

## Vegas Consulting – Training & Compliance Policy

At **Vegas Consulting**, we believe that continuous learning and strict compliance form the backbone of our professional culture. This policy ensures that all employees remain equipped with the latest skills, aligned with global standards, and committed to the highest levels of integrity and data protection.

### 1. Training Programs

- **Quarterly Upskilling Sessions:** Mandatory for all employees, covering business consulting practices, IT tools, and data analytics.
- **Leadership Development:** Specialized training programs designed for managers and team leads to strengthen leadership and people management skills.
- **Continuous Learning Culture:** Employees are encouraged to participate in internal workshops, webinars, and knowledge-sharing sessions.

### 2. Compliance Requirements

- **Regulatory Standards:** Adherence to **GDPR** (General Data Protection Regulation) and **ISO 27001** (Information Security Management) is mandatory across all operations.
- **Confidentiality & Data Protection:** Every employee must sign and uphold the **Confidentiality and Data Protection Agreement**.
- **Accountability:** Any breach of compliance policies may result in formal disciplinary action, up to and including termination.

### 3. Professional Certifications

- Employees are encouraged to pursue **industry-recognized certifications** such as PMP, ITIL, and Data Science credentials.
- **Certification Support:** Vegas Consulting offers **partial reimbursement** for approved certifications that align with the employee's role and company objectives.
- **Career Advancement:** Professional development is recognized as a key driver for both individual growth and organizational success.

### 4. Data Security & Ethics

- **Data Protection:** All client data must be encrypted, securely stored, and handled in strict compliance with company policies.
- **Incident Reporting:** Employees are required to report any data breach or security risk **immediately** to the Compliance Officer or IT Security team.
- **Ethical Standards:** Integrity, fairness, and transparency must guide all client interactions and project engagements.

- **Zero-Tolerance Policy:** Any violation of ethical or security guidelines will be addressed with the highest priority.