



Debrief on 2018 WMEC COI Policy and Certification Results

Prepared May 7, 2018

Contents

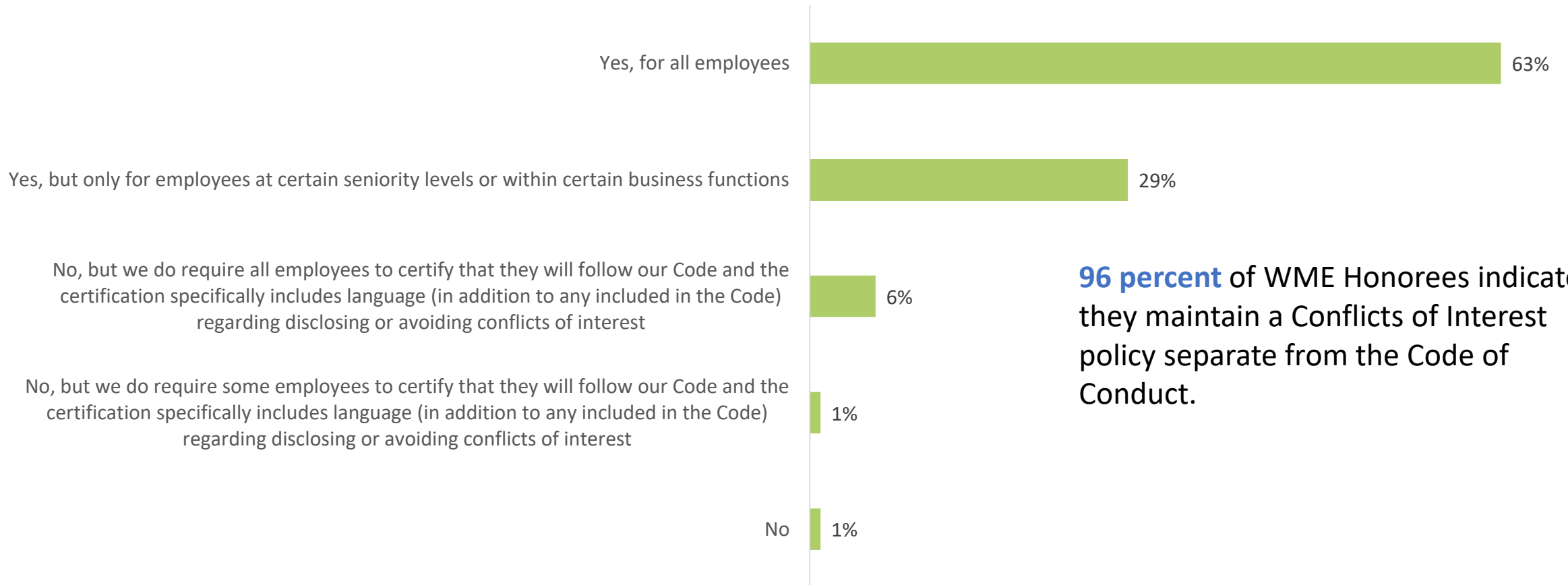
- WMEC Benchmark Data Set
- WMEC Ethics Quotient™ Survey Results
- Description of Culture Survey Process

World's Most Ethical Companies Benchmark Data Set

This debrief contains data points from Ethisphere's 2018 *World's Most Ethical Companies* ("WMEC") data set. This data set provides insights into the programs and practices of leading companies from around the world. The illustration below describes the 135 companies that comprise the data set referenced throughout the debrief.

COI Policy

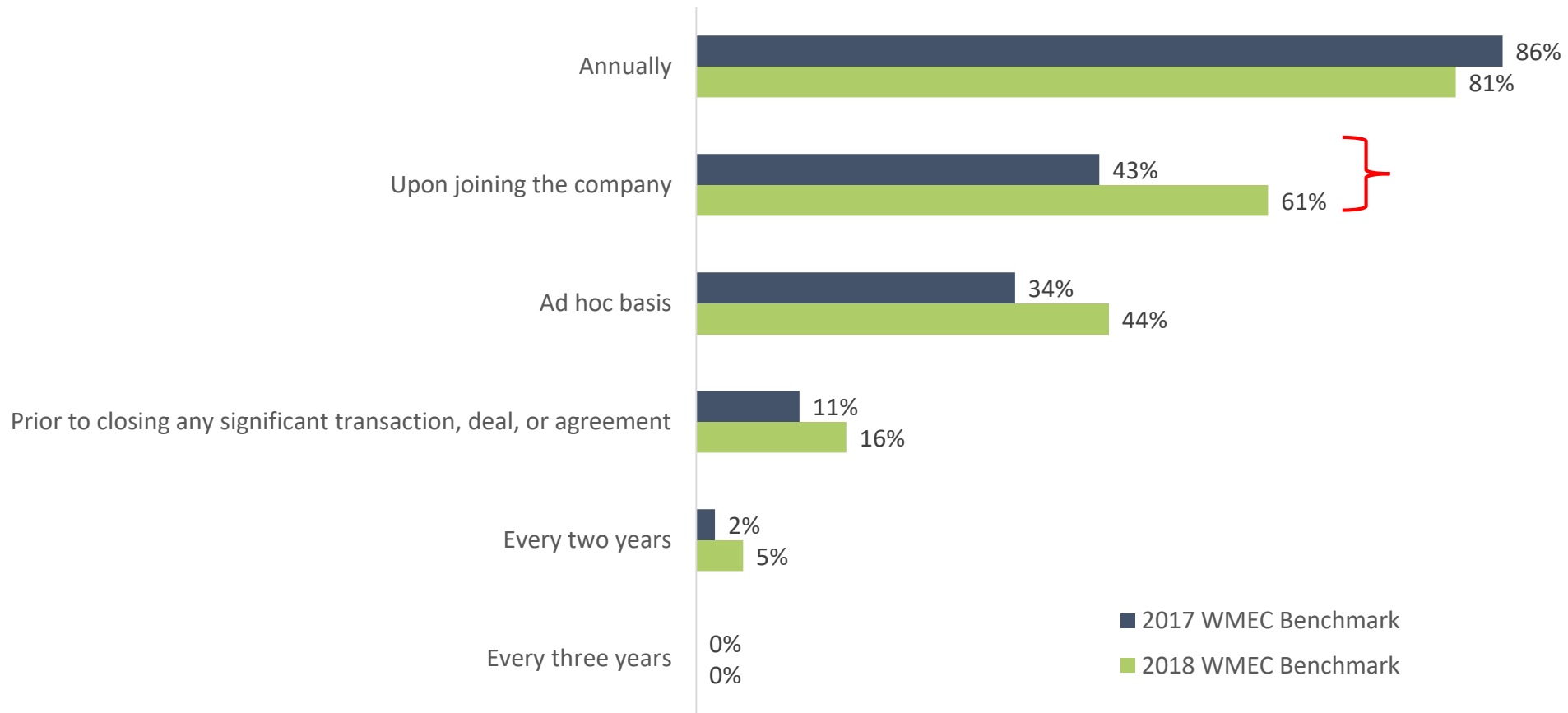
4B.4 Does your company require conflict of interest certifications and/or disclosures from employees?



96 percent of WME Honorees indicate they maintain a Conflicts of Interest policy separate from the Code of Conduct.

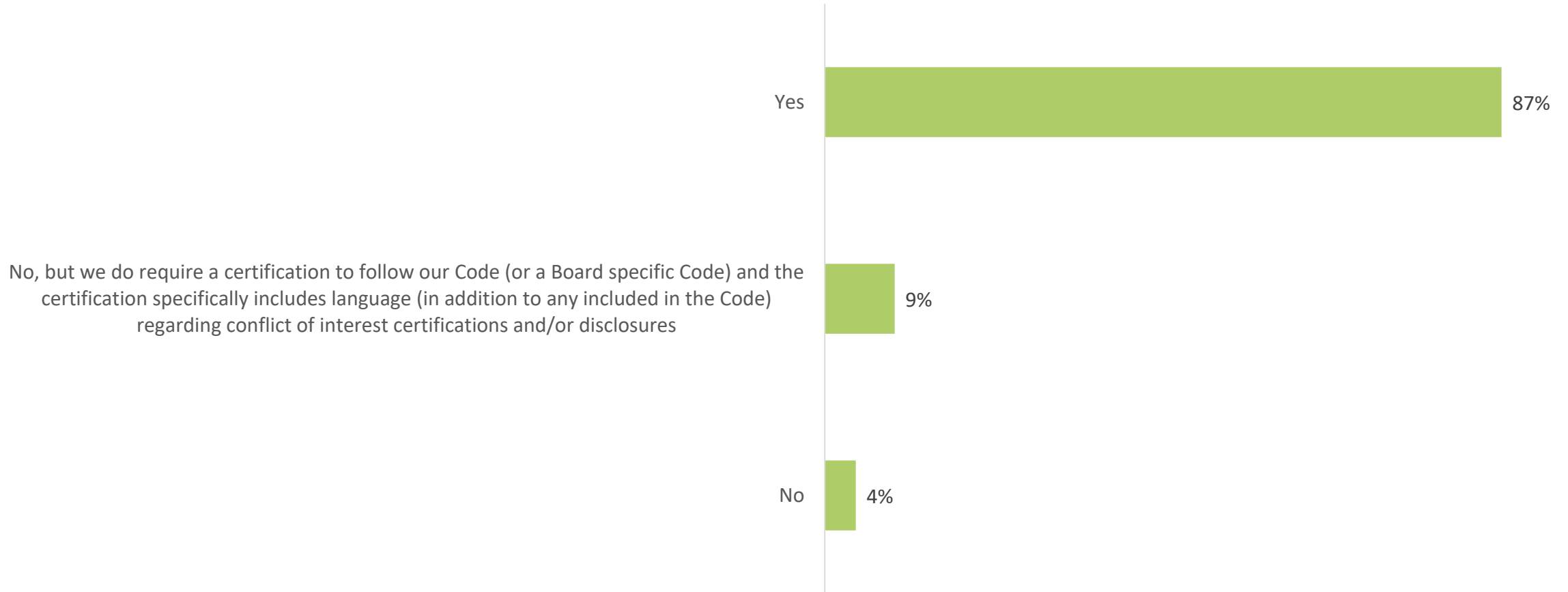
COI Policy

4B.5 How frequently does your company require the conflicts of interest acknowledgment and/or disclosure?

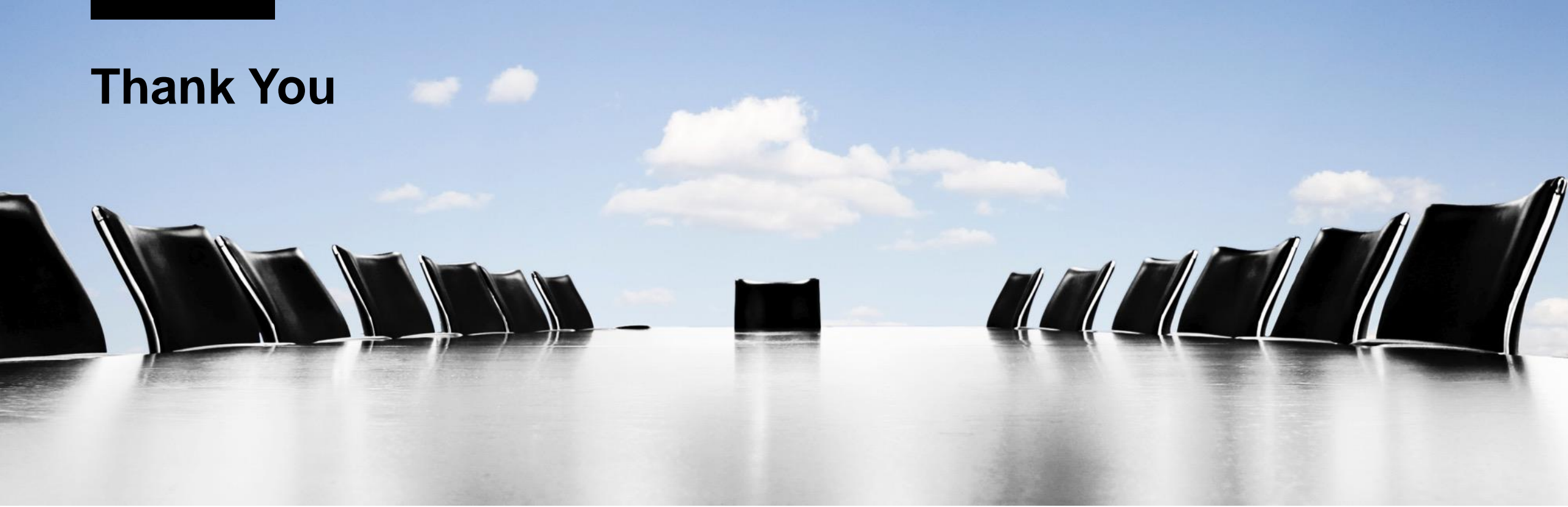


COI Policy

3.6 Does your company require conflict of interest certifications and/or disclosures from independent directors?



Thank You



Contact Your BELA Director of Engagement:

Sarah Neumann

sarah.neumann@ethisphere.com

(651) 260-8263

Amy Volpe

amy.volpe@ethisphere.com

(917) 796-5114

ETHISPHERE[®]
GOOD. SMART. BUSINESS. PROFIT.™