



2018 WME Program Authority

Prepared for the BELA Community
August 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>

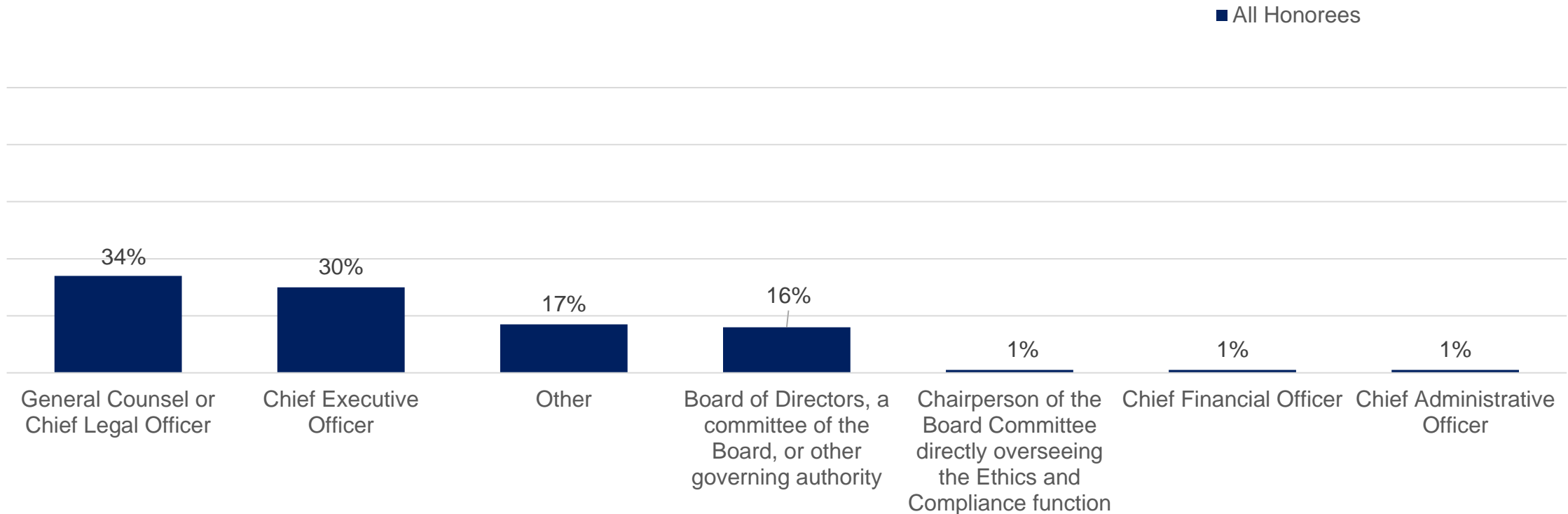
Program Authority



Program Resources and Structure

Authorities Granted to the Program

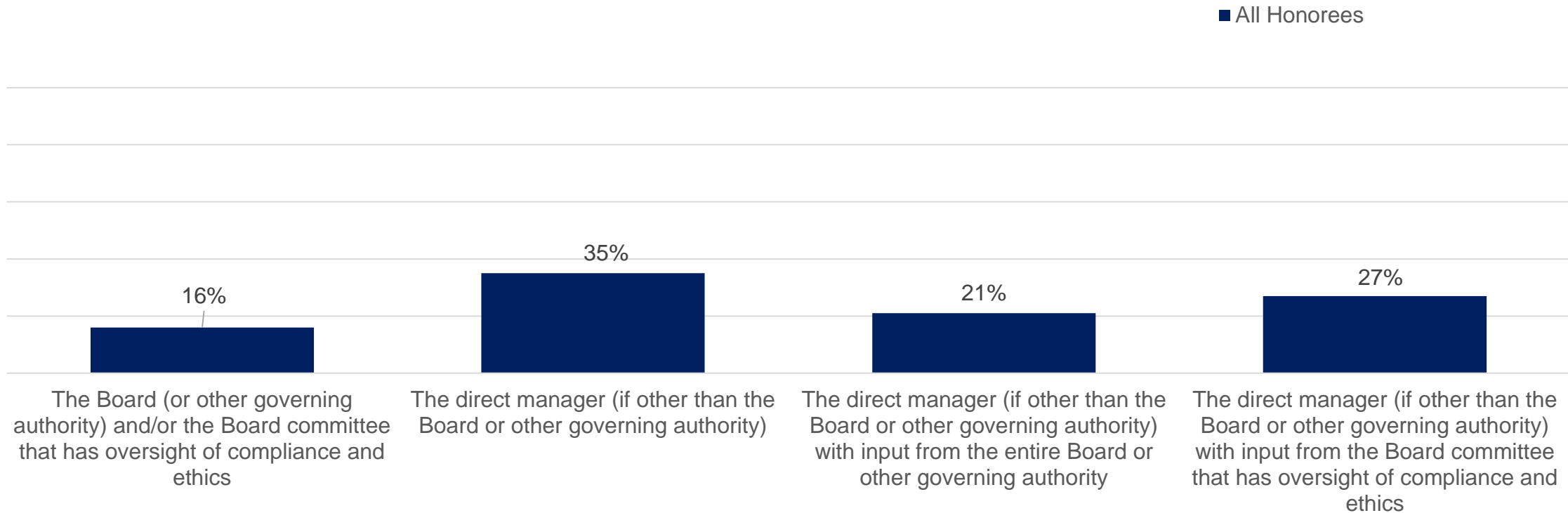
EQ 4A.6 To whom does the person with overall responsibility for the compliance and ethics program administratively or managerially report?



Program Resources and Structure

Authorities Granted to the Program

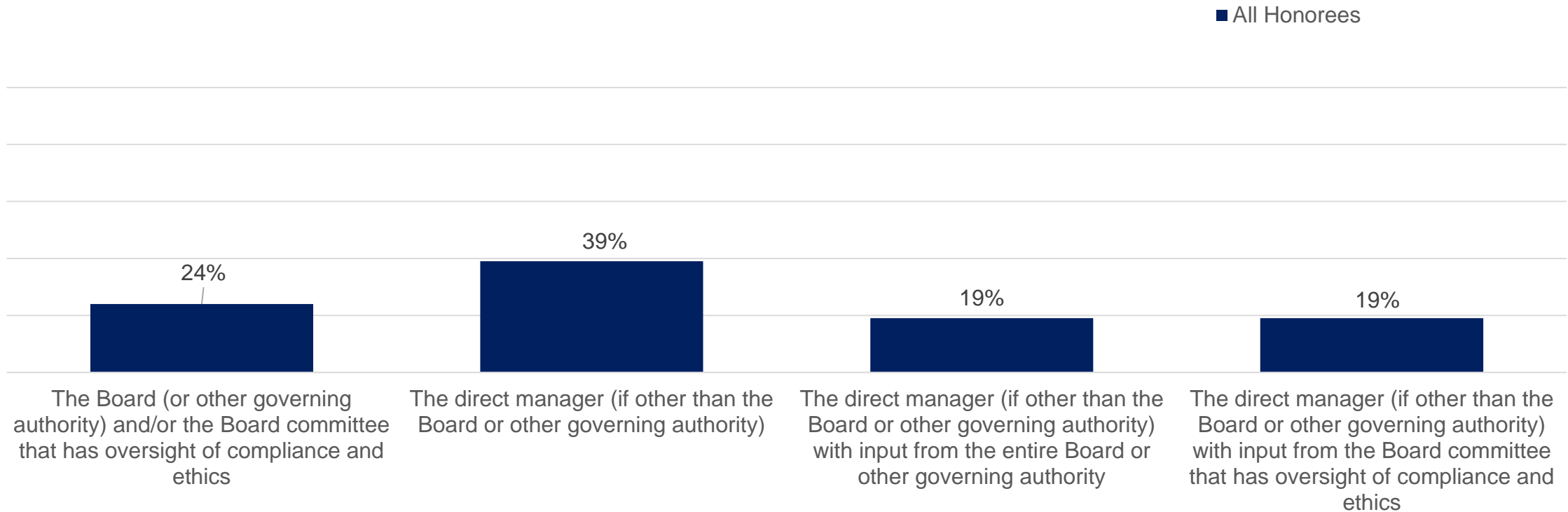
EQ 4A.8 Who conducts the annual performance review of the person assigned overall responsibility for the compliance and ethics program?



Program Resources and Structure

Authorities Granted to the Program

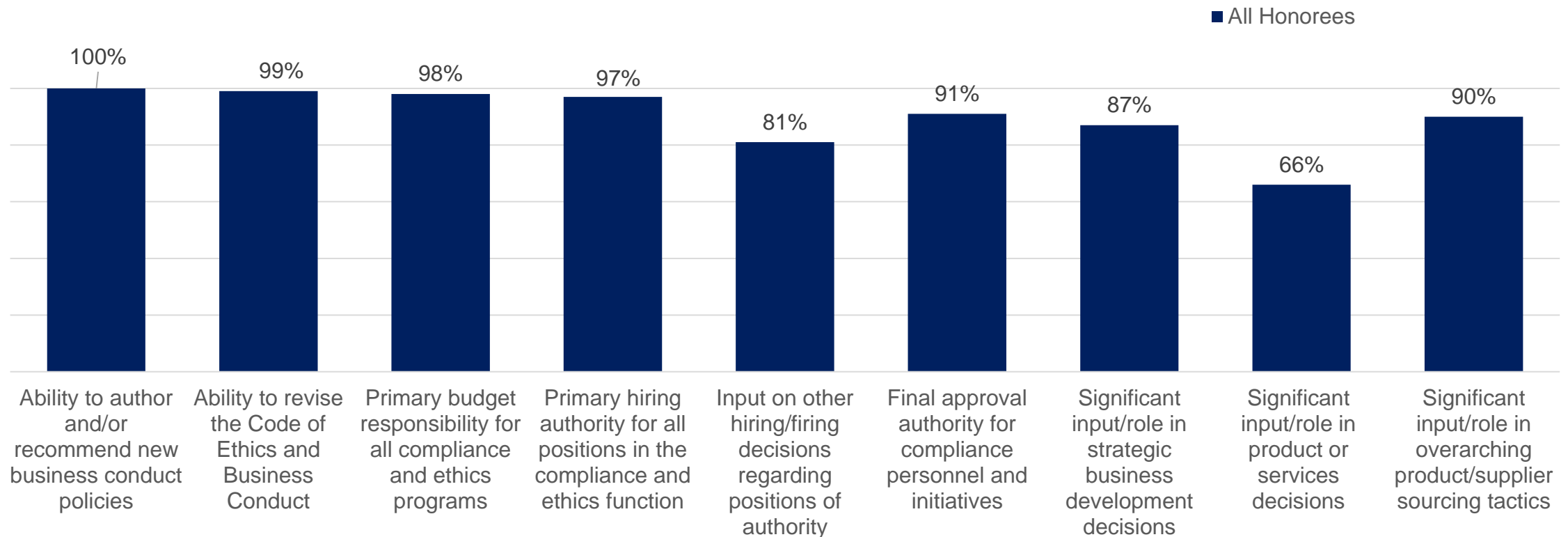
EQ 4A.9 Who makes compensation decisions for the person assigned overall responsibility for the compliance and ethics program?



Program Resources and Structure

Authorities Granted to the Program

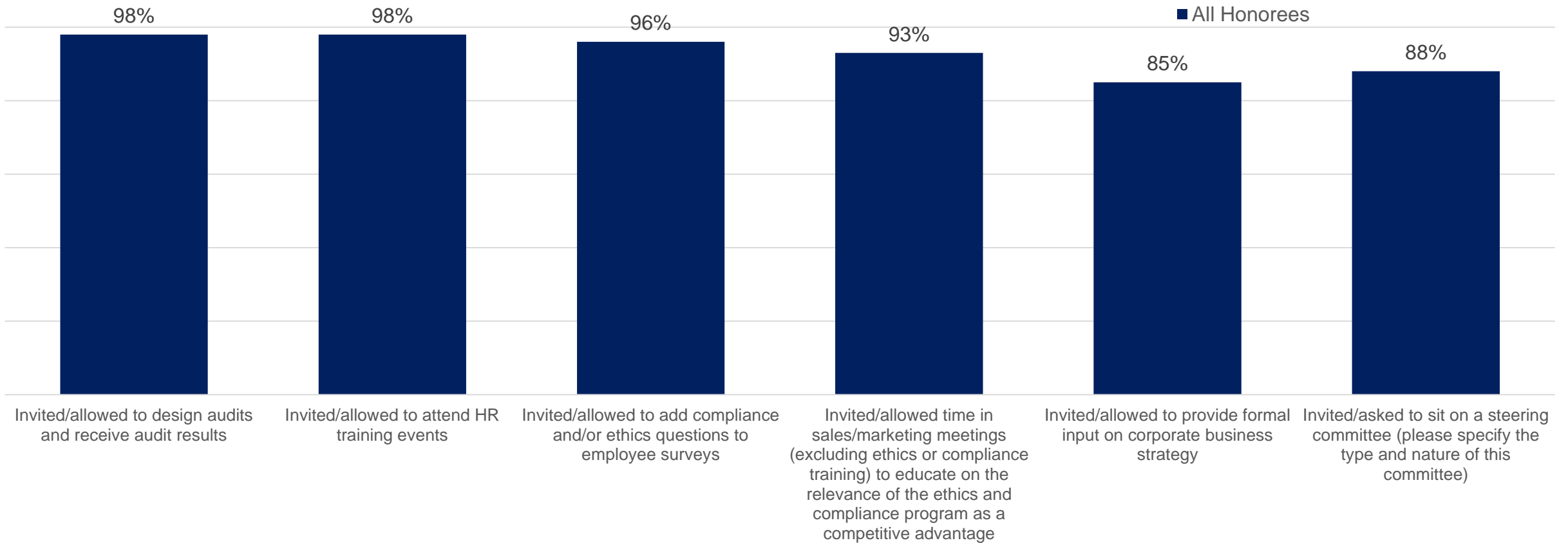
EQ 4A.10 Identify which of the following authorities, if any, are granted to the compliance and ethics function? (Multiple select)



Program Resources and Structure

Authorities Granted to the Program

4A.11 Select the types of interactions the compliance and ethics function has with other functional groups in your company. (Multiple select)



Program Resources and Structure

Authorities Granted to the Program

	Ability to author and/or recommend new business conduct policies	Ability to revise the Code of Ethics and Business Conduct (with Board approval if required)	Primary budget responsibility for all compliance and ethics programs	Primary hiring authority for all positions in the compliance and ethics function	Significant input/role in the process for organizational strategic business development decisions such as mergers and acquisitions, new market entry, expansion, business partnerships/alliances and joint ventures	Significant input/role in product or services decisions such as product or services development, launch, or discontinuation	Input on hiring/firing decisions regarding positions of authority which may affect compliance and ethics functions (e.g., Audit, Finance, HR)	Final approval authority for all compliance or ethics initiatives	Significant input/role coordinating with relevant business function (e.g., procurement), to ensure ethics and compliance risks/interests are included in product/supplier sourcing decisions.	Total
Pivot: 4A.6 & 4A.10										
Board of Directors, a committee of the Board, or other governing authority	21	21	21	21	18	16	18	19	19	21
Chairperson of the Board Committee directly overseeing the Ethics and Compliance function	2	2	2	2	2	1	2	2	2	2
Chief Executive Officer	41	41	39	39	39	32	37	35	37	41
General Counsel or Chief Legal Officer	46	45	46	46	35	22	30	44	40	46
Chief Financial Officer	1	1	1	1	1	0	1	1	1	1
Chief Administrative Officer	1	1	1	1	1	0	1	1	1	1
Other (Please specify)	23	23	22	21	22	18	20	21	21	23
Total	135	134	132	131	118	89	109	123	121	135

Program Resources and Structure

Authorities Granted to the Program

	Invited/allowed to design audits and receive audit results	Invited/allowed to attend HR training events	Invited/allowed to add compliance and/or ethics questions to employee surveys	Invited/allowed time in sales/marketing meetings (excluding ethics or compliance training) to educate on the relevance of the ethics and compliance program as a competitive advantage	Invited/allowed to provide formal input on corporate business strategy	Invited/asked to sit on a steering committee (please specify the type and nature of this committee)	Total
Pivot: 4A.6 & 4A.11							
Board of Directors, a committee of the Board, or other governing authority	20	21	21	18	16	18	21
Chairperson of the Board Committee directly overseeing the Ethics and Compliance function	2	2	2	2	2	1	2
Chief Executive Officer	40	40	37	37	38	35	41
General Counsel or Chief Legal Officer	45	44	45	43	36	43	46
Chief Financial Officer	1	1	1	1	0	1	1
Chief Administrative Officer	1	1	1	1	1	0	1
Other (Please specify)	23	23	23	23	22	21	23
Total	132	132	130	125	115	119	135

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

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