



BELA Focused Facts: Measuring Ethical Culture

A BELA Focused Fact Report

Prepared for the BELA Community // June 27, 2019

Contents

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

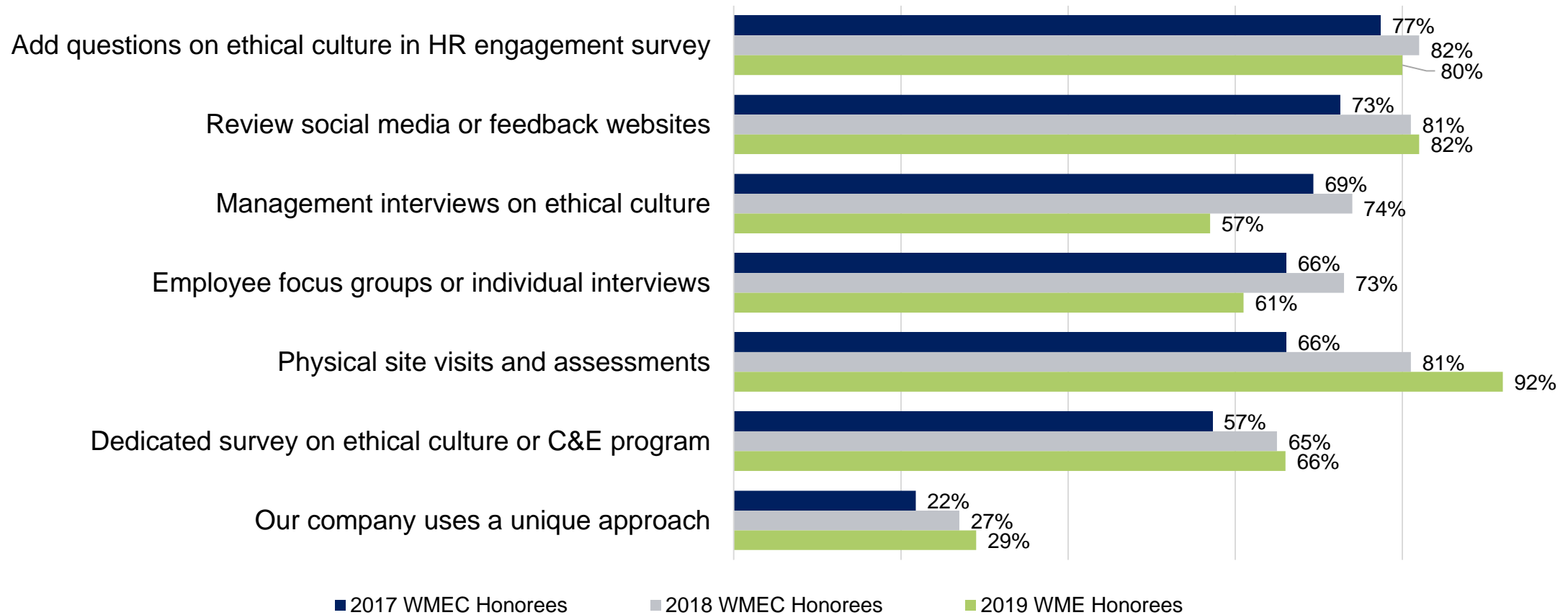
World's Most Ethical Companies as Benchmark Data Set

This Report contains data points from Ethisphere's 2019 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 128 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>

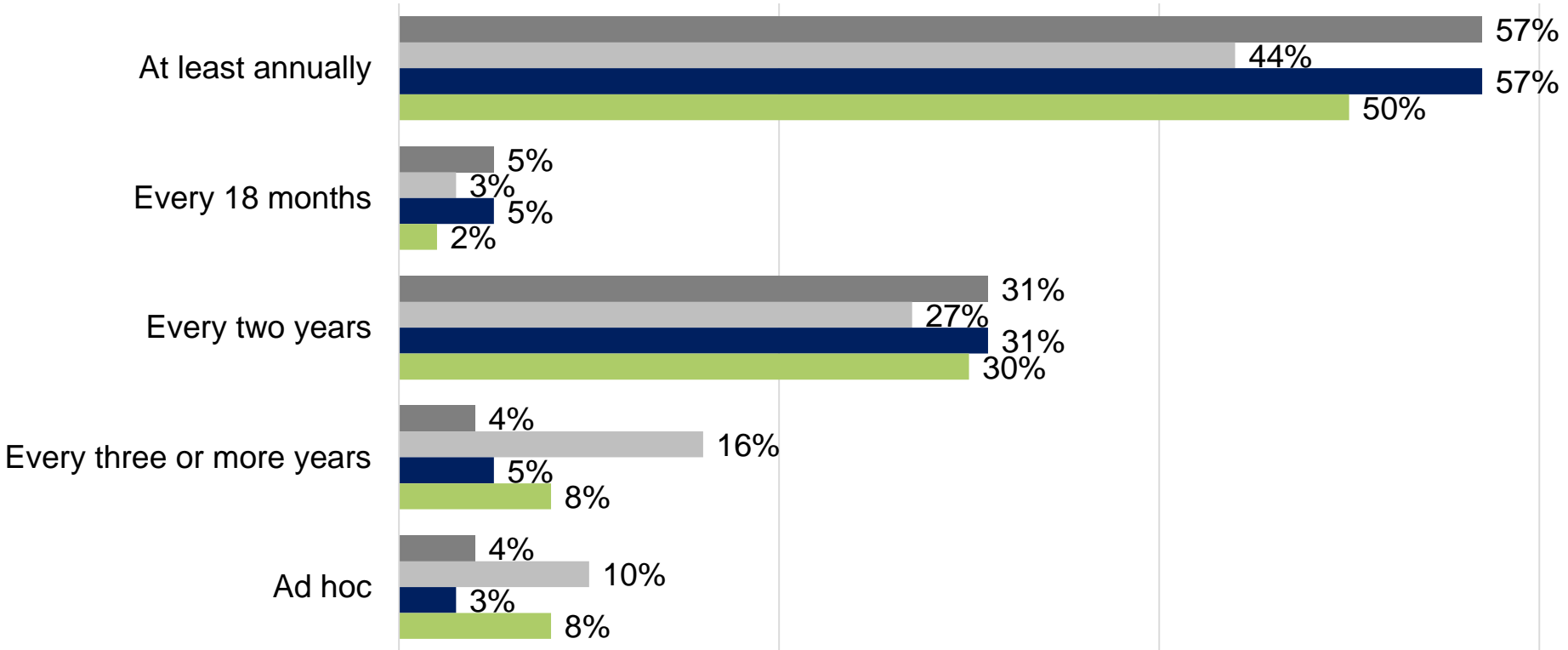
Measuring Culture

Indicate which of the following, if any, that are part of your company's approach to measure employee perceptions of ethical culture and/or the ethics and compliance program.



Measuring Culture

How frequently does your company administer its survey(s) containing ethical culture questions?



■ 2018 WMEC Honorees using HR Engagement Surveys (n=111)

■ 2018 WMEC Honorees using Dedicated Ethical Culture Surveys (n=88)

■ 2019 WMEC Honorees using HR Engagement Surveys (n=103)

■ 2019 WMEC Honorees using Dedicated Ethical Culture Surveys (n=83)

Measuring Culture

Top ten topics included in the dedicated ethical culture surveys.



Ethical Culture & Perceptions Assessment

Because Measuring Your Culture Takes More Than an Engagement Survey

Evaluate the effectiveness of your communication, training, and compliance efforts and the willingness of your people to raise concerns.

Relevant

Ethisphere maintains a robust library of survey questions developed in-house with extensive input from our community, the Business Ethics Leadership Alliance and internal compliance and data experts.

Convenient

Ethisphere manages the complete administration of the survey, including employee notifications and reminders, data processing and full analysis of the results.

Practical

Our team of attorneys and subject matter experts provide a thorough, qualitative analysis of your assessment findings, flagging potential areas of concern and recommendations for how to address them.

Flexible

Ethisphere's Culture Reporting Tool is a dynamic data evaluation worksheet that features powerful Likert scoring with cross-demographic functionality. It also offers clients the flexibility to view limitless overlapping demographic criteria, select numeric or chart outputs and report on and export text responses.

8 Pillars of Corporate Culture

1. Awareness of the Program and Resources
2. Perceptions of the Function
3. Observing and Reporting Misconduct
4. Pressure
5. Organizational Justice
6. Manager Perceptions
7. Perceptions of Leadership
8. Perceptions of Peers and Environment

Contact Us For More Information

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