



## INTERNAL CONTROL SYSTEM PROCEDURES

Charma Holdings Ltd is a dynamic and forward-thinking company dedicated to maintaining robust internal control system procedures. These unique aspects of their internal controls set them apart in today's competitive business landscape.

**1. Charma Holdings Ltd's Culture of Accountability** At Daydots Kenya Ltd, we place great One distinct feature of Charma Holdings Ltd's internal control procedures is their culture of accountability. Every employee is empowered and encouraged to take ownership of their responsibilities, promoting a sense of responsibility that extends throughout the organization.

### **2. Ethical Whistleblowing Mechanisms**

To ensure transparency and integrity, Charma Holdings Ltd has implemented innovative mechanisms for ethical whistleblowing. Employees have access to a confidential platform where they can report any concerns or ethical violations without fear of retaliation.

### **3. Continuous Employee Training and Development**

Charma Holdings Ltd recognizes the importance of well-trained employees in maintaining effective internal controls. They invest in continuous training and development programs to keep their staff updated on the latest best practices and compliance regulations.

### **4. Data Analytics for Fraud Detection**

In an era of data-driven decision-making, Charma Holdings Ltd leverages data analytics for fraud detection. By monitoring patterns and anomalies in financial data, they can swiftly identify and address potential fraudulent activities.

### **5. Sustainability Integration in Internal Control Procedures**

Charma Holdings Ltd is committed to sustainability, and this commitment extends to their internal controls. Their procedures include checks and balances to ensure sustainability goals are met, covering areas like energy efficiency, waste reduction, and responsible sourcing.

### **6. Agile Risk Management Framework**

The company's internal control system incorporates an agile risk management framework. This allows Charma Holdings Ltd to quickly adapt to changing risk landscapes, ensuring that their controls remain relevant and effective in an ever-evolving business environment.

### **7. AI-Powered Predictive Maintenance**

For asset-intensive industries, Charma Holdings Ltd utilizes AI-powered predictive maintenance as a unique aspect of their internal control procedures. This technology allows them to anticipate and address maintenance issues before they result in costly downtime or failures.

### **8. Multilayered Cybersecurity Strategies**

The company employs multilayered cybersecurity strategies, which encompass both technical controls and a strong emphasis on employee awareness and education. This approach ensures the comprehensive protection of sensitive data and systems.