

04

Delve into the relative principles to the processing of personal data

05

Examine the new European model of personal data protection



06

Identify the key aspects in the design of a compliance program in the labor field

08

Discern and evaluate the different risks of the use of ICTs affecting a company

09

Evaluate adopted measures in order to avoid competition and industrial property offenses in the market and to present and justify them

07

Determine the necessary mechanisms for the effective implementation of a labor compliance system in the company

10

Analyze the different competition compliance programs in order to achieve the greatest legal precision and economic efficiency



11

Diagnose the company's position towards its internal and external stakeholders

12

Measure the results of actions carried out through integrated stakeholder management

13

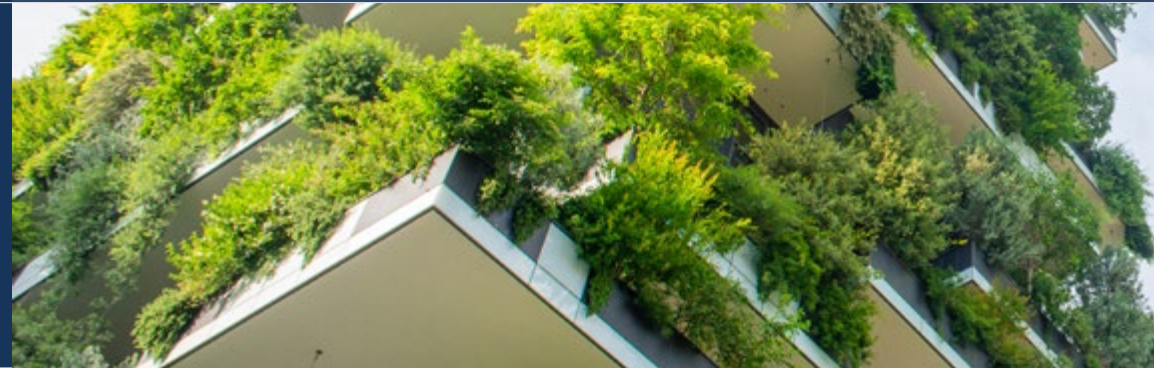
Analyze the shift from sales marketing to socially responsible marketing

14

Deepen the impact of socially responsible marketing on intangible assets

15

Develop a socially responsible communication and evaluation plan





16

Identify projects and areas for improvement and development in the management of public organizations

18

Make decisions on the implementation of GRI standards according to the company



19

Recognize the offenses that can be committed by a legal entity

17

Identify experiences and good practices in the Public Sector related to the different aspects covered in the module

20

Examine in each entity all the necessary elements to be incorporated to avoid criminal risk

06

# Structure and Content

The syllabus of this program is designed to provide students with a comprehensive preparation in business ethics and social responsibility. Students will explore key topics such as enterprise risk management, regulatory compliance, prevention and management of corruption and money laundering, responsible supply chain management, and the social and environmental impact of organizations. In addition, the program also includes subjects focused on the development of practical skills, such as project management, effective communication, negotiation and leadership. The syllabus has been designed by experts in business ethics and social responsibility, and is regularly updated to reflect the latest trends and challenges in this constantly evolving field.



“

*Access to new professional opportunities thanks to this Advanced Master's Degree, with which you will master aspects such as the prevention of money laundering"*

### Syllabus

The Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility at TECH Global University is an intensive program that prepares students to face business challenges and decisions both nationally and internationally. Its content is designed to promote the development of managerial skills that enable more rigorous decision-making in uncertain environments.

Throughout 3,000 hours of study, students will analyze a multitude of practical cases through individual work, achieving high quality learning that can be applied to their daily practice. It is, therefore, an authentic immersion in real business situations.

This program deals in depth the main Corporate Compliance and the Corporate Social Responsibility areas and is designed for managers to understand business management from a strategic, international and innovative perspective.

A plan designed for students, focused on their professional development, which prepares them to achieve excellence in the field of management and business management. A program that understands your needs and those of your company through innovative content based on the latest trends, and supported by the best educational methodology and an exceptional faculty, which will provide you with the skills to solve critical situations in a creative and efficient way.

This program takes place over 24 months and is divided into 20 modules:

**Module 1** Corporate Compliance. Regulatory Framework

**Module 2** Business Management Elements of Compliance

**Module 3** Criminal Compliance

**Module 4** Compliance as a control function: prevention of money laundering and terrorist financing

**Module 5** Compliance and data protection

**Module 6** Labor Compliance

**Module 7** Compliance to mitigate cybersecurity risks and the use of technologies in the company

**Module 8** Competition and Intellectual Rights Compliance

**Module 9** Financial Compliance

**Module 10** Sectorial Compliances

<b>Module 11</b>	Ethics and Conceptualization of the Corporate Social Responsibility (CSR)
<b>Module 12</b>	Strategic Management of the Company from the perspective of Corporate Social Responsibility. Stakeholders Management
<b>Module 13</b>	Socially Responsible Marketing
<b>Module 14</b>	Corporate Social Responsibility in the Sports
<b>Module 15</b>	Corporate Social Responsibility in the Work Setting
<b>Module 16</b>	Social Responsibility in the public sector (Rsp). Environmental Social Responsibility
<b>Module 17</b>	Corporate Social Responsibility in the commercial sphere
<b>Module 18</b>	Corporate Social Responsibility (CSR) in the international arena
<b>Module 19</b>	Corporate Social Responsibility in the tax field
<b>Module 20</b>	Corporate Social Responsibility in the Criminal field

### Where, When and How is it Taught?

TECH offers you the possibility to study this Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility completely online. Throughout the 24 months of the educational program, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

*A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.*

**Module 1. Corporate Compliance. Regulatory Framework.**

**1.1. Corporate Compliance. Development in Organizations**

- 1.1.1. Corporate Compliance.
- 1.1.2. Compliance and Regulatory Compliance
- 1.1.3. Compliance within Organizations

**1.2. Compliance function and requirements**

- 1.2.1. Compliance culture
- 1.2.2. Position in the organization
- 1.2.3. Reference terms of the Compliance function
- 1.2.4. Interaction With Other Function

**1.3. Industry standards and best practices (ISO rules)**

- 1.3.1. ISO 37301
- 1.3.2. UNE 19601:2017 on Criminal Compliance Management Systems.
- 1.3.3. ISO 37001 Anti-bribery management systems standard
- 1.3.4. UNE-/ IEC 27000 Standards. Information Security Management System (ISMS)
- 1.3.5. UNE-/ IEC 20000 Standards. IT Service Management System (ITSMS)

**1.4. Internal regulations of the organizations**

- 1.4.1. Hierarchy of policies
- 1.4.2. The rule of rules or rule 0
- 1.4.3. Ethical Codes
- 1.4.4. Structuring and production
- 1.4.5. Revision and updating
- 1.4.6. Advertising and Communication

**1.5. Ethics in the Compliance Framework**

- 1.5.1. Business ethics
- 1.5.2. Theories of Business Ethics
- 1.5.3. Ethical performance and reputational impact

**1.6. Compliance leadership and culture**

- 1.6.1. Leadership in organizations: importance of tone at the top
- 1.6.2. Development of a control structure: the three lines of defense
- 1.6.3. Metrics of effective leadership in Compliance

**1.7. Prevention of conflicts of interest in the corporate framework**

- 1.7.1. Conflicts of interest in the corporate framework
- 1.7.2. Types of conflicts of interest
- 1.7.3. Conflict Management interest rate

**1.8. Compliance officer**

- 1.8.1. Compliance officer profile
- 1.8.2. Compliance officer in Spanish regulation
- 1.8.3. Interaction With Other Function

**1.9. Compliance officer Tasks**

- 1.9.1. Compliance officer Tasks
- 1.9.2. The problem of their heterogeneity
- 1.9.3. Structures of compliance tasks

**1.10. Responsibility of the compliance officer**

- 1.10.1. Responsibility of senior management in Compliance
- 1.10.2. Responsibility of the compliance officer
- 1.10.3. Responsibility of the rest of the organization regarding Compliance

**Module 2. Business Management Elements of Compliance**

<p><b>2.1. Leadership. Planning. Operation Evaluation. Improvement of procedures</b></p> <p>2.1.1. Philosophies behind Compliance cycles: PDCA</p> <p>2.1.2. Philosophies behind Compliance cycles: <i>Kaizen</i>.</p> <p>2.1.3. Philosophies behind Compliance cycles:</p>	<p><b>2.2. Communication Training. Sensitization in the Company</b></p> <p>2.2.1. Philosophies behind Compliance cycles:</p> <p>2.2.2. Communication Structure in <i>Compliance</i></p> <p>2.2.3. Personnel Training</p> <p>2.2.4. Internalization of Compliance</p>	<p><b>2.3. Monitoring. Procedure. Plan: execution of the plan</b></p> <p>2.3.1. Compliance monitoring and testing</p> <p>2.3.2. Differences with audit functions</p> <p>2.3.3. Compliance plan design</p> <p>2.3.4. Design of the monitoring and testing program</p> <p>2.3.5. Plan implementation and execution</p> <p>2.3.6. Reporting of results</p>	<p><b>2.4. Complaint and investigation channels in compliance procedures.</b></p> <p>2.4.1. Whistleblowing channels: European regulation</p> <p>2.4.2. Types of whistleblowing channels</p> <p>2.4.3. Design of whistleblowing channels. Components</p> <p>2.4.4. Flows and processes in whistleblowing cases</p>
<p><b>2.5. Disciplinary measures and incentives for the implementation of compliance programs.</b></p> <p>2.5.1. Compliance as a function of control and identification of misconduct.</p> <p>2.5.2. Relationship with human resources and management</p> <p>2.5.3. Incentive and disciplinary system</p>	<p><b>2.6. Records <i>Compliance</i> Plans</b></p> <p>2.6.1. Record keeping of compliance plans</p> <p>2.6.2. Content information</p> <p>2.6.3. Record keeping procedure</p>	<p><b>2.7. Annual Compliance Plan</b></p> <p>2.7.1. Elements of the annual compliance plan</p> <p>2.7.2. Design of the annual compliance plan its approval</p> <p>2.7.3. Monitoring of the annual Compliance plan</p> <p>2.7.4. Annual Compliance Plan Report</p>	<p><b>2.8. Information and results reporting</b></p> <p>2.8.1. Management Information (MI): SMART information</p> <p>2.8.2. Internal reports generated by the Compliance Function</p> <p>2.8.3. External reports generated by the Compliance Function</p>
<p><b>2.9. Corporate <i>Compliance</i>. Good Governing</b></p> <p>2.9.1. International and local background</p> <p>2.9.2. Corporate <i>Compliance</i>. Good governance: keys</p> <p>2.9.3. Increased focus on ESG Compliance</p>	<p><b>2.10. Relationship of the Compliance department with other departments of the organization</b></p> <p>2.10.1. Relationship with senior management</p> <p>2.10.2. Relation with the Committee of <i>Compliance</i></p> <p>2.10.3. Relationship with the third line of defense: internal audit.</p> <p>2.10.4. Relationship with the first line of defense: business and support functions</p> <p>2.10.5. Relationship with the second line of defense: Risk.</p>		

**Module 3. Criminal Compliance**

**3.1. Corporate Compliance. International regulation**

- 3.1.1. U.S. regulation. Importance of the Federal Sentencing Guidelines
- 3.1.2. Regulation in the European Union countries
- 3.1.3. Cases of liability of legal entities in Latin America

**3.2. Liability of the legal person prior to the criminal code: Contentious-Administrative Law**

- 3.2.1. Liability of the legal person in Contentious-Administrative Law
- 3.2.2. Relationship between Administrative Law and Criminal Law in Compliance matters
- 3.2.3. Cases of overlapping: environmental infringements

**3.3. Reforms to the Criminal Code regarding the criminal liability of legal persons**

- 3.3.1. Criminal Code prior to the 2010 reform
- 3.3.2. 2010 reform
- 3.3.3. Subsequent minor reforms

**3.4. Mitigating and exonerating conditions with scope of liability**

- 3.4.1. Mitigating and exonerating factors. Concept
- 3.4.2. Mitigating elements
- 3.4.3. Exonerating elements

**3.5. Prosecutor's clarification of roles and responsibilities**

- 3.5.1. The Prosecutor's Circular
- 3.5.2. The problems of the compliance officer
- 3.5.3. Clarification of roles and responsibilities

**3.6. Development of Corporate Defense manuals**

- 3.6.1. Elements of the Corporate Defense manual
- 3.6.2. Roles in the development of plans
- 3.6.3. Risk map: assessment of the risks to which the entity is exposed.
- 3.6.4. Production of the Corporate Defense manual. Steps

**3.7. Risk map: assessment of the risks to which the entity is exposed**

- 3.7.1. The Risk Map
- 3.7.2. Elements of the risk map
- 3.7.3. Elements of the risk map

**3.8. Control frameworks, design and structures for implementation**

- 3.8.1. Control as a mitigant of inherent risk
- 3.8.2. Policy design and training as mitigating factors
- 3.8.3. Control structures: a priori/ posteriori, manual/automated

**3.9. Governance: committees and responsibilities**

- 3.9.1. Committees as risk managers
- 3.9.2. Roles and Responsibilities
- 3.9.3. Effectiveness of committees

**3.10. Role design. Practical Example**

- 3.10.1. Mapping of applicable criminal types and scenarios
- 3.10.2. Roles and Responsibilities
- 3.10.3. Assignment of probability and risk: calculation of inherent risk
- 3.10.4. Evaluation of the control framework and calculation of residual risk



**Module 4. Compliance as a control function: prevention of money laundering and terrorist financing**
**4.1. Financial crime: impact, elements and phases**

- 4.1.1. The threat of financial crime in the economy. Pillars
- 4.1.2. Impact in the Economy
- 4.1.3. Money Laundering
- 4.1.4. Funding of Terrorism
- 4.1.5. Phases of Money Laundering and Terrorist Financing

**4.2. Institutions and regulations in the prevention of money laundering and terrorist financing**

- 4.2.1. Regulatory and supervisory focus on financial crime issues
- 4.2.2. Institutions and international legal frameworks of reference
- 4.2.3. Local institutions and legal frameworks of reference

**4.3. Prevention of Money Laundering**

- 4.3.1. Direct activities
- 4.3.2. Principal (financial sector)
- 4.3.3. Secondary (other sectors)
- 4.3.4. Indirect activities: service providers to entities subject to the direct money laundering prevention regime. Gaps

**4.4. Program for the prevention of money laundering and financing of terrorism. Implementation and implications**

- 4.4.1. Financial crime program. Pillars
- 4.4.2. Design of policies and procedures. Implementation and adaptation of systems
- 4.4.3. Financial crime program. Principles

**4.5. Compliance as a support function**

- 4.5.1. Compliance as a support function
- 4.5.2. Design of financial crime manuals and policies
- 4.5.3. Development of communication and training strategies

**4.6. Compliance as a control function I: identification and verification**

- 4.6.1. Identification of customers and counterparties
- 4.6.2. Risk-based approach: verification and periodic reviews
- 4.6.3. Requirements for the last beneficiary

**4.7. Compliance as a control function II: Monitoring and suspected**

- 4.7.1. Types of suspicious transactions
- 4.7.2. Monitoring design
- 4.7.3. Monitoring flow
- 4.7.4. Types of suspicious transactions

**4.8. Compliance as a Control Function III: Terrorist financing and international financial sanctions: filtering tools**

- 4.8.1. Filtering of operations related to international financial sanctions.
- 4.8.2. List controls
- 4.8.3. Extraterritoriality: the case of the American supervisor (OFAC)

**4.9. New technologies in financial crime**

- 4.9.1. Evolution of Finances: FinTech and cryptoassets
- 4.9.2. Technological Revolution. Risks and Opportunities
- 4.9.3. Advances in controls: *RegTech*

**4.10. Tax Compliance: detection of tax evasion structures**

- 4.10.1. Tax Compliance. Detection of tax evasion structures
- 4.10.2. International Tax Compliance Regulations: FATCA and CRS
- 4.10.3. Tax evasion structures: Panama Papers

**Module 5. Compliance and data protection**

**5.1. Europe Data Protection Regulation**

- 5.1.1. Europe Data Protection Regulation
- 5.1.2. The Regulation General Data Protection Regulation
- 5.1.3. Follow-up by other jurisdictions: the Californian Case and the Chinese Regulation

**5.2. AEPD Guidelines**

- 5.2.1. Data Protection Law: Organic Law 3/2018, of December 5th on Personal Data Protection and guarantee of digital rights
- 5.2.2. Development guides
- 5.2.3. Legal reports and rulings

**5.3. Principles Relating to the Processing of Personal The Data**

- 5.3.1. Lawfulness, transparency and fairness
- 5.3.2. Purpose
- 5.3.3. Data Minimization
- 5.3.4. Accuracy
- 5.3.5. Limitation of the conservation period
- 5.3.6. Security/Safety
- 5.3.7. Active liability or proven liability

**5.4. Informed consent to the processing of personal data**

- 5.4.1. Requirements to be met by consent
- 5.4.2. Tacit and explicit consent
- 5.4.3. Taxonomy of consent under GDPR

**5.5. Rights of data subjects in relation to their personal data**

- 5.5.1. Access
- 5.5.2. Rectifier
- 5.5.3. Opposition
- 5.5.4. Suppression

- 5.5.5. Treatment limitation
- 5.5.6. Portability
- 5.5.7. Not to be subject of automated individualized decisions
- 5.5.8. Information
- 5.5.9. Shengen rights

**5.6. The figures of data controller and data protection officer**

- 5.6.1. Concept of data controller
- 5.6.2. Concept of co-responsible
- 5.6.3. Concept of manager
- 5.6.4. Legal structures: model agreements

**5.7. Data protection compliance by design and by default**

- 5.7.1. Reason for the novelty of GDPR in these two cases.
- 5.7.2. Data protection compliance by design and their impact
- 5.7.3. Data protection by default

**5.8. Measures for complying with data protection obligations**

- 5.8.1. Processing Activities Register
- 5.8.2. Inventory of treatment activities
- 5.8.3. Risk assessment for the rights and freedoms of data subjects that could result from the processing of personal data
- 5.8.4. Execution of data protection impact assessments

- 5.8.5. Prior consultation
- 5.8.6. Security of data processing
- 5.8.7. Notification of personal data breaches to the controlling authority
- 5.8.8. Communication of personal data breaches to data subjects
- 5.8.9. Code of Conduct

**5.9. The Data Protection Officer**

- 5.9.1. Profile and requirements of the protection officer
- 5.9.2. Independence of protection officer data
- 5.9.3. Relation with the function of Compliance

**5.10. International Data Transfers**

- 5.10.1. International data transfers: bilateral contracts
- 5.10.2. Binding Corporate Rules (BCR)
- 5.10.3. Data protection codes of conduct

**Module 6. Labor Compliance**

**6.1. Labor Compliance. General Framework**

- 6.1.1. Labor Compliance
- 6.1.2. Regulatory sources
- 6.1.3. Human resources or Compliance

**6.2. Labor Compliance Program**

- 6.2.1. Program Objectives
- 6.2.2. Differences with labor auditing and legal advice
- 6.2.3. Compliance planning
- 6.2.4. Compliance implementation process

**6.3. Gender Equality Plans**

- 6.3.1. Regulation Equality Plans
- 6.3.2. Elements of the equality plan
- 6.3.3. Design and implementation of the equality plan

**6.4. Compliance with compensation records. Wage Gap**

- 6.4.1. Compliance with compensation records
- 6.4.2. Compliance plan design
- 6.4.3. Implementation of the compliance plan

**6.5. Gift and meal management compliance**

- 6.5.1. Importance of control: conflicts of interest, prevention of bribery and corruption
- 6.5.2. Design of gift and meal management policies and their implementation
- 6.5.3. First and second line of defense of operational controls

**6.6. Internal code of conduct and compliance**

- 6.6.1. Infractions and sanctions system
- 6.6.2. Workers' Statute
- 6.6.3. Compliance Training

**6.7. Crime prevention in the workplace**

- 6.7.1. Mapping and implementation
- 6.7.2. Scenarios
- 6.7.3. Preventive Measures

**6.8. Reporting channels and protection protocols against harassment and discrimination**

- 6.8.1. Problem of the responsibility of the whistleblower channel: Compliance vs. Human Resources
- 6.8.2. Protection protocols against harassment and discrimination
- 6.8.3. Preventive and detective controls. Measures to be implemented

**6.9. Processing of personal data in the workplace: the case of video-surveillance and time control**

- 6.9.1. Ethics in the Technological World
- 6.9.2. Labor controls in the technological world AEPD Guidelines
- 6.9.3. Implementation of the obligation of time and attendance control

**6.10. Law to the Digital Disconnecting**

- 6.10.1. The right to digital disconnection Origin
- 6.10.2. Disconnection as a digital right of individuals
- 6.10.3. Implementation measures and case law

**Module 7.** Compliance to mitigate cybersecurity risks and the use of technologies in the company.

**7.1. Technological compliance in the business environment**

- 7.1.1. Digital Compliance. Evolution of Compliance in the technological era
- 7.1.2. Regulatory framework of the digital environment
- 7.1.3. Coordination of Compliance with other areas (CISO)

**7.2. Use of technological means in the company**

- 7.2.1. General rules for implementation and use
- 7.2.2. Hardware rules. Software rules
- 7.2.3. Electronic media rules. Visual media and geolocation rules

**7.3. Use of Social Networks in business field**

- 7.3.1. Social networking and internet use policy
- 7.3.2. Confidentiality of business information and social networks.
- 7.3.3. Social Media Campaigns

**7.4. Operational risk management: business continuity and disaster recovery planning**

- 7.4.1. Business Continuity Plans
- 7.4.2. Disaster Recovery Plan
- 7.4.3. Third-party agreements
- 7.4.4. Suppliers and subcontractors

**7.5. Classification of business information**

- 7.5.1. Classification of Information
- 7.5.2. Control measures of the information according to its sensitivity
- 7.5.3. Data incident management procedure

**7.6. Cybersecurity Essential element of corporate protection**

- 7.6.1. Regulatory Framework
- 7.6.2. Framework control and cybersecurity
- 7.6.3. Development of internal tests and audits: penetration tests
- 7.6.4. Cybersecurity incidents
- 7.6.5. Post-mortem, notification and remediation

**7.7. Controls on third parties: splitting in technology value chains**

- 7.7.1. Digital operational resilience act. The Future
- 7.7.2. Framework contracts and service level agreements. Importance
- 7.7.3. Audits and due diligence of technology counterparties

**7.8. Electronic contracting, consumer protection and digital signature. New issues**

- 7.8.1. Electronic contracting Electronic Signature and digital signature
- 7.8.2. Digital consumer protection: DMA and DSA
- 7.8.3. Digital Identity

**7.9. RegTech: preventive technologies in Compliance**

- 7.9.1. Preventive controls
- 7.9.2. Compliance by design: controls in the development of systems
- 7.9.3. Technological preventive compliance guides

**7.10. RegTech: Detectable technologies in Compliance**

- 7.10.1. Monitoring Systems
- 7.10.2. Incident and analysis detection
- 7.10.3. Internal, customer and regulatory reports

**Module 8. Competition and Intellectual Rights Compliance****8.1. Competition Compliance Activity. European Regulatory Framework**

- 8.1.1. Compliance with Competence
- 8.1.2. European Regulations
- 8.1.3. Doctrine and jurisprudence
- 8.1.4. Supervision

**8.2. Fundamental Elements of characterization**

- 8.2.1. Free competition restriction
- 8.2.2. Vertical restraints
- 8.2.3. Horizontal restraints
- 8.2.4. Collusion

**8.3. CNMC's practice in relation to compliance programs**

- 8.3.1. Developments in CNMV practice
- 8.3.2. Ex ante program resolutions
- 8.3.3. Ex post program resolutions

**8.4. Effective compliance programs. CNMC evaluation criteria**

- 8.4.1. Summary of main components
- 8.4.2. Self-diagnostic meter
- 8.4.3. Reporting meter

**8.5. The Cartel and the Lobby. Example: the Chilean Lobby Law**

- 8.5.1. Chilean Lobby Law
- 8.5.2. Cartel cases
- 8.5.3. Lobbying cases

**8.6. Public procurement and anticorruption**

- 8.6.1. Characterization elements
- 8.6.2. Extraterritorial international regulations: FCPA and UK Bribery Act
- 8.6.3. Other agents: international transparency and its corruption perception index

**8.7. New technologies for competition risk mitigation. Pricing instructions, information and exclusion strategies**

- 8.7.1. Basis for evaluation
- 8.7.2. Information with competitive scope
- 8.7.3. Planning and risk mitigation strategy in competition

**8.8. Legal framework for compliance with intellectual rights**

- 8.8.1. Regulations
- 8.8.2. Contents
- 8.8.3. Aspects of particular consideration

**8.9. Risk delimitation**

- 8.9.1. Particular study of the scope of development of intellectual rights.
- 8.9.2. Risk delimitation
- 8.9.3. Aspects in the praxis for planning and control

**8.10. Unlawful acts in the context of intellectual rights**

- 8.10.1. Detection
- 8.10.2. Protection Scope
- 8.10.3. Infringement policy

**Module 9. Financial Compliance**

**9.1. Risk structures in Financial Compliance**

- 9.1.1. Compliance Risks
- 9.1.2. Reputational risks
- 9.1.3. Regulatory risks
- 9.1.4. Conduct risks
- 9.1.5. Financial crime Risk

**9.2. Consumer and investor protection**

- 9.2.1. Consumer protection: channels for queries and complaints
- 9.2.2. Special focus groups: financial inclusion and vulnerability
- 9.2.3. Cases Wells Fargo and the Bankia case

**9.3. MiFID II. European regulations on Financial Markets**

- 9.3.1. MiFID II: objectives, impact and general framework
- 9.3.2. Product catalogue
- 9.3.3. Customer Classification
- 9.3.4. Securities Market Law

**9.4. Investment instruments: controls. Appropriateness and suitability**

- 9.4.1. Product governance
- 9.4.2. Suitability and convenience test
- 9.4.3. Distribution: communication and advertising campaigns
- 9.4.4. Compliance controls and monitoring

**9.5. Market manipulation**

- 9.5.1. European Regulation Market Abuse Directive (MAD) and Market Abuse Regulation (MAR)
- 9.5.2. Market Abuse. Pillars
- 9.5.3. Sanctioned behaviors

**9.6. Privileged information in the financial markets**

- 9.6.1. Privileged information
- 9.6.2. Risk events
- 9.6.3. Control systems

**9.7. Controls on the contracting of financial products by remote means**

- 9.7.1. The risk of using remote means
- 9.7.2. Protection controls for institutions
- 9.7.3. Consumer protection controls

**9.8. Cross-border transactions in finance**

- 9.8.1. Globalization: licensing versus access
- 9.8.2. Mappings of business licenses and jurisdictions with cross-border services
- 9.8.3. Design of mitigating factor matrices

**9.9. Regulatory Change Management**

- 9.9.1. Regulatory Change Management
- 9.9.2. Follow-up of regulatory developments and initiatives
- 9.9.3. Mapping and analysis of required actions
- 9.9.4. Coordination and implementation

**9.10. Compliance Project Management**

- 9.10.1. Compliance as a project manager
- 9.10.2. Pillars in Compliance Project Management
- 9.10.3. Compliance project life cycle

**Module 10. Sectorial Compliances****10.1. Compliance in Contracting**

- 10.1.1. Compliance in Contracting
- 10.1.2. Public and private contracting
- 10.1.3. Compliance in public recruitment

**10.2. Regulatory compliance in the environmental area**

- 10.2.1. The Objectives of Agenda 2030
- 10.2.2. The scandals: Dielselgate
- 10.2.3. False reports: Green Washing
- 10.2.4. The metrics and reporting problem

**10.3. Advocacy and compliance activity**

- 10.3.1. Lawyers as advisors to regulated entities
- 10.3.2. Lawyers as regulated entities
- 10.3.3. Data protection in the legal profession

**10.4. The food sector in the compliance activity**

- 10.4.1. Transparency to consumers and users
- 10.4.2. The problem of fractioning in the value chain and relocations
- 10.4.3. Sector Particularities

**10.5. Regulatory compliance in the health and safety sector**

- 10.5.1. Confidentiality and Data Protection
- 10.5.2. Conflict of interest management
- 10.5.3. Sector Particularities

**10.6. Regulatory compliance in energy**

- 10.6.1. Role of the energy sector. Controls
- 10.6.2. Prevention of bribery and corruption. Risk
- 10.6.3. Oil and gas: Trade Finance Compliance. International financial sanctions

**10.7. Regulatory compliance in the pharmaceutical sector**

- 10.7.1. Compliance in the pharmaceutical sector
- 10.7.2. Compliance in industrial property
- 10.7.3. Self-regulation and advertising self-control

**10.8. Regulatory compliance in small and medium-sized companies**

- 10.8.1. SMEs: obligation versus resources
- 10.8.2. Compliance Program for SMEs
- 10.8.3. Efficient Management

**10.9. Regulatory compliance in listed companies and other types of companies**

- 10.9.1. Origins: Enron case and the emergence of SOX regulations in the United States
- 10.9.2. Good corporate governance: benchmark reports and remuneration
- 10.9.3. Other types of companies: cooperatives

**10.10. Compliance in the framework of consumer relations**

- 10.10.1. Consumer protection regulations
- 10.10.2. Risk analysis in the provision of consumer services
- 10.10.3. Planning and control of consumer compliance systems

**Module 11. Ethics and Conceptualization of the Corporate Social Responsibility (CSR).**

**11.1. Organizational Ethics**

- 11.1.1. Organizational Ethics
- 11.1.2. Functions and utilities
- 11.1.3. Business ethics

**11.2. Progressive Implementation of Corporate Social Responsibility (CSR)**

- 11.2.1. Conceptualization
- 11.2.2. Expansion and consolidation
- 11.2.3. Regulation
- 11.2.4. CEO Agenda

**11.3. Identification of Corporate Social Responsibility (CSR) versus other figures**

- 11.3.1. RSO
- 11.3.2. RSI
- 11.3.3. Charity
- 11.3.4. Cause Making

**11.4. Corporate Social Responsibility (CSR) as a Framework Concept to be Developed by the Company**

- 11.4.1. Interpretation of CSR
- 11.4.2. Dimensions of CSR
- 11.4.3. Typology of the company's actions in CSR

**11.5. Transparency and Communication in the Visibility of Corporate Social Responsibility (CSR)**

- 11.5.1. Accountability
- 11.5.2. Ethical Codes
- 11.5.3. Reports and memories
- 11.5.4. Ethical audits

**11.6. Political impetus for Corporate Responsibility (CSR) in Spain**

- 11.6.1. State Legislation
- 11.6.2. Council of experts and social dialogue roundtable
- 11.6.3. CNMV
- 11.6.4. Regional and local government

**11.7. Political impetus for Corporate Responsibility (CSR) in Europe**

- 11.7.1. Beginnings, the Copenhagen Charter
- 11.7.2. The European Commission's Green Paper
- 11.7.3. Other actions

**11.8. Company - NGO relations**

- 11.8.1. The third sector, NGOs and other associations
- 11.8.2. Communication, dialogue and level of commitment
- 11.8.3. Contextualization of the relationship and creation of value

**11.9. Ethics, development and peace**

- 11.9.1. CSR in developing countries
- 11.9.2. Bribery and corruption
- 11.9.3. Peace

**11.10. Assessment of Corporate Social Responsibility (CSR)**

- 11.10.1. Approach
- 11.10.2. Criteria
- 11.10.3. Consequences



**Module 12.** Strategic Management of the Company from the perspective of Corporate Social Responsibility.**12.1. Strategic Business Management. Assessment of Corporate Social Responsibility (CSR)**

- 12.1.1. Concept of a Company
  - 12.1.1.1. Property
  - 12.1.1.2. Management
  - 12.1.1.3. Government
- 12.1.2. Key Elements in a Company
  - 12.1.2.1. Mission
  - 12.1.2.2. Vision
  - 12.1.2.3. Objectives

**12.2. Management Subsystems Involved in Corporate Social Responsibility (CSR) Policies**

- 12.2.1. Production Management
- 12.2.2. Financial Management
- 12.2.3. HR Management
- 12.2.4. Marketing Management
- 12.2.5. Other emerging subsystems

**12.3. Stakeholder Theory. Management's approach to stakeholders**

- 12.3.1. Stakeholder theory and its approach to CSR
- 12.3.2. Development of economic theories of strategic management applied to CSR
- 12.3.3. Challenges posed by stakeholder theory

**12.4. Principles of value creation of the company for its stakeholders (Freeman). Principles of application of Corporate Governance based on Corporate Social Responsibility**

- 12.4.1. Principle of generality
- 12.4.2. Principle of complexity
- 12.4.3. Principle of integration
- 12.4.4. Principle of permanence

**12.5. Instrumental approach to stakeholder theory, Corporate Social Responsibility as an instrument for achieving business objectives**

- 12.5.1. Stakeholder theory approaches
- 12.5.2. The instrumentalization of the stakeholder
- 12.5.3. CSR strategy based on the instrumental approach

**12.6. Normative approach to stakeholder theory. Compliance and Corporate Social Responsibility**

- 12.6.1. The usefulness of stakeholder theory in achieving business objectives
- 12.6.2. Stakeholder classification from the normative analysis
- 12.6.3. CSR strategy based on the Regulations approach

**12.7. Integrated stakeholder management, I. Decision to implement Corporate Social Responsibility policies**

- 12.7.1. Identification of the company's stakeholders
- 12.7.2. Diagnosis of the company and its current CSR management
- 12.7.3. Awareness of teams as an essential element for the implementation of future CSR policies

**12.8. Integrated stakeholder management II. Global action planning for the implementation of Corporate Social Responsibility policies**

- 12.8.1. Commitment of the management subsystems and the teams involved to the adequacy of socially responsible behaviors
- 12.8.2. Election of responsible persons to monitor and implement the agreed actions
- 12.8.3. Timing of actions and objectives in the implementation of CSR-based management

**12.9. Integrated stakeholder management III. Corporate Social Responsibility (CSR) Actions**

- 12.9.1. Implementation of strategic CSR plans
- 12.9.2. Monitoring of compliance with CSR strategic plan objectives and milestones
- 12.9.3. Communicating the evolution and challenges of stakeholder management

**12.10. Measuring results of the Corporate Social Responsibility strategic plan**

- 12.10.1. Dimensions of CSR
- 12.10.2. Social accounting indicators
- 12.10.3. CSR Reporting

**Module 13. Socially Responsible Marketing**

**13.1. Socially Responsible Marketing vs. Sales Focused Marketing**

- 13.1.1. Role of the Marketing in the Company
- 13.1.2. Sales-focused in marketing
- 13.1.3. Socially Responsible Marketing

**13.2. Socially Responsible Marketing and stakeholders**

- 13.2.1. The marketing ecosystem
- 13.2.2. Design of marketing strategies aimed at different stakeholders
- 13.2.3. Develop of holistic marketing plan

**13.3. Socially Responsible Marketing and ESG (Environmental, Social And Governance) Criteria**

- 13.3.1. WHO Criteria
- 13.3.2. ESG criteria for Investors. Importance
- 13.3.3. Influence of marketing decisions on ESG criteria

**13.4. Socially Responsible Marketing and intangible asset management**

- 13.4.1. How to generate competitive advantages through the management of intangible assets
- 13.4.2. How to manage corporate reputation
- 13.4.3. Impact of socially responsible marketing on corporate legitimacy

**13.5. From management to action of Socially Responsible Marketing I. Report Design**

- 13.5.1. Importance of a Social Responsibility Report
- 13.5.2. Structure of the Report
- 13.5.3. Report design and dissemination

**13.6. From management to action of socially responsible marketing II. Product design**

- 13.6.1. Product design and innovation decisions
- 13.6.2. Design and marketing of sustainable products
- 13.6.3. Socially responsible consumer perception

**13.7. From management to action of socially responsible marketing III. Internal Marketing Strategies**

- 13.7.1. Socially responsible internal marketing plan
- 13.7.2. How to reduce employment discrimination
- 13.7.3. Design and implementation of a volunteer plan

**13.8. From management to action of socially responsible marketing IV. Corporate government and investors**

- 13.8.1. Impact of CSR on investment decisions.
- 13.8.2. Diversity in corporate government
- 13.8.3. Dissemination of socially responsible marketing actions to impact investors

**13.9. Socially Responsible Marketing: Disputes and complaint management**

- 13.9.1. Disputes. Dispute management
- 13.9.2. Management of customer complaints
- 13.9.3. Impact of social networks on the perception about companies

**13.10. Communication and evaluation of a responsible marketing plan**

- 13.10.1. Design of a communication plan for social responsibility actions
- 13.10.2. Monitoring and evaluation of responsible marketing actions
- 13.10.3. Timeline for the implementation of socially responsible marketing actions

**Module 14. Corporate Social Responsibility in the Sports****14.1. Organizational Structure of Sports**

- 14.1.1. The influence of the federative pyramidal structure of sport on the connections between good governance and corporate social responsibility
- 14.1.2. International structures
- 14.1.3. National structures

**14.2. Social Responsibility in the Sports**

- 14.2.1. Good governance in sport
- 14.2.2. Compliance in sports organizations, compliance programs and the figure of the Compliance Officer
- 14.2.3. Ethics in Sport

**14.3. Responsible treatment of minors in sport**

- 14.3.1. Regulatory contextualization in the sporting framework and in the general framework
- 14.3.2. Obligations and references to minors in sport
- 14.3.3. Special cases on differentiated disciplinary regimes

**14.4. Violence Situation diagnosis and risks in the social environment of sports organizations**

- 14.4.1. Applicable normative framework as a basis for developing compliance programs against violence
- 14.4.2. The position of international and European law institutions
- 14.4.3. Practical cases of violence in sport: international and national level

**14.5. The system of corporate social responsibility as a guarantor against doping in sport**

- 14.5.1. Applicable regulations as a social guarantee
- 14.5.2. The protection of health as a guarantor of social responsibility in sporting entities
- 14.5.3. Corporate Social Responsibility to guarantee the maintenance of the values of sport

**14.6. Corruption and gambling in sport as key points of a socially responsible organization**

- 14.6.1. The crime of corruption in sport: Risky crime versus responsible organization
- 14.6.2. From practice to theory in order to detect conduct contrary to good corporate governance
- 14.6.3. The legal framework for sports betting

**14.7. Equality in sport as a lever for corporate social responsibility**

- 14.7.1. The relevance of equality in sports management and social management
- 14.7.2. Legal and social management aspects of an athlete's environment
- 14.7.3. Memories, analyses and reports on equality in sports structures as socially responsible for change

**14.8. Integrity in sport. Risk map in practical situations**

- 14.8.1. The integrity of competition: rigging
- 14.8.2. Integrity in Sports: Diversity
- 14.8.3. Integrity in sport: transparency

**14.9. Corporate Social Responsibility in the Organization of Sporting Events**

- 14.9.1. Contractual scheme
- 14.9.2. Civil and Criminal Liability
- 14.9.3. Management of corporate collaborations, sponsorships and other instruments

**14.10. Transparency in the context of sport as an economic activity**

- 14.10.1. The specificity of sport
- 14.10.2. Sport as an economic activity
- 14.10.3. Professional sport and grassroots sport

**Module 15.** Corporate Social Responsibility in the Work Setting

**15.1. Corporate Social Responsibility job content**

- 15.1.1. Human Resources Management
- 15.1.2. Good governance and compliance
- 15.1.3. Ethics, values and sustainability

**15.2. The individual work relationship: employee and employer within the framework of social responsibility**

- 15.2.1. Worker and employer
- 15.2.2. Employment contract: rights and duties of the parties
- 15.2.3. Birth, vicissitudes and termination of the employment relationship

**15.3. Human, social and labor rights in the field of social responsibility**

- 15.3.1. Human rights and the UN Sustainable Development Objectives
- 15.3.2. Fundamental rights, citizens' rights and guiding principles of social and economic policy
- 15.3.3. Social and labor rights

**15.4. Human, social and Non-Discrimination rights in the field of social responsibility**

- 15.4.1. International legal framework: regulatory principles and standards
- 15.4.2. National legal framework of the right to equality and non-discrimination
- 15.4.3. Public and corporate policies on equality and non-discrimination

**15.5. Information and participation of workers in the framework of social responsibility**

- 15.5.1. The Right to Information. Company Communication
- 15.5.2. Right to consultation and participation of workers
- 15.5.3. Workers' involvement in the objectives and operation of the company

**15.6. Training and career advancement in the framework of social responsibility**

- 15.6.1. Right to training and professional promotion
- 15.6.2. Training content and development. On-the-job and off-the-job training
- 15.6.3. Public employment policies and worker training

**15.7. Reconciliation of work and family life as an objective of social responsibility.**

- 15.7.1. Legal framework for work-life balance
- 15.7.2. Measures for the work-life conciliation in the company
- 15.7.3. Public policies for the work-family conciliation

**15.8. Occupational health and safety as an objective of social responsibility**

- 15.8.1. International legal framework for occupational health and safety at work
- 15.8.2. The prevention of occupational risks in the company: rights and duties of the parties, risk assessment, prevention plans and liability regime
- 15.8.3. Public policies for safety and health at work

**15.9. Adaptation and change management in companies as a tool for social responsibility.**

- 15.9.1. Organizational scope: change management plan in companies.
- 15.9.2. Acquisition of skills and adaptation to change
- 15.9.3. Change management: strategies, leadership, foresight, decision making, agility and adaptability

**15.10. The work of trade unions and collective bargaining in the field of social responsibility**

- 15.10.1. Worker Representation in the Company
- 15.10.2. Collective Negotiation
- 15.10.3. Conflict tools for conflict prevention and management

**Module 16. Social Responsibility in the public sector (Rsp). Environmental Social Responsibility**

**16.1. Social Responsibility in the Public Sector in a Global Framework**

- 16.1.1. Social responsibility in public administrations and public entities (PSR)
- 16.1.2. Origin and evolution of CSR. Current context of PSR
- 16.1.3. Global instruments of CSR and PSR

**16.2. Social responsibility in the management of public organizations**

- 16.2.1. Public administrations and social responsibility
- 16.2.2. Normative principles of a responsible public organization
- 16.2.3. Challenges of the Administration

**16.3. The dimensions of Social Responsibility in the Administration**

- 16.3.1. Improving governance
- 16.3.2. Ethics and good governance
- 16.3.3. Effectiveness and efficiency in public policies
- 16.3.4. Participation and transparency
- 16.3.5. Economy
- 16.3.6. The Environment
- 16.3.7. Human Resources

**16.4. Relevant stakeholders and decision making in Social Responsibility management**

- 16.4.1. Detection of relevant stakeholders in Public Administrations
- 16.4.2. Dialogue and communication
- 16.4.3. Decision-making instruments and tools

**16.5. Socially responsible public procurement**

- 16.5.1. Responsible public procurement
- 16.5.2. Regulatory Framework. Public Sector Contracts Law
- 16.5.3. Incorporation of social clauses in the bidding process for public contracts
- 16.5.4. Direct and indirect benefits for the contracting public entities and for the general interest

**16.6. Social responsibility of HR in public management**

- 16.6.1. Regulatory framework of responsibility in the public management of human resources in public administration Resources
- 16.6.2. Ethics and social responsibility and their projection in public employment
- 16.6.3. Future of HR management in public organizations

**16.7. Social responsibility in public accounts, investments, subsidies and public aid**

- 16.7.1. Regulatory framework for public spending
- 16.7.2. Accountability. Requirement of Social Responsibility
- 16.7.3. Responsible public management of financial resources

**16.8. Environmental responsibility as a requirement for sustainability**

- 16.8.1. The Environmental Responsibility and Its Implications
- 16.8.2. Constitutional and community framework of environmental liability
- 16.8.3. State legislation on environmental administrative liability

**16.9. The environment as a key element in corporate CSR**

- 16.9.1. Corporate environmental commitment
- 16.9.2. Environmental responsibility as a business strategy
- 16.9.3. Advantages of corporate environmental responsibility in business management.

**16.10. The Environment as a key element in the Social Responsibility of Public Administrations**

- 16.10.1. Public instruments for environmental protection
- 16.10.2. Planning as a technique for environmental protection and evaluation of plans and programs

- 16.10.3. The administrative control of the implantation and putting into operation of activities with environmental incidence
- 16.10.4. Environmental information
- 16.10.5. Techniques and instruments of stimulation for the protection of the environment

**Module 17.** Corporate Social Responsibility in the commercial sphere

**17.1. Corporate Social Responsibility and Commercial Law**

- 17.1.1. Good corporate governance as a requirement for CSR
- 17.1.2. From soft law to hard law in matters of corporate governance
- 17.1.3. Corporate governance of listed companies in the Spanish Corporate Enterprises Act

**17.2. Origins of good governance practices in Spain**

- 17.2.1. The Olivencia Report (1997)
- 17.2.2. The Aldama Report (2003)
- 17.2.3. The Conthe Code (2006)

**17.3. CSR and corporate governance: Organizational structure of capital companies**

- 17.3.1. The legal entity: formation of the corporate will, management of the activity and development of the corporate purpose
- 17.3.2. Separation between ownership and management in capital companies
- 17.3.3. The General Meeting and Board of Directors

**17.4. The Board of Directors as the executing body for CSR policies**

- 17.4.1. Board of Directors' composition and functions
- 17.4.2. Adoption of resolutions and challenges
- 17.4.3. Duties and liability regime

**17.5. Special features of the listed company as the main actor in good corporate governance practices.**

- 17.5.1. The General Shareholders' Meeting
- 17.5.2. The board of directors: categories of directors
- 17.5.3. The Audit Committee and the Appointments and Remuneration Committees.
- 17.5.4. Special reporting duties: the annual corporate governance report

**17.6. The Code of Good Governance and CSR of the National Securities Commission for listed companies.**

- 17.6.1. Regulation vs. self-regulation
- 17.6.2. Code characteristics and guiding principles
- 17.6.3. The "comply or explain" principle

**17.7. The CNMV's Code of Good Governance and CSR for listed companies I: General Recommendations**

- 17.7.1. Statutory Limitations
- 17.7.2. Listing of companies belonging to groups
- 17.7.3. Information on the follow-up of recommendations
- 17.7.4. Meetings and contacts with shareholders, institutional investors and proxy advisors
- 17.7.5. Exercise of the delegated power to issue shares or convertible securities with exclusion of pre-emptive subscription rights

**17.8. The Good Governance and CSR Code for listed companies of the CNMV II: Recommendations for the General Shareholders' Meeting**

- 17.8.1. Transparency of information and informed voting
- 17.8.2. Attendance and participation at the General Shareholders' Meeting
- 17.8.3. Policies on assistance premiums

**17.9. The Good Governance and CSR Code for listed companies of the CNMV III: Recommendations for the Board of Directors**

- 17.9.1. Responsibility of the Board of Directors
- 17.9.2. Structure and composition of the board of directors
- 17.9.3. The functioning of the board of directors
- 17.9.4. The Organization of the Board of Directors
- 17.9.5. Remuneration of directors

**17.10. Good Corporate Governance and CSR on the International Scene**

- 17.10.1. Principles of Good Corporate Governance in the OECD and the G20
- 17.10.2. Good Governance in the EU
- 17.10.3. Notions on good governance practices in comparative law

**Module 18. Corporate Social Responsibility (CSR) in the international arena**

**18.1. Global Compact I. The essence of globalized CSR**

- 18.1.1. Global Compact. Start
- 18.1.2. Impact Factors
- 18.1.3. Participants

**18.2. Global Compact II. The Mission and Human Rights**

- 18.2.1. Sense of Action Principles
- 18.2.2. First Principle: Businesses should support and respect the protection of internationally proclaimed human rights
- 18.2.3. Second Principle: Businesses should make sure that they are not complicit in human rights abuses

**18.3. Global Compact(III) Workers, also in countries with weaker legal protections**

- 18.3.1. Third Principle: Companies should uphold the freedom of Association and effective recognition of the right to collective bargaining
- 18.3.2. Fourth Principle: Companies should uphold the elimination of all forms of forced or compulsory labor

- 18.3.3. Fifth Principle: Companies should support the effective abolition of child labor
- 18.3.4. Sixth Principle: Companies should uphold the elimination of discrimination in respect of employment and occupation

**18.4. Global Compact IV the environment as a global good to be protected by CSR**

- 18.4.1. Seventh Principle: Companies should support a precautionary approach to environmental challenges
- 18.4.2. Eighth Principle: Companies should carry out initiatives to promote greater environmental responsibility
- 18.4.3. Ninth Principle: Companies should Promote the development and diffusion of environmentally friendly technology

**18.5. Global Compact V. Fight against international corruption. Sustainable Development Goals and their relationship**

- 18.5.1. Tenth Principle: Companies should work against corruption in all its forms, such as extortion and bribery
- 18.5.2. SDGs (Sustainable Development Goals)
- 18.5.3. Relationship between SDGs and Global Compact

**18.6. OECD Guidelines for Multinational Enterprises**

- 18.6.1. The meaning of the OECD Guidelines for Multinational Enterprises in the context of CSR
- 18.6.2. The guidelines specifically established by the OECD for application in the framework of CSR for companies established in multiple states
- 18.6.3. The implementation of the OECD guidelines in socially responsible companies

**18.7. Global Reporting Initiative (GRI)**

- 18.7.1. Global Reporting Initiative as an international CSR report
- 18.7.2. Implementation of the company's own GRI reporting system
- 18.7.3. The GRI report in the most updated version

**18.8. GRI standards**

- 18.8.1. Universal standards
- 18.8.2. Sectoral standards
- 18.8.3. Thematic standards

**18.9. Thematic standards with special focus**

- 18.9.1. Related to customers
- 18.9.2. Related to suppliers
- 18.9.3. Related to Public Administrations

**18.10. SMEs in CSR at the global level**

- 18.10.1. Growing importance of CSR in SMEs
- 18.10.2. Global Compact and PYME
- 18.10.3. CSR in the EU for SMEs

**Module 19.** Corporate Social Responsibility in the tax field

**19.1. Corporate social responsibility in the tax sphere: Approach**

- 19.1.1. Application to the sphere of Public Law:
  - 19.1.1.1. Bilateral effect of good corporate governance both on the taxpayer's side and on the Administration's side
- 19.1.2. The principles of good administration and good faith
- 19.1.3. Current and future lines of action

**19.2. Une Norm 19.602.**

- 19.2.1. Legal Nature
- 19.2.2. Implementation of "extraordinary diligence" in proceedings before the Administration
- 19.2.3. Tax compliance body

**19.3. Typology of economic conducts**

- 19.3.1. Option economies
- 19.3.2. Conflict in the Application of the Tax Rule
- 19.3.3. Simulation

**19.4. The CAD 6: The administrative cooperation directive (2018/822/EU of 25 May) to combat cross-border transactions**

- 19.4.1. Directive's analysis
- 19.4.2. Transposition into Spanish law: DA 23rd and 24th LGT
- 19.4.3. Ad futurum effects

**19.5. Tax Corporate Social Responsibility in the Management procedure**

- 19.5.1. Assistance and information to taxpayers
- 19.5.2. Tax notifications
- 19.5.3. Verification of values

**19.6. Tax Corporate Social Responsibility in the collection procedure**

- 19.6.1. Suspension of enforcement of tax debts.
- 19.6.2. Opposition motives to the enforcement procedure
- 19.6.3. Order of priority in the embargo

**19.7. Tax Corporate Social Responsibility in the Inspection procedure**

- 19.7.1. The Principle of Proportionality
- 19.7.2. Selection of the inspected parties based on historical data
- 19.7.3. Records with agreement

**19.8. Tax Corporate Social Responsibility in the tax sanctioning procedure**

- 19.8.1. Reasonable interpretation of the rule for the exclusion of penalties
- 19.8.2. Increase in the reduction of penalties
- 19.8.3. Extension of the statute of limitations in cases of commission by omission

**19.9. Tax Corporate Social Responsibility in the review procedure**

- 19.9.1. Implementation of ADR instruments
- 19.9.2. The composition of the Economic-Administrative Tribunals
- 19.9.3. The constitution of a new contentious-administrative jurisdiction

**19.10. Cooperative relationship between the Administration and the Administrated**

- 19.10.1. Towards an "entente cordiale" in the administrative relations
- 19.10.2. The code of good practices and the forum of large companies
- 19.10.3. Critical considerations



**Module 20. Corporate Social Responsibility in the Criminal field****20.1. Corporate social responsibility in the criminal sphere (I). Penal Code reform**

- 20.1.1. Good Corporate Governance: Concept and Content
- 20.1.2. Incidence in the criminal sphere
- 20.1.3. Penal Code reform

**20.2. Principle Societas delinquere potest: The adequacy of the imputation**

- 20.2.1. Organic Law 5/2010, June 21th Criminal Liability of Legal Entities
- 20.2.2. Law Organic 1/2015, March 30th Exemption from criminal liability
- 20.2.3. Enunciation of causes to save criminal liability

**20.3. Criminal Corporate Social Responsibility II. Crime Prevention Model Regulations**

- 20.3.1. Regulatory implementation of a crime prevention model
- 20.3.2. Risk identification
- 20.3.3. Establishment of a protocol

**20.4. Exemption from criminal liability I: Compliance Body**

- 20.4.1. Constitution of a Compliance Officer
- 20.4.2. Monitoring and Control Organ
- 20.4.3. Exempt auditor

**20.5. Exemption from criminal liability II: Disciplinary system**

- 20.5.1. Self-defense systems
- 20.5.2. Whistleblower channels
- 20.5.3. Administrative sanctioning regime

**20.6. Exemption from criminal liability III: Culture of compliance**

- 20.6.1. Education
- 20.6.2. Analysis of the jurisprudence of the Supreme Court (e.g., STS. February 29, 2016)
- 20.6.3. Analysis of Circular 1/2016, of the State Attorney General's Office

**20.7. Compliance standard Une 19.601. for the Exoneration of Offenses.**

- 20.7.1. Good Practice Codes
- 20.7.2. Requirements for managing compliance
- 20.7.3. Compliance certifications

**20.8. Application for SMEs of the necessary control measures for the exoneration of offences**

- 20.8.1. Objective scope: Presentation of abbreviated accounts and losses
- 20.8.2. Assumption of this function by the administrative body
- 20.8.3. Effects

**20.9. Presuppositions for the attribution of criminal liability of the legal person**

- 20.9.1. Subjective presupposition
- 20.9.2. Objective requirement
- 20.9.3. Effects

**20.10. Evidentiary elements for the Exoneration of Criminal Liability**

- 20.10.1. Burden of Proof
- 20.10.2. Evidentiary elements for exoneration
- 20.10.3. Evidentiary elements for mitigation



*Identify and manage business risks through regulatory compliance thanks to this TECH program, with which you will be able to protect your company's reputation based on the best practices in Compliance"*

07

# Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.





“

*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*

## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

“

*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world”*



*This program prepares you to face business challenges in uncertain environments and achieve business success.*



*Our program prepares you to face new challenges in uncertain environments and achieve success in your career.*

### A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

**“** *You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



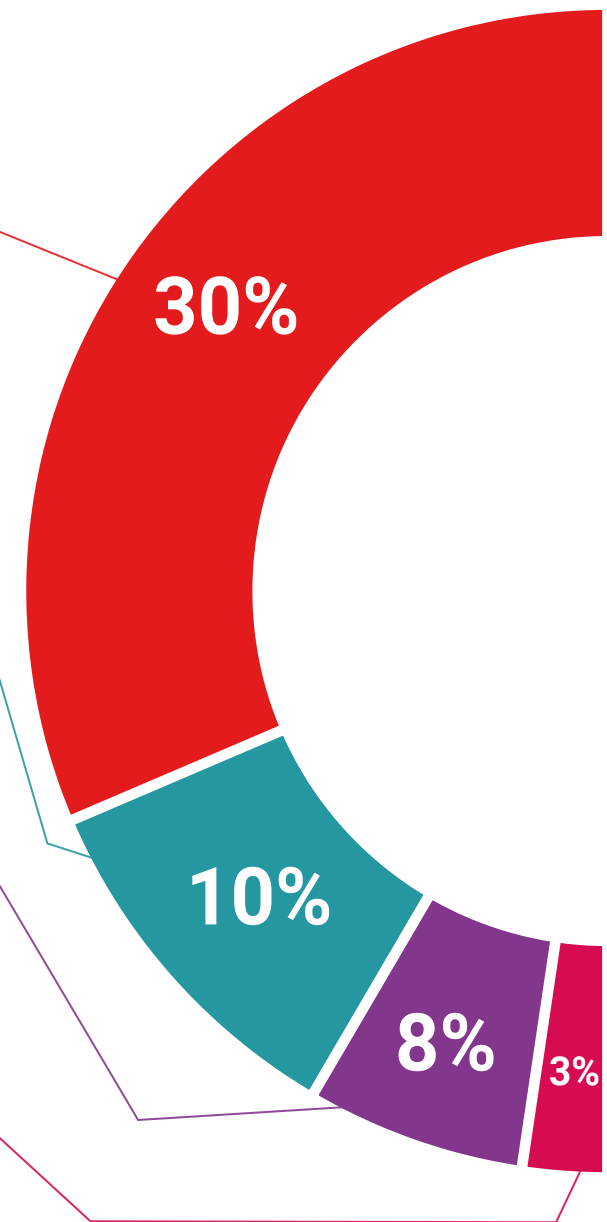
### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.







### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



08

# Our Students' Profiles

This Advanced Master's Degree has been designed for ambitious professionals committed to business excellence. Thus, the student of this program is a business leader who aspires to develop leadership and strategy skills, while focusing on risk management, business ethics and corporate social responsibility. Therefore, they are individuals who seek to make a difference in the business world by improving the sustainability and reputation of their company.





“

*Boost your career in the business world and develop leadership skills oriented to Corporate Compliance. Take advantage of the opportunity and enroll”*

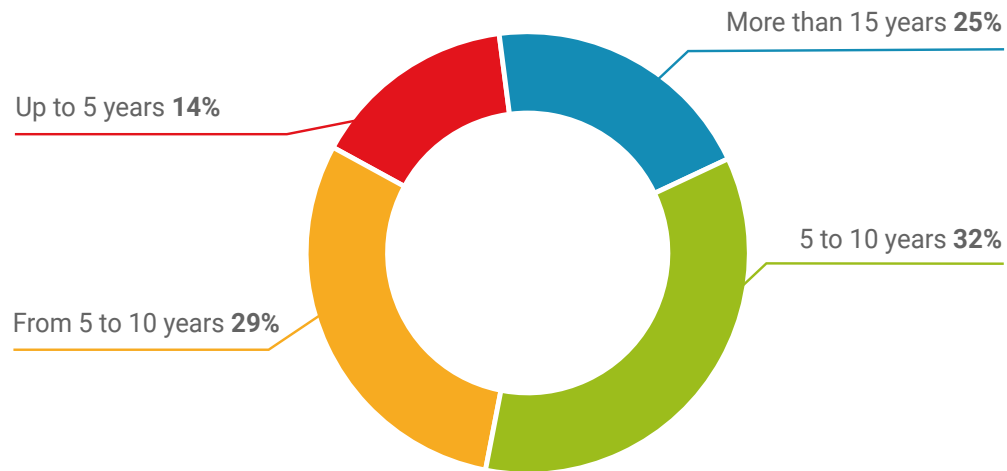
### Average Age

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Between **35** and **45** years old

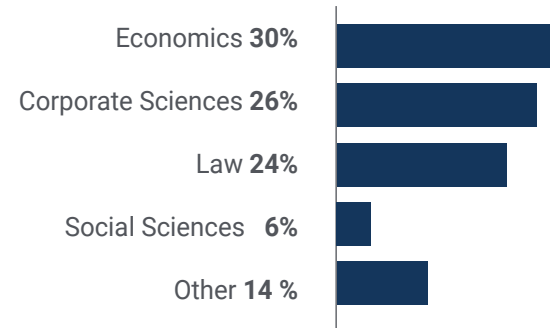
### Years of Experience

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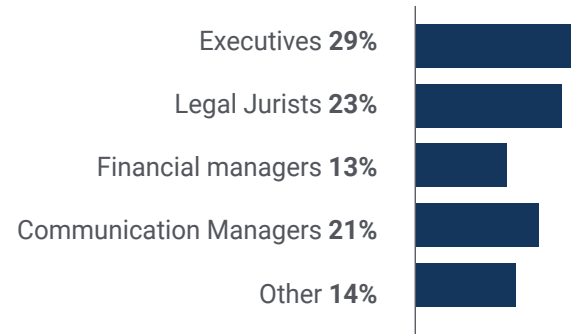
### Training

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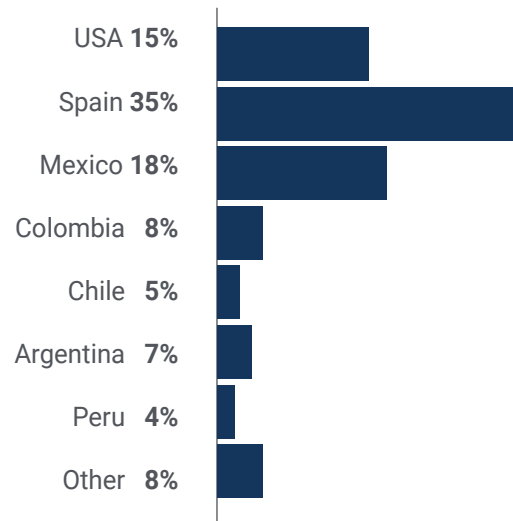
### Educational Profile

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## Geographical Distribution

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## Jorge Santiesteban

Chief Financial Officer

*"With this TECH program I have achieved my professional goals in a very short time, positioning myself as an expert in Corporate Compliance and Accountability, which has allowed me to reach managerial positions quickly"*

09

# Course Management

The teachers of this Advanced Master's Degree are experts in Corporate Social Responsibility and Corporate Compliance. Thus, this teaching staff is composed of high-level professionals, with a deep knowledge and experience in compliance, business ethics, sustainability and corporate social responsibility. In addition, they are committed to the professional growth of students, providing support and advice to help them achieve their goals.



“

*The most prestigious and experienced teaching staff will teach you the most advanced techniques in Corporate Compliance and Corporate Social Responsibility in a direct and dynamic way"*

## Management



### Dr. Muñoz Pérez, Ana Felicitas

- ◆ Lawyer specialized in Commercial Law
- ◆ Lawyer in TDP Methods
- ◆ Lawyer in Methods and Business Organizers
- ◆ Lawyer at Lupicinio International Law Firm
- ◆ Lecturer at the URJC
- ◆ PhD in Commercial Law from the Complutense University of Madrid.
- ◆ Law Graduate from the Universidad Complutense de Madrid
- ◆ Master's Degree in Legal Consultancy
- ◆ Master in Competition Law



### Dr. Fraile Fernández, Rosa

- ◆ Researcher and Professor of Finance and Tax Law
- ◆ Professor of Financial and Tax Law at the Universidad Rey Juan Carlos
- ◆ Professor of Advanced Taxation of Legal Entities at UNIR
- ◆ President of the scientific committee of the Sports and Compliance Congress of the University of Malaga.
- ◆ Lawyer at Sacristán-Rivas Abogados
- ◆ Lawyer at DWF-RCD
- ◆ Doctor in Law, Universidad Rey Juan Carlos
- ◆ Professor of Marketing and Market Research at the University Rey Juan Carlos | Degree in Law, Universidad Rey Juan Carlos
- ◆ Degree in Law from the Universidad Rey Juan Carlos
- ◆ Master's Degree in Business Law and International Litigation from Universidad Rey Juan Carlos
- ◆ Member of the Research and Sport Network of the Consejo Superior de Deporte Master's Degree in Business Law and International Litigation





### Dr. Chico de la Cámara, Pablo

- ◆ Specialist in Financial and Tax Law
- ◆ Member of the Financial and Tax Law Section of the Academy of Legislation and Jurisprudence
- ◆ Lawyer of the ICAM and arbitrator of the Court of Arbitration
- ◆ Law PhD from the Universidad Complutense de Madrid
- ◆ Professor of Financial and Tax Law at the Universidad Rey Juan Carlos I
- ◆ Member of the European Association of Financial and Tax Law
- ◆ Member of AEDAF

## Professors

### Ms. Díaz Marí, Montse

- ◆ Attorney specialized in Sports Law at Club Inter Movistar Futsal
- ◆ Attorney at Samsung Electronics Iberia
- ◆ FBPA Level 2 Basketball Coach
- ◆ Speciality's Degree in Sports Law from CEU San Pablo University
- ◆ Degree in Law from the University of Oviedo
- ◆ Master's Degree in Sport and Entertainment Markets and Industry at ISDE
- ◆ Official Master's Degree in Sports Law at the INEFC - Lérida
- ◆ Master's Degree in Access to the Legal Profession and Business Law at CEU San Pablo University

### Dr. Rodríguez García, José

- ◆ Managing Partner of RYC Abogados
- ◆ Head of the Sports Law Department of Landwell-PriceWaterHouseCooper
- ◆ PhD in Law, Universidad Carlos III de Madrid
- ◆ Professor of Marketing and Market Research at the University Rey Juan Carlos I Degree in Law from the National Distance Education University
- ◆ Master's Degree in Sports Law from the University of Lérida
- ◆ Postgraduate Diploma in Nursing Service Management Universidad Nacional de Educación a Distancia (National University of Remote Education)

### **Dr. Cervera Martín, Alcestes**

- ◆ Lawyer specialized in Commercial Law
- ◆ Founding lawyer of Cervera & Machado Attorneys-at-Law
- ◆ Founding lawyer of Abogados MAY
- ◆ Doctor in Law, Universidad Rey Juan Carlos
- ◆ Graduate in Law from the Universidad Autónoma de Madrid
- ◆ Master's Degree in Business Law and International Litigation from Universidad Rey Juan Carlos I

### **Ms. Suárez Barcia, Lucía**

- ◆ Compliance Lawyer in the Crypto and Digital Assets Unit at Santander
- ◆ Global Compliance Officer at Lana
- ◆ Deputy Director of Compliance at ICBC Spain
- ◆ Lawyer in Compliance Europe at Grove and Lucania Gestión
- ◆ Associate Professor at Instituto de Estudios Bursátiles (IEB)
- ◆ Collaborating professor of the Criminal Compliance module in the Master's Degree in Legal Consultancy at the Complutense University of Madrid
- ◆ Degree in Law from ICADE
- ◆ Degree in Business Management and Administration from ICADE
- ◆ Diploma in Private Law by ICADE
- ◆ Diploma in Financial Inclusion from CAF Development Bank for Latin America
- ◆ Part-Time Professional MBA from IE Business SchoolDiploma in Private Law by ICADE

### **Dr. Saiz Sanz, César**

- ◆ Head of Legal Services & Chief Compliance Officer at Ibermática S.A.
- ◆ Legal Counsel IP and Technology Law at Accenture SA
- ◆ Senior Associate in IP and New Technologies Law at Garrigues Abogados
- ◆ Lawyer (New Technologies and Software Contracting) in Anguiano y Asociados
- ◆ Professor in the Master in New Technologies and Intellectual Property Law at Universidad San Pablo CEU
- ◆ Law degree from the Autonomous University of Madrid

### **D. Salcines Gasquet, Sergio**

- ◆ Chairman of the Advisory Board of the Institute of Compliance Officers (IOC)
- ◆ Manager of the financial sector at Arthur Andersen
- ◆ Founder of Informa Consulting
- ◆ Judicial Expert in Compliance at the High Court of Justice of the Basque Country
- ◆ Professor at the Commercial University of Deusto
- ◆ Graduate in Economics and Business Administration from the Commercial University of Deusto
- ◆ Master in Advanced Management (MEGA), Universidad Comercial de Deusto

### **Dr. Ortiz Espejo, Daniel**

- ◆ Civil and Commercial Mediator
- ◆ Collaborating lawyer at Ergalex Asesoría Integral de Empresas
- ◆ Member of the Professional Advisory Board of Cremades & Calvo-Sotelo Abogados
- ◆ Doctor in Law, Universidad Rey Juan Carlos I
- ◆ Specialist in Public Contracts with a degree from the Faculty of Legal Sciences of the UDIMA

**Dr. Muñoz Pérez, Sergio Antonio**

- ◆ Attorney at Law at Lupicinio International Law Firm
- ◆ Legal Counsel at Ibermática, S.A.
- ◆ Legal Consultant at Ibermática, S.A.
- ◆ Consultant at Electronic Data Systems S.A.
- ◆ Professor in the Advanced Course on Data Protection Delegate at the Instituto Universitario de Investigación Ortega y Gasset
- ◆ Law Degree from the University of Alcalá de Henares, Spain
- ◆ Specialist in Digital Law
- ◆ Master's Degree in Business Law from the University of the Basque Country.
- ◆ Course in Legal Practice ICADE

**Dr. Rodríguez Calero, Juan José**

- ◆ Trainer of judicial applications at INDRA
- ◆ Legal internship at Ruda Abogados
- ◆ Internship at Abogados & Asesores Europeos
- ◆ Degree in Law
- ◆ Professional Master's Degree in Law

**Ms. Baro Aguilera, Carla**

- ◆ Lawyer at Jmramírez Law Firm
- ◆ Law Degree from the Autonomous University of Barcelona
- ◆ Master's Degree in Access to the Legal Profession from the Universidad Oberta de Cataluña

**Ms. Blanco González, Alicia**

- ◆ Marketing Specialist
- ◆ Professor of Marketing and Market Research at the University Rey Juan Carlos I
- ◆ Vice-President of the European Academy of Economics and Management (AEDEM)
- ◆ Co-director of the Observatory of Organizational Legitimacy at the Universitat Ramón Llull
- ◆ Professor of Marketing and Market Research at the University Rey Juan Carlos I Degree in Political Science and From Administration from the University of Santiago de Compostela

**Dr. Rubio Sánchez, Francisco**

- ◆ Academic Director of the International Sports Management Program of FIFA's CIES in Spain
- ◆ President of the Competition Committee of the Royal Spanish Football Federation
- ◆ FIFA and CAS/CAS Mediator
- ◆ Co-founder, training manager and mediator of the Spanish Institute of Sports Mediation and Pacification
- ◆ Arbitrator of the Committee of Experts in the Sports and Entertainment Industry of the European Association of Arbitration
- ◆ Consultant at Vessel Legal
- ◆ Lawyer and judge in the Provincial Court of Badajoz.
- ◆ PhD in Law from the University of Extremadura
- ◆ Degree in Law from the University of Extremadura
- ◆ Master's Degree in Sports Law from the University of Lleida
- ◆ Member of: AEDD, ADDExtremadura, AGEDEX

# 10

# Impact on Your Career

The Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility has a transformative impact on the careers of its students. Thanks to a comprehensive and rigorous preparation in compliance, business ethics, sustainability and corporate social responsibility, students develop world-class practical and theoretical skills that enable them to excel in today's business world. As a result, students in the program have a competitive advantage in the job market, being valued for their ability to prevent and manage business risks, promote an ethical culture in their company, and foster sustainability and Corporate Social Responsibility.





“

*Students in this program will have the opportunity to develop world-class theoretical and practical skills in topics such as business ethics, sustainability and social responsibility”*

*The practical and action-oriented approach of the Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility gives students a competitive edge in the job market.*

### Are you ready to take the leap? Excellent professional development awaits you.

The Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility at TECH Global University is an intensive program that prepares students to face business challenges and decisions, both nationally and internationally. Its main objective is to promote your personal and professional growth Helping students achieve success.

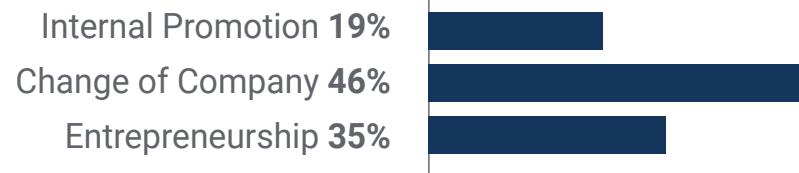
Therefore, those who wish to improve themselves, achieve a positive change at a professional level and interact with the best, will find their place at TECH.

*This program is designed to develop leaders with an entrepreneurial approach focused on excellence and social responsibility.*

#### Time of change



#### Type of change



## Salary increase

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This program represents a salary increase of more than **26.37%** for our students



11

# Benefits for Your Company

The Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility not only benefits the student, but also his or her company. With this program, the student acquires the necessary skills to implement policies and strategies for regulatory compliance and corporate social responsibility, which translates into an improvement in the reputation and brand value of the company. In addition, the alumni will be able to detect and prevent legal and ethical risks, reduce costs and increase the efficiency and profitability of the company.





“

*Enhance your career and advance your company through the latest techniques in areas such as compliance, corporate social responsibility, sustainability or risk management”*

Developing and retaining talent in companies is the best long-term investment.

01

### **Growth of talent and intellectual capital**

The professional will introduce the company to new concepts, strategies, and perspectives that can bring about significant changes in the organization.

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02

### **Retaining high-potential executives to avoid talent drain**

This program strengthens the link between the company and the professional and opens new avenues for professional growth within the company.

03

### **Building agents of change**

You will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

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04

### **Increased international expansion possibilities**

Thanks to this program, the company will come into contact with the main markets in the world economy.



05

### **Project Development**

The professional can work on a real project or develop new projects in the field of R & D or business development of your company.

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06

### **Increased competitiveness**

This program will equip students with the skills to take on new challenges and drive the organization forward.

# 12 Certificate

The Advanced Master's Degree in Corporate Social Responsibility and Corporate Compliance Care guarantees students, in addition to the most rigorous and up-to-date education, access to a Advanced Master's Degree issued by TECH Global University.





“

*Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”*

This program will allow you to obtain your **Advanced Master's Degree diploma in Corporate Compliance and Corporate Social** endorsed by **TECH Global University**, the world's largest online university.

**TECH Global University** is an official European University publicly recognized by the Government of Andorra ([official bulletin](#)). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Advanced Master's Degree in Corporate Compliance and Corporate Social Responsibility**

Modality: **online**

Duration: **2 years**

Accreditation: **120 ECTS**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.



## Advanced Master's Degree

### Corporate Compliance and Corporate Social Responsibility

- » Modality: online
- » Duration: 2 years
- » Certificate: TECH Global University
- » Credits: 120 ECTS
- » Schedule: at your own pace
- » Exams: online

# Advanced Master's Degree

## Corporate Compliance and Corporate Social Responsibility