



# Building an Organizational Code

Framing ethical behavior as a positive opportunity for values-driven outcomes

SAI Global's Code program continues to evolve to help meet the changing needs of organizations at different levels of compliance maturity. Our team of experts understands the importance of training on risks and regulations, but also realize the need for learning content and programs that focus on impacting the behaviors that will ultimately affect the workplace culture of your organization.

Doing the right thing is not always easy and can create emotional conflicts for your workforce. A company's code of conduct can be used to show employees that the business lives by its values. The concept is to change employees' attitudes towards compliance and draw on the core values of your organization when presented with difficult decisions. A strong, modern code of conduct will change the perception of compliance from "authority" to "advisor" and help shape your culture.

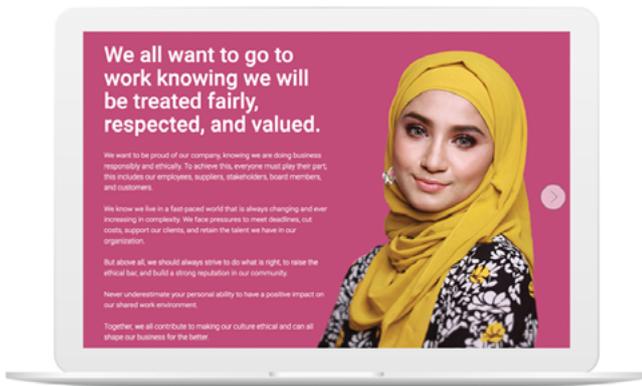
## Code of Conduct

SAI Global offers different Code of Conduct solutions to help your organization accomplish its goals and provide learning with a comprehensive, modern, ethics and compliance experience. Our mobile-ready, flexible, translated, and customizable Best Practice Code of Conduct training experience is built to transform the topics and policies covered in your Code of Conduct into an interactive format using engaging training content, measurable data, and analytics.

## Living Code of Conduct

This innovative, customizable microsite for your Code of Conduct is built to make your policies, values, and resources accessible and searchable for everyone in your organization on any device. It makes it easier for employees to access key compliance resources whenever they need it most. The Living Code is modern, measurable, and created from the ground-up specific to the goals, priorities, and policies of each organization.

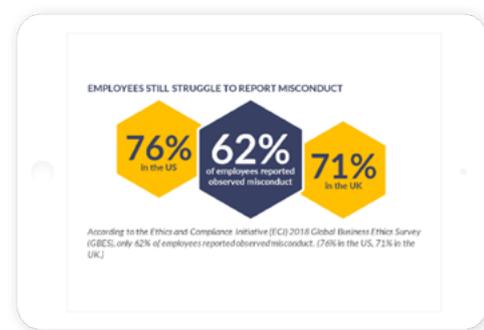
- Responsive design enables access to all ethics & compliance content on mobile devices
- Comprehensive search makes it easy to find what you need when you need it
- In-depth reporting capabilities helps compliance teams learn about their organization



## Reporting and Retaliation

Punishing or retaliating against someone who reports a concern is against the law and has severe consequences. SAI Global's reporting and retaliation package and toolkit helps managers understand their role in protecting whistleblowers, complying with anti-retaliation laws, and encouraging employees to speak up. The package includes a manager toolkit, team exercises, and a self-assessment to benchmark and identify areas of improvement.

If you're aspiring to build a healthier and more ethical culture within your teams, these resources include facts and data to educate yourself on the downsides of retaliation, practical guidance on implementing an action plan to improve the health of your reporting culture, 20-minute facilitated team workshops, case studies, and follow up exercises and discussion questions.



## Values-Based Code

Employees face complex situations and decisions every day. SAI Global's Values-Based Code reflects that reality, empowering organizations to create learning experiences that frame and operationalize ethical dilemmas at all levels of the organization. It's designed to enable employees to understand the significance of the business decisions they make and how they can make the right, ethical choice while doing their jobs. It includes emotive situations, scenario-based learning, and analytics and insights so you can measure the competency of learners in relation to your values.

- Personalized learning experiences with real stories, scenarios, and cautionary tales
- Profiled to roles and responsibilities for employees, managers, and senior leadership
- Created to emphasize the positive outcomes of values-based behavior, integrity, teamwork, respect, and leadership
- Combinable with SAI Global's extensive risk-based learning content, reporting and analytics, and the "Living Code"

## Other SAI Global Services

**COMPLIANCE & ETHICS LEARNING PROGRAMS** — SAI Global's multilingual e-learning courses are used for targeted, personalized education and awareness programs across large, multinational organizations.

**ADVISORY SERVICES** — SAI Global's advisory services team takes a consultative approach to strengthening your ethics and learning program, restoring company values, creating a respected culture, reducing risk, improving integrity, and establishing or rebuilding a code of conduct.