

Is Your Business Due for a Compliance & Integrity Health Check?



10 warning signs businesses should not ignore

By Adari Consulting – Trusted Compliance Experts

1

Your policies and procedures have not been reviewed in years

Outdated policies are risky. If your Code of Conduct, whistleblower policy or compliance manual has not been reviewed in the past 1–2 years, they may no longer reflect current legal obligations or business practices.

2

You rely on “common sense” instead of documented processes

Ethical decision-making shouldn’t be left to chance. If you do not have clear processes for handling misconduct, supplier vetting, or conflicts of interest, your team could be exposed.

3

Staff are not sure how to raise concerns

Do your people know how, and feel safe, to report wrongdoing or concerns? A lack of reporting channels is a red flag and may be breaching new whistleblower laws.

4

No one “owns” compliance in your organisation

All businesses need someone accountable for ensuring legal and ethical obligations are met. If it’s no one’s job, it’s everyone’s risk.

5

You have limited oversight of suppliers or contractors

Third parties are often the weakest link. If you’re not screening contractors for risks like fraud, bribery, or modern slavery, you could be unknowingly exposed.

6

You're not across industry-specific compliance requirements

From privacy and workplace safety to ESG and human rights, every sector has unique risks. If you are unsure what applies to you, it's time for a check-up.

7

There's no regular reporting of integrity risks to leadership

Does your board or senior managers proactively monitor integrity risks, or only react once something goes wrong?

8

You have had complaints or incidents, but no structured response

Misconduct and complaints must be handled consistently and fairly. If responses vary, it can damage trust and lead to legal issues.

9

Your business is growing, but your systems have not kept up

Growth is great, until your compliance systems fall behind. Expanding teams, services, or sites requires scalable risk and governance controls.

10

You are preparing for an audit, certification, or new investor

Whether it's ISO certification, a major tender, or preparing for investor due diligence—being audit-ready means showing governance maturity and integrity.



If you've nodded 'yes' to three or more of these, it's time for a compliance and integrity health check.

At Adari Consulting, we partner with businesses to take the stress out of compliance offering practical, tailored strategies backed by 30+ years of corporate legal and ethical leadership.



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