

# Criteria for World's Most Ethical Companies in 2013 (Ethisphere)

## **Ethics and Compliance Program (25%)**

The criteria used for this category are fully aligned to corporate best practices, relevant case law and the "hallmarks" of an effective compliance and ethics program as outlined by the Federal Sentencing Guidelines, including:

1. Program structure, responsibility and resources
2. Program oversight and the tone at the top
3. Written standards
4. Training and communication
5. Due care
6. Detection, monitoring and auditing
7. Enforcement and discipline

## **Reputation, Leadership and Innovation (20%)**

This category measures a company's legal compliance, litigation and ethical track record, along with the strength of the company's reputation in the market place. While we take into account awards and accolades garnered, we also look at some concrete examples of corporate leadership in local, national, industry and/or global initiatives that promote business ethics, responsible and sustainable business practices, environmental stewardship, good governance, transparency and social responsibility.

## **Governance (10%)**

This category looks at the availability and quality of systems designed to ensure strong corporate governance (as defined by the U.S. Sentencing Commission, Securities and Exchange Commission and other regulatory bodies), including oversight, governance principles and risk management. Actual performance of the governing authorities, as measured by governance rating agencies, is also taken into account.

## **Corporate Citizenship and Responsibility (25%)**

This category reviews a wide range of a company's performance indicators associated with sustainability, citizenship and social responsibility, specifically including such areas as environmental stewardship, community involvement, corporate philanthropy, workplace impact and well-being and supply chain engagement and oversight.

## **Culture of Ethics (20%)**

This category looks at the culture of ethics at the organization concerning widely accepted or unaccepted norms as it pertains to ethical conduct. Starting with adoption of a values-based culture and building on those core guidelines by having the workforce buy into the culture and not only know it, but live it.

***Target and John Deere are on the 2013 list!***