



2018 WME Training & Communication Program Results

Prepared July 18, 2018

Contents

- WMEC Benchmark Data Set
- WMEC Ethics Quotient™ Survey Results

World's Most Ethical Companies as Benchmark Data Set

This Report 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 dataset referenced through the Report ("WME Honorees") is comprised of 135 companies.

The Benchmark data set is presented to provide a comparative view into the practices of leading companies. For the full list of WMEC companies visit: <http://worldsmoethicalcompanies.ethisphere.com/honorees>

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19,490
19,460
19,400

GFV 13

20

21

22

Value

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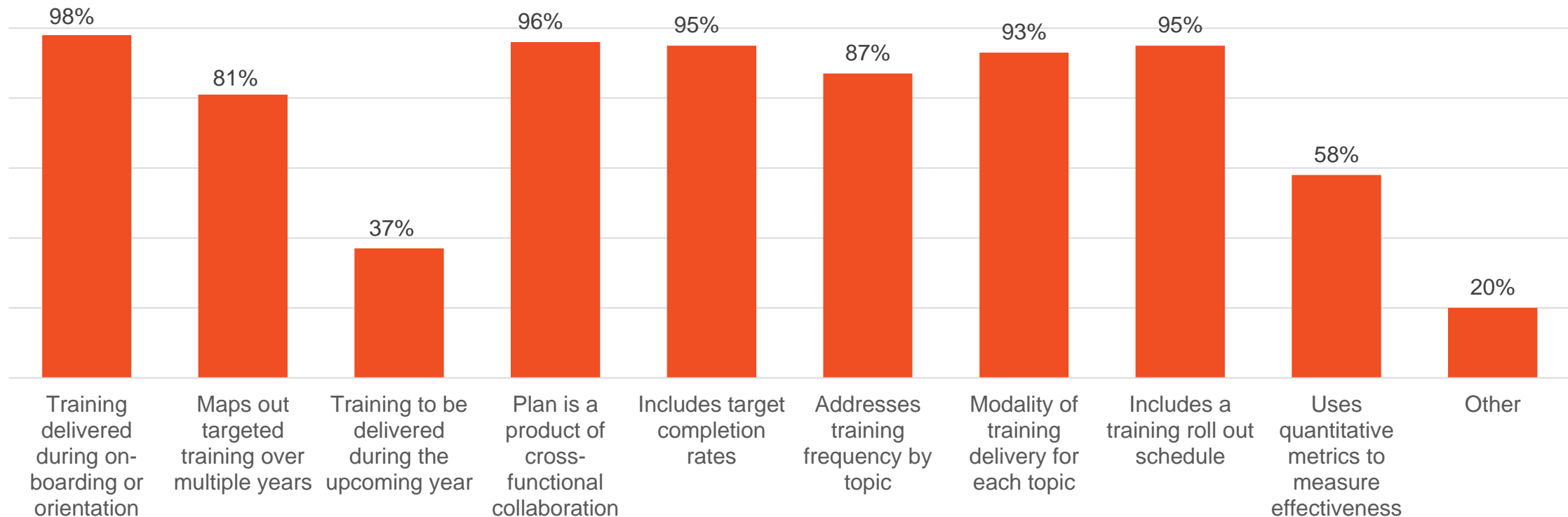
EQ 4E.2 Does your company have a formally documented compliance and ethics training curriculum or plan?



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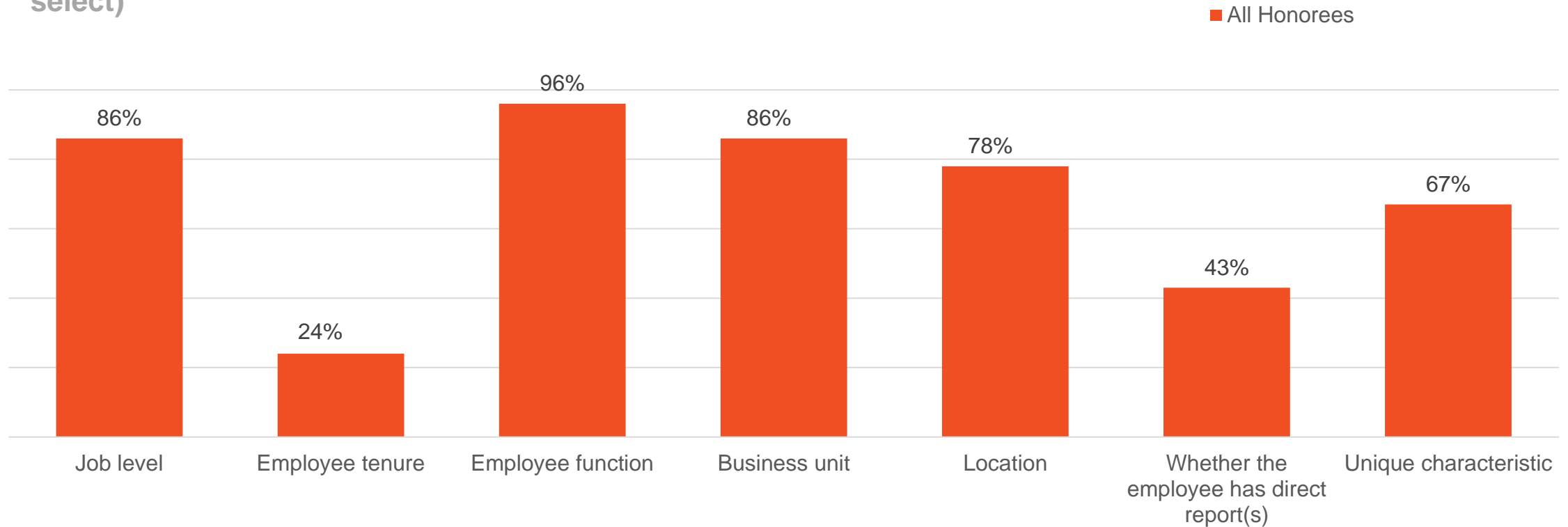
EQ 4E.3 Select the following that apply to your company's compliance and ethics training curriculum or plan. (Multiple select)



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EQ 4E.4 How does your compliance and ethics training curriculum or plan define target audiences? (Multiple select)



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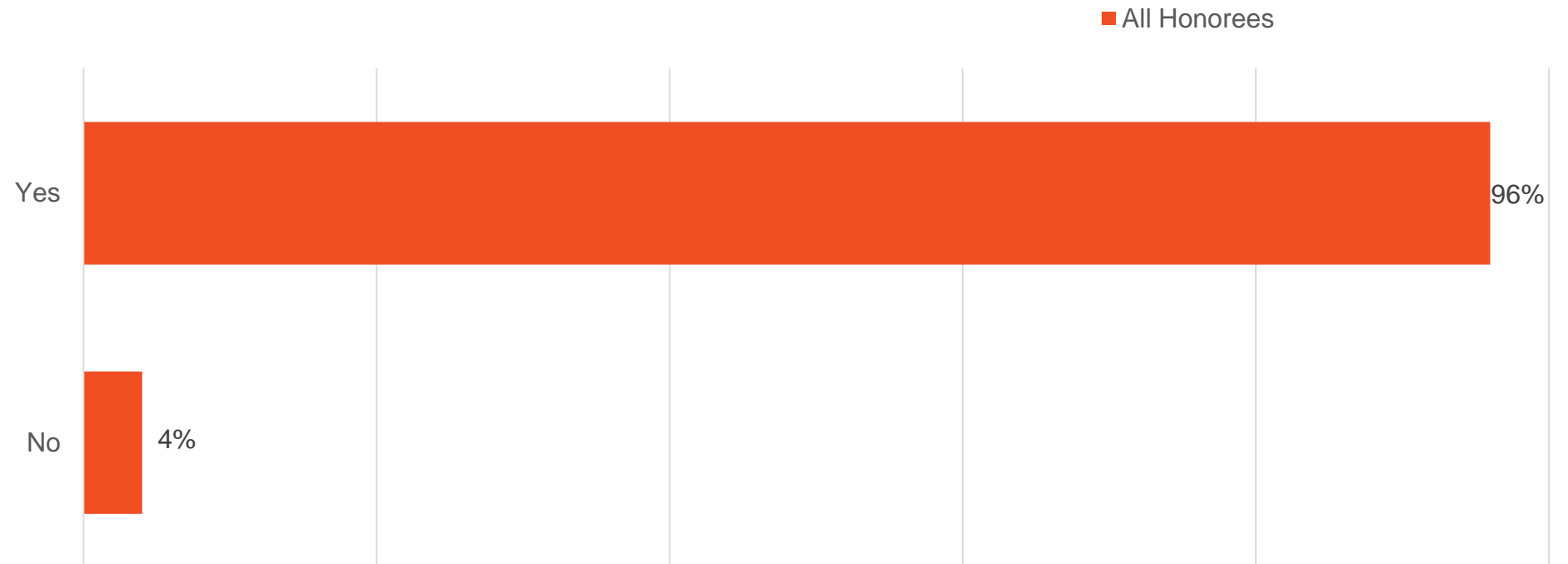
EQ 4E.6 Indicate how the following targeted, risk-specific training programs are administered to employees in addition to or instead of Code of Conduct training. (Multiple select)

All Honorees Data	Training delivered asynchronously (i.e., on-demand) using online or digital modalities	Training delivered synchronously (i.e., live) using online or digital modalities	Training delivered synchronously (i.e., live) using in-person training sessions
Anticorruption/bribery	41%	23%	36%
Antitrust/competition	39%	23%	38%
Confidential information	45%	22%	33%
Conflicts of interest	42%	24%	35%
Data privacy laws and regulations relevant to employee, customer, or consumer data	45%	23%	33%
Equal employment opportunity/diversity/discrimination	46%	23%	31%
Fair employment/labor standards	44%	23%	33%
Financial integrity and fraud	44%	22%	34%
Gifts and entertainment	42%	23%	35%
Information technology security	47%	22%	30%
Non-retaliation policy and/or whistleblower protections	43%	21%	36%
Procurement integrity/dealing with supplier/supply chain oversight	41%	21%	38%
Records management and retention	46%	22%	32%
Social media	50%	30%	30%
Workplace harassment	45%	33%	33%
Workplace health and safety	42%	36%	36%

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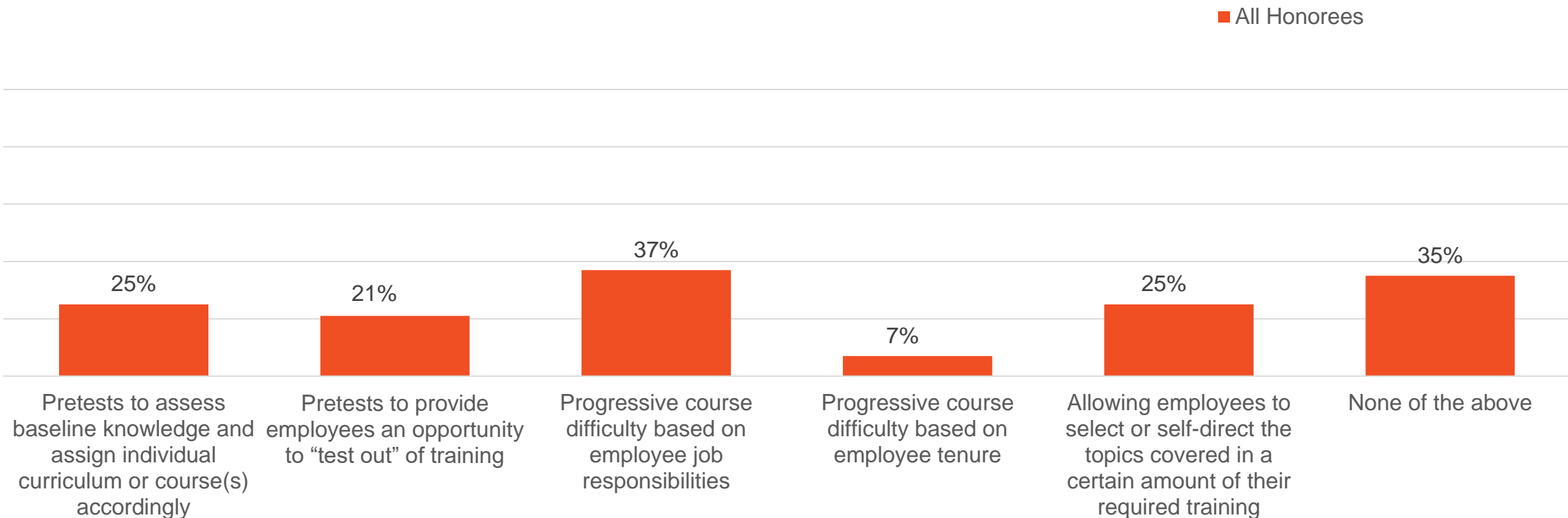
EQ 4E.7 Does your company provide targeted training to employees in higher risk areas on how to recognize corruption red flags and what to do about them? (Multiple select)



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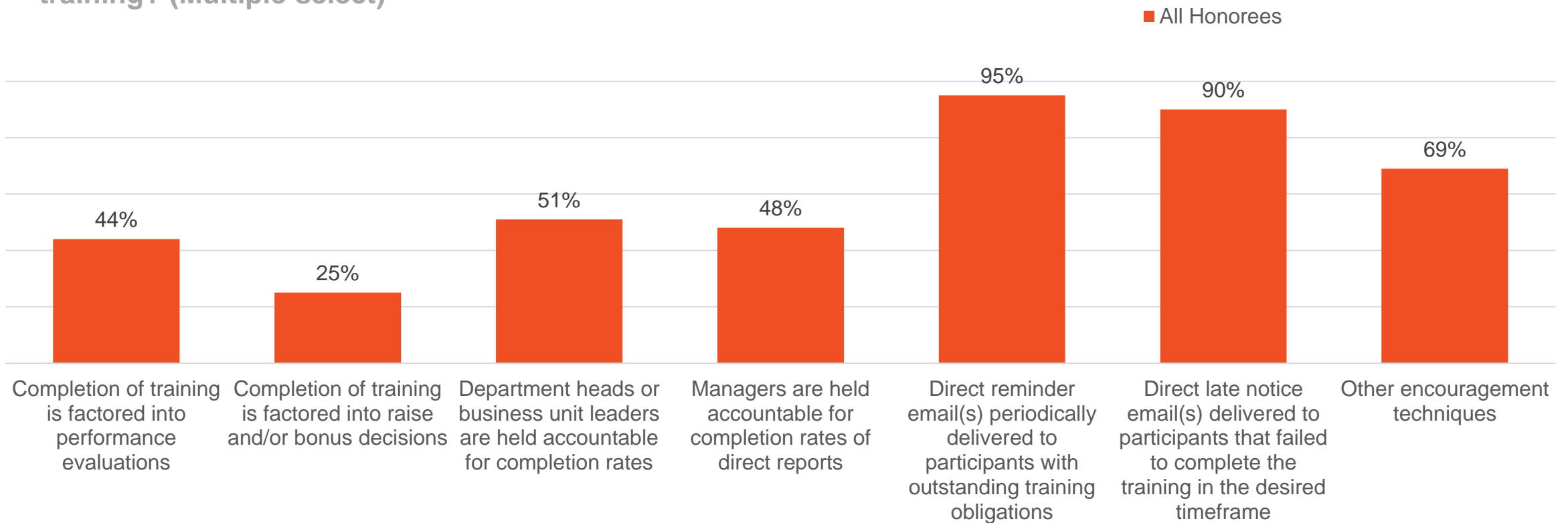
EQ 4E.8 Which of the following compliance- and ethics-related training practices does your company utilize?
(Multiple select)



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EQ 4E.9 How does your company encourage or enforce completion of compliance and ethics-related training? (Multiple select)



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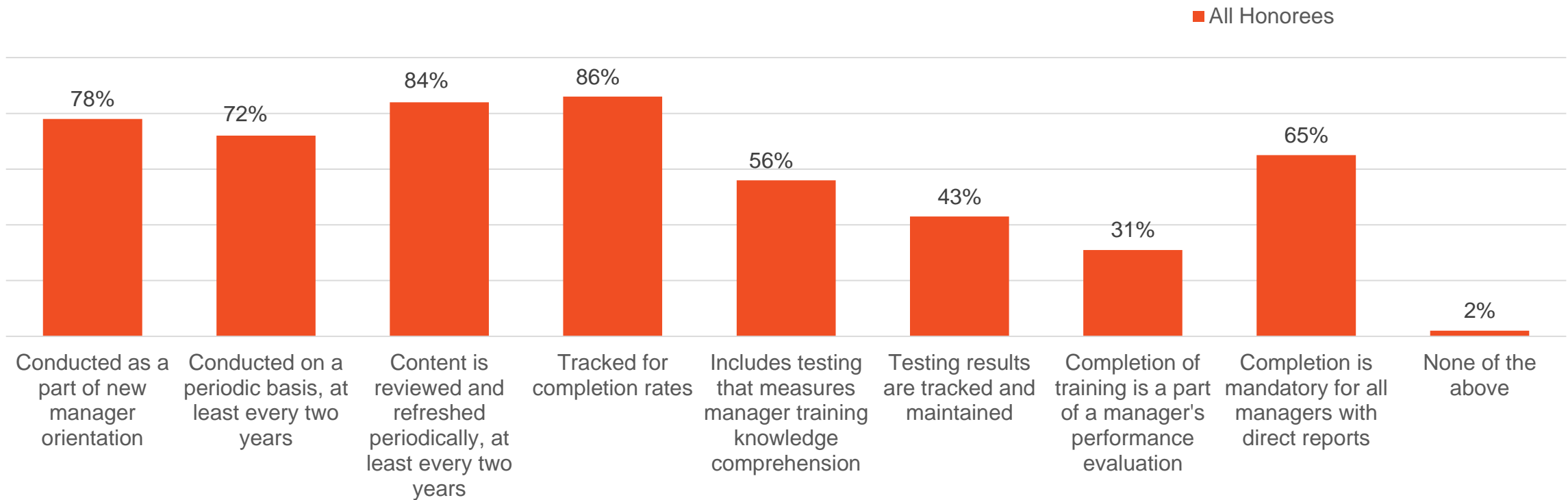
EQ 4E.10 Does your company provide targeted training to managers with direct reports on their special responsibilities with regards to compliance and ethics?



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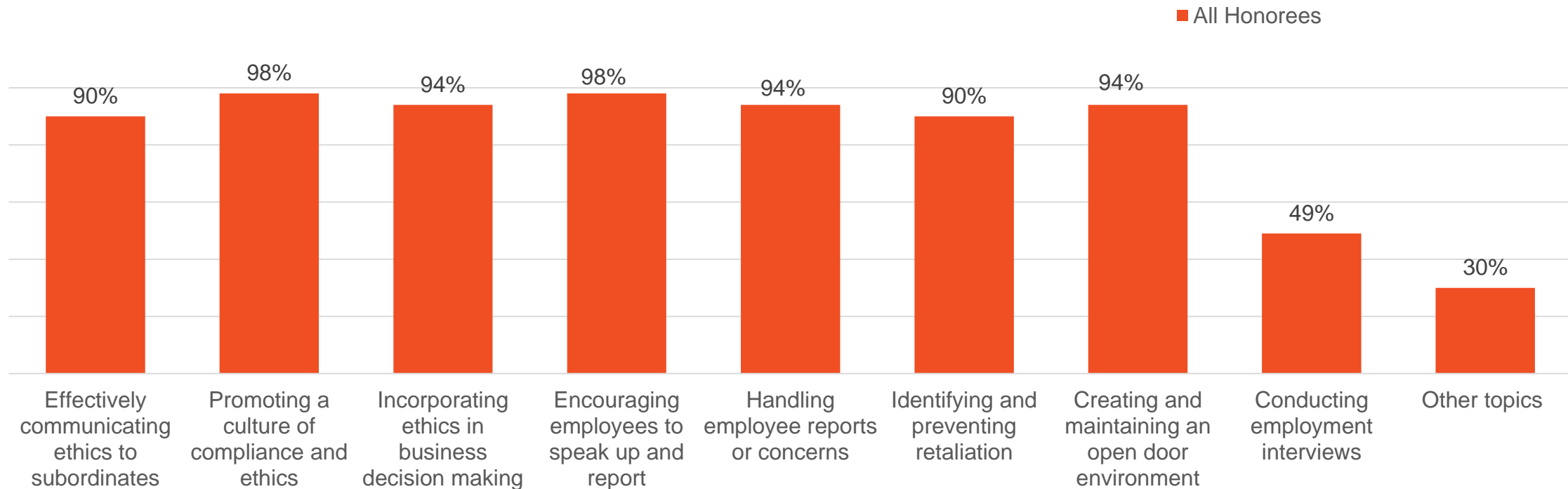
EQ 4E.11 Select the following that applies to the manager training on compliance and ethics. (Multiple select)



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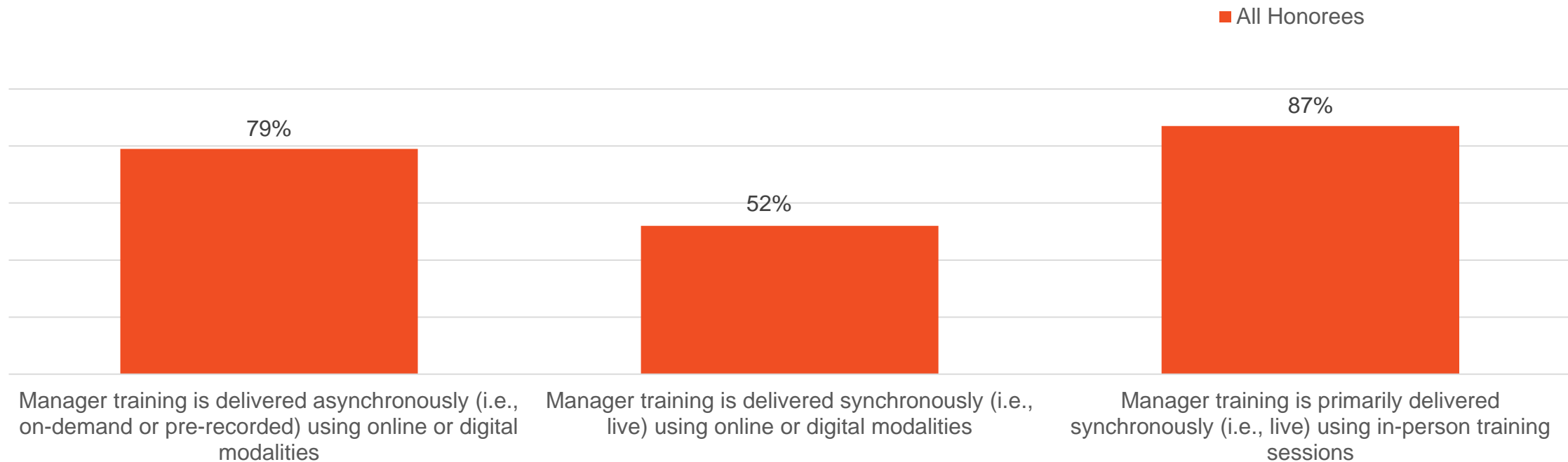
EQ 4E.12 Select the following topics that are addressed by the manager training on compliance and ethics.
(Multiple select)



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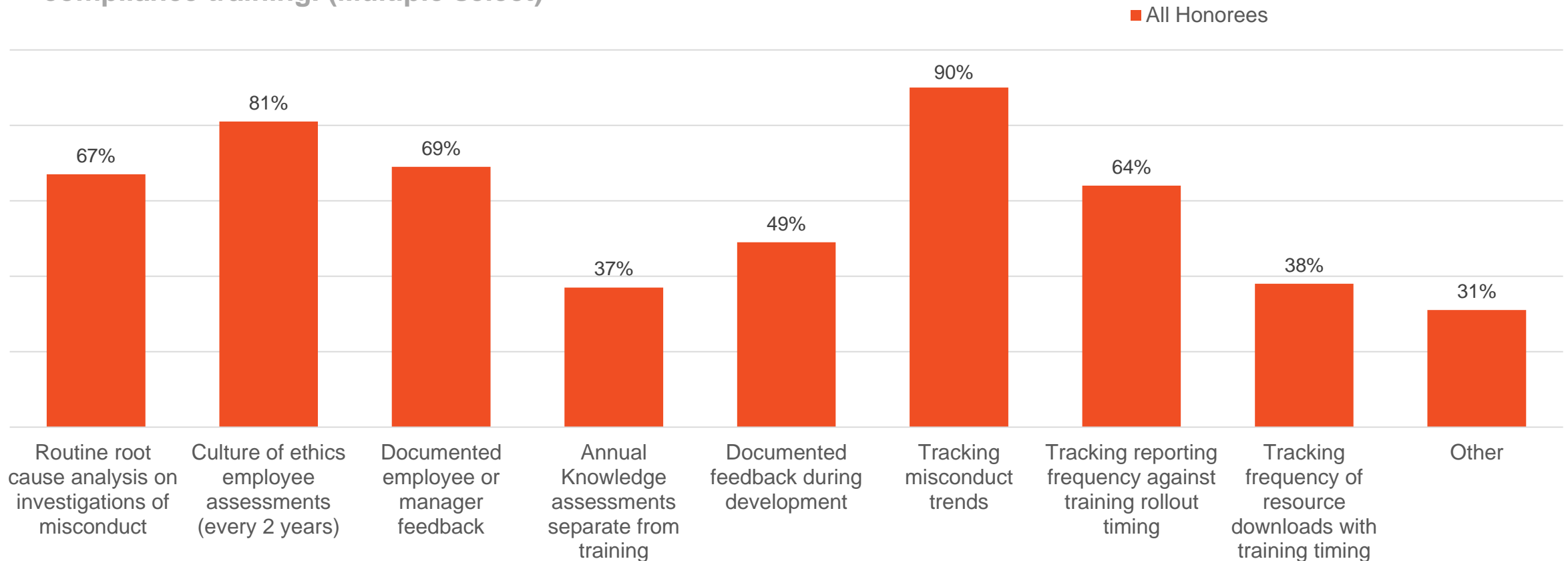
EQ 4E.13 How is manager-specific training on compliance and ethics delivered within your organization?
(Multiple select)



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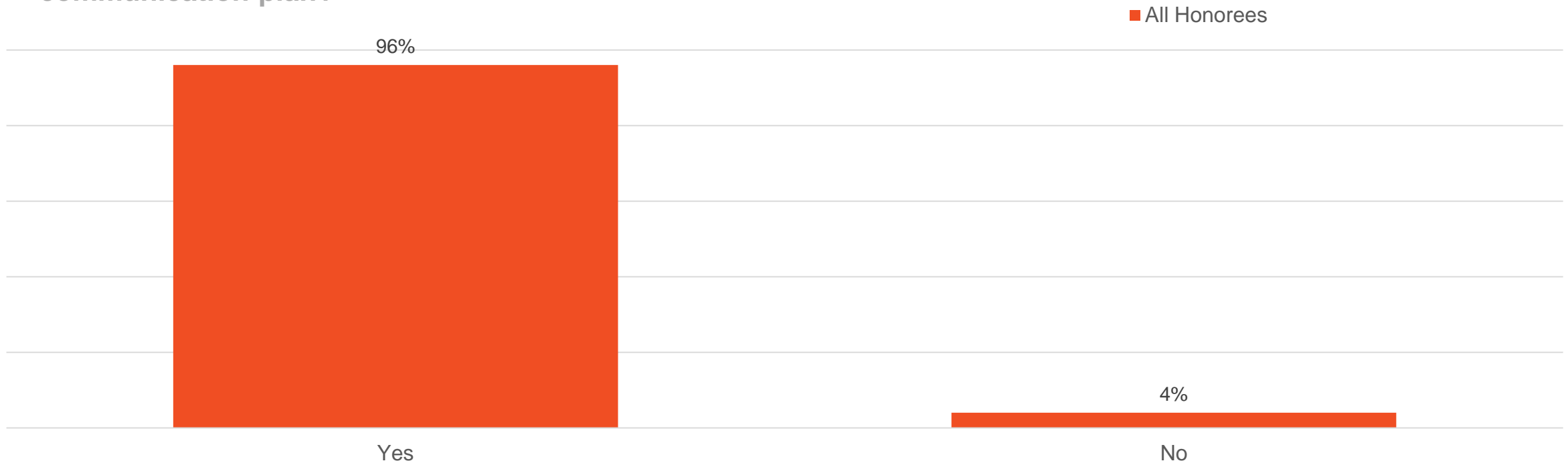
EQ 4E.14 Identify which of the following methods you utilize to measure the effectiveness of your compliance training. (Multiple select)



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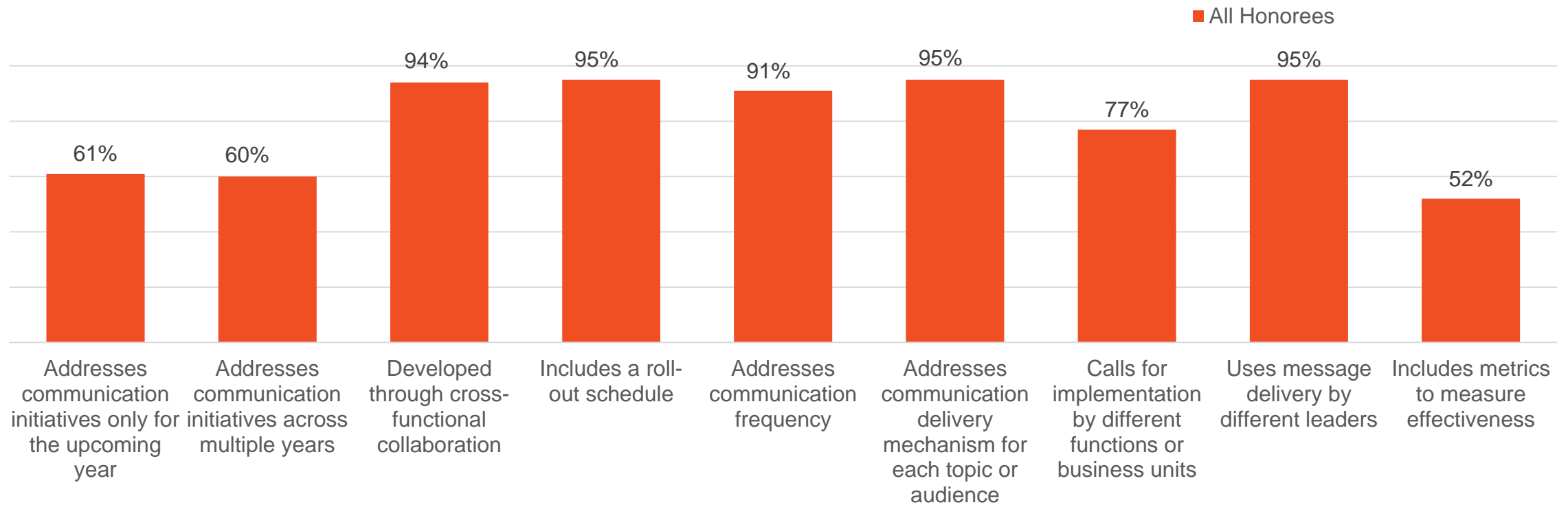
EQ 4E.15 Does your compliance and ethics function maintain a documented compliance and ethics communication plan?



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EQ 4E.16 Select the following that apply to your company's compliance and ethics communications plan. (Multiple select)

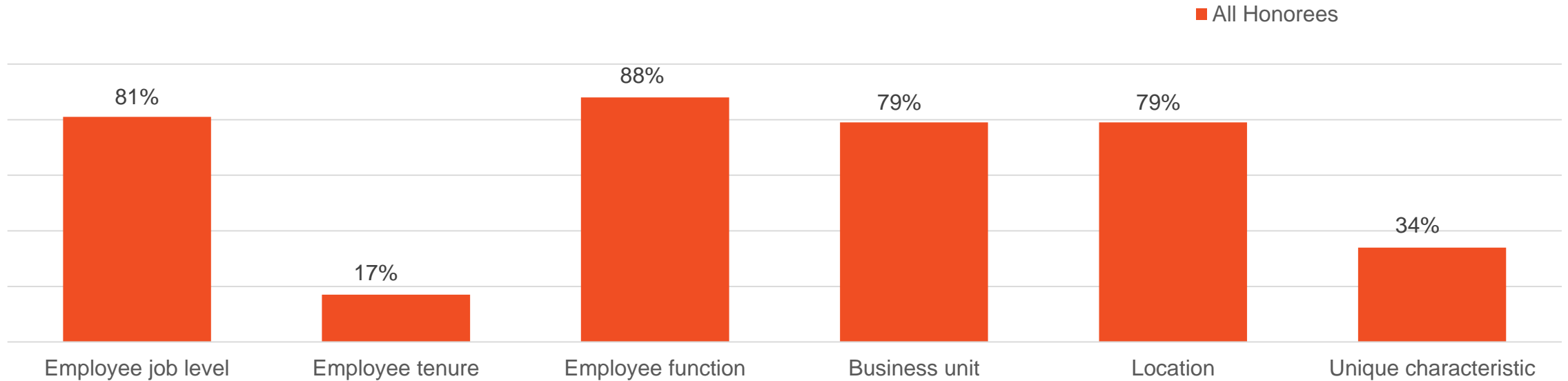


*Response not recorded for Old National Bancorp

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EQ 4E.17 How does your compliance and ethics communications plan define its target audiences? (Multiple select)



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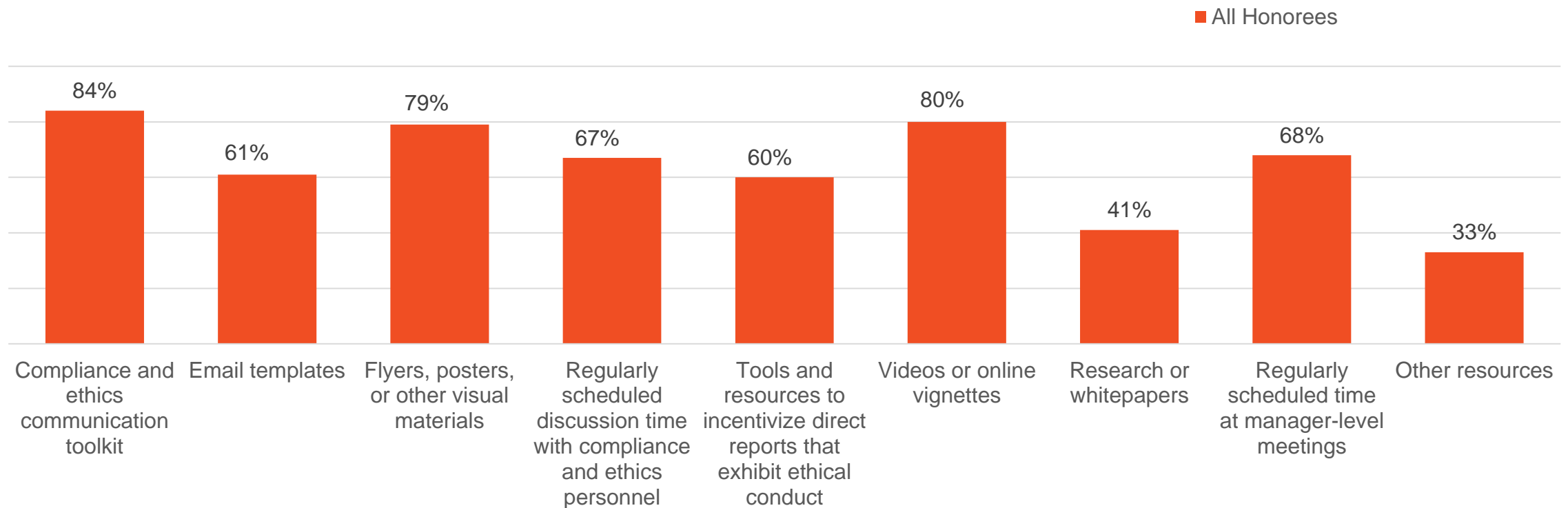
EQ 4E.18 Which communication modalities (aside from formal training programs) does your company use to communicate compliance and/or ethics messages within your company?

Topics	All Honorees Data
Emails	99%
Printed and/or electronic information materials	97%
Senior executives meetings	94%
Intranet portal dedicated to compliance and ethics	94%
Company newsletter	90%
Site visits by compliance	84%
Town hall meetings	81%
Video material	77%
Interactive scenarios, games, quizzes and/or vignettes	77%
Company-wide initiatives or programs	73%
Ethics-related promotional/merchandising items	70%
Periodic, company-wide kick-off meetings	58%
Ethics blog or intranet forum	51%
Mobile-friendly material	46%
Social media platforms	44%
Dedicated mobile application	24%

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EQ 4E.19 Select the following compliance and ethics communication resources, if any, that your company provides to managers in order to help them promote compliance and ethics within the company. (Multiple select)



Thank You



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