

The Building Blocks for Driving Change: 2023 ESG Report

ACAMS 





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“Our efforts have not only strengthened global financial ecosystems but are contributing to societal well-being, bolstering national security, upholding financial integrity, safeguarding communities and mitigating environmental harm.”

– Neil Sternthal, CEO

Dear ACAMS Stakeholders,

As we reflect on the achievements and progress of ACAMS in 2023, I am proud to share our journey and commitment to driving positive change in the fight against financial crime.

Through unparalleled resources and collaborative engagements, we empower professionals to safeguard the integrity of our financial ecosystem and protect against the predicate offenses that infiltrate it, such as human trafficking, arms dealing and illicit wildlife trade. Our efforts have not only strengthened global financial ecosystems but are contributing to societal well-being, bolstering national security, upholding financial integrity, safeguarding communities, and mitigating environmental harm.



In 2023, ACAMS achieved significant milestones, thanks to the dedication of the ACAMS team and global community of over 110,000 anti-financial crime professionals across 203 jurisdictions. We expanded our suite of certifications and training programs, hosted over 11 large-scale events worldwide, and launched innovative initiatives to fortify financial systems.

One key area of focus has been our partnership with law enforcement agencies. Through collaborative efforts, we provided comprehensive training programs to equip officers with essential skills to combat financial crime effectively.

Furthermore, our commitment to promoting diversity, equity, and inclusion is evident through initiatives like our scholarship programs, aimed at empowering professionals from underrepresented backgrounds in the fight against financial crime.

ACAMS also took significant strides in the social impact space, launching new certificates addressing critical issues such as online child exploitation and financial inclusion. These initiatives, developed in collaboration with esteemed organizations, underscore our commitment to shaping a future where businesses thrive while enriching society.



Moreover, our dedication to environmental responsibility is reflected in our ongoing carbon footprint assessments, sustainable event practices, and remote work initiatives. By embracing remote work and prioritizing sustainability in our operations and events, we are minimizing our environmental impact and contributing to a better future.

As we look ahead, ACAMS remains steadfast in its mission to drive meaningful change, empower individuals, and protect communities worldwide. Together, we will continue to innovate, collaborate, and lead the fight against financial crime, ensuring a safer and more sustainable future for all.

Thank you for your unwavering support and commitment to our shared mission.

Neil Sternthal
CEO, ACAMS

[illegible]

Offered
20
CAMS Scholarships



DEI Initiatives:
Offered 20 CAMS Scholarships to AFC professionals from African countries to promote diversity, equity and inclusion.



2 new social impact certificates

Social Impact Certificates:
Launched **two new social impact certificates** and translated three existing certificates, focusing on understanding financial footprints linked to predicate crimes.

Expanded Offerings:
Introduced **180 new or updated certifications**, certificates and exam offerings, expanded to **64 chapters** and hosted **13 global roundtables**.

180
new / updated certifications, certificates and exam offerings
64 chapters
13 global roundtables



ESG Compliance:
Produced extensive content covering ESG compliance, human trafficking, child exploitation, illegal wildlife trade, and financial inclusion issues through **134 events, webinars or articles** to foster awareness and drive meaningful action.



134
ESG-related events, webinars, articles

Event Sustainability:
Advanced sustainability efforts in events by aligning with UN Sustainable Development Goals, using renewable energy venues, recycling materials, and eliminating single-use plastics. At the APAC Assembly alone 7,500 Tetra Pak Cartons were used.

Chapter Expansion:
Strengthened global network by launching the Korea chapter, providing localized support and best practices sharing.



Scholarship Programs:
Awarded **90 professionals with scholarships**, contributing to capacity building in AFC.



Awarded
90
professionals with scholarships



Regulatory Landscape Support:
Launched the **ACAMS AFC Academy** to help financial institutions navigate regulatory changes with flexible learning paths.



Launched
ACAMS
AFC
Academy

Law Enforcement Empowerment:
Collaborated with law enforcement through initiatives like the Law Enforcement Curriculum, CAMS Bootcamp, annual seminar, webinars and articles in ACAMS Today.

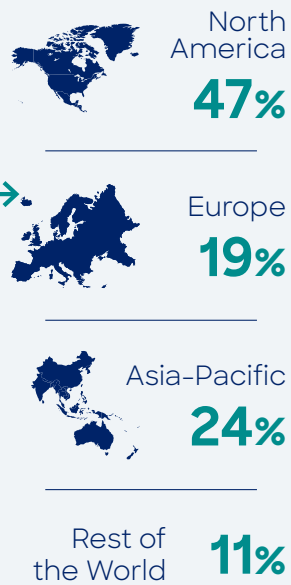
Global Access Expansion & Accessibility:
Initiated international expansion with webinars in **28 languages** and several thought leadership publication translations.



Webinars in
28
languages

GENERAL INFORMATION

Sales by Region



OTHER INFORMATION

Activity

Continuing Professional Education, Comprehensive Professional Development, Industry-Leading Peer-to-Peer Networking, Expert-Led Trainings & Content

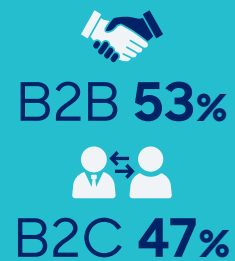
In Wendel's Portfolio Since

20
22

Sales

£
£
£
£
€ 91.6 million

Sales by Market



In 2023, ACAMS marked another year of transformative progress with new and updated product and service offerings, strengthened and expanded partnerships and key relationships across sectors, and a focus on organizational culture through pivotal initiatives.

These collective efforts further strengthen ACAMS' global leadership in combating financial crime and in cultivating a cohesive and collaborative work environment.

NUMBER OF EMPLOYEES

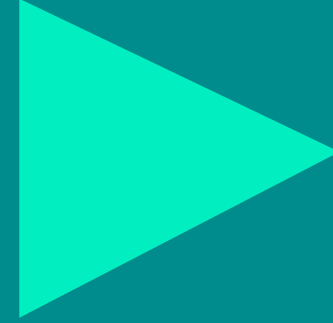
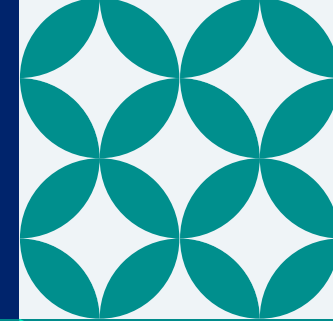
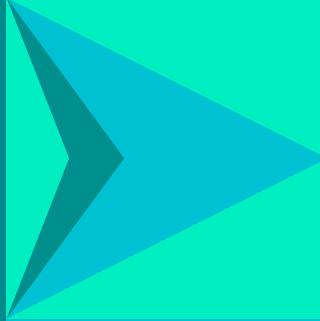
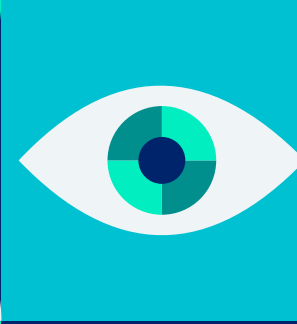
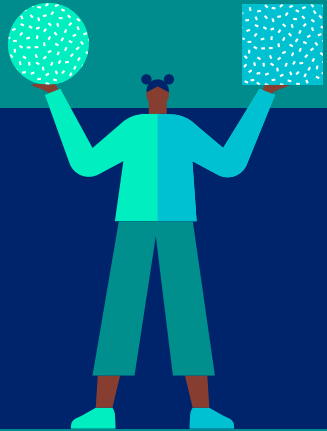
Total

312

By region



ACAMS IMPACT IN ACTION



ACAMS remains unwavering in its commitment to combat financial crime, playing a pivotal role in mitigating the far-reaching global consequences associated with illicit finance, such as human trafficking and modern slavery, online child exploitation and the illegal wildlife trade.

The reduction of financial crime is foundational in fostering societal well-being, bolstering national security, upholding financial integrity, safeguarding communities and mitigating adverse environmental consequences.

Through an array of meticulously crafted training programs, extensive suite of certifications and certificates, worldwide peer-to-peer networking events, and expert-led thought leadership initiatives, ACAMS stands as a force in enhancing and fortifying financial systems. ACAMS executes its mission with immense pride and responsibility to its objectives and the stakeholders it serves. Its capabilities extend to the preservation of the world's most vulnerable populations and biodiversity, reflecting a level of dedication and proficiency unmatched in the industry.



In its pursuit of educating, informing and convening the global AFC community, ACAMS continues to exert a transformative influence. All its products and services serve as conduits for disseminating knowledge, fostering collaboration, and ultimately propelling economic and social progress in communities across the globe. ACAMS stands resolute in its role as a driver and enabler of change, steering its membership and key stakeholders towards a future of enhanced vigilance, collaboration and global resilience.





Operating and
Partnering
With Purpose
to Strengthen
Global Financial
Ecosystems



Strategic Spotlight: Empowering Law Enforcement



ACAMS, a pivotal partner for law enforcement, drives strategic initiatives in the fight against financial crime. Through shared knowledge and collaboration, ACAMS offers comprehensive training, including the newly launched **Law Enforcement Curriculum in 2023** and **CAMS/CCAS Bootcamps**.



Leveraging public-private partnerships, ACAMS enhances information sharing and alerts professionals to emerging threats, exemplified by initiatives like the **'Pig Butchering'** alert with **Homeland Security Investigations (HSI)**.



Annual events like the **Law Enforcement Seminar** and **ACAMS Assembly** provide platforms for networking and knowledge exchange.



Additionally, ACAMS hosts **webinars** focused on investigative and prosecutorial practices. These efforts, **in partnership with HSI**, underscore ACAMS' commitment to empowering global law enforcement.



In 2023, ACAMS continued its unwavering commitment to operating and partnering with purpose, fortifying global financial ecosystems through a multifaceted approach. This dedication materialized through the launch of a diverse array of **180** new or updated certifications and training programs – including its Law Enforcement Curriculum and AFC Academy, as well as a multinational auto-captioning initiative – reinforcing ACAMS’ role as a vanguard in the fight against financial crime.

Furthermore, with the expansion of a new global chapter, culminating in a total of **64**, and **13** public-private sector global roundtables hosted throughout the year, underscores ACAMS’ reach and influence, fostering collaboration and localized knowledge-sharing to address emerging challenges across the financial landscape.

As a strategic partner and ally, ACAMS persists in its mission to empower professionals, institutions, and regulatory bodies, driving impactful change and resilience within the global financial community.





Empowering Law Enforcement: A Collaborative Partnership and Ecosystem

ACAMS has evolved into a pivotal partner for the Law Enforcement community, taking its public private partnerships to the next level by jointly driving strategic initiatives in the ongoing battle against financial crime. Through shared knowledge and collaboration, ACAMS supports law enforcement officers at every career stage, offering comprehensive curriculum and programs tailored to their evolving needs. This commitment extends far and wide, encompassing bootcamps, events, publications, roundtables, webinar series and a dedicated ACAMS Today “Badge Bulletin” column, which featured 11 published columns this year alone – reinforcing ACAMS’ multifaceted approach to cultivating a robust ecosystem for the law enforcement community.

The ACAMS Law Enforcement Curriculum, which launched in mid-2023, was developed in close partnership with law enforcement professionals and delivers essential AFC training across five full-day modules, covering topics such as anti-money laundering, financial crime investigations, and cryptocurrency training. Taught by a network of subject matter experts, these modules can be accessed in-person or virtually, ensuring accessibility for officers around the clock across geographies.

The **Certified Anti-Money Laundering Specialist (CAMS)** Bootcamp and **Certified Cryptoasset AFC Specialist (CCAS)** Bootcamp training programs further prepares law enforcement officers for CAMS or CCAS certification exams, fostering excellence in their roles.

ACAMS leverages the power of public-private partnerships to enhance collaboration and information sharing, actively alerting AFC professionals to pervasive and trending threats through initiatives like the ACAMS and Homeland Security Investigations’ (HSI) ‘Pig Butchering’ alert. Developed in collaboration with the U.S. Department of Homeland Security’s principal investigative arm, HSI, this alert underscores ACAMS commitment to supporting law enforcement efforts globally by spotlighting growing global threats.





Empowering Law Enforcement: A Collaborative Partnership and Ecosystems (continued)



ACAMS’ annual Law Enforcement Seminar stands as a testament to its commitment, featuring expertly designed programs covering diverse topics such as investigative techniques, blockchain fund tracing, and collaboration across domestic and international agencies. Additionally, ACAMS Assembly, a global AFC conference series, serves as a unique platform for networking and knowledge exchange, uniting professionals from financial intelligence units, regulatory bodies, private sector organizations, and law enforcement agencies worldwide.

To round out its knowledge-sharing with the law enforcement community, ACAMS also facilitated a five-part webinar series focused on enhancing investigative and prosecutorial practices, covering topics such as successful prosecutions, optimizing the subpoena process, financial data utilization, cryptoasset recovery strategies and establishing effective public-private AML engagement processes.

These collaborative efforts and continued partnership with HSI, underscores ACAMS commitment to empowering the global law enforcement community.

Equipping Financial Institutions to Navigate an Evolving Regulatory Landscape

Recognizing the escalating demands for robust AFC programs and necessary talent to lead these programs strategically and securely, ACAMS launched the ACAMS AFC Academy, a comprehensive training solution designed to meet the unique needs and risk profiles of institutions. The ACAMS AFC Academy offers flexible learning paths tailored to upskill employees across all three lines of defense, providing access to leading ACAMS training, webinars, and premium resources covering key AFC topics such as know your customer (KYC), transaction monitoring, financial crime investigations, AFC crypto risk management and sanctions compliance.

Financial institutions can choose between two options:



The Academy's consultative approach includes mapping competencies, recommending learning paths, and addressing known gaps to ensure employees are trained in AFC skills aligned with job responsibilities. The Academy's focus on ongoing education aims to meet current needs while anticipating future demands.





Global Initiative Aimed at Breaking Language Barriers and Fostering Inclusivity

In May 2023, ACAMS launched a comprehensive international expansion initiative focused on enhancing accessibility and global capacity building.



The initiative included the introduction of **auto-captioning in 28 language options for live webinars and virtual classrooms**, allowing participants to select a language in **real-time for on-screen machine translations during events**. Phase one of this initiative paved the way for seamless language integration, enabling a dynamic and inclusive participant experience.



Building on the success of phase one, phase two introduced a **library of on-demand recorded webinars with translated auto-captioning** in six languages: **Spanish, French, Japanese, Korean, German, and Simplified Chinese**. This innovation accelerated the translation process, while significantly expanding accessibility around the world.



In phase three, the initiative expanded its language offerings to include **five additional languages: Arabic, Traditional Chinese, Italian, Russian, and Portuguese**. This expansion enriched the webinar library while in parallel marked the beginning of key **Thought Leadership outputs being translated**.

The translation team, following ACAMS' rigorous process involving native speakers and subject matter experts, started **translating bulletins, briefings, and best practice guides**. The translation of these publications, in Arabic for the MENA Assembly, demonstrated a commitment to delivering high-quality content to a global audience.



These pivotal efforts are set to be integral components of a broader outreach effort, amplifying ACAMS' international impact and reinforcing its commitment to providing valuable resources to a diverse and global AFC community.





ACAMS Chapter Network: Localized Support for Global Impact

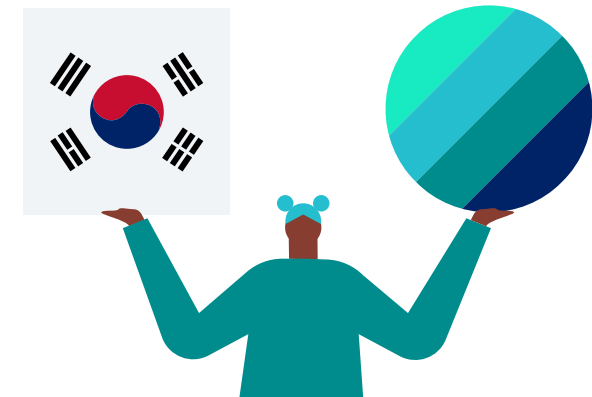
ACAMS' Chapters Network plays a pivotal role in fortifying the global financial ecosystem by providing essential localized support to AFC professionals. Through a series of meetings, roundtables, and events, these chapters facilitate collaboration between the private and public sectors, and support capacity building efforts while enabling in-depth discussions on region-specific threats. Over the past year, ACAMS expanded its network with the launch of the Korea Chapter.

The **Korea Chapter**, the 64th in ACAMS' expansive network, underscores ACAMS' ongoing commitment to combat illicit finance in the region. This chapter serves as a vital platform for education, knowledge-sharing, and networking among AFC practitioners in both the public and private sectors.

Through more than **200 total global chapter events** hosted this year – anchored in partnership and collaboration efforts – the ACAMS Chapters Network serve as a catalyst for change and remains at the forefront of fostering and developing communities of dedicated AFC professionals committed to building resilient financial systems and addressing global regulatory concern.

64th
ACAMS chapter

200⁺
total global
chapter events





Empowering
Individuals to
Protect and
Transform
Communities



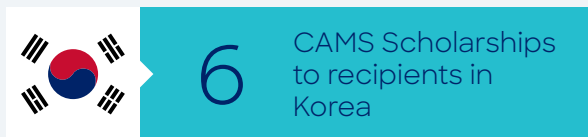
Strategic Spotlight:

ACAMS Empowers Global AFC Practitioners

ACAMS continues its mission to advance the fight against financial crime by launching four distinct scholarship programs as part of its global initiative introduced in 2021.



To date, these **scholarships have been awarded to 90 professionals worldwide**, highlighting ACAMS' dedication to cultivating a highly skilled and committed community of AFC practitioners.



The ACAMS **Korea Chapter** reinforces ACAMS' backing for AFC professionals. Through the CAMS Scholarship, **six recipients in Korea receive a one-year ACAMS membership** and a full waiver of all fees for the CAMS exam package, empowering them and enhancing collaboration, education, and networking to strengthen the nation's defenses against illicit finance.



In **Japan**, ACAMS has awarded CAMS **Scholarships to 10 AFC professionals**, contributing significantly to fortifying the country's AML and sanctions compliance framework. Recipients benefit from comprehensive training on international standards and best practices, bolstering Japan's capabilities in combating financial crime.



ACAMS collaborates with the **International Consortium of Investigative Journalists (ICIJ)** by introducing a scholarship program for ICIJ journalists. **12 members receive CAMS Scholarships** to deepen their understanding of financial crimes and detection methods. This partnership highlights ACAMS' recognition of investigative journalism's vital role in uncovering financial wrongdoing globally.



ACAMS promotes diversity, equity, and inclusion (DEI) by offering **20 CAMS Scholarships to AFC professionals from Africa**, aligning with its broader DEI strategy to create opportunities and remove barriers for professionals in financial crime prevention.

These scholarship programs, alongside supporting efforts, showcase ACAMS' multifaceted approach to empowering individuals globally through collaboration, education, and diversity, in its mission to combat financial crime.

In 2023, ACAMS remained steadfast in empowering individuals to protect and transform communities through a two-fold approach: extending not only to the broader AFC community but also to its own invaluable employees who diligently enable the compliance community each day.

With a deliberate focus on fostering well-being and seizing new opportunities, ACAMS embarked on a journey to enhance engagement, deepen a sense of belonging, and strategically advance its mission.

ACAMS is not only shaping the industry but also employee development and growth, thereby reinforcing its collective ability to safeguard and transform communities worldwide.





Enhancing Internal Engagement to Cultivate a Cohesive Global Workforce Culture

For employees, 2023 symbolized a year of remarkable strides in capacity-building, breathing vibrant life into the organization's culture. This encompassed pivotal initiatives, such as the official rollout of **ACAMS values** and a formal recognition program, the introduction of its **inaugural intranet, MyACAMS**, and significant focus in expanding the scope of its global engagement committee interactions and team-building opportunities to support its globally distributed and **fully remote workforce**.



ACAMS achieved a significant milestone by officially integrating its organizational values – purpose, integrity and partnership. This initiative, ingrained in the organization's DNA, reflects a mission-driven ethos that guides ACAMS in serving with purpose, operating with the highest integrity and fostering impactful partnerships globally.

The newly defined values launched the prior year – in 2022, though nurtured over the years, represent the essence of all ACAMS endeavors – past, present, and future. The official rollout in 2023 included a suite of values-branded assets, aligning the organization with its core values and fostering an authentic culture.

Additionally, ACAMS introduced the ACAMS Values Champion Award, a recognition program supporting the values, presented quarterly to three colleagues nominated by their peers. This initiative not only celebrates exemplary behavior but also underscores the benefits of fostering a culture of recognition and established values, driving like-behaviors and amplifying the positive impact across the organization.



Purpose



Integrity



Partnership

Another key development in 2023 was the launch of the inaugural intranet platform – MyACAMS. This endeavor was driven by a set of key objectives that aimed to elevate perspectives and people to drive strategy, bridge silos to maximize business outcomes, streamline access to information to drive effectiveness and efficiencies, and most importantly, connect a global workforce to enhance its culture and drive effectiveness.

Through MyACAMS, the organization has not only established a centralized hub for news and activities within ACAMS but also created a dynamic platform that serves as a catalyst for collaboration and communication

This initiative underscores ACAMS dedication to fostering a stronger sense of community, breaking down barriers, and ensuring that every member of its global team is interconnected in the pursuit of shared goals.



Enhancing Internal Engagement to Cultivate a Cohesive Global Workforce Culture (continued)

Within the framework of MyACAMS, ACAMS introduced a Policy Center – a dynamic platform positioned as the central hub for all its policies worldwide. This innovative resource serves as a catalyst for fostering an internal culture of compliance and strong ethics. Designed to provide seamless access to up-to-date policies, the Policy Center goes beyond being a mere requirement; it establishes compliance as a shared value among ACAMS employees.

Adding to the culture-building initiatives this past year, the three engagement committees across the Americas, EMEA and APAC created vibrant, collaborative moments that go beyond routine professional interactions, elevating the overall experience for ACAMS' global teams.





Enhancing Internal Engagement to Cultivate a Cohesive Global Workforce Culture (continued)



The Americas Engagement Committee spearheaded 20 impactful activities tailored for colleagues in the region with the largest employee base. These endeavors have not only adhered to a yearly schedule but have also set the tone for inclusive, evolving, and enjoyable experiences, fostering a robust organizational culture and a positive work environment.



Similar engagement initiatives took place across the EMEA and APAC regions, where the committees have worked tirelessly to strengthen the bonds within their respective teams, with 12 total events hosted in these regions. The collaborative spirit exhibited by committee members and leaders has played a pivotal role in enhancing employee engagement and reinforcing ACAMS' commitment to a connected and thriving workforce.



Reinforcing Commitment to Advancing AFC Expertise Globally

Shifting the focus to key external stakeholders – ACAMS’ members – the organization advanced its mission further through the launch of four distinct scholarship programs.

90



The scholarships, part of a global program launched in 2021, have now been **awarded to 90 professionals worldwide**, underscoring ACAMS' commitment to creating platforms to foster a community of highly skilled and dedicated AFC practitioners.

As previously mentioned, the establishment of the ACAMS Korea Chapter stands as a testament to ACAMS' dedication to supporting AFC professionals. The accompanying CAMS Scholarship for Korean compliance practitioners, **awarded to six deserving recipients**, not only provided a one-year ACAMS membership but also granted a full waiver of associated fees for study materials. This initiative serves to empower AFC professionals in Korea, fostering collaboration, education, and networking to fortify the nation's defenses against illicit finance.

Japan, too, has seen a significant boost in its fight against financial crime with ACAMS awarding **CAMS Scholarships to 10 AFC professionals**. These scholarships contribute to Japan's ongoing efforts to strengthen its anti-money laundering (AML) and sanctions compliance landscape, providing recipients with comprehensive training on international standards and best practices.

In a first-of-its-kind collaboration with the International Consortium of Investigative Journalists (ICIJ), ACAMS unveiled a new scholarship program aimed at journalists within the ICIJ network. The **CAMS Scholarship, awarded to 12 ICIJ members**, is designed to deepen journalists' understanding of intricate financial crimes and the methods employed by institutions to detect illicit funds. This unique partnership reflects ACAMS' recognition of the crucial role investigative journalism plays in uncovering financial wrongdoing, further reinforcing the organization's commitment to combating financial crime on a global scale.

Notably, ACAMS has also made strides in promoting diversity, equity, and inclusion (DEI). By offering **20 CAMS Scholarships to AFC professionals from countries across the African continent**, this initiative aligns with ACAMS' broader DEI strategy, aiming to create opportunities and remove barriers for professionals pursuing careers in financial crime prevention.

Building on ACAMS' steadfast commitment to promoting professional development and cultivating an environment that fosters growth of diverse perspectives within the AFC community, ACAMS partnered a former ACAMS Scholarship judge to host a Masterclass Series entitled 'Building Your Brand', which is comprised of six comprehensive modules. This was shared with past scholarship applicants to support and enhance their personal and professional branding.

These **four scholarship programs** and supporting efforts underscore ACAMS' multifaceted approach to empowering individuals globally, fostering collaboration, education, and diversity in the relentless pursuit of ending financial crime.



Cultivating
Solutions that
Protect the
World's Most
Vulnerable and
Biodiversity



Strategic Spotlight: ACAMS' Social Impact Initiatives

In 2023, ACAMS made significant strides in the social impact space by launching two new social impact certificates and translating three existing certificates, enabling professionals worldwide to identify, investigate, and combat modern slavery, human trafficking, and illegal wildlife trade, reinforcing ACAMS' commitment to global impact and combating financial crime across borders. Two new certificates were introduced in collaboration with FAST and RUSI, addressing online child exploitation and financial inclusion, respectively. These programs equip AFC professionals with tools and insights to combat online child exploitation and enhance financial inclusion, aligning with FATF recommendations and global standards.

With a total of 11 social impact certificates, ACAMS aims to address critical issues at the nexus of finance, compliance, and societal welfare. These free-of-charge courses signify ACAMS' commitment to shaping a future where businesses thrive while enriching society. These certificates offer education and empowerment, serving as tools to reshape industries, protect vulnerable populations, ensure compliance, and foster inclusion.

ACAMS' partnerships with esteemed organizations such as **FAST, WWF, RUSI**, and the **Bill & Melinda Gates Foundation** form the bedrock of these certificates. These collaborations unite diverse expertise and shared aspirations under a common goal, connecting the public and private sectors in a shared pursuit of social good.

With over

73,600 enrollments to date

their increasing interest, reach, and offerings highlight the collective effort required for progress, drawing from diverse strengths and perspectives.



Elevating Social Impact Through Complimentary Certificates and Strategic Alliances

2023 was a watershed year for ACAMS in the social impact space, with the launch of two new social impact certificates and the translation of three existing certificates, all addressing critical issues at the intersection of finance, compliance, and societal welfare. Introduced three and a half years ago, and now with **11 certificates in total**, ACAMS continues to develop and promote these free-of-charge courses, striving to shape a future where businesses thrive while enriching society. Through these certificates, ACAMS offers education and empowerment – a tool to reshape industries, protect vulnerable populations, ensure compliance, and foster inclusion.

This transformative endeavor wouldn't be possible without partnerships forged with esteemed organizations.

These partnerships form the bedrock upon which these certificates stand, uniting diverse expertise and shared aspirations under a common goal. The collaboration extends beyond ACAMS itself; it is a unifying force that connects the public and private sectors: financial institutions, NGOs, academia, and advocacy groups in a shared pursuit of social good.

* 'Bill & Melinda Gates Foundation' is a registered trademark of the Bill & Melinda Gates Foundation in the United States and is used with permission.



UNITED NATIONS
UNIVERSITY
Centre for Policy Research



united
for
wildlife



Wildlife Justice
Commission

BILL & MELINDA
GATES foundation*

Polaris

Targeting Natural Resource Corruption



CMI | U4 ANTI-CORRUPTION
RESOURCE CENTRE



TRAFFIC

BASEL INSTITUTE ON
GOVERNANCE



Elevating Social Impact Through Complimentary Certificates and Strategic Alliances (continued)

During the year, ACAMS **introduced two new certificates**. Collaborating with the Finance Against Slavery & Trafficking (FAST) Initiative, ACAMS launched a training program, **“Preventing Online Child Exploitation with Financial Intelligence: An Overview,”** to combat online child sexual exploitation (OCSE). The certificate equips AFC professionals and law enforcement investigators with tools to navigate the intersection of OCSE, cryptoassets and the formal financial sector. The program provides comprehensive insights into OCSE schemes, decentralized finance (DeFi) platforms and behavioral red flags.

In partnership with the Royal United Services Institute (RUSI) and supported by the Bill & Melinda Gates Foundation, ACAMS launched the **“Enhancing Financial Inclusion with a Risk-Based Approach” certificate** to help AFC practitioners understand the link between financial exclusion and financial crime, the role that misapplication of global financial standards have played in financial exclusion and how financial inclusion considerations can be incorporated within an institution’s financial crime framework.

The program draws on guidance from the Financial Action Task Force (FATF) and experts to underscore the importance of extending financial access to underserved communities while integrating effective compliance controls.

Estimates indicate that some

1.7 billion people in the world currently do not have access to basic financial products and services

– a state that leaves them susceptible to generational poverty and criminal exploitation, including human trafficking and other predicate crimes.





Elevating Social Impact Through Complimentary Certificates and Strategic Alliances (continued)

ACAMS translated **three of its previously launched social impact certificates, expanding their reach and impact globally.**

In collaboration with FAST, ACAMS launched the **Japanese and French versions of the Fighting Modern Slavery and Human Trafficking - Part 1 certificate.** This certificate equips Japanese and French speaking AFC professionals with strategies to identify, investigate, and report financial activities linked to traffickers.

Human trafficking generates an estimated

\$150  **billion each year.**

In June 2020, The Financial Action Task Force (FATF) labeled illegal wildlife trade (IWT) as a "significant transnational organized crime," urging governments, anti-corruption bodies, banks, and other institutions to enhance actions against money laundering efforts. Collaborating with the World Wildlife Fund (WWF) and Targeting Natural Resource Corruption (TNRC), ACAMS **adapted its flagship IWT certificate, which was first launched in 2020, to Spanish.** Now reaching 28 Spanish-speaking countries worldwide, this translation addresses unique challenges in these regions, aiming to train professionals on identifying, investigating, and penalizing

illicit financial activity linked to the illegal wildlife trade which is estimated to be

\$23  **billion annually.**



Amplifying Focus on Social Impact Through Comprehensive Offerings

ACAMS' steadfast commitment to social impact is also reflected in the rich plethora of content covering environmental, social, and governance (ESG) compliance, combating human trafficking, child exploitation, illegal wildlife trade, and other predicate crimes. ACAMS serves as a catalyst for knowledge-sharing and collaboration within the financial industry, which included

134 **events, webinars or articles.**

such as **"Think Globally, Act Locally: Identifying the Importance of ESG in Your Institution's AML Program"** and **"Detect and Prevent Child Sexual Exploitation in Your Bank"**, underscoring ACAMS' razor focus on capacity building.

CLIMATE- RELATED ISSUES





Climate Change Mitigation

In 2023, building upon the insights gained from the preceding year's inaugural carbon footprint assessment, and under the strategic guidance of Wendel, ACAMS completed its second consecutive annual carbon footprint assessment. This ongoing commitment to environmental accountability reinforces ACAMS' dedication to sustainability while it continues to operate as a fully remote organization. The results track ACAMS' continued low carbon intensity, with

CO₂eq. emissions at
3.56 tons per employee

ACAMS has operated as a fully remote organization since 2020. With global pods strategically positioned across three continents – Americas, APAC, and EMEA – ACAMS has established and continues to advance an innovative and inclusive work environment.

Given ACAMS' remote work model, emissions from **scopes 1 and 2** are null in 2023. ACAMS has proactively addressed emissions associated with energy consumption, primarily from the use of computers by employees working from home, which has been conscientiously estimated and considered in **scope 3**. This holistic approach to carbon management aligns with ACAMS' broader sustainability initiatives, reflecting a forward-thinking commitment to environmental responsibility and remote work practices. The most significant emissions are related to business travel for the purpose of attending ACAMS conferences, business meetings and convening events such as public-private sector roundtables. They represent 95% of total ACAMS emissions.

ACAMS has made significant strides in fostering sustainability across its global events. The organization has implemented a process for tracking the sustainability of events in alignment with the UN Sustainable Development Goals and has intentionally partnered with venues using renewable energy sources, recycled conference signage materials and single-use plastic during conferences.

Notably, ACAMS replaced all plastic water bottles at its APAC Assembly with

7,500 Tetra Pak Carton water



which is plastic-free and made from responsibly sourced, FSC® (Forest Stewardship Council) certified renewable resources. The use of the Cvent Mobile app was also adopted to reduce paper printing for agenda and session materials. Additionally, a collaboration with the Austin Convention Center facilitated the recycling of all signage materials used during the FinTech Conference, including various types of signage such as Meterboards, banners, easel signs, floor decals, podium signs, table signs, digital signs, and meeting room signs.

Climate Change Adaptation

ACAMS' business is low-carbon and does not require specific raw materials or infrastructure. It is therefore considered to have low exposure to climate risks. Considering its area of activity and its low exposure ACAMS has not taken or planned any specific adaptation measures.

REPORTING METHODOLOGY



Reporting period

The period selected for 2023 annual reporting is the calendar year from Jan. 1 to Dec. 31, 2023.

Reporting scope

The reporting scope covers 100% of ACAMS employees.

Reporting standards and choice of indicators

To monitor the progress of its environmental, social and societal performance, ACAMS has adopted key performance indicators that are material for ACAMS and consistent with the CSR commitments at the Wendel Group level.

The ESG risk matrix presented above has been validated in Audit committee in December 2022.

ESG KPI data are presented for a single year, as this is the first year of ESG reporting. For this first year of reporting, ACAMS' non-financial data was subject to a mock audit.

Greenhouse gas emissions are calculated and reported according to the GHG protocol standard. Scope 3 only includes business travel of employees, work-from-home energy use and some service purchases. It does not include emissions related to the travel of participants going to training courses or conferences organized by ACAMS, and does not include all purchases of products and services.

Specific indicator definitions

- Turnover rate: The formula used is “Number of departures (voluntary and involuntary) /”Headcount at year-end.” It excludes interns and temporary employees;
- Number of jurisdictions covered: A jurisdiction is considered “covered by ACAMS” if ACAMS had at least one transaction in that jurisdiction over the past year;
- Number of products updated or released this year.: Includes the total number of updates over the year in relation to the total number of products. This includes certifications, examinations and new translations;
- Total enrollments for social impact certificates is the sum unique of individuals enrolled (enrolled, in-progress, or completed) for each social impact certificate, since the launch of the certificates.
- Number of “Fighting Modern Slavery and Human Trafficking”, “Preventing Online Child Exploitation with Financial Intelligence”, “Ending Illegal Wildlife Trade” and “Enhancing Financial Inclusion with a Risk-Based Approach” certificates enrolled. These certificates are sold for 0 USD;
- Employee engagement (% of employees covered by the annual pulse and engagement surveys to gauge engagement levels, % of employees that feel satisfied or very satisfied at work during the annual employee survey): These indicators are calculated internally this year;
- Net Promoter Score: This indicator is calculated and provided by an external third-party.
- Team building is defined as collaborative moments that go beyond routine professional interactions, elevating the overall experience for ACAMS' global teams. This includes activities organized by regional Engagement Committees, team get together organized to coincide ACAMS events and departmental team engagement events.
- Distance traveled by air is measured according to hours traveled or distance. Short haul is travel less than 3 hours, or 0-1000km; medium haul is travel between 3-6 hours, or 1000-4000km; long haul is travel above 6 hours, or above 4000km.



APPENDIX



Appendix 1: 2023 ESG Roadmap

ACAMS is committed to cultivating platforms that improve and strengthen the quality of financial flows for the benefit of environmental, social and governance progress globally.

ENVIRONMENTAL

Commitment	Target(s)	KPIs		2023	2022	Change	
Sustainability and Collaboration Across the Value Chain of Business Operations							
We are committed to minimizing our impact on the environment and to improving our sustainability performance and creating solutions for the AFC community.	Through the development of a travel policy, we pledge: <ul style="list-style-type: none">to reduce mid-and-long-haul flights by 10% in 2023.to increase the utilization of transportation options which are more efficient, including rail and train.	Breakdown (in %) of flights by three categories: short-haul, medium-haul and long-haul.	Short-haul	43%	47%	-4 percentage point (pp)	
			Medium-haul	17%	17%	0	
			Long-haul	40%	36%	+4pp	
		% of journeys made using rail/train ¹ .			4%	NA	NA
	We commit to establishing supplier policies that meet certain sustainability considerations.	Hotel night stays in eco-friendly accommodations for global events and business travel.			74%	NA	NA
We commit to building an ESG ecosystem that informs and educates.	Number of resources (content, training) related to ESG.			134	NA	NA	
Climate Change							
Our employee travel generates carbon emissions (Scope 3). We are committed to demonstrate that we are making efforts to contribute positively to reducing carbon emissions.	Measure our carbon footprint.	Intensity of GHG emissions over the year (Scopes 1, 2, 3).	tCO2 eq/employee	3.56	1.22	+192%	

1. Data is for USA and EMEA regions only.

SOCIAL

Commitment	Target(s)	KPIs	2023	2022	Change
Consistently Enhance Products and Services					
We commit to staying abreast of the latest trends and regulations impacting financial flows and enhancing our products and offerings accordingly.	We commit to the continuous evolution of our offerings: training, certifications, events and thought leadership programming.	Number of products updated or released, this year.	180	NA	NA
		Net promoter score.	49%	48%	+1pp
		Number of AFC professionals certified during the year.	75,007	62,927	+12,080
		Number of jurisdictions covered ² .	203	194	+9
	We commit to strengthening the breadth of independent expertise and faculty that is infused throughout our products, PPP initiatives and global events.	Number of engagement opportunities for members for Advisory Board Members.	30	NA	NA
	We commit to offering social impact certificates that protect the world's most vulnerable populations and biodiversity.	Ratio of new social impact certificates developed and amplified, during the year.	45%	33%	+12pp
		Total enrollments for social impact certificates, since inception.	73,664	41,307	+32,357
		Number of individuals enrolled on the "Fighting Modern Slavery and Human Trafficking" free certificates, during the year.	12,027 ³	14,442	-2,415
		Number of individuals enrolled on the "Preventing Online Child Exploitation with Financial Intelligence" free certificates, during the year ⁴ .	10,248	NA	NA
		Number of individuals enrolled on the "Ending Illegal Wildlife Trade" free certificates, during the year.	6,702 ⁵	6,606	+96
		Number of individuals enrolled on the "Enhancing Financial Inclusion with a Risk-Based Approach" free certificates, during the year ⁶ .	5,308	NA	NA

2. A jurisdiction is country or territory, and is considered as 'covered by ACAMS' if ACAMS had at least one transaction in that jurisdiction over the past year, including transactions with 0 USD amount.

3. 0.04% of participants in the free Fighting Modern Slavery and Human Trafficking certificate registered in several languages.

4. 'Preventing Online Child Exploitation with Financial Intelligence' Certificate was launched in February 2023.

5. 0.15% of participants in the free Ending Illegal Wildlife Trade certificate registered in several languages.

6. 'Enhancing Financial Inclusion with a Risk-Based Approach' Certificate was launched in July 2023.

SOCIAL

Commitment	Target(s)	KPIs	2023	2022	Change
Diversity, Equity and Inclusion					
We welcome people from all backgrounds and cultural experiences to strengthen the diversity of perspectives and practices across the organization.	We commit to gender parity in pay and representation in management levels by 2025.	Proportion of women among managers.	48%	49%	-1pp
		Proportion of women among Board members.	40%	43%	-3pp
	We commit to improving speaker gender diversity at our events and webinars.	Female speakers at events and webinars.	36%	NA	NA
	We commit to expanding opportunities for professionals from various backgrounds.	Number of scholarship and mentorship granted this year.	28	31	-3
Talent Retention, Attraction, Engagement and Development					
We commit to continuous support and development opportunities for our workforce, as they are foundational to ACAMS outcomes and impact.	We commit to expanding our learning & development opportunities for all employees.	Percentage of employees who attended at least one training course, this year.	95.2%	NA	NA
		Number of hours spent on training per employee, this year.	6.41	NA	NA
Health, Safety and Well-Being of Employees					
We commit to prioritizing the consistent development of employees' well-being and sustainable improvement of the work environment.	We commit to offering mental health resources/support and team building opportunities to drive well-being, community, and job satisfaction.	% of employees who participated in team building activities.	78%	NA	NA
		% of employees who responded to the annual pulse and engagement surveys to gauge engagement levels ⁷ .	63%	80%	-17pp
		% of employees who feel 'satisfied' or 'very satisfied' at work, based on annual employee survey ⁸ .	61%	60%	+1pp

7. There were no engagement surveys for employees in 2023. The 2023 data is based on the most recent Pulse Survey conducted in October 2023.

8. Ibid.



GOVERNANCE

Commitment	Target(s)	KPIs	2023	2022	Change
Business Ethics					
We commit to fair, ethical, and transparent practices, as outlined in the company's Code of Conduct.	We commit to ensuring compliance of our Code of Conduct.	% of employees who completed the Anti-Bribery and Corruption Training.	97%	98%	-1pp
		% of employees who completed the Code of Conduct Training.	92%	100%	-8pp
	We commit to ensuring global compliance with local laws and regulations.	Number of enhanced third-party risk assessments for strategic partners and vendors ⁹ .	11,971	NA	NA
		% of employees who feel 'satisfied' or 'very satisfied' at work, based on annual employee survey ¹⁰ .	11%	NA	NA
	We commit to ensuring proper awareness and best practices to strengthen cybersecurity.	% of people who have completed the Cybersecurity Training at least once this year.	94%	NA	NA

9. Strategic partners and vendors refer to third parties that represent or conduct businesses on behalf of ACAMS or those maintain critical functions or operations for ACAMS, such as HR, Sales, and Finance.

10. On-going Monitoring is a method of automatic screening and alerts against third parties on periodic intervals (daily, weekly, monthly, or quarterly as needed) through service provider (i.e., Refinitiv).

Appendix 2: Scope 1, 2 and 3 Carbon Emissions

CLIMATE CHANGE MITIGATION

Scope 1 (tCO ₂ eq)	2023	2022	Change (2022/2023)	In 2023, ACAMS was a fully remote organization
	0	0	0%	
Scope 2 (tCO ₂ eq)	2023	2022	Change (2022/2023)	
	0	0	0%	
Scope 3 (tCO ₂ eq)	2023	2022	Change (2022/2023)	95% related to business travel (cat. 6) 4% related to employee commuting (cat. 7) 1% related to purchased goods and services (cat. 1)
	1,112	371	200%	
Intensity of Scope 1, 2, 3 emissions per employee (tCO ₂ eq)	2023	2022	Change (2022/2023)	Increase linked to the rise in CO ₂ e emissions from business travel.
	3.56	1.22	192%	