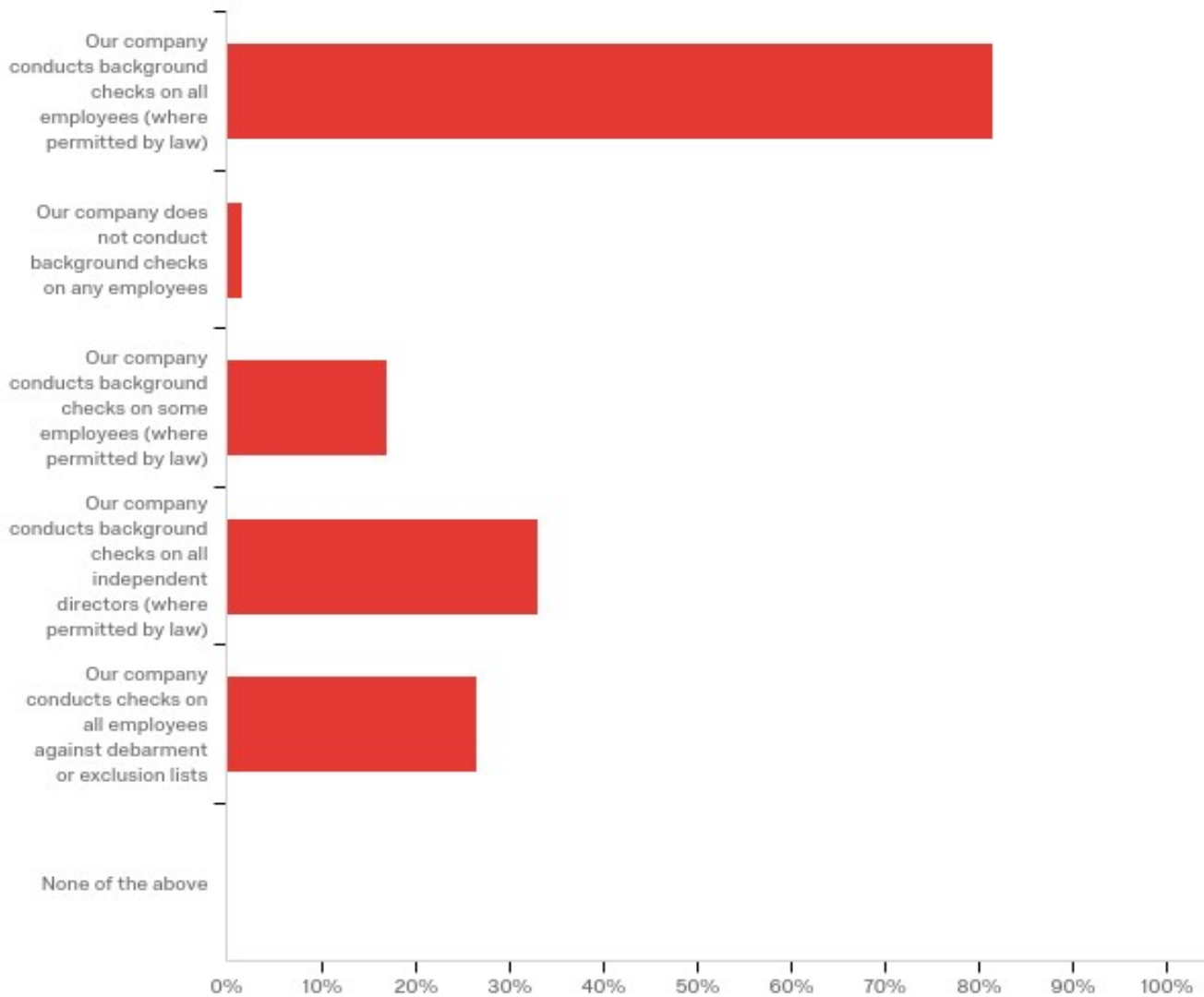


# Background Checks Report

2017 Ethics Quotient Survey - WMEC Honorees

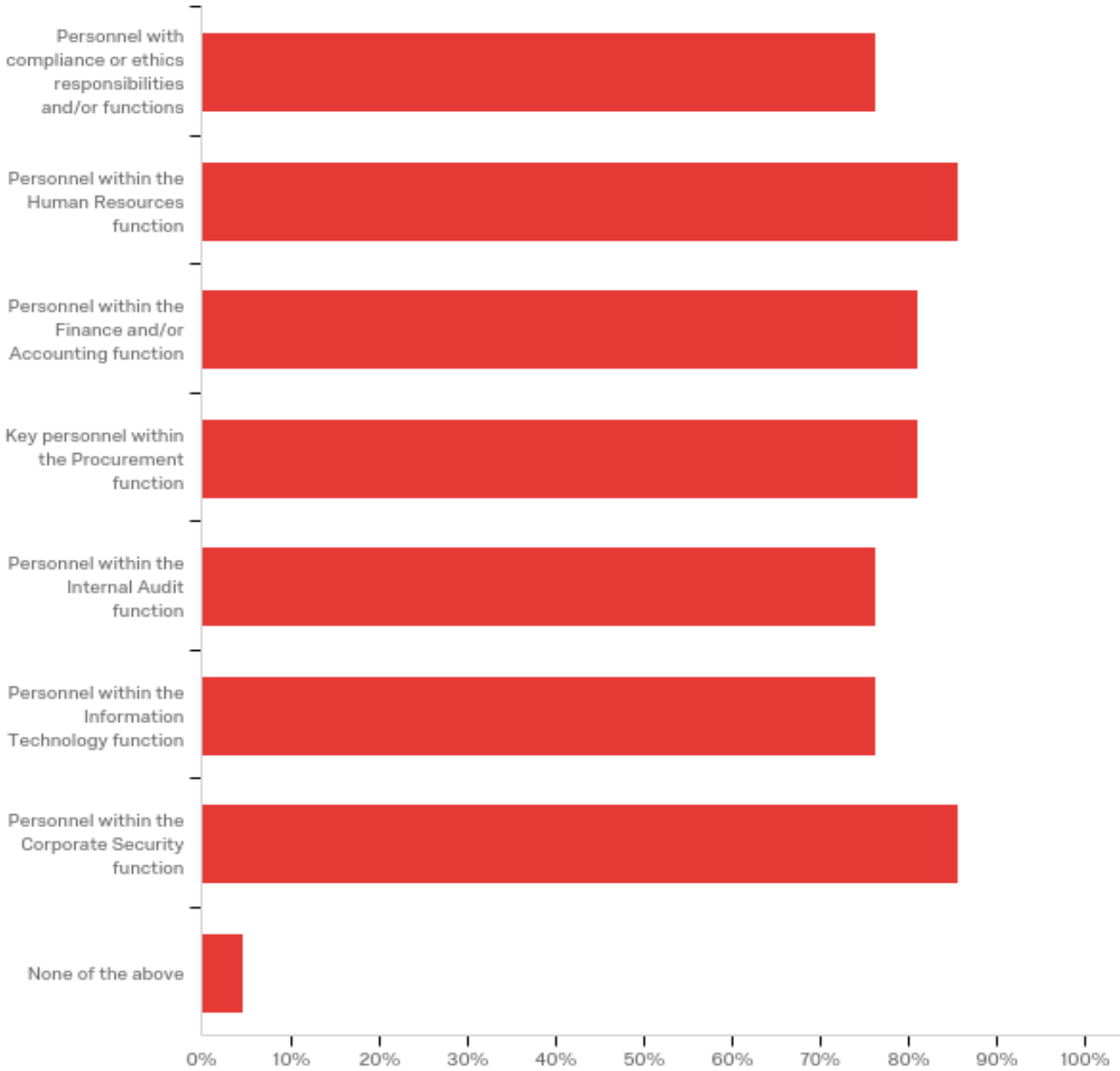
**Q4B.1 - 4B.1** Select the following that describes your company's efforts to ensure that individuals in leadership positions (or "positions of trust") have not engaged in illegal activities or other misconduct. Please select all that apply.

Note that for this and the following questions regarding background checks, the term "background check/s" refers to research conducted by third parties. Except where specifically referenced, these checks do not include those against debarment or exclusion lists.



#	4B.1 Select the following that describes your company's efforts to ensure t...	Percentage
1	Our company conducts background checks on all employees (where permitted by law)	81%
2	Our company does not conduct background checks on any employees	2%
3	Our company conducts background checks on some employees (where permitted by law)	17%
4	Our company conducts background checks on all independent directors (where permitted by law)	33%
5	Our company conducts checks on all employees against debarment or exclusion lists	27%
6	None of the above	0%
	Total	124

**Q4B.2 - 4B.2 Indicate which business functions require a background check. Please select all that apply.**



#	4B.2 Indicate which business functions require a background check. Please s...	Percentage
1	Personnel with compliance or ethics responsibilities and/or functions	76%
2	Personnel within the Human Resources function	86%
3	Personnel within the Finance and/or Accounting function	81%
4	Key personnel within the Procurement function	81%
5	Personnel within the Internal Audit function	76%
6	Personnel within the Information Technology function	76%
7	Personnel within the Corporate Security function	86%

8	None of the above	5%
	Total	21

**Q4B.3 - 4B.3 Indicate when background checks are generally performed. Please select all that apply.**

#	Answer	%	Count
1	Hiring	98%	122
2	Upon promotion into certain business roles or positions	38%	47
3	Annually	6%	7
4	Every two to four years	5%	6
5	Every five or more years	4%	5
6	None of the above	2%	2
	Total	100%	124