



ETHISPHERE[®]

GOOD. SMART. BUSINESS. PROFIT.[®]

10
YEARS
2007-2016

Improving corporate behavior in a way that positively impacts the world.

The Ethisphere Institute is the **global leader** in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust and business success.

Our Mission

Measure Against Standards

Our corporate ethics standards, vetted by leading experts and used for 10 years, provide an independent, objective measurement tool critical to drive business decisions and stakeholder interaction.

Recognize Excellence

We recognize programs and companies who've proven that their programs and practices are extraordinary and provide mechanisms to help communicate those recognitions.

Inspire Advancement

Ethisphere's global summits, roundtables and publications capture the leading voices in the field. And our corporate membership group provides unparalleled networking opportunities.

To learn more visit: <http://www.ethisphere.com>

Ethisphere's Data Set

The Only Data Set That Allows for Benchmarking Against the World's Most Ethical Companies®

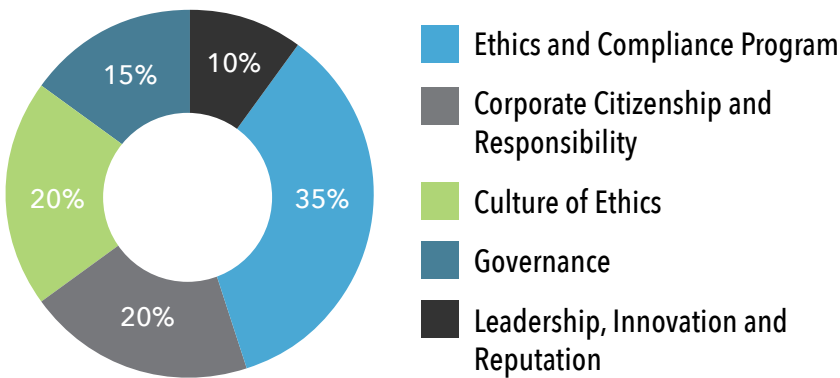
The proprietary Ethics Quotient Survey provides an objective measurement of a company's ethical culture, compliance programs, policies and procedures, as well as other aspects of an ethical organization.



A confidential set of data unlike any other



Five weighted assessment areas that provide a holistic view into the organization



Regularly updated and refined to fit evolving expectations and regulations



A core component of:

- The World's Most Ethical Company selection process
- Ethisphere's benchmarking
- Ethisphere's program assessments



"In all areas – not just FCPA – this [metrics and technology] is extremely important in my view. I think strong compliance must be data driven .. when I look at compliance programs, the kind of data that they do and do not monitor tells me a lot about how sophisticated their program is."

– Hui Chen
Department of Justice
Consultant on Compliance



The turnkey scorecard provides insight compared to leading companies.

Analytical Scorecard

The Process for the World's Most Ethical Companies®

At the heart of the evaluation and selection process for Ethisphere's World's Most Ethical Companies is Ethisphere's proprietary rating system, the corporate Ethics Quotient® (EQ). The framework of EQ is comprised of a series of multiple-choice questions that capture a company's performance in an objective, consistent and standardized way.

Companies participating in the process have an opportunity to:

- Compare their practices to those of the World's Most Ethical Companies
- Collaborate across departments for a more comprehensive look at their programs
- Understand gaps in their programs, activities and practices vs. leading companies
- Prioritize new initiatives and develop a roadmap for future development of the ethics and compliance program

All responses are 100% confidential and all participants receive a detailed Analytical Scorecard.

Ethics is the Measurable Differentiator

Performance of 2016 Honorees as Compared to the S&P 500 Over the 2015 Calendar Year



To learn more visit: <http://ethisphere.com/what-we-do/eq-and-benchmarking>

Benchmark Against the World's Most Ethical Companies®

A Robust View into Your Program, Policies and Procedures

Get a more complete understanding of your current program and practices with a robust view into your responses vs. leading and peer companies and present key findings to leadership with the "Peer Benchmarking Presentation."

Comparative Review

Regardless of program maturity, an independent, third-party evaluation against companies in your peer group helps guide internal conversation, resource planning, and practical decision-making.

Identify Program Gaps

Insights into the practices of leading companies help to shine a light on program gaps and stimulate collaborative thinking and action across the organization.

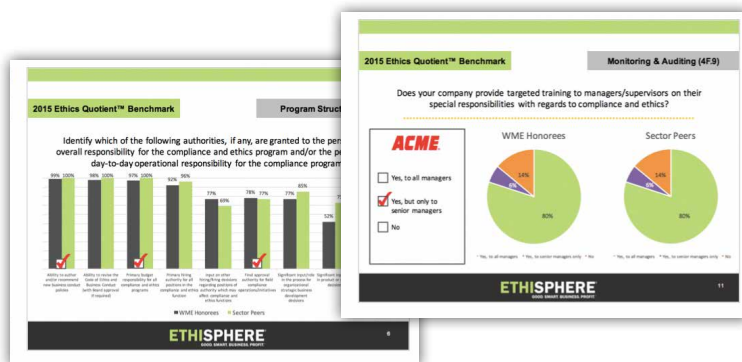
Leadership & Board Reporting

Your credibility with senior leaders is enhanced with Ethisphere's "Peer Benchmarking Presentation" that highlights key findings and recommendations as compared to organizations.



"We can compare ourselves against a gold standard of leading companies ... and we become aware of areas that we can change or enhance. Additionally, by pulling our internal team together to work on the project, we forge and deepen relationships that allow us to mature our program going forward."

– Katherine A. Lawler
SVP Inclusion and Employee Relations, U.S. Bank



To learn more visit: <http://ethisphere.com/what-we-do/benchmarking>



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

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

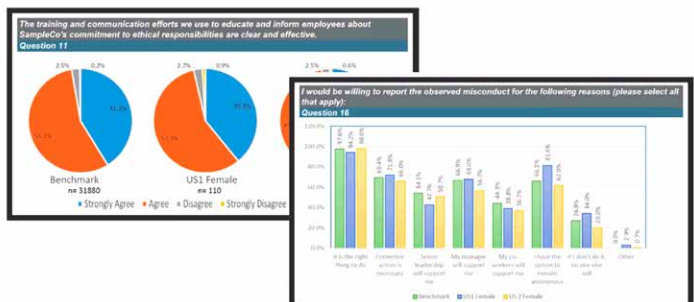
Ethisphere manages the complete administration of the survey, including employee notifications and reminders, data processing and full analysis of the results.

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.



View the online demo of the reporting tool: <http://ethisphere.com/what-we-do/culture-assessment>