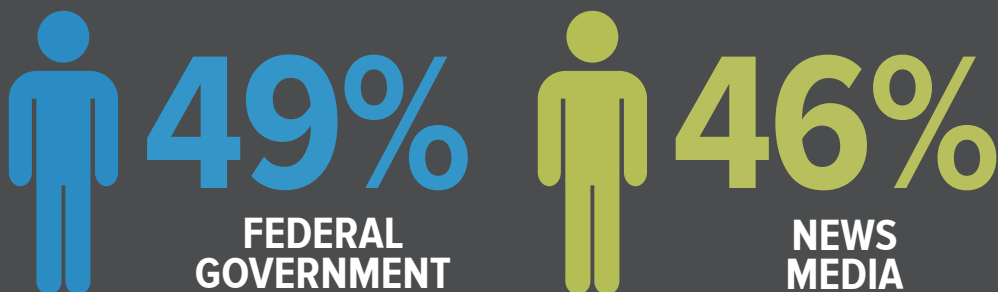


CONFIDENCE IN MAJOR INSTITUTIONS IN DECLINE

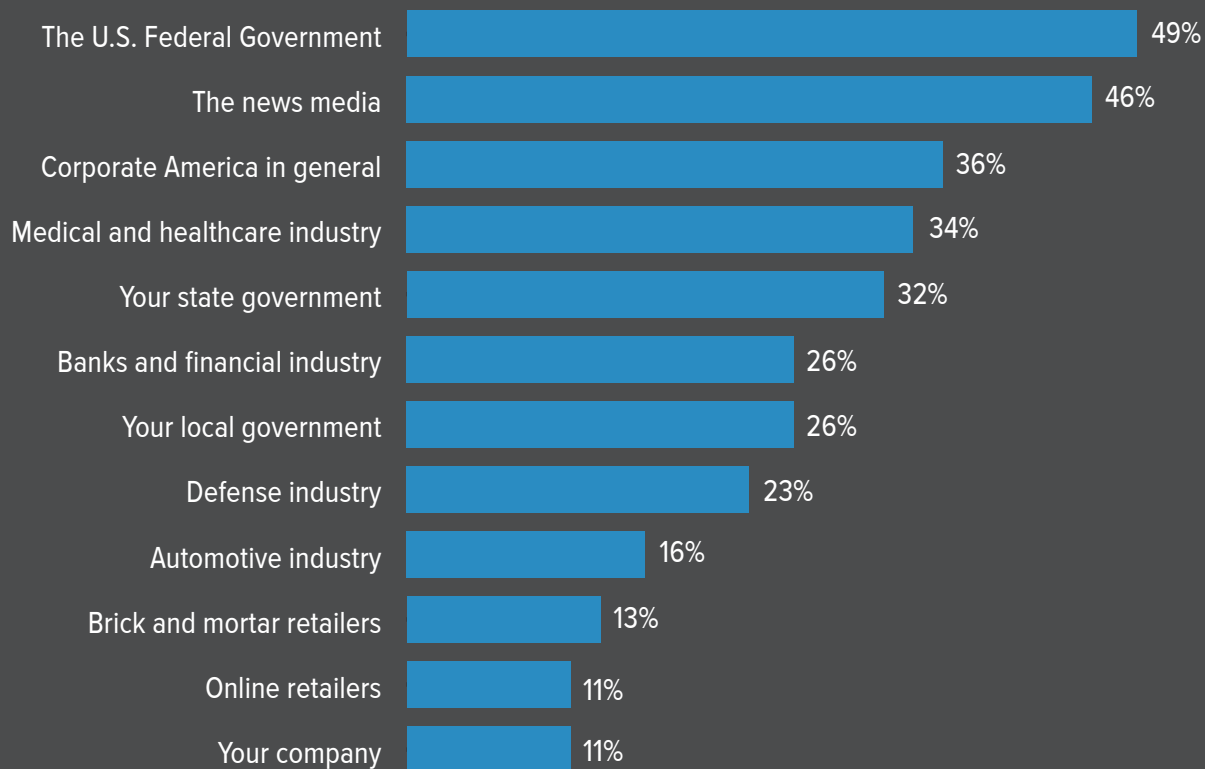
According to ECI's GBES™, nearly one-half of employees surveyed lack confidence in the direction of the U.S. Federal Government and the news media.

EMPLOYEE PERSPECTIVES

ETHICS IS GETTING WORSE



Corporate America fared somewhat better with about one-third of employees (36%) perceiving ethics as getting worse.



EMPLOYEES HAVE MORE FAVORABLE IMPRESSIONS OF THE DIRECTIONS OF ETHICS WITHIN THEIR OWN ORGANIZATIONS

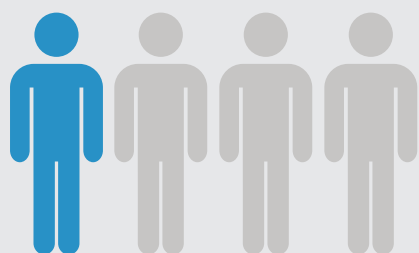
When asked about the direction of ethics at their own organizations, only **11%** of employees believe that ethics is getting worse at their workplace. This is a bright spot for organizations. ECI research has found a link between investment in E&C programs and:

- less pressure to compromise standards,
- lower rates of observed misconduct,
- improved reporting rates, and
- less retaliation.

POLITICAL VIEWS AND ETHICS WITHIN THE WORKPLACE

1 IN 4

After learning about the political views of their coworkers, over 1 in 4 employees (27%) no longer believe their colleagues are ethical.



3 EVIDENCE-BASED TIPS



Ensure that the E&C program is sufficiently staffed and designed to strategically reach the business structure. Utilize benchmarks to gauge the optimal E&C program size by organization structure, industry and other relevant data.



Invest in professional development, certification, training opportunities, etc. that prime E&C staff to succeed, innovate and articulate E&C content to specific audiences in various organizational functions.



Leverage advancements in technology—such as predictive analytics—to more efficiently identify hotspots that may require attention.

LEARN MORE

Ethics and Compliance Initiative (2018) Global Business Ethics Survey™ (GBES). Vienna, VA.

Ethics and Compliance Initiative (2016) Principles and Practices of High Quality Ethics and Compliance Programs (HQP). Vienna, VA.

About the GBES: Since 1994, the Ethics & Compliance Initiative (ECI) has conducted a longitudinal, cross-sectional study of workplace conduct, from the employee's perspective. Now in its eleventh iteration, the data from the GBES provides the global benchmark on the state of ethics & compliance in business.