

# E&C IMPACT ON CULTURE

## THE LINK BETWEEN STRONG E&C PROGRAMS, ORGANIZATIONAL CULTURE AND ETHICAL OUTCOMES

INSIGHTS FROM ECI'S SOON TO BE RELEASED  
*MEASURING THE IMPACT OF ETHICS & COMPLIANCE PROGRAMS* REPORT  
 BASED ON ITS GLOBAL BUSINESS ETHICS SURVEY™

### GREATER LIKELIHOOD TO REPORT MISCONDUCT



### IN STRONGER CULTURES...

**6X** Employees were more likely to feel that their supervisors would be held **ACCOUNTABLE** for wrongdoing.

**5X** Employees were more likely to **SPEAK UP** even with bad news.

**2X** Employees were more likely to be **SATISFIED** with management explanation of reporting process

### STRONGER E&C CULTURES ► MORE FAVORABLE ETHICAL OUTCOMES



THE STUDY AND SURVEY MATERIALS DEVELOPED FOR THE **2018 GBES REPORTS** IDENTIFIED 17 ETHICAL OUTCOMES THAT DEMONSTRATE EMPLOYEE TRUST, UNDERSTANDING AND BEHAVIOR. EXAMPLES INCLUDE:

- Employees feeling prepared to identify/handle ethics violations
- Employees feeling that they can raise concerns without retaliation
- Employee reporting ethics violations in increased numbers and improved satisfaction with the reporting process