

# Corporate Culture as a Top Level Control

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**COMPLIANCE WEEK 2014**  
POWERFUL INSIGHTS, PRACTICAL IDEAS, REAL SOLUTIONS

# Corporate Culture as a Top Level Control

*How do you know if you have an ethical corporate culture?*

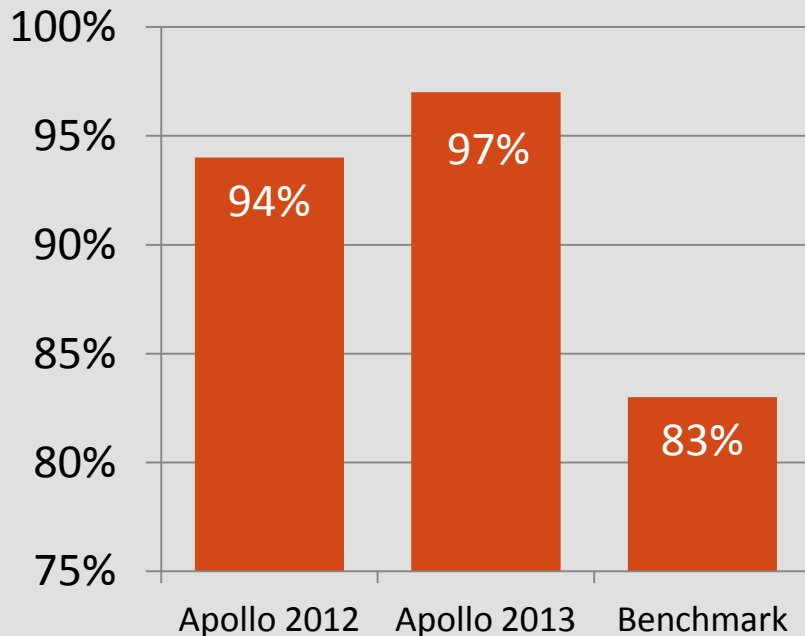
## Attributes for measuring corporate culture

1. Knowledge
2. Courage
3. Decision-making
4. Trust
5. Belief

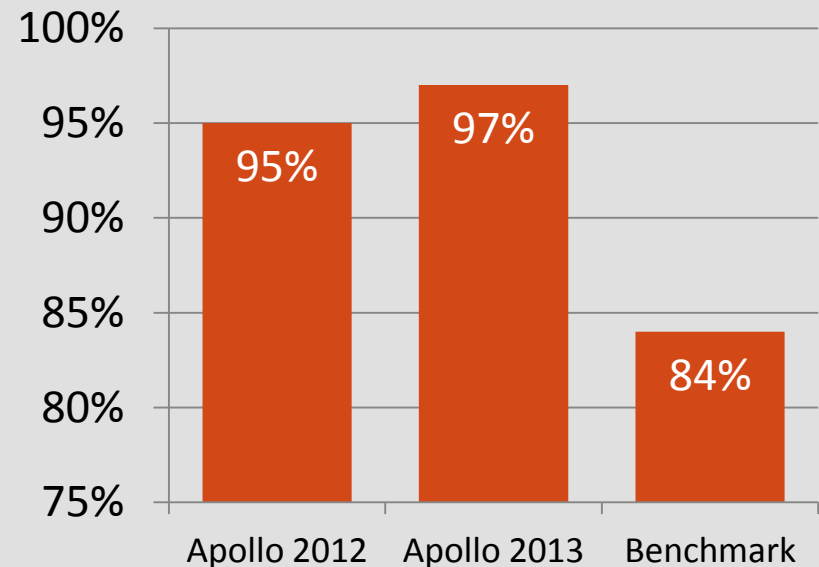
# Corporate Culture as a Top Level Control

## Knowledge

### Corporate Ethics Code



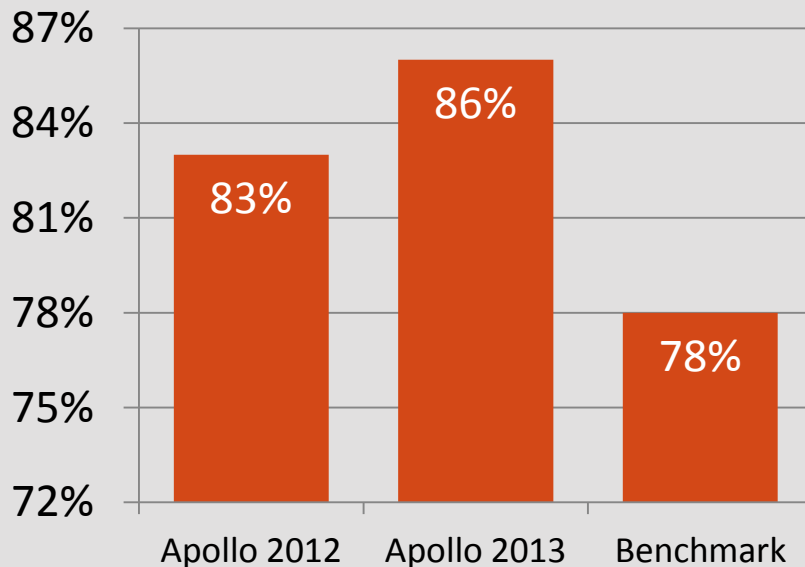
### Job-specific laws, policies and regulations



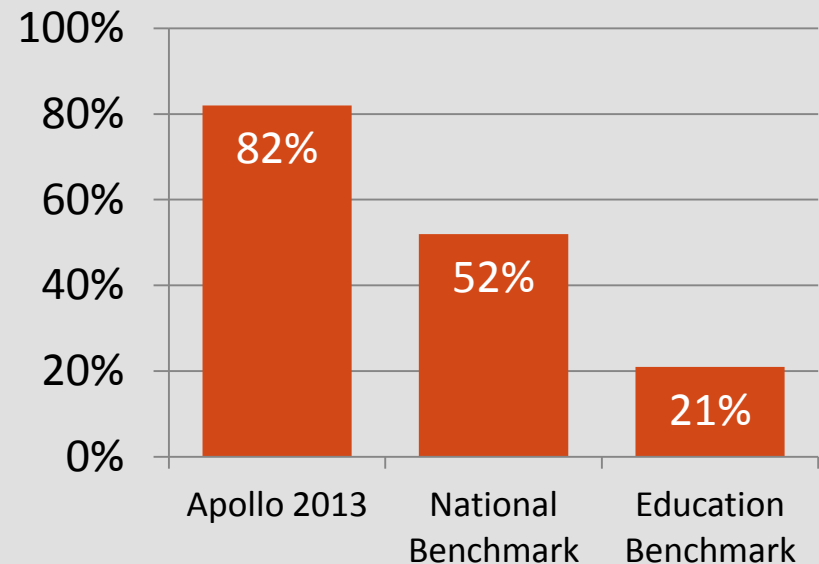
# Corporate Culture as a Top Level Control

## Courage

### Comfortable reporting misconduct to Ethics HelpLine



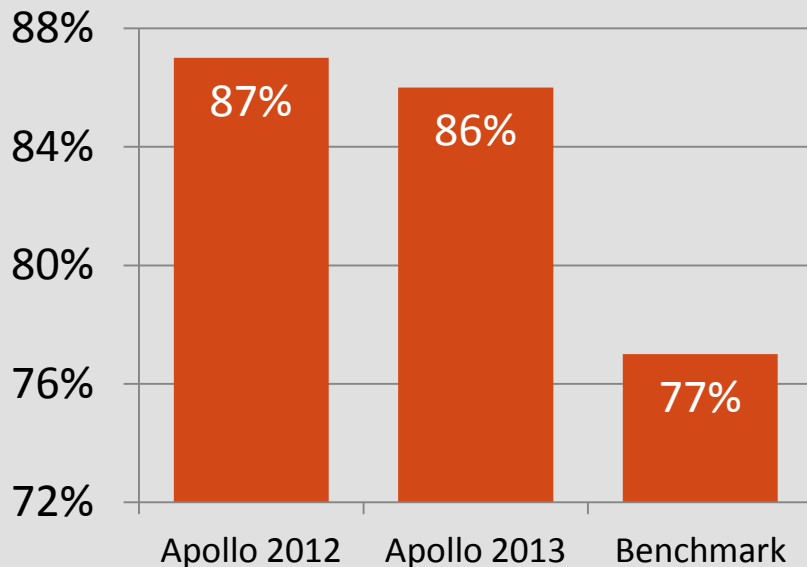
### Self-identified misconduct reporters



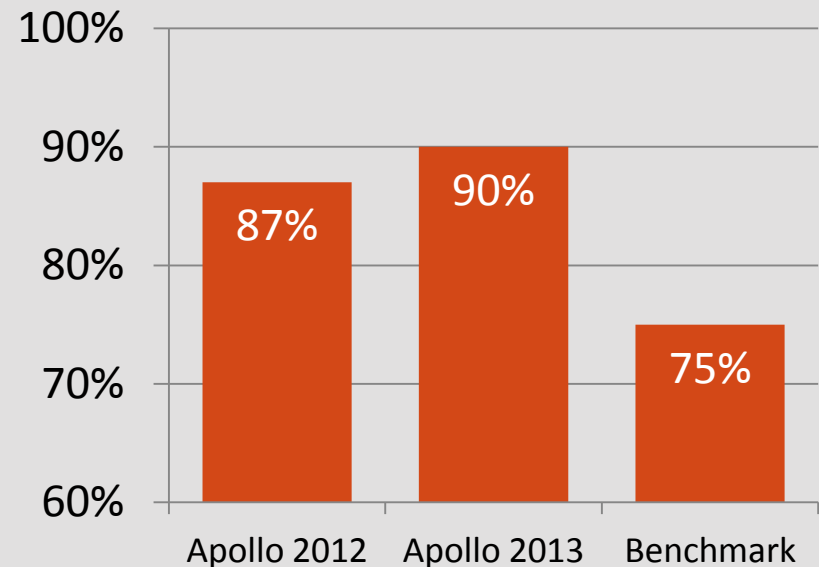
# Corporate Culture as a Top Level Control

## Decision-making

**Can handle situations that could violate policies**



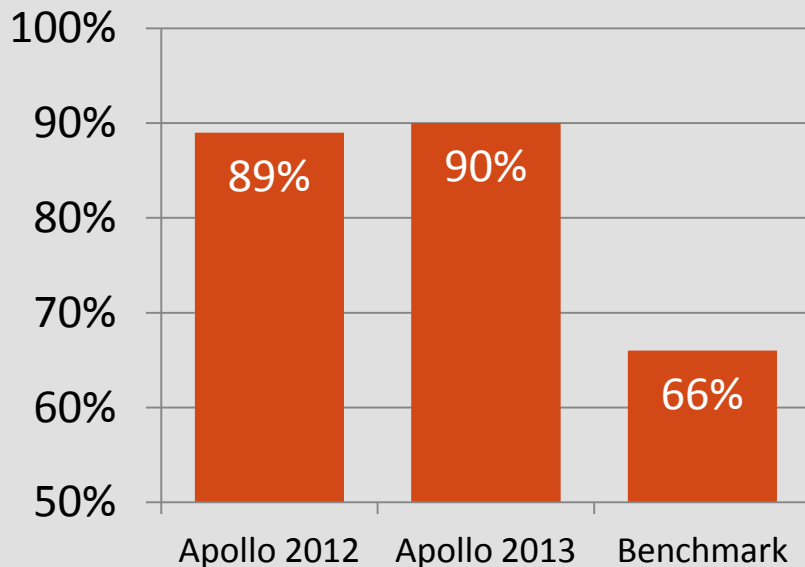
**Co-workers apply ethics and values to decisions**



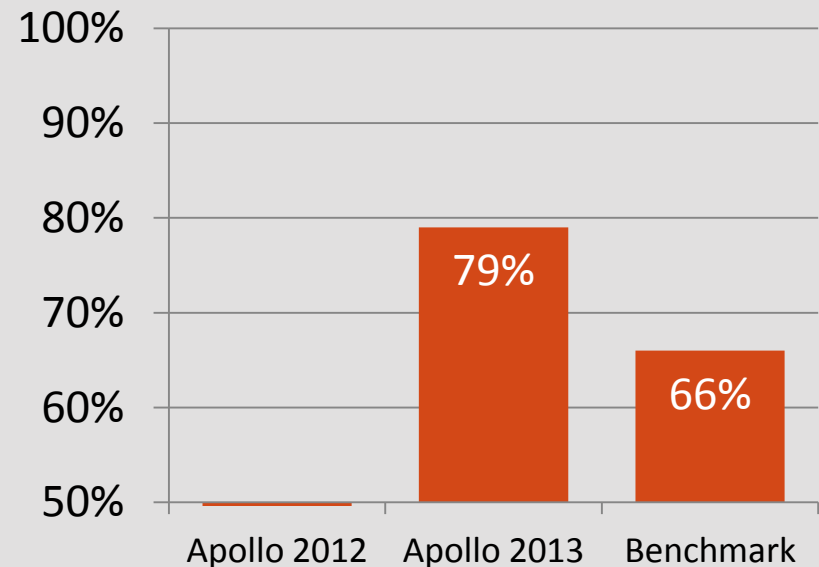
# Corporate Culture as a Top Level Control

## Trust—Tone at the Middle and the Top

**My Supervisor sets good ethical example**



**CEO and senior execs set good ethical example**



# Corporate Culture as a Top Level Control

## Belief

**Employees who believe the organization has a strong ethical culture**

