



Proactive forensics awareness

Ethics services

Ethics training

Through continued education and awareness, organisations can close the gap between ethics management codes and policies that are viewed as rules and clear guidelines, including developing and promoting an ethical culture.

Our interactive ethics training can be tailor-made to suit any audience from the C-suite right to every level of employees.

Our ethics training can also be tailor-made to cater for specific audiences such as ethics officers, procurement, social and ethics committees, internal audit and risk management teams, etc.

Our ethics training solution focuses on the following:

- Ethical dilemmas;
- Ethical culture;
- Ethics interventions;
- Ethical leadership;
- Ethical decision-making; and
- Best practices and regulations.

Ethics culture survey

Underpinning organisational culture is trust. Trust provides a licence to operate and is the foundation of integrity. Ethics management codes and policies alone cannot and will not create trust.

The ethics culture survey assists clients to determine if there is a gap between the prescribed ethics codes and policies and what is practised in reality.

It further assists clients in determining the actual and perceived ethical culture of the organisation.

Through an ethics culture survey, we can assist with assessing the following:

- Awareness of the current ethics interventions in the organisation;
- Effectiveness of ethics interventions;
- Awareness and effectiveness of channels for reporting unethical behaviour; and
- Ethical dilemmas.

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Corporate culture plays an important role in maintaining a strong business, and with high levels of unethical governance and corporate scandals in both the private and public sectors, it is becoming increasingly important for governance oversight structures to put their focus on building, managing and maintaining an ethical culture in organisations.

The presence of strong corporate governance can no longer be viewed as a reactive process and a tick box exercise. Instead, organisations must take a proactive stance to shape and manage their corporate culture.

Organisations that place a spotlight on their ethical corporate culture will be able to align employees' personal values with organisational values.

We offer ethics interventions that are able to assist clients to set the tone for ethical business conduct.

Our ethics interventions framework, depicted below, is based on leading best practice, including the King IV Report, NamCode and the Companies Act 28 of 2004.

Ethics risk assessment

Ethics management codes and policies

Ethics training

Ethics culture survey

Ethics risk assessment

Prior to implementing any ethics interventions, it is imperative for the governing body to assess the current culture of the organisation.

Knowing what your staff believe and whether they uphold the required ethical standards of the organisation is essential.

This can be achieved through an ethics risk assessment, which assesses the ethical tone, ethics in operations and ethical dilemmas.

Whether you have undergone a change in business strategy that could impact your corporate culture, or you have recently reviewed and implemented your rules on corporate culture and behaviour, an ethics risk assessment will assist your organisation in understanding the organisational risk relating to ethical culture and ethical behaviour.

The outcome of an ethics risk assessment is an ethics risk register, which outlines the organisation's ethics risk and opportunity profile.

Ethics management codes and policies

As the culture in the organisation evolves with the implementation of various ethics interventions, it is equally imperative to ensure that the ethics management codes and policies articulate the desired ethical culture, and ethical tone at the top.

Our approach to ethics management codes and policies strives for a valuebased instead of rules-based corporate culture.

Those values should serve as a simple and clear guideline that all employees internalise and implement in their decision-making and actual behaviours.

We can assist with developing, reviewing and updating your ethics management codes and policies which include the following:

- Code of conduct/ethics;
- Declaration of interest;
- Supplier code of conduct;
- Whistleblowing policy; and
- Gifts, entertainment/business courtesy.

From a monitoring perspective we assist our clients to ensure that their ethics management codes and policies are regularly updated to adhere to industry regulations and are aligned with best practice.