



# Speak up in your daily work

We want to remind **WM&I professionals** that we should **raise our hands and speak up** in case we want to provide new ideas or proposals or if there is any risk or specific item which could require special attention



**Day-to-day speak up is key to continue improving in our organization** at all different levels. If you think you have a good point or think that anything should be changed or discussed, **do not let it go**

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Also, it is important to remind ourselves that **everyone is directly responsible for managing the risks that affect our daily activities**

Identifying incorrect behavior such as internal fraud, interest conflicts or gifts practices, and raising our hands to report it, is also our duty



Remind the importance of **talk straight to your colleagues to express your opinion and make things happen.**

Senior Management should be leading by example

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And in case you have knowledge of **any conduct that is unbecoming** of a bank that is ethical, responsible and fair with employees and customers, **raise your hand and report it through [#tuconductaimporta](#) space**

