

Speaker



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14 years of experience in helping global organisations establish and evolve their compliance, ethics and risk management architecture

Agenda

The Fear of Speaking Up

Why It Matters

How to Change the Culture



A Challenging Environment

1. Busier Regulators:

- **83%** of your peers expect more regulations in more regions around the world
- **86%** of your peers expect an increase in the scope of regulatory enforcement

2. Higher Employee Exposure:

- Greater access to sensitive company data and more channels through which that data might leak
- **72%** of your peers expect these trends to increase

3. Increasing Operational Complexity:

- Company growth depends on new products, technologies, increasing number of partner companies, and expanded geographic reach
- **85%** of your peers expect the complexity to increase

4. Intense Pressure from Stakeholders:

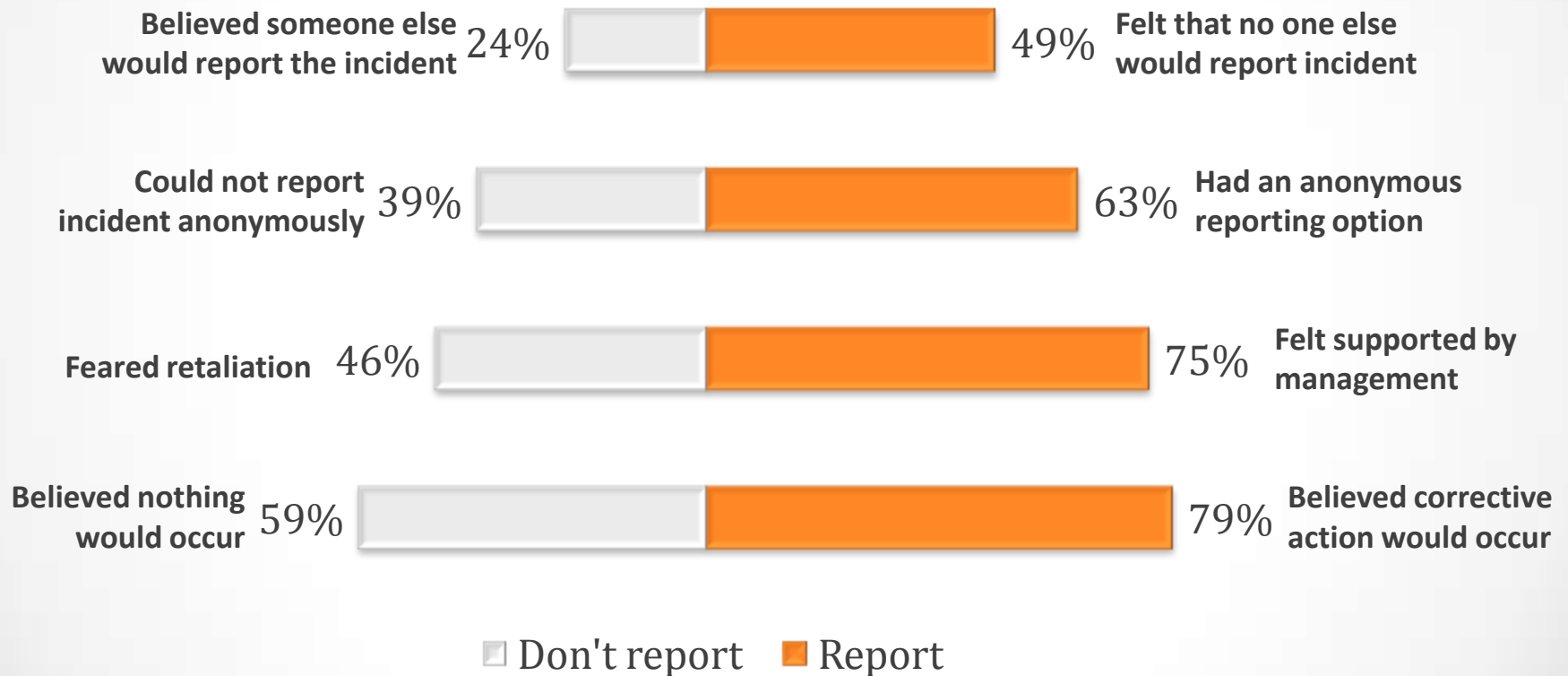
- Senior executives are faced with—and exert— increased pressure for greater risk assurances.
- **83%** of your peers expect the pressure to increase.

Why Don't Employees Report Misconduct?

- ▶ Fear of **retaliation**
- ▶ Fear of **non-anonymity**
- ▶ Belief that report will be **ignored**
- ▶ Belief that **someone else** will report it
- ▶ Unsure of **whom to contact**
- ▶ **Lack of clarity** on what can/should be reported
- ▶ **Many** other reasons...

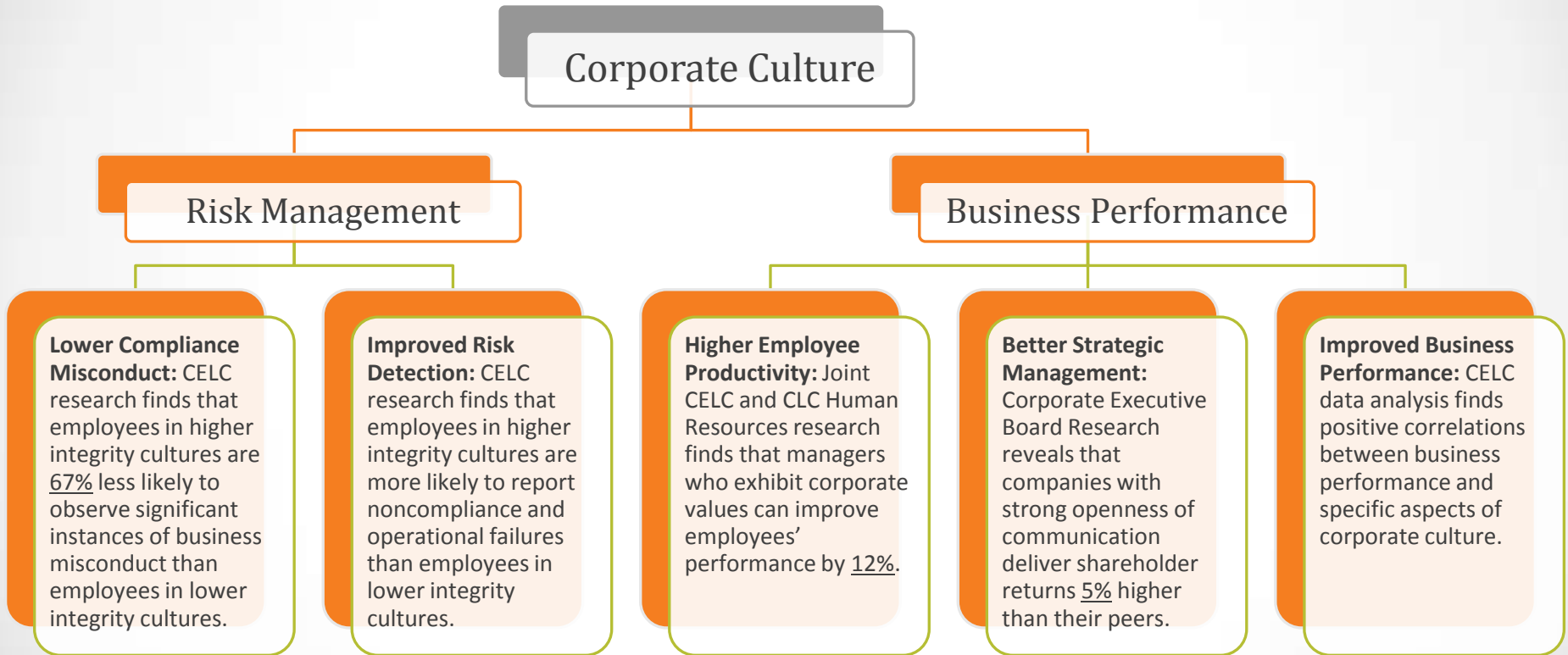


Reporters vs. Non-Reporters



Source: *Inside the Mind of a Whistleblower, 2012* – Ethics Resource Center

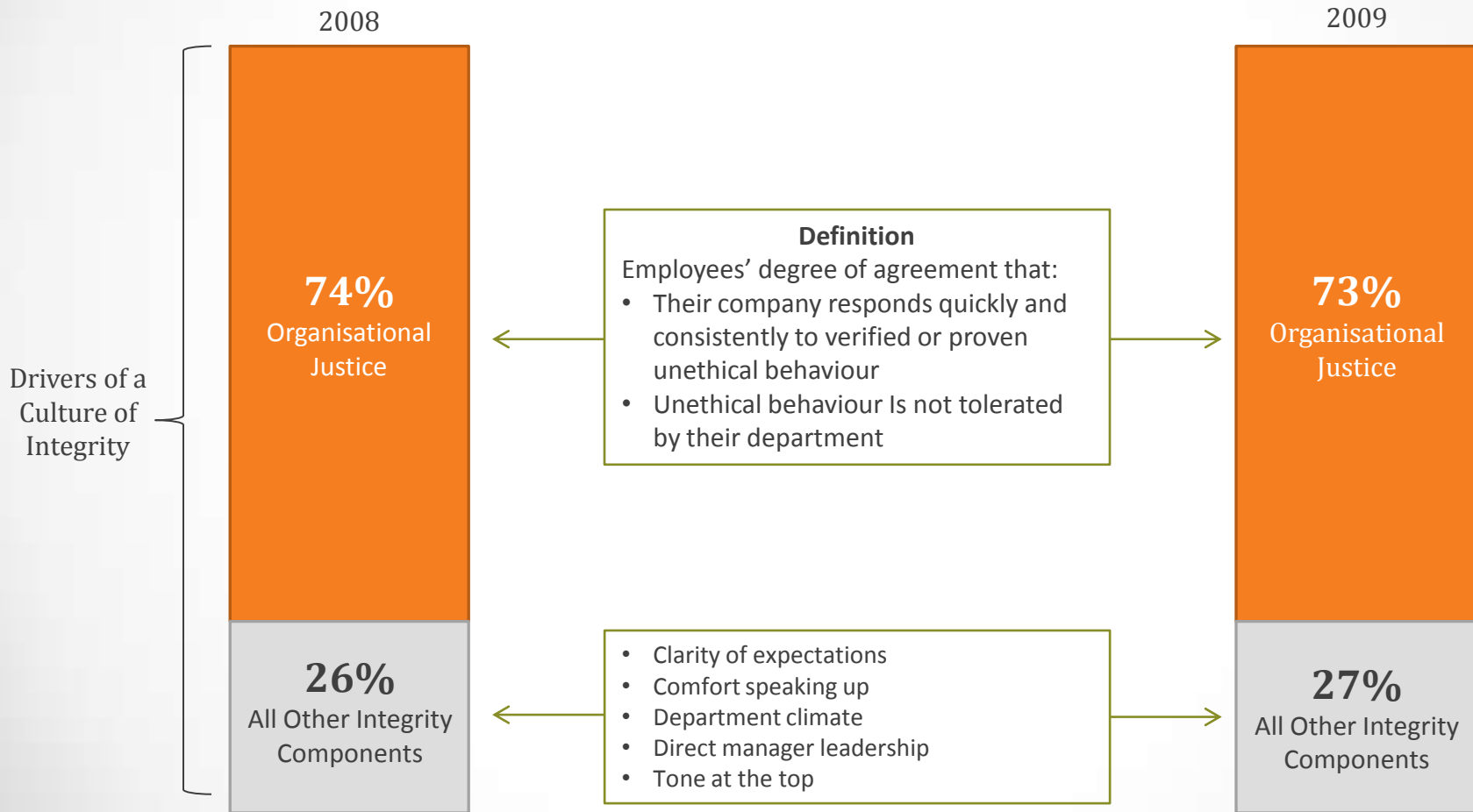
What Is at Stake & the Dual Benefit



Companies with cultures that value transparency around key ethics and compliance issues have high “integrity capital.”

Source: CEB

Organisational Justice



Shifting the Culture

- ▶ Communications
- ▶ Visuals
- ▶ Integration
- ▶ Training
- ▶ Don't forget:
 - Local relevance and impact
 - Your third parties





What NAVEX Global offers:

1. Advisory Services
2. Policy Management
3. Online Training
4. Hotline Reporting
5. Case Management
6. Awareness Programmes
7. Third Party Risk Management
8. Reporting & Analytics
9. Leadership and experience unmatched by any other vendor