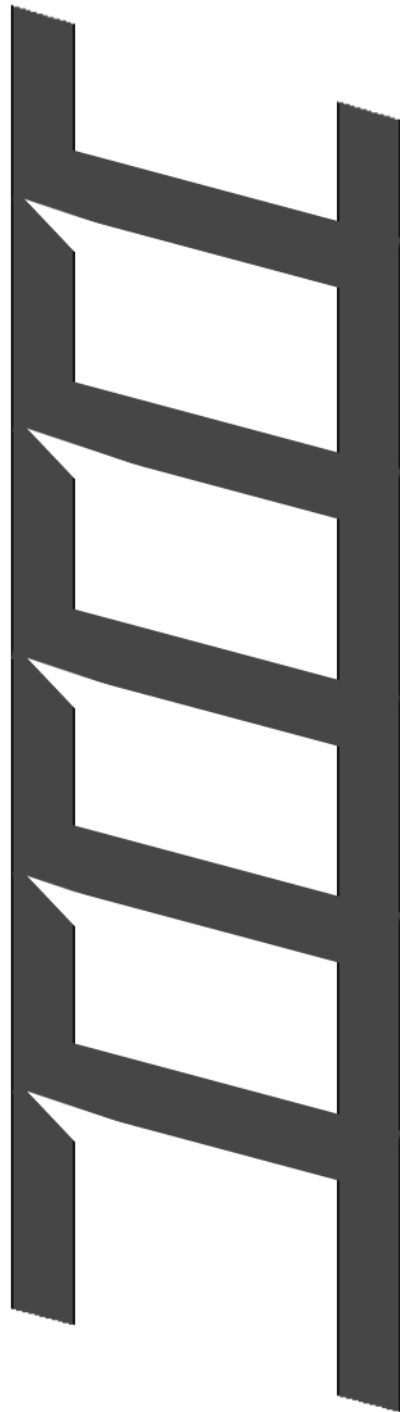


## Spark Compass Compliance Impact Ladder



1. Culture of honesty, transparency, and accountability
2. Delegations and decision support
3. Monitoring and reporting
4. Procedures
5. Awareness