

Invitation

International
Conference on
Compliance:
Issues, Concerns
and Future Directions

Friday
8 June 2018
8:30-17:00

Amphitheatre 1
Tassos Papadopoulos Building
Cyprus University of Technology,
Limassol, Cyprus

The Department of Hotel and Tourism Management of the Cyprus University of Technology invites you to:

**International Conference on
Compliance: Issues, Concerns and Future Directions**

Conference Programme

8.00-8.30 **Registration**

8.30-9.00 **Welcome Addresses:**

- Assoc. Prof. Maria Krambia-Kapardis,
Conference Organiser, Cyprus University of Technology
- Professor Andreas Anayiotos,
Rector, Cyprus University of Technology
- Petros C Petrakis,
Partner and Member of the Board of Directors of PwC Cyprus
- Christos Michael,
President, Cyprus Fiduciary Association
- Doros Ioannides,
President, Cyprus Bar Association
- Marios Tsiakkis,
Secretary General, Cyprus Chamber of Commerce
- Nicos Nicolaides,
Mayor of Limassol

9.00-9.30 **Keynote Address: Chair - Petros C Petrakis**

Professor Sir Anthony Bottoms:

'Complying with the Law: Mechanisms and Effectiveness'

Questions and Discussion

9.30-10.00 **Morning Coffee**

10.00-11.00 **Session 1: Chair - Yiannos Georgiades**

Professor Linda K. Treviño:

'The Ethics and Compliance Officer Role: Legitimacy Challenges'

Dr. Justice Tankebe:

'An Exploration of the Role of Legitimacy in Compliance'

Maria Lancri:

Compliance, It's not only Law, it's contractual, but law can help (or not) – A view from France

Questions and Discussion

11.00-12.00 **Session 2: Chair - Demetris Taxitaris**

Professor James Fanto:

'The Compliance Profession in the United States: History and Recent Developments'

Mark Foulsham:

'Living with the new General Data Protection Regulation (GDPR)'

Kristy Grant-Hart:

'How to Be a Wildly Effective Compliance Officer'

Questions and Discussion

12.00-13.30 **Networking Lunch**

13.30-14.45 **Session 3: Chair - Stephanie Georgiadou**

Professor Stuart Bazley:

'Control, Risk Management and Accountability in Financial Services Regulation. The Compliance Officer's Fortress or Vulnerability?'

Andrea Falcione :

'State Of Compliance 2018: Technology's Impact on Compliance Priorities, Compliance Monitoring and the Effectiveness of Compliance Programs'

Assoc. Professor Maria Kapardis:

'Is there an Expectation Gap in the Compliance Profession? Preliminary Findings'

Assoc. Professor Eva Tshuridu:

'Whistleblowing vis-à-vis the Compliance Profession'

Questions and Discussion

14.45- 15.15 **Coffee Break**

15.15-16.30 **Panel Discussion: Panel Chair - Marios Skandalis**

'The Compliance Profession in Cyprus: A view from the Regulators'

Regulators

- Andreas Andreou, Vice-Chair of Cyprus Securities and Exchange Commission
- Christos Phanopoulos, Compliance and Ethics, Central Bank of Cyprus
- Kyriacos Iordanous, General Manager Cyprus Institute of Certified Public Accountants
- Nafsika Tofa & Andreas Michaelides, Cyprus Bar Association
- Pambos Efstratiou, Cyprus Public Oversight Board
- Ioanna Fiakkou, Chairwoman of the National Betting Authority

16.30- 16.45 **Concluding Remarks**

Conference Speakers



Bazley, Stuart
Visiting Professor in Financial Regulation and Compliance Law
BPP University Law School, London

Professor Stuart Bazley is the co-director of an LL.M programme in financial regulation and compliance law at BPP University Law School, London. Stuart has over 30 years' experience working in the financial services industry, including senior roles as in-house lawyer, head of compliance, money laundering reporting officer and regulatory consultant. He has a wide range of practical and academic experience in financial markets regulation, sales practice compliance, regulatory misconduct, and enforcement. Stuart has particular academic interests in the interplay between the law of regulation, risk management and systems of control, plus the role of the internal compliance function and compliance officer liability.

Stuart has lectured on the law relating to financial regulation and compliance since 1998 and is a regular speaker on financial services compliance matters at the annual International Symposium on Economic Crime at Jesus College, Cambridge. Stuart's published works include: Rider, Alexander, Bazley and Bryant, *Insider Dealing and Market Abuse*, 3rd. edition, Bloomsbury Professional (2016); and Bazley, *Market Abuse Enforcement Practice and Procedure*, Bloomsbury Professional (2013). He is currently working with Professor Andrew Haynes of the University of Wolverhampton on *Financial Services Regulation and Risk-Based Compliance* (3rd. edition), which is due for publication later in 2018.



Bottoms, Anthony Sir
Emeritus Wolfson Professor of Criminology at the University of Cambridge
and Honorary Professor of Criminology at the University of Sheffield

Anthony Bottoms read law as an undergraduate at Oxford, and then became a student on the first ever full-time postgraduate course in criminology in the UK, held at Cambridge in 1961-2. After a short period as a probation officer, he returned to Cambridge as a research assistant to F. H. McClintock in a study focused on institutional training for young adult males. In 1968 he moved to the Faculty of Law at Sheffield University as that university's first dedicated Lecturer in Criminology, later becoming its first Professor of Criminology in 1976. While at Sheffield he became interested in urban crime and socio-spatial criminology, publishing *The Urban Criminal* (with J. Baldwin) in 1976. In 1984 he again returned to Cambridge as Wolfson Professor of Criminology (a post he held until 2006) and as Director of the Institute of Criminology (1984-1998). As Director of the Institute, he inaugurated the Institute's two successful part-time Master of Studies courses for criminal justice professionals: in policing (from 1996) and in penology (from 1998).



Falcione, Andrea
Managing Director – Compliance & Ethics Solutions Leader
PricewaterhouseCoopers LLP

Andrea Falcione has over 20 years of legal and compliance experience and is PwC's Compliance & Ethics Solutions leader. She has provided governance, risk and compliance services to leading organizations since 2004 and regularly assists clients in designing and implementing compliance and ethics programs.

Prior to joining PwC, Andrea spent nine years at a leading provider of ethics and compliance solutions, where she last served as Senior Vice President and Chief Ethics Officer. Andrea also practiced law for nine years – both at law firm, where she was joint author of the firm's Diversity Policy and Report, and at a bank, where she was a member of the Law Department's Risk Management Committee.



Fanto, James
Gerald Baylin Professor of Law, Brooklyn Law School

James A. Fanto is the Gerald Baylin Professor of Law at Brooklyn Law School and Co-Director of the school's Center for the Study of Business Law & Regulation. He teaches courses on agency & partnership, banking, compliance, corporate, and securities law, corporate finance, and comparative and international corporate law and governance. He writes and speaks on the law relating to corporate boards, broker-dealer law and compliance, comparative corporate governance, cross-cultural securities disclosure, investor education, merger decision making and differences in business law and enterprises between the United States and France. He is the author of *Directors' and Officers' Liability* (2005) and *Corporate Governance in French and American Law* (1997), and is the co-author (with Norman Poser) of *Broker-Dealer Law and Regulation* (4th ed. 2007, annually updated). He is an editor of an electronic journal in the Social Science Research Network, *Corporate and Financial Law: Interdisciplinary Approaches* and a co-editor in chief of *Practical Compliance & Risk Management for the Securities Industry*.

He is also an Associate Reporter for the American Law Institute's project on *Principles of the Law, Compliance, Enforcement, and Risk Management for Corporations, Nonprofits, and Other Organizations*. Before becoming a law professor, he practiced banking, corporate, and securities law with the firm of Davis Polk & Wardwell in Washington, Paris and New York. Professor Fanto received his B.A. from the University of Notre Dame, his M.A. and Ph.D. from the University of Michigan and J.D. from the University of Pennsylvania. He was a law clerk to Judge Louis H. Pollak of the United States District Court for the Eastern District of Pennsylvania and to Justice Harry A. Blackmun of the United States Supreme Court.



Foulsham, Mark
Chief Digital / Information Officer, NED, Advisor and Leadership Coach

Mark is an industry-prominent CDO/CIO/NED with 25 years Business, IT and Digital experience across various sectors. He has broad experience in cross-functional leadership, digital start-ups, early growth, M&As, IPOs and MBOs. His approach is one that starts with absolute focus on customer's needs and ends with ensuring results comprehensively measure-up to desired outcomes. Most recently Mark was Group Chief Information Officer for a major UK insurer and price comparison site, responsible for IT, Digital, Sales, Operations, Financial Crime, Procurement and Facilities.

Mark advises on Digital Transformation and Cyber Security. The author of a best-selling book guiding organisations on GDPR compliance, he was also a finalist in the 2014 European CIO of the Year Awards. He is a member of two industry advisory bodies: CIO Connect and Surrey University's Centre for the Digital Economy.



Grant-Hart, Kristy
CEO, Spark Compliance Consulting

Kristy Grant-Hart is an expert at making compliance officers in-demand business assets. She is CEO of Spark Compliance Consulting, and former professor at Delaware School of Law, Widener University, teaching Global Compliance and Ethics. She's the author of the highly-acclaimed books, "How to be a Wildly Effective Compliance Officer" and the Wildly STRATEGIC Compliance Officer Workbook. She's been featured in the Wall Street Journal, Financial Times, Compliance Week, and on the cover of Compliance and Ethics Professional Magazine.

Before launching Spark Compliance, Ms. Grant-Hart was the Chief Compliance Officer at United International Pictures, the joint distribution company for Paramount Pictures and Universal Pictures in 65+ countries, where she was shortlisted for the 2015 Chief Compliance Officer of the Year at the Women in Compliance Awards.



Krambia-Kapardis, Maria
Associate Professor in Accounting, Cyprus University of Technology

Maria is currently an Associate Professor in Accounting with a specialisation in Forensic Accounting, at the Cyprus University of Technology. For a number of years, she was a university academic in Australia, has been Visiting Scholar at Girona University; Visiting Professor at Victoria University, Melbourne, Australia; and elected Visiting Scholar, Cambridge University 09/2017-12/2017. She is the founder and first Chair of Transparency International-Cyprus (2010-2017), founder and first president of the Economic Crime and Forensic Accounting Committee of the Institute of Certified Public Accountants of Cyprus (2010-2014) and a co-founding member of ACFE (Cyprus). Krambia-Kapardis is a Fellow member of the Institute of Chartered Accountants of Australia, a Certified Fraud Examiner and has served as the country researcher on corruption for the European Commission. In 2015 she was awarded two best paper awards by Emerald for her publications in the field of corruption. Maria is on the editorial board of a number of peer-reviewed journals, has been the examiner of a number of PhDs and in 2017 was commissioned by the Cyprus Ministry of Justice and Public Order to prepare a Report on Anti-Corruption Agencies. Finally, she has been the local coordinator for a number of EU Funded Projects and in 2017 the Gold Business Magazine named her one of the 100 most powerful and influential women in Cyprus.



Lancri, Maria
Counsel with GGV Avocats à la Cour – Rechtsanwältin

Maria Lancri is a French lawyer practicing since 2015. She assists and advises international companies in French, English and Spanish in business law and in compliance matters: data protection, corruption, product safety, distribution, competition law. She has been involved in the discussion of the new French Sapin II law as part of the team proposed, as a member of the ACE's International Section, amendments to the parliament on behalf of the ACE. The ACE (Association des avocats conseils d'entreprises) is a prominent French association of business lawyers.

These last months she has been advising companies on the implementation of the Sapin II law as well as the obligations of the GDPR. Prior to joining GGV, Maria Lancri was in-house with Hachette Livre (one of the largest publishers in the world), acting as Deputy General Counsel and Compliance Manager.



Tankebe, Justice
Cambridge University, UK

Justice Tankebe is a University Lecturer in Criminology and a Fellow at St. Edmund's College, University of Cambridge. He holds MPhil degree in Criminological Research and a Ph.D. in Criminology from the University of Cambridge. He was the Director of MPhil Programmes, 2013 - 2016. Justice has held postdoctoral research fellowships from the ESRC, the British Academy, and Fitzwilliam College. Prior to his current appointment, he was a teaching associate on the Police Executive Programme at the Institute of Criminology, Cambridge. Justice attended Agogo State Secondary School (now Agogo State College), Ghana. He studied Sociology at the University of Ghana, Legon, where he also worked as a teaching assistant.

Justice's interests lie in policing, legitimation and legitimacy, organisational justice, corruption, vigilantism and extra-legal punishment, comparative criminology, sociology of law, crime and criminal justice in sub-Saharan Africa. His current research projects include legitimacy and counter-terrorism policing, corruption among prospective elites, sentencing decision-making in Ghana, the death penalty in Africa, and police self-legitimacy. Students interested in doctoral studies in any of these areas of interest should contact Justice with a synopsis of their research proposal.



Treviño K., Linda
Distinguished Professor of Organizational Behavior and Ethics
Smeal College of Business, The Pennsylvania State University

Linda K. Treviño, Ph.D. is Distinguished Professor of Organizational Behavior and Ethics in the Department of Management and Organization in the Smeal College of Business at The Pennsylvania State University. Professor Treviño holds a Ph.D. in management which has contributed to her unique focus on ethics as a management issue. She has published 90 articles, many in the field's top research journals. She has also co-authored three books, an academic book on organizational ethics, another on academic integrity, and a textbook on business ethics that is in its sixth edition. In 2007, she was elected a member of the Academy of Management Fellows, a group that honors members of the Academy of Management who have made significant contributions to the science and practice of management. Professor Treviño has taught students at all levels and has spoken to many academic and practitioner audiences. Her views on business ethics have been quoted in the New York Times, the Wall Street Journal, Newsweek, Business Week, and other publications and she has appeared on CNBC.

Her research has focused on the impact of individual differences and ethical culture on employee behavior, ethical leadership, speaking up about ethical issues, the role of values in organizations and more. She maintains an active research program with current research that includes a focus on how scandal affects leaders and organizations, moral advocacy in ethical decision making groups and emotions in ethical decision making. Ethisphere named her one of the 100 most influential people in business ethics in 2015.



Tsahuridu, Eva
Associate Professor, Industry Fellow, School of Accounting,
RMIT University, Melbourne, Australia

Eva has been researching and teaching business and professional ethics for over two decades. She is an Associate Professor and Industry Fellow at the School of Accounting, RMIT University. She previously held academic roles in Australian and European Universities and most recently was the Manager of Accounting Policy and the Professional Standards & Governance Policy Adviser at CPA Australia; a Technical Adviser at the International Ethics Standards Board for Accountants and a Member of the ASX Corporate Governance Council.

Eva's research interests include personal and organisational ethical conduct, whistleblowing, ethical and professional standards and anomie.

Panelists and Chairs



Andreou, Andreas **Vice-Chair of Cyprus Securities and Exchange Commission**

Mr. Andreou has more than eighteen years' experience with regard to financial services regulatory work, corporate governance, onshore and offshore investment and hedge funds, fund formation, emphasizing alternative asset classes, corporate and commercial transactions in the asset management sector and international investment agreements. He was admitted to practice in Cyprus in 1995 and served as Head of the legal department of a large investment firm and subsequently as the General Counsel of another investment firm and its group of companies. Andreas holds an LLB degree with Honours and an LLM in European and International Trade Law from Leicester University, England. He is a Barrister, member of Lincoln's Inn and a member of the Cyprus Bar. He is also a founding member of the Cyprus Association of Company Directors.



Efstratiou, Pambos **Audit Quality Reviewer - Cyprus Public Audit Oversight Board**

Pambos Efstratiou is a Fellow Chartered Accountant member of the Institute of Chartered Accountants in England and Wales (ICAEW) and has over 20 years of practical experience as an auditor. Since October 2015 he is an Audit Quality Reviewer of the Cyprus Public Audit Oversight Board (CyPAOB) with main responsibility being the performance of inspections at audit Firms for compliance with firm wide quality control procedures as well as audit quality reviews of individual audit files of Public Interest Entities. He is an active member of the Inspections sub group and International Standards sub group of the Committee of European Auditing Oversight Bodies (CEAOB) and also attends the International Forum of Independent Audit Regulators (IFIAR) inspection workshops. Together with the CyPAOB inspection team he is chairing the Smaller Regulators Inspectors Task Force of the CEAOB Inspection sub group.

Prior to joining the CyPAOB Pambos has been an Audit Partner of Moore Stephens in Cyprus after a long career with PricewaterhouseCoopers audit and assurance department in Cyprus which he joined in 1995. Pambos is also a lecturer of the ACCA P7 paper "Advanced Audit and Assurance" since June 2012.



Fiakkou, Ioanna
Chairwoman of the National Betting Authority (NBA)

NBA is the public independent authority for the regulation, supervision and control of betting activities in Cyprus. During her term at NBA, Mrs Fiakkou has worked with all stakeholders in the Cypriot betting industry and has managed to apply rigorous enforcement and monitoring measures. Furthermore, she is responsible for launching the online betting market by granting the first licences for companies offering online betting services. She is now working on a draft Bill whose aim is to modernize and update the betting market in Cyprus and takes into consideration the latest local and European trends and developments in the betting industry. Mrs Fiakkou has a Degree in Economics Science from the University of Ioannina and has work experience in the audit sector.



Georgiadou, Stephanie
Advocate & Legal Consultant Georgiades & Associates LLC

Mrs Stephanie Georgiadou studied at University of Reading (LL.B. Hons.) , City University, City Law School, Honourable Society of Gray's Inn, London (Barrister-at-Law) (2015), City University, City Law School, London (Master-at-Laws LLM). She is a member of the Cyprus Bar Association, Bar of England and Wales (Honourable Society of Gray's Inn). Mrs Georgiadou is specialising in Corporate and commercial law, cross-border disputes, mergers & acquisitions, private international law, real estate, investments, alternative dispute resolution, medical negligence, intellectual property law, litigation.



Georgiades, Yiannos
Advocate & Legal Consultant Georgiades & Associates LLC

Yiannos Georgiades is the Managing Director and founder of the law firm Y. Georgiades & Associates LLC, established in 1992 in Nicosia, Cyprus. He has over 25 years' experience in litigation, corporate and commercial law, international tax planning, international trade, cross-border disputes - private international law, real estate, investments, alternative dispute resolution, medical negligence, intellectual property law, Internet and media law. In 1995, he also worked as a visiting attorney at Corboy & Demetrio in Chicago and Baker & Hostetler in Washington, D.C. in the United States. Throughout his career, he has been successful in a number of high-caliber cases. He has successfully achieved to become a member of the Athens Bar Association, Cyprus Bar Association, Bar of England and Wales (Honourable Society of Gray's Inn), the International Bar Association, the American Bar Association, the Society for Computers and Law, the International Technology Law Association, President of the Cyprus Branch of the European Court of Arbitration, executive member of the Court and an online mediator for commercial disputes for the Chamber of Commerce of Milan and is the Vice-President of AEA International Lawyers Network.



Jordanous. Kyriakos
General Manager of the Cyprus Institute of Certified Public Accountants(ICPAC)

Kyriakos' professional career began in January 1995 from the banking sector, and spanned as financial controller in public and private companies since 1999, as well as financial and business advisor to firms in Cyprus and abroad until 2004. He then worked for the Human Resource Development Authority of Cyprus initially as the chief accountant and then as the internal auditor from 2004 until the end of 2011. Kyriakos qualified as a Certified Accountant in 1997 and is now a Fellow of the Association of Chartered Certified Accountants (ACCA). He is also a Certified Internal Auditor (CIA) and a holder of a Masters degree in Business Administration (MBA). He is also a Fellow Member of the Institute of Chartered Secretaries and Administrators (ICSA) and a member of the Chartered Institute of Marketing, UK. He also served as a council member of the Cyprus Institute of Internal Auditors (2006-2011).



Michaelides, Andreas
Member of the Supervision and Compliance Committee (AML Committee) of Cyprus Bar Association

Andreas Michaelides is a Managing Partner of Michaelides & Michaelides law firm, one of the oldest firms in Cyprus, established in 1992, in Limassol. Since 2012 he has been the President of the Limassol Bar Association (the second largest district bar association in Cyprus with around 900 members). Mr. Michaelides studied law at the University of Bristol in the UK and has been practicing as an advocate in Cyprus since 1999. His areas of practice are international commercial litigation, arbitration and ADR, commercial and corporate law, regulatory, governance and compliance. He is a member of the Council of the Cyprus Bar Association and he is representing the Cyprus Bar Association at the Council of the International Bar Association. He is also and has been represented the Cyprus Bar Association in several of meetings with other competent authorities regarding AML issues. He also represented Cyprus Bar Association in meetings with Parliamentary Committees particularly relevant to Panama Papers.



Phanopoulos, Christos
Director Head of Risk Management, Compliance and Ethics

Mr Phanopoulo's duties at the Central Bank involve on site bank examination, preparation of prudential regulations, banking harmonisation with EU acquis, preparation of banking legislation, financial stability issues, macro prudential oversight as well as risk management, compliance and ethics.



Petrakis C., Petros
Partner and Member of the Board of Directors of PwC Cyprus and Ethics & Business Conduct Leader

Mr Petrakis holds a BA (Hons) in Economics & Accounting, an MBA from Warwick Business School, and is a Fellow Member of the Institute of Chartered Accountants in England and Wales. He is a partner and Member of the Board of Directors of PwC Cyprus and is the firm's Risk & Quality and Ethics & Business Conduct Leader. Petros has been providing assurance and advisory services for more than twenty five years to prominent private and listed local and international companies predominantly in the Real Estate, Construction & Engineering and Hospitality sectors. He is also actively engaged with professional working committees both in Cyprus and internationally dealing with technical and regulatory compliance matters.



Skandalis, Marios
Director of the Group Compliance Division of the Bank of Cyprus Group

Marios Skandalis is a Fellow member of the Association of Chartered Certified Accountants (UK), a licensed member of the Association of Certified Fraud Examiners (US), a Fellow member of the Institute of Chartered Secretaries and Administrators – ICSA (UK) and a Certified Financial Consultant. He is also a Fellow member of the International Compliance Association (UK) and a professional member of the Society of Corporate Compliance and Ethics (US). Mr Skandalis is the President of the Institute of Certified Public Accountants of Cyprus, the Vice-President and founder member of the Association of Certified Fraud Examiners (Cyprus) and the ex-Executive Vice President and co-founder member of Transparency International (Cyprus). He is an active anti-fraud/corruption and compliance professional and chairs or participates as key note speaker to related international conferences/forums in Europe. Mr Skandalis is the winner of the 2016 Banker of the Year Award – Cyprus by the AI Magazine in the United Kingdom. He is also the winner of the 2017 American Academy Nicosia Alumni Achievement Award in recognition of his remarkable success and achievements in his chosen career of compliance, corporate governance and anti-financial crime.



Taxitaris, Demetris
General Manager of MAP S.Platis,

MAP S. Platis is a leading consulting firm in the provision of licensing, regulatory compliance, internal audit, risk management, human resource, executive training and other support services for regulated entities such as investment firms, banking and payment institutions and investment funds and their managers. Mr Taxitaris worked at Bank of Cyprus Group in Nicosia, being

involved in the construction and management of the leading asset management and advisory unit in Cyprus, with local and international clients, individuals and institutionals, across all industries. In August 2013 Mr Taxitaris resigned from the position of Head, Asset Management. Prior to his position aforementioned Demetris worked at Deloitte in London where he qualified as a Chartered Accountant, becoming a member of the ICAEW. Demetris Taxitaris is a member of the Board of Directors of the Institute of Certified Public Accountants of Cyprus ('ICPAC') and a member of the Board of Directors of the Cyprus Investment Funds Association ('CIFA'). Demetris holds a BSc. Mathematics with Statistics from Imperial College (first class honours) and a MSc. Mathematical Trading and Finance from Cass Business School (distinction).

Tofa, Nafsika
Anti- Money Laundering Supervisory Officer at the Cyprus Bar Association.

Mrs Tofa has studied law (LLB Law) at the University of Leicester, UK and holds a Master's Degree in International Business Law from the Cardiff Metropolitan University. She was admitted to the Bar in 2013. From 2013-2014 she practised law as an advocate. Since 2015, she is a Supervisory Officer in the Department of Supervision and Compliance of the Cyprus Bar Association. Her main responsibilities include: conducting the on-site inspections/ audits to the supervisory entities of the Cyprus Bar Association (Law firms, LLCs, ASPs) in connection to the procedures followed for money laundering and terrorist financing, conducting seminars to Cyprus Bar Association members regarding AML procedures, drafting/updating the guidelines/directive of the CBA. She was involved in the TROIKA evaluations on behalf of the Cyprus Bar Association and took part in the transposition of the 4th EU AML Directive to national law.

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CYPRUS BAR ASSOCIATION



CYPRUS
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