



100%

100%

97%

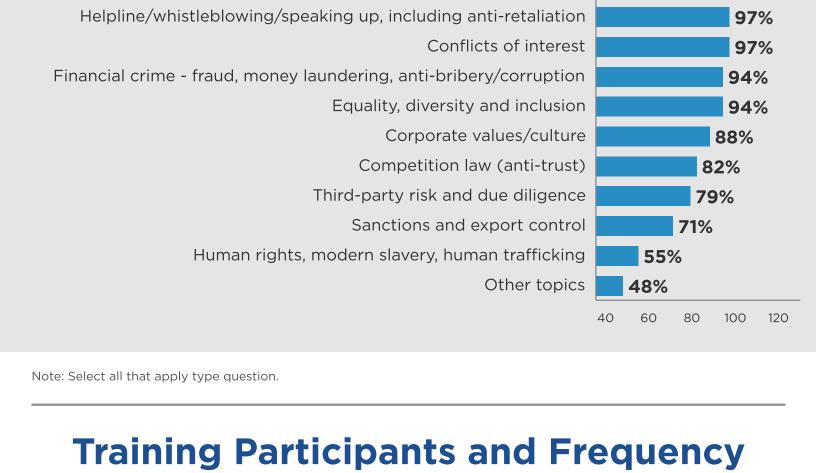
# **E&C** Training

# **Training Topics, Participants** and Frequencies

**Training Offered** 

## Bullying, harassment, intimidating behavior Code of conduct

Data governance, data privacy, handling market sensitive information



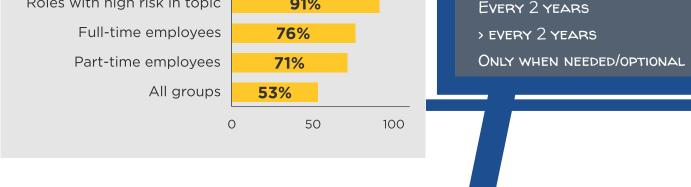
Groups directed to take training Board 53%

Executives

#### **79%** EVERY 6 MONTHS **79%** Supervisors ANNUALLY Roles with high risk in topic 91%

**Data Governance, Data Privacy and Handling Market** 

**Sensitive Information** 





100

50

Full-time employees 97% Part-time employees 94% All groups **72**%

0



All groups

Board

Executives

Supervisors

All groups

Supervisors

All groups

Groups directed to take training

50%

**72%** 

**72%** 

**59%** 

56%

50

80%

100%

100%

38%

0

Groups directed to take training

Groups directed to take training

**77%** 

100%

100%

93%

100%

97%

50

100

**Competition Law (Anti-trust)** 

100

77%

Board

Executives

Supervisors

All groups

0

Groups directed to take training

29%

**54%** 

96%

50

43%

**39%** 

**32**%

Board

All groups 18%

Groups directed to take training

**37**%

30%

50

56%

Board

Executives

Supervisors

All groups

Groups directed to take training

24%

44%

36%

28%

0

88%

50

100

Board

Executives

Supervisors

Roles with high risk in topic

Full-time employees

Part-time employees 20%

All groups

Roles with high risk in topic

Full-time employees

Part-time employees

Executives

Supervisors

Full-time employees

Roles with high risk in topic

Full-time employees

Part-time employees

Board

Executives

Supervisors

Board

Executives

Supervisors

All groups

Roles with high risk in topic

Full-time employees

Part-time employees

Roles with high risk in topic

Full-time employees

Part-time employees

0

Roles with high risk in topic

Full-time employees

Part-time employees

**76%** 

74%

100%

100%

91%

97%

94%

50

97%

88%

88%

85%

50

68%

74%

50

100

Helpline/Whistleblowing/Speaking up, Including

**Anti-retaliation Training** 

67% EVERY 2 YEARS 17% 7% > EVERY 2 YEARS ONLY WHEN NEEDED/OPTIONAL 3% **Code of Conduct** 

FREQUENCY OF TRAINING

AT JOB/ROLE INDUCTION

ONLY WHEN NEEDED/OPTIONAL

EVERY 6 MONTHS

Every 2 years

> EVERY 2 YEARS

EVERY 6 MONTHS

EVERY 2 YEARS

> EVERY 2 YEARS

EVERY 6 MONTHS

EVERY 2 YEARS

> EVERY 2 YEARS

ONLY WHEN NEEDED/OPTIONAL

FREQUENCY OF TRAINING

AT JOB/ROLE INDUCTION

ONLY WHEN NEEDED/OPTIONAL

EVERY 6 MONTHS

EVERY 2 YEARS

> EVERY 2 YEARS

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> EVERY 2 YEARS

ONLY WHEN NEEDED/OPTIONAL

ANNUALLY

AT JOB/ROLE INDUCTION

ONLY WHEN NEEDED/OPTIONAL

EVERY 6 MONTHS

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EVERY 2 YEARS

> EVERY 2 YEARS

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EVERY 6 MONTHS

EVERY 2 YEARS

> EVERY 2 YEARS

ANNUALLY

AT JOB/ROLE INDUCTION

EVERY 6 MONTHS

AT JOB/ROLE INDUCTION

EVERY 6 MONTHS

ANNUALLY

ANNUALLY

ONLY WHEN NEEDED/OPTIONAL

ANNUALLY

ANNUALLY

FREQUENCY OF TRAINING

26%

0%

67%

19%

4%

7%

20%

26%

3%

76%

12%

6%

0%

25%

3%

75%

16%

6%

0%

3%

72%

16%

6%

6%

27%

0%

67%

20%

13%

0%

18%

4%

7%

4%

7%

21%

82%

7%

4%

0%

27%

0%

38%

31%

23%

32%

5%

50%

23%

14%

5%

25%

0%

30%

40%

5%

10%

27%

7%

40%

20%

13%

13%

17%

0%

50%

50%

17%

0%

4%

7%

3%

AT JOB/ROLE INDUCTION

### Groups directed to take training FREQUENCY OF TRAINING AT JOB/ROLE INDUCTION



100

100



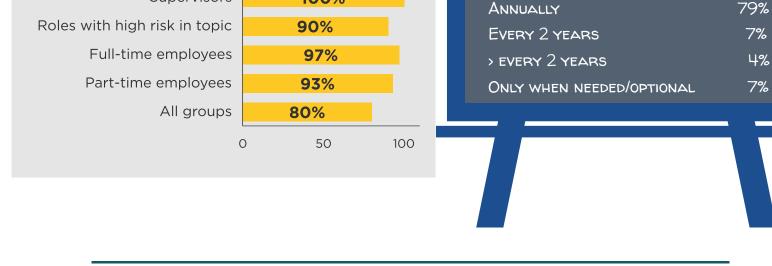
#### 97% EVERY 2 YEARS > EVERY 2 YEARS ONLY WHEN NEEDED/OPTIONAL

100

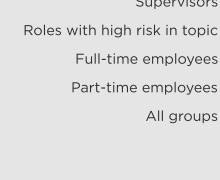
**Equality, Diversity and Inclusion** 

inancial Crime - Fraud, Money Laundering,

**Anti-bribery/Corruption** 



**Corporate Values/Culture** 



#### **59%** ANNUALLY 93% EVERY 2 YEARS 44% > EVERY 2 YEARS **37%** ONLY WHEN NEEDED/OPTIONAL

100

**Sanctions and Export Control** 

Third-party Risk and Due Diligence



Board

92%

50

**67%** 

67%

**50%** 

Findings from the survey are based on 50 responses.

- Range in size from over 100 employees to over 90,000 employees;

Respondents represent organizations that:

Executives

Supervisors

All groups

Roles with high risk in topic

Full-time employees

Part-time employees

**Other Topics** Groups directed to take training FREQUENCY OF TRAINING 50% AT JOB/ROLE INDUCTION **75%** EVERY 6 MONTHS **67%** ANNUALLY

100

SURVEY BACKGROUND

ECI conducted a poll of members to collect new insights on the subject of 'employee voice' in E&C

training. Questions focused on training topics, modalities, engagement and evaluation. The

questions were designed by members of ECI's "What's Next in Training?" Working Group.

# This is the second in the series of four infographics reporting on results from that survey. This infographic presents findings from questions asking about training topics.

Methodology The online ECI Pulse Survey was distributed on March 8, 2021. One survey was sent to each ECI member organization. The survey closed on March 22, 2021.

- Are from a broad mix of industries, including aerospace/defense, manufacturing, professional services, government, utilities and non-profits; - Operate in only one country or are multinationals; and - Have E&C training functions ranging in size from one to 24 employees.

About ECI's Pulse Surveys ECI conducts regular surveys with its members on topics relevant to the ethics & compliance profession. The survey topics are based on suggestions from ECI members, ECI Working Groups and ECI staff. If you have suggestions on topics, please submit them to research@ethics.org. www.ethics.org

Have a suggestion for a pulse survey? Submit your idea on ECI's <u>pulse survey page</u>.