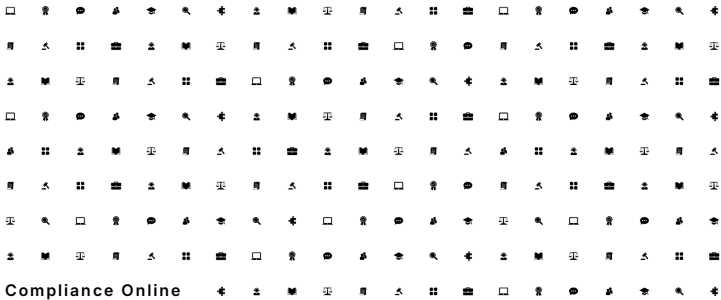




Compliance training and
policy tools, **done right.**



Our story

Doing it right matters

For more than twenty years, we've helped organisations answer a question that keeps compliance officers, general counsel, and risk managers up at night: **if something goes wrong, what can we show?**

The answer isn't a training course. It's an evidence architecture. The policies distributed and acknowledged, the training completed and attested, the records that hold up under scrutiny.

That's what we build.

Our **compliance solutions:**

1. **Compliance e-Learning:** legally accurate training courses, **delivered on our LMS or yours.**
2. **ELLO:** our compliance learning managed service, with active completion management, audit-ready records, and formal attestation.
3. **ELLO Sessions:** compliance evidence for the frontline workforce your eLearning platform can't reach.
4. **Policy Passport:** distribute, track, and prove policy understanding in one place.

Compliance e-Learning

Course library



Compliance training works best when it **reflects your company, policies, and industry**. It's a quick, affordable process, and well worth doing.

For a more detail on all our courses, please see the [Appendix](#)

Competition Law	Length	CPD points	Other
Competition Law: Comprehensive	120 min	2	Zambia, Tanzania, Namibia, Botswana, Mozambique
Competition Law in a Nutshell	60 min	1	
Competition Law: Industry-specific	60-120 min	varies	Automotive, Construction, Industry Associations, Mining
Preventing anti-competitive and corrupt conduct in the workplace (Construction)	120 min	2	

Financial Crimes	Length	CPD
FICA for Accountable Institutions	180 min	3
FICA General Awareness	60 min	1
FIA Botswana	120 min	n/a
Anti-Bribery & Corruption (ABC)	120 min	2
Preventing Bribery and Corruption	60 min	1
Preventing Fraud	20 min	n/a
Preventing Money Laundering	15 min	n/a

Data and Privacy	Length	CPD
POPIA General Awareness	180 min	3
POPIA in a Nutshell	60 min	1
POPIA with reference to GDPR	120 min	2
POPIA for IT	180 min	3
DPA in a Nutshell (Botswana)	60 min	n/a
Cybersecurity	60 min	1

Workplace Conduct	Length	CPD
Anti-Harassment Code	60 min	1
Embracing Diversity	60 min	1
Ethics in a Nutshell	60 min	1
Conflicts of Interest	30 min	n/a
Dawn Raid	60 min	1
Introduction to AI	60 min	1
Social Media in the Workplace	120 min	2
Whistleblowing	30 min	n/a

SHEQ	Length	CPD
The OSH-Act	180 min	3
Environmental Law	60 min	1

Other	Length	CPD
The National Credit Act	60 min	1
The Consumer Protection Act	8 hrs	8
Pharmacovigilance	30 min	n/a
Code of Marketing Practice	6 hrs	n/a

Governance	Length	CPD
Companies Act & Directors Duties	60 min	1
King V & Corporate Governance	120 min	2

Compliance e-Learning

Because *completed*, doesn't mean *compliant*

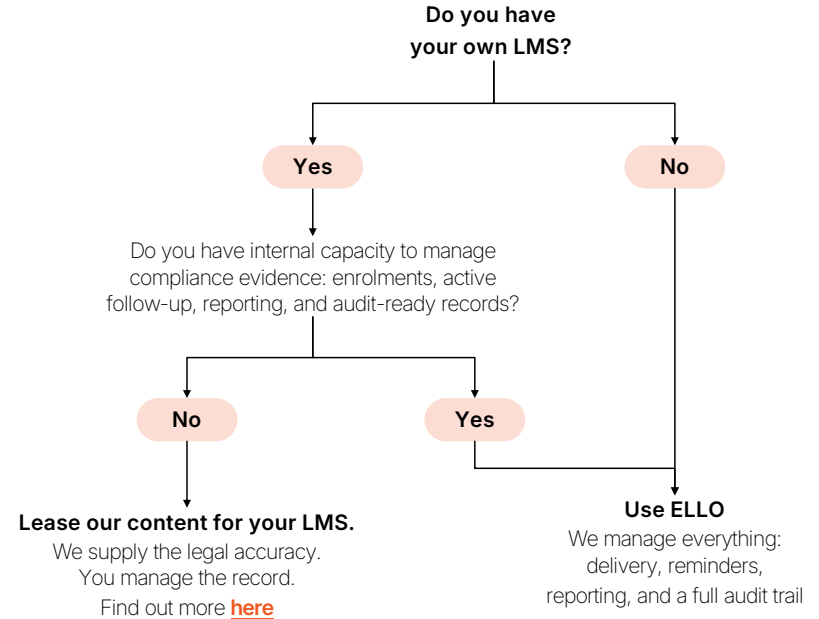
Training fails when it assumes **motivated learners and perfect conditions**.

We design for the opposite. Our compliance e-learning prepares people to **recognise risk, understand the line, and take a safe next step**, even in informal, in-person situations you cannot control. We focus on **essential decisions and behaviours**, using clear scenarios and simple rules that can be recalled later, even when attention is low and real-time prompts are unavailable.

Every course is written by subject matter experts and **kept up to date** as regulations change. They're **CPD accredited**, industry recognised, and easy to fit around busy schedules.



You can **access the training on ELLO or through your own LMS**, and each course can be customised to reflect your organisation's sector, policies, and culture, so it feels like a natural part of how your people work.



An LMS built for compliance

Say hello to **ELLO**

ELLO is our **compliance training LMS**.

ELLO is built on international best practice, designed to do more than deliver courses. It helps **build the audit-ready record that proves your organisation took its compliance obligations seriously**.

Automated reminders, formal attestations, weekly status reports, and a full training history. All managed on your behalf.

You bring the people. We'll get them trained.

We run ELLO as a **managed service** and handle everything from user setup and reminders to reporting and support. Admins get real-time dashboards, weekly reports, and full training records, all audit-ready and backed by a responsive support team.

We manage training to completion at no extra cost, because your audit trail is only as strong as your completion record.

01. Detailed attestations at the end of each course to support accountability and audit readiness

02. Refresher Mode lets repeat learners go straight to assessment, so no need to start from scratch

03. Self-paced learning so employees can complete training without disrupting their day

04. Easy, cost-effective customisation to reflect your policies, risk areas, or company scenarios

05. Randomised testing after each module to reinforce understanding and prevent skimming

06. Completion certificates for every learner to track, store, and share

07. Tone from the top: leadership messages are included to reinforce company commitment

08. 12-month training window allows you to enrol new staff at any time, at the same rate

ELLO Sessions. Close the coverage gap.

Bringing compliance training **to the frontline**

When **e-learning isn't an option.**

Many organisations rely on **deskless or field-based teams** for whom traditional e-learning simply doesn't work. Employees may have limited digital access, shared devices, or work in environments where logging into an LMS isn't practical. For many, **English is also not a first language.**

Because compliance training is rooted in legal and regulatory concepts, effective training for this audience **requires more than a different format.** It requires careful design and deep compliance expertise to translate complex legal ideas into clear, practical messages that **make sense across different language and literacy levels.**



A training format that **fits real operations.**

ELLO Sessions delivers **short compliance modules** that can be run on-site, whenever it suits operations. Each module focuses on a single compliance topic, using **plain language, strong visuals, and clear, practical examples** to support understanding.

For group-led training, supervisors act as facilitators, reinforcing key messages and confirming participation and understanding through **simple attendance and attestation tools.** Training records can be managed internally or handled centrally through our **Reporting add-on.** Alternatively, the same content can be supplied as SCORM files for delivery via your LMS, giving you full control over rollout and reporting.

Policy Passport

Sign-offs you can track and trust



Born from **real client frustration**.

Policy Passport wasn't dreamed up in a boardroom. It was built because many of our clients couldn't keep up with SOPs and policies across their organisation.

They needed a **simple way to distribute, track, and prove understanding**. Policy Passport was our answer, and now it's helping others solve the same problem.

01. Audit-ready in minutes, not days.
Every file record is audit-ready in minutes: sign-offs, versions, and proof are all in one place.

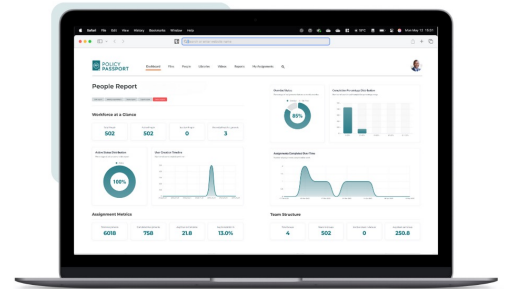
02. Built in South Africa, Policy Passport is supported locally and priced in a way that makes sense for our market. No offshore call centres and no hidden complexity.

03. Share almost any file, with proof.
If it's a file, you can distribute it through Policy Passport, track who has received it, and prove understanding.

04. Straightforward, predictable pricing.
Pricing is simply based on user limits, so you know exactly what you're paying as you scale.

05. Policies understood, not just signed.
Give your people every opportunity to demonstrate understanding by build comprehension checks into the process with surveys, quizzes, and attestations.

06. Proof for regulators and the boardroom.
Clear reporting shows coverage and acknowledgement across your organization. Exportable, filterable, and audit-ready when you need it.



What do your compliance records look like **right now?**

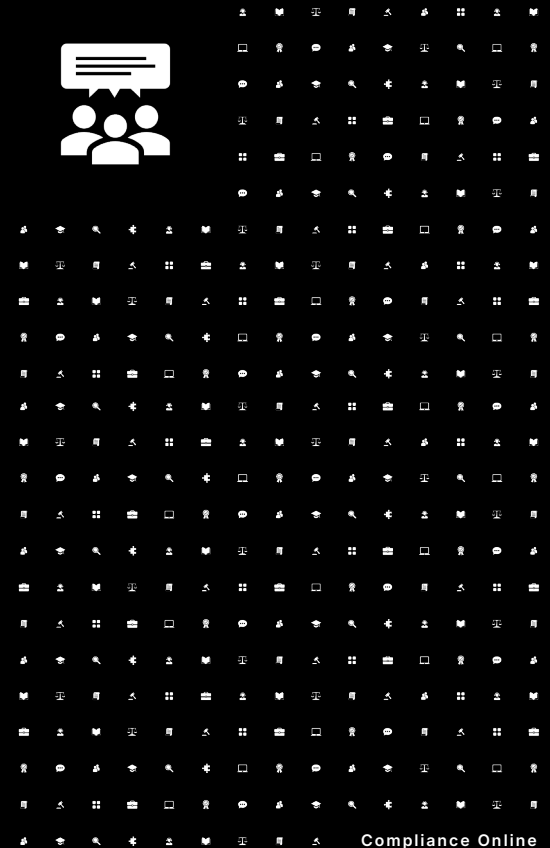


Let's talk.

T: +27 (21) 863 0073

E: support@complianceonline.co.za

www.complianceonline.co.za



Compliance Online

Compliance e-Learning

Competition Law and related

Competition Law: Comprehensive

2 CPD 120 min

A detailed course covering the core rules that govern competitor interaction, restrictive practices, market power, dominance, pricing conduct, and dealings with customers and suppliers. It will help employees recognise competition law risk in day-to-day commercial activity and understand the practical rules that apply in the workplace.

Competition Law in a Nutshell

1 CPD 60 min

A concise introduction to the basic principles of competition law and what employees need to know when dealing with competitors, suppliers, and customers. It helps build broad awareness of prohibited conduct and highlights situations that require caution or escalation.

Competition Law: Industry-specific

varies 60-120 min

Tailored courses for higher-risk sectors, with versions calibrated to the realities of industries such as automotive, construction, industry associations, and mining. They focus on the practical competition issues that arise in these environments, including information sharing, competitor contact, benchmarking, standard setting, and other sector-specific risk points.

Preventing anti-competitive & corrupt conduct in the workplace (Construction)

2 CPD 120 min

A construction-focused course addressing the combined risks of collusion, bid-rigging, tender misconduct, and corruption. It helps employees understand the competition and anti-bribery risks that arise in the construction environment and recognise conduct that creates legal and commercial exposure.

Dawn Raid

1 CPD 60 min

A practical course on how employees should respond when regulators or inspectors arrive for an unannounced inspection. It explains what a dawn raid is, how to assess whether it is lawful, and how staff should deal with interviews, documents, and privileged information.

Whistleblowing

30 min

A short course explaining what whistleblowing is, what protection the law gives whistleblowers, what kinds of misconduct may be disclosed, and how internal and external reporting may work in practice. It helps employees understand both the value of whistleblowing and the procedures that support protected disclosure.

Compliance e-Learning

Financial Crimes

FICA for Accountable Institutions

3 CPD 180 min

A comprehensive course for accountable institutions, covering money laundering and terrorism financing risk, the risk-based approach to compliance, RMCP requirements, governance, customer due diligence, recordkeeping, and reporting obligations. It provides a practical understanding of both organisational and personal responsibilities under FICA. It is highly recommended that this course is customized with your RMCP.

FICA General Awareness

1 CPD 60 min

A shorter course explaining the purpose of anti-money laundering controls, the basics of FICA, and the responsibilities employees may carry in relation to suspicious transactions and compliant conduct. It helps build broad awareness of money laundering risk and when concerns should be escalated.

FIA Botswana

120 min

A Botswana-focused anti-money laundering course covering the Financial Intelligence Act, the risk-based approach to compliance, core controls such as governance and customer due diligence, and the training, recordkeeping, and reporting duties required by law. It is designed to help accountable institutions and specified parties understand their responsibilities.

Looking for Treating Customers Fairly (TCF) training? Get in touch.

Anti-Bribery & Corruption (ABC)

2 CPD 120 min

A detailed course covering what corruption is, what anti-corruption laws prohibit, and how employees should deal with issues such as gifts, hospitality, tenders, and reportable misconduct. It helps employees recognise corruption risk in business dealings and understand the standards expected of them.

Preventing Bribery and Corruption

1 CPD 60 min

A practical course focused on the core rules employees need to follow to avoid corrupt conduct in business dealings. It covers prohibited payments, tender-related risk, gifts and hospitality, reporting channels, and the consequences of non-compliance.

Preventing Fraud

20 min

A short course giving employees a practical understanding of workplace fraud, why it happens, common red flags, and the controls that help reduce exposure. It helps staff recognise suspicious conduct and understand the importance of reporting concerns early.

Preventing Money Laundering

15 min

A short awareness course explaining what money laundering is, how it works, what the law requires, and when suspicious activity should be reported. It helps employees recognise money laundering risk and understand the importance of escalation.

Compliance e-Learning

Data and Privacy

POPIA General Awareness

3 CPD 180 min

A comprehensive course covering the core principles that govern the lawful processing of personal information, including collection, use, retention, consent, transparency, security, and breach response. It helps employees understand the practical rules that apply when handling personal information in the workplace.

POPIA in a Nutshell

1 CPD 60 min

A concise introduction to POPIA explaining what personal information is, who must comply, why compliance matters, and the basic rules everyone must follow when processing personal information. It provides broad awareness for everyday handling of personal information.

POPIA for IT

3 CPD 180 min

A role-specific course for IT teams, focusing on the technical and operational risks associated with personal information, including security, breach management, access, archiving, destruction, and the IT function's role in broader data management controls. It makes IT's responsibilities under POPIA practical and clear.

POPIA with reference to GDPR

2 CPD 120 min

A course covering POPIA alongside the main GDPR-related considerations that often arise in organisations with cross-border or international data protection exposure. It focuses on practical issues such as consent, prior authorisation, cross-border transfers, information quality, and secure processing.

DPA in a Nutshell (Botswana)

60 min

A short Botswana data protection course introducing the main elements of the Data Protection Act and the rules that apply to the processing of personal data. It builds general awareness of the local framework and the basic conditions for compliant processing.

Cybersecurity

1 CPD 60 min

A practical awareness course covering common threats such as phishing, malware, social engineering, insider risk, and weak security practices. It gives employees clear rules to help protect company systems and personal information.

Looking for Data Governance training? Get in touch.

Compliance e-Learning

Workplace Conduct

The Anti-Harassment Code

1 CPD 60 min

A workplace conduct course based on the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace. It explains what harassment is, the forms it can take, employee rights and responsibilities, and the employer's obligations in preventing and addressing harassment.

Embracing Diversity

1 CPD 60 min

A practical workplace course explaining what diversity means, the benefits and challenges of a diverse workplace, and eight rules for embracing diversity at work. It helps employees understand issues such as inclusivity, unconscious bias, communication, socioeconomic barriers, and respectful workplace conduct.

Ethics in a Nutshell

1 CPD 60 min

A concise course introducing the principles of ethical conduct, the link between ethics and company values, and the kinds of behaviour that create organisational risk. It helps employees recognise unethical conduct and understand when concerns should be raised.

Looking for Code of Conduct training? Get in touch.

Conflicts of Interest

30 min

A focused course explaining what conflicts of interest are, how they arise, and what employees are expected to do when a conflict or potential conflict exists. It covers common situations such as family relationships, outside interests, gifts, and personal financial interests, with an emphasis on disclosure and escalation.

Introduction to AI

1 CPD 60 min

An introductory course explaining what AI is, how it is used in practice, the risks associated with its use, and the key principles of responsible AI adoption. It helps employees use AI tools with appropriate caution, judgment, and awareness of governance concerns.

Social Media in the Workplace

2 CPD 120 min

A practical course on social media risk, covering online conduct, company reputation, confidentiality, defamation, employee rights, and the circumstances in which social media activity may have workplace consequences. It helps employees understand how social media use can create legal, reputational, and disciplinary risk.

Compliance e-Learning

Governance, Consumer Law and SHEQ

King V & Corporate Governance

2 CPD 120 min

A practical course introducing the principles of King V and the governance practices that support ethical leadership, effective control, accountability, and sound decision-making. It helps directors and senior employees understand the structures, responsibilities, and oversight standards that underpin good governance.

Companies Act & Directors Duties

1 CPD 60 min

A governance course for directors and senior decision-makers covering the Companies Act, director eligibility, conflicts rules, standards of conduct, fiduciary duties, care, skill and diligence, delegation, reliance on others, and the consequences of breach. It provides a practical understanding of the legal framework and duties attached to the role of director.

The National Credit Act

1 CPD 60 min

A practical course covering the scope and application of the National Credit Act, the rights it gives consumers, and the responsibilities it creates for organisations involved in credit-related activity. It helps employees understand when the Act applies and the standards required for compliant credit-granting conduct.

The Consumer Protection Act

8 CPD 8 hrs

A comprehensive course covering the purpose, scope, and enforcement of the Consumer Protection Act, together with the consumer rights and supplier obligations it regulates. It helps organisations understand how the Act affects marketing, sales, disclosure, delivery, cancellations, returns, and other aspects of consumer-facing conduct.

The OSH-Act

3 CPD 180 min

A comprehensive course covering the Occupational Health and Safety Act, the duties it places on employers and employees, and the practical steps needed to manage health and safety compliance in the workplace. It covers safety management planning, appointments and committees, risk assessment and control, training, monitoring, incident reporting, inspections, and employee responsibilities.

Environmental Law

1 CPD 60 min

A practical environmental compliance course explaining why environmental laws matter, the consequences of non-compliance, the approach organisations should take to compliance, and what constitutes a reportable environmental incident. It helps employees recognise environmental risk and understand when action or escalation is required.

Healthcare Regulation

Pharmacovigilance

30 min

A focused course explaining pharmacovigilance obligations and the reporting of adverse events, quality complaints, lack of efficacy, unexpected consequences, and other reportable product-related issues. It helps employees understand what must be reported, how quickly, and what information is needed.

Code of Marketing Practice

6 hrs

A detailed course on the regulation of health product marketing in South Africa, including the legal framework, the Marketing Code, promotional rules, incentives, events, CPD activities, and complaint procedures. It provides a practical understanding of how to market health products within the applicable legal and self-regulatory boundaries.

Need more detail? Get in touch.

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