

CRISIS & COMPLIANCE

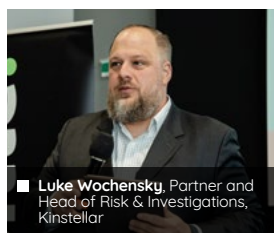
October 17 | 2025

In today's unpredictable geopolitical and regulatory environment, compliance has become a strategic necessity for any company operating across borders. To help businesses understand the realities of modern enforcement, AmCham Slovakia hosted an interactive workshop, with an exclusive line-up of international speakers, focused on bribery risks, sanctions exposure, and international regulatory obligations.

Centered around a realistic crisis scenario, the session challenged participants to make rapid decisions with limited information, mirroring the pressure of an actual cross-border compliance incident. The experience highlighted

how quickly a situation can escalate, and how early decisions shape both legal outcomes and public perception.

Discussions underscored several key lessons: readiness starts long before a crisis emerges; clear procedures and reporting lines are essential; and coordinated action is crucial when regulators across jurisdictions become involved. Above all, a strong internal culture of integrity remains the most effective safeguard. The workshop clearly showed that robust compliance is not just about avoiding penalties, it is a foundation of competitiveness, trust, and long-term business resilience.



■ **Luke Wochensky**, Partner and Head of Risk & Investigations, Kinstellar



■ **Tomáš Kafka**, Partner, Forensic & Financial Crime, Deloitte



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SOCIAL DIALOGUE THAT WORKS

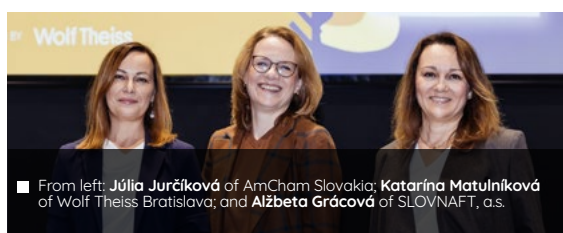
November 20, October 10 | 2025 | Košice, Bratislava

The latest editions of AmCham Slovakia's HR Learning Circle, held in Bratislava and Košice, focused on a topic of growing importance for employers: Social Dialogue That Works – Law, Tactics & Practice. With increasing legislative complexity and heightened expectations around employee representation, the sessions addressed how preparedness, legal knowledge, and communication shape outcomes in social dialogue.

The discussions highlighted that effective social dialogue is not only about compliance, but also about predictability, trust, and reputation. Participants explored the

legal foundations of social dialogue in Slovakia and the EU, different forms of employee representation, and the practical distinctions between informing, consulting, and co-deciding. Attention was also given to managing sensitive situations, including collective bargaining and strike readiness, in a way that protects company culture and employer brand.

True to the HR Learning Circle format, both editions offered an open and interactive environment. Real-life cases, active discussion, and experience sharing allowed HR leaders to confront practical challenges and learn what works in practice.



■ From left: **Júlia Jurčíková** of AmCham Slovakia; **Katarína Matulníková** of Wolf Theiss Bratislava; and **Alžbeta Grácová** of SLOVNAFT, a.s.



■ **Katarína Matulníková** of Wolf Theiss Bratislava; and **Tomáš Homolýa** of U. S. Steel Košice



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