



Technology and business compliance management

At Candid, we firmly believe that technological excellence is not just a value-add but a necessity in delivering optimal results and upholding our commitment to the highest standards of integrity, transparency, and efficiency. Our vision is to align ourselves with leading technology providers to bolster our existing capabilities, with a connected technological platform proposition that enables our agencies to scale and go beyond the legacy-based business operations. We seek to be at the forefront of technological innovation to offer our clients, suppliers, and internal teams a secure, reliable, and transformative experience.

Platform Stack Implementation

To realise this vision, we've partnered with technology market leaders such as Microsoft (Azure), Oracle, ADP (Celergo), Rencore, DocuSign CLM, OnBoard, Cobase, Navan, and many others. These partnerships empower us to create a connected technology platform stack designed for:

1. **Seamless Execution:** From project management to financial transactions, our technology stack integrates various functionalities needed for smooth day-to-day operations.
2. **Optimal Compliance:** Aided by advanced algorithms and real-time data analytics, our technology stack ensures we remain in compliance with laws, codes of conduct, and internal policies, thus enhancing trust and accountability.
3. **Transparency & Auditability:** Our technology infrastructure records every transaction and decision-making process, ensuring full traceability. This feature is invaluable for internal audits and for reinforcing our commitment to transparent operations.
4. **Data Security:** Our partnerships ensure that we offer a platform that is secure and reliable, safeguarding sensitive data and intellectual property.
5. **Scalability:** The implemented technologies are future-proof, allowing us to easily scale our operations as we expand our portfolio and geographic reach.

Policy Supervision, Execution, and Management

The technology stack doesn't merely support our operations; it plays an integral part in the execution and management of our corporate policies, including but not limited to:

1. **Ethics and Conduct:** Real-time monitoring and alerts for any deviations from our ethical guidelines.
2. **Diversity and Inclusion:** Tracking and analytics for measuring diversity in hiring, promotions, and more.
3. **Sustainability Goals:** Monitoring and reporting tools to measure the impact of our sustainability initiatives.
4. **Client Confidentiality:** Advanced security measures to ensure that client data remains confidential and secure.
5. **Human Rights and Supplier Relationships:** Systems to monitor and report on human rights practices within our business and our suppliers.



Compliance Application

To ensure effective application of the described policies, our technology stack incorporates modular compliance management systems, integrated with:

1. **Self-Assessment Tools:** To allow agencies and departments to evaluate their adherence to policy requirements.
2. **Dashboard & Reporting:** For real-time insights into compliance metrics, accessible to authorised personnel for monitoring and decision-making.
3. **Automated Audits:** Periodic automated audits to verify policy adherence, with results being communicated to the relevant stakeholders for review and action.

Continuous Improvement

In line with our ethos of ongoing growth and improvement, we are committed to an annual review of our technology stack's effectiveness in policy supervision, execution, and management. This is in addition to regular updates and technology adoption to remain compliant and competitive.