

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™

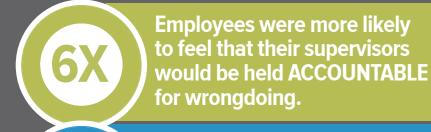
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STRONGER E&C CULTURES >

IN STRONGER CULTURES...







FAVORABLE ETHICAL OUTCOMES STRONGER CULTURES HAVE FAVORABLE ETHICS OUTCOMES 90% 80% 70% 60% 50% 40% 30% 20% 10% 0% **WEAK WEAK-LEANING STRONG-LEANING STRONG** STRENGTH OF ORGANIZATIONAL CULTURE

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

