

# Ethics & Compliance Metrics Used in Performance Reviews

A 2019 BELA On-Demand Data Report

# Setting the Stage: Our Data and Why it Matters

128 companies were designated as World's Most Ethical Companies in 2019. These companies represent 51 industries across 20 countries.

## Honorees by Top Sectors

Insurance	5%
Energy & Utilities	5%
Non-Profit Healthcare Providers	5%
Banking	4%
Financial Services	4%
Automotive	3%
Construction & Building Materials	3%
Health Insurance	3%
Industrial Manufacturing	3%
Real Estate	3%
Technology	3%
Telecommunications	3%
Business Services	2%

## Honorees by HQ Location

Australia	Japan
Brazil	Mexico
Canada	Poland
Finland	Portugal
France	Spain
Germany	Sweden
Guatemala	Switzerland
Hong Kong	Thailand
India	United Kingdom
Ireland	United States
Italy	

## Honorees by Ownership Structure

Publicly Traded Companies	70%
Privately Held Companies	16%
Non-Profit or Other	15%

## Honorees by Annual Revenues (USD)

Over \$25B	18%
\$10B - \$25B	34%
\$5B - \$10B	18%
\$1B - \$5B	20%
Less than \$1B	11%

## Honorees by Workforce Size

More than 100,000 employees	16%
50,000 to 100,000 employees	15%
25,000 to 49,999 employees	18%
10,000 to 24,999 employees	22%
Fewer than 10,000 employees	29%

For more information about the World's Most Ethical Companies program, visit:  
<https://www.worldsmostethicalcompanies.com>

# The Impact of Ethics & Compliance Training Metrics in Performance Review



## 46%

2019 WMEC honorees include as part of a manager's performance review the ethics- and compliance-related **training completion rates** of their direct reports

## 46%

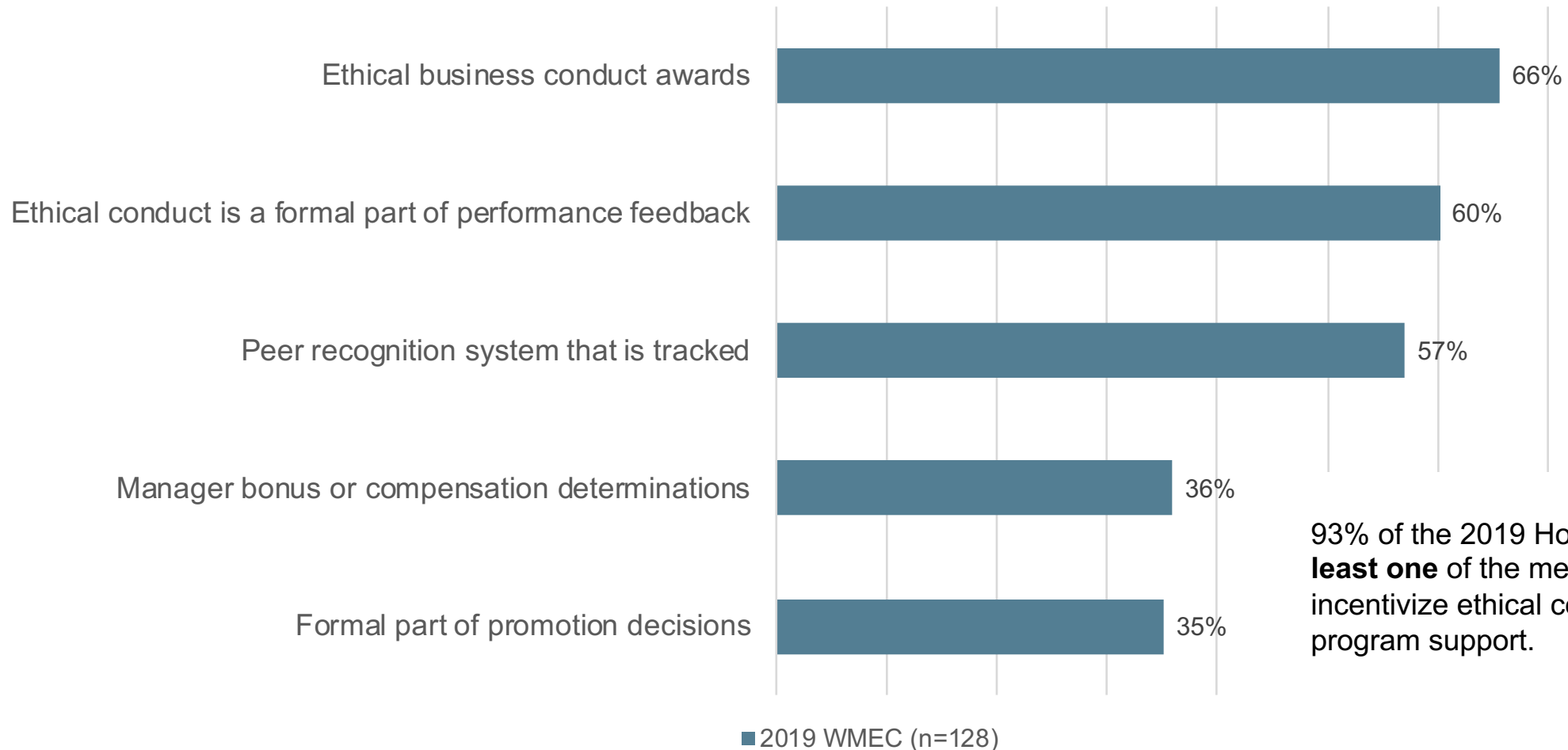
2019 WMEC companies that **hold department heads or business unit leaders accountable for completion rates** of their department or unit, with formal consequences administered for leaders that fail to achieve desired completion targets

## 26%

2019 WMEC that factor the completion of ethics- and compliance-related **training as part of someone's raise and/or bonus decisions**

# E&C Incentive Program Are Ubiquitous, but Take Many Different Forms

*Mechanisms to incentivize employees who engage in ethical conduct or who actively support compliance initiatives.*

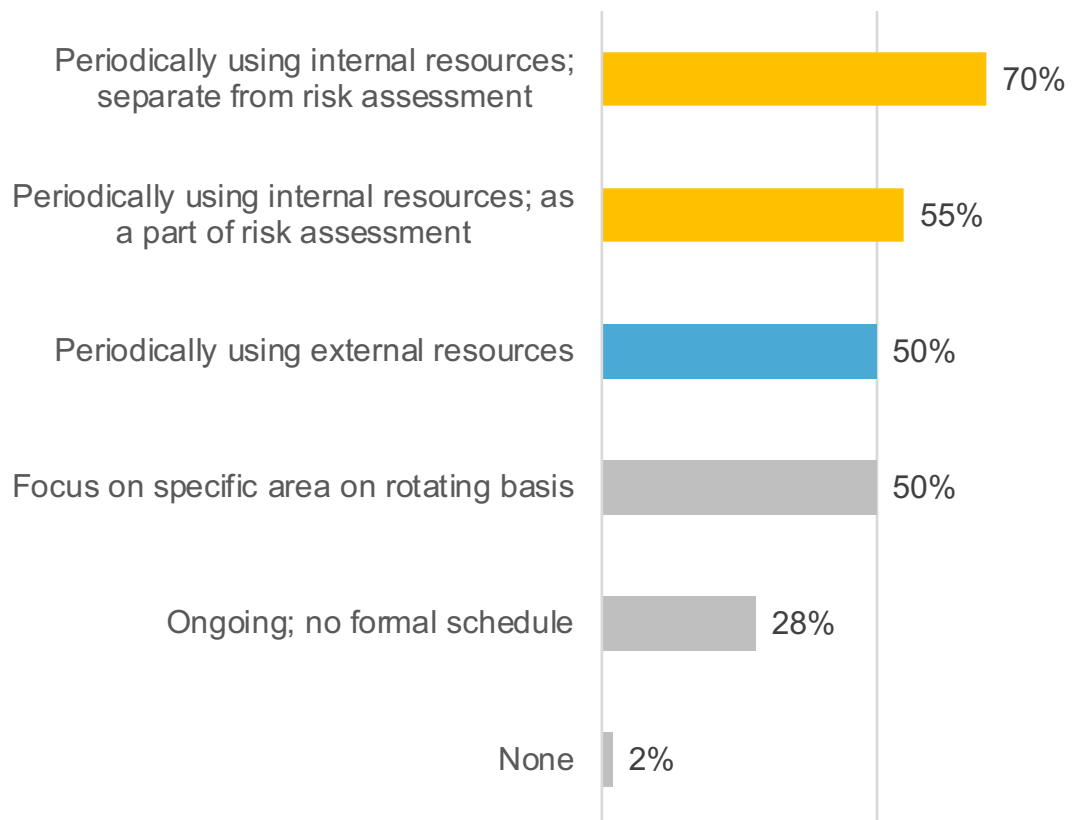


93% of the 2019 Honorees **use at least one** of the methods listed to incentivize ethical conduct or program support.

# Honorees Evaluate Whether the Incentives Work

Over Half of E&C Program Effectiveness Efforts Include an Evaluation of Processes Used to Incentivize Ethical Behavior

*How does your company conduct a formal evaluation of the design and effectiveness of its E&C program?*



For honorees **using internal resources** to formally evaluate program effectiveness, **59 percent** include an assessment of any procedures and processes used to incentivize ethical behavior

For honorees **using external resources**, such as consultants, to formally evaluate program effectiveness, **56 percent** include an assessment of any procedures and processes used to incentivize ethical behavior



# Thank you.

For more information or to request a Custom Data Report, visit the BELA Member Hub at [bela.ethisphere.com](https://bela.ethisphere.com) or contact your BELA Account Manager