

2019



**30 January  
– 01 February**  
Paris Marriott Opera  
Ambassador Hotel

# EUROPEAN Business Ethics FORUM

*Sharing Ideas & Successful Practices*



# Meet your **forum hosts**

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ÉTHIQUE & CONFORMITÉ DES ENTREPRISES

## **Le Cercle d'Éthique des Affaires (CEA)**

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# EUROPEAN Business Ethics FORUM

**30 January -  
01 February**  
2019

Paris Marriott Opera  
Ambassador Hotel  
16 Boulevard Haussmann  
Paris 75009  
France

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# Welcome!

Dear colleagues,

Welcome to Paris and the 2019 European Business Ethics Forum!

This is the 16th year of our Forum which is recognised by many as the best “peers only” place to share ideas and practices.

The agenda includes our traditional mix of plenary sessions to “reflect” and “how-to” breakout sessions, together with the Speed Sharing session.

This year we will again open our conference with a Chairman/CEO to inspire ourselves. In the two other plenary sessions, a panel of regulators will discuss going beyond Compliance, and an academic speaker will discuss the future of ethics.

New this year: to ease your choice of breakout sessions we have changed the format from 3 sessions of 5 topics each to 4 sessions of 4 topics each. We hope this menu list of 16 options will satisfy all appetites for practical learning, from newly appointed practitioners to highly experienced ones.

To continue building your network of peers, we will also have dinner together at the Maison de l’Amérique Latine.

Should you have any questions or concerns, please raise them with one of the Forum Organising Committee members listed on page 15.

Finally, to help us continually improve this annual event, at the end of the Forum please remember to complete the evaluation form you received at registration.

We hope you enjoy the Forum and your stay in Paris!

With kind regards,

*Members of the 2019 EBEP Organising Committee*

We would like to thank and acknowledge the support of our 2019 EBEP sponsor Valiant Integrated Services



## The Chatham House Rule:

When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.

Quand tout ou partie d'une réunion est soumise à la Chatham House Rule, les participants sont libres d'utiliser les informations recueillies à cette occasion mais ils ne doivent révéler ni l'identité, ni l'affiliation des personnes à l'origine de ces informations. Ils ne peuvent pas non plus révéler l'identité des autres participants à la réunion.

Bei Veranstaltungen (oder Teilen von Veranstaltungen), die unter die Chatham-House-Regel fallen, ist den Teilnehmern die freie Verwendung der erhaltenen Informationen unter der Bedingung gestattet, dass weder die Identität noch die Zugehörigkeit von Rednern oder anderen Teilnehmern preisgegeben werden dürfen.

Wanneer een vergadering, of een deel daarvan, wordt gehouden onder de Chatham House Rule, zijn de deelnemers vrij om de ontvangen informatie te gebruiken, maar noch de identiteit noch de bedrijfsaffiliatie van de spreker, noch die van een andere deelnemer, kunnen worden onthuld.

The rule originated at Chatham House, the home of the Royal Institute of International Affairs in London, with the aim of guaranteeing anonymity to those speaking within its walls in order that better international relations could be achieved. It is now used throughout the world as an aid to free discussion.

It allows people to speak as individuals, and to express views that may not be those of their organisations, and therefore it encourages free discussion. People usually feel more relaxed if they don't have to worry about their reputation or the implications if they are publicly quoted.

Please note that a report of the forum will be made available to delegates following the event.

# Wednesday

30 January

## Meet and Greet

19:00 - 20:30

*Mogador*

The Forum will commence with an informal get together for those who arrive on the Wednesday evening. This is an opportunity to meet the organisers and other delegates in an informal setting.

*For a detailed map of the hotel with room locations, see the back cover of this programme*

# Thursday

31 January

## Registration

08:30 - 09:30

*Galerie* Coffee and breakfast refreshments will be served.

## Forum Welcome

09:30 - 10:00

*Vendôme*

Introductory remarks by Dominique Lamoureux, Chair of Cercle d'Éthique des Affaires (CEA)

## Plenary Session 1

10:00 - 10:45

*Vendôme*

### Vision from the C-level

*Patrice Caine | Chairman and Chief Executive Officer | Thales*

Patrice Caine, Thales Chairman and CEO, will present his view of the challenges and the stake in compliance and ethics in today's business environment. With worldwide operations and a turnover of 16 billion euros, the Group he chairs and manages helps its customers think smarter and act faster. Corporate responsibility is a strategic issue for a Group that enables its clients to master the ever-increasing complexity of our world, right from the bottom of the ocean to the depths of space and cyberspace.

## Refreshment Break

10:45 - 11:15

*Galerie*

Thursday

**31 January** *continued*

## Concurrent Facilitated Discussions

Please choose to attend one of the four concurrent discussions

11:15 - 12:30

**Drouot**

### The role of E&C in helping to rebuild trust

*Jo Gerloch | Ethics & Compliance Advisor | BP*

The Deepwater Horizon accident occurred on 20 April 2010. It took 11 lives, injured many others and has had a fundamental impact on BP. During this session Jo will cover BP's E&C journey since, including relaunching the values, strengthening the ethics and compliance programme and engaging effectively with an external Ethics Monitor.

11:15 - 12:30

**Mogador**

### What are the necessary qualities and skills of an effective "Ethics Ambassador"?

*Emma Sharma | Chief Administrative & Compliance Officer | Valiant Integrated Services*

An E&C Officer needs additional resources to embed key components of the programme throughout their organisation. Supplementing the core team with an army of Ethics Ambassadors can be an effective solution. However, finding colleagues who truly have time to give the role the attention it needs while also possessing the appropriate skills, personality and passion is no mean feat. Join us to discuss how to succeed, and some of the pitfalls, in the never-ending search for the elusive ambassador.

11:15 - 12:30

**Garnier**

### Managing the ethical values of our supply chain

*Roz Bliss | Manager Global Integrity | Northrop Grumman Corporation*

*Marcel Obeid | Ethical Committee | IKEA*

Protecting a company's reputation goes beyond its own operations. A values breach or vulnerability within the supply chain can be equally damaging. How can a company ensure that the many organisations in the supply chain are operating not just within the law, but with integrity?

11:15 - 12:30

**Laffitte**

### Coping with issues that arise between E&C and HR departments

*Olivia Graham | Ethics Advisor | International Monetary Fund*

E&C Offices within the multilateral and international organisation community are challenged daily, as are all employers and government agencies, with achieving tangible results and meaningful progress with often dwindling resources. Let's examine the effectiveness (or ineffectiveness) of the working relationships between the E&C Office and Human Resources. This session will engage the participants in a lively discussion designed to share systems and solutions from our own experiences that have proven effective with a minimum of investment, so that these practices may be considered for adoption across other organisations.

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## Lunch Break

12:30 - 14:00

**16 Haussmann**

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## Concurrent Facilitated Discussions

Please choose to attend one of the four concurrent discussions

14:00 - 15:15

**Drouot**

### Effective E&C surveys

*Julie Gershman | Corporate Chief Ethics Officer | Prudential*

Surveys are a cost-effective and efficient way to gain insights from your workforce. Findings from a survey can help an organisation target resources to specific challenge areas versus blanket solutions. But what are the elements of a good E&C survey? How do you ensure that the data you gather will have reliable information? What are the survey resources being employed by companies?

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14:00 - 15:15

**Mogador**

### Personal ethics vs organisational ethics: what's the difference?

*Pascal Cescon | Chief Ethics Officer | Bank of France*

In a world where the line blurs between the professional and personal worlds, can employees leave their personal ethics at the gate and should companies ask them to? Are employees safe to believe that as long as they respect organisational ethics while at work, they should be free to follow their own ethics in personal settings? Are personal and organisational ethics complementary or competing? Can they blend into some common values? And what, if they do not, like when the native culture of the employee is different from the national culture of the company?

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14:00 - 15:15

**Garnier**

### Tone from the middle: how do we keep it in tune?

*Cédric Dubar | Chief Compliance & Ethics Officer | Volvo Cars*

A company's culture is reflected in the values and commitments that are spread throughout the organisation. In order to embed these and spread ethical expectations throughout, tone from the top is not sufficient. How can you help senior management cascade the message down? How do you inspire middle management so that employees become engaged ethically? What are the measurement indicators of the echo from the bottom?

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Thursday

**31 January** *continued*

**Concurrent Facilitated Discussions** *continued*

14:00 - 15:15

**Laffitte**

**Communicating ethical standards within organisations: what works best?**

*Steve Kerry | Engagement, Training and Programme Manager, Ethics & Compliance Team | Rolls-Royce plc*

Rolls-Royce has recently relaunched their Code of Conduct positioning their values front and centre. Steve will share insights from the journey, communications techniques Rolls-Royce used and share what worked best! Has your company engaged in a similar or different project? What communication techniques have worked in your organisation? Come along and be part of the discussion!

**Refreshment Break**

15:15 - 15:45

**Galerie**

**Speed Sharing**

*Free seating - no table assignments*

15:45 - 17:00

**Vendôme**

Meet your fellow attendees and engage in a dialogue about emerging issues in E&C. Using a bell every 20 minutes and pre-set questions, this will be a fun and engaging way to exchange ideas.

17:00 - 18:45

**Free Time**

19:30 - 22:15

**Reception & Dinner at the Maison de l'Amérique Latine**

18:45 - 19:00

**Meet in Hotel Lobby** - Board coach

19:30 - 20:15

**Reception**

20:15 - 22:15

**Dinner**

22:15 - 23:00

**Return** - Board coach to return to the hotel

*See page 11 for more about the reception and dinner*

# Friday

**01 February**

## Refreshments

**08:30 - 09:00** *Galerie*

## Plenary Session 2

**09:00 - 10:15** *Vendôme*

### Regulators going beyond mere compliance

*Renaud Jaune | Deputy Director | Anti-Corruption Agency (AFA)**John Sutherland | Senior Adviser | Financial Conduct Authority (FCA)**Dirk Van Erps | Directorate-General – Competition | European Commission*

Practitioners continue to look at the (long) list of “things” they need to have for their programme to pass the effectiveness test even though they know very well that a tick-the-box approach does not work. Meanwhile, regulators who have seen the evolution from rule-based to value-based programmes, are starting to consider that culture trumps structure. The 2008 financial crisis prompted the banking sector to focus on organisational behaviour and regulators from other sectors are starting to follow this path. “Science (compliance) without conscience (ethics) is but the ruin of the soul” Rabelais said, 500 years ago. Let’s hear what national regulators have to say on this quest for purpose.

## Refreshment Break

**10:15 - 10:45** *Galerie*

## Concurrent Facilitated Discussions

Please choose to attend one of the four concurrent discussions

**10:45 - 12:00** *Drouot*

### How can the E&C Officer make sure the “Ethics Voice” is heard in the business decision making?

*Hazel Spriggs | Chief Compliance Officer | C & J Clarks*

An issue that is often raised is how we make sure that ethical considerations are introduced into all levels of decision making in the organisation? This session will provide a means to share experiences of the way that this can be ensured and explore the problems that it raises (as well as their solution!)

Friday

**01 February** *continued*

**Concurrent Facilitated Discussions** *continued*

10:45 - 12:00

**Mogador**

**Ensuring anonymity and non-retaliation of those who raise issues**

*Celine Garcia | Administrateur Indépendance et Ethique - DQR | Deloitte  
Carol Lambert | Partner Ethics Conflicts and Governance Leader | Deloitte*

Most of us have a whistleblowing line coupled with a speak up policy. Few of us have a non-retaliation process in place though. With the new anti-bribery and corruption law adopted in France, it's now a criminal offence to breach confidentiality and retaliated employees can ask for restatement. How does this local high standard work in a worldwide company? Come and share with Deloitte who internally experienced the challenge of different, if not conflicting, whistleblower protection laws.

10:45 - 12:00

**Garnier**

**E&C programme accountability - where does the “buck” stop?**

*Ellen Martin | Vice President, Ethics and Business Conduct | The Boeing Company  
Ruth M.S. Vetter | Director, Ethics and Business Conduct | The Boeing Company*

Ethical behaviour is the responsibility of everyone in an organisation—but who is ultimately accountable? Can an E&C programme ever be effective without accountability? How can we best equip team members to track, measure and ensure success? Join Boeing's E&C leaders as they explore these questions and discuss engagement ideas, challenges and best practices.

10:45 - 12:00

**Laffitte**

**Exploring and resolving the different types of conflict of interest**

*Natacha Lesellier | Ethics Programme Director | L'Oréal*

Conflicts of interests are at heart of most E&C dilemmas: corruption, fraud or simply not respecting the Code of Ethics to ensure one's year-end bonus. And managing conflicts of interests is in itself an ethical dilemma: how to ensure a culture of integrity while respecting employees' right to privacy. Come and learn about how different companies are addressing this issue in different jurisdictions and cultural environments.

**Lunch Break**

12:00 - 13:30

**16 Haussmann**

## Concurrent Facilitated Discussions

Please choose to attend one of the four concurrent discussions

13:30 - 14:45

**Drouot**

### How do we know our E&C programmes are of genuine use?

*Henri Van Elewyck | Group Vice President Ethics, HR Research and Progress | Sodexo*

A growing number of organisations have had E&C policies and programmes for several years. A question that senior management are asking E&C Officers is “What evidence have you that our E&C programmes are really useful and whether the time and money spent on them makes a measurable difference?” This breakout session will be an opportunity to share how to respond (or could respond) to this type of question.

13:30 - 14:45

**Mogador**

### Ethical considerations around the use of Artificial Intelligence

*Geneviève Fieux Castagnet | Ethicist | SNCF*

*Damien Goy | Chief Ethics & Compliance Officer | Geodis*

Human brains may lack ethics sometimes, we are told. Is it possible that AI will not? We know of racist bias of some AI projects which resulted in them being stopped. In this unscripted R&D territory where laws do not exist yet, what do companies do to make sure they don't play Frankenstein and develop “monsters”? Is it possible to inject “ethics cells” in algorithms? Come and learn from French railroad companies which are currently working on these supra-tech questions.

13:30 - 14:45

**Garnier**

### Millennials and the E&C opportunities

*Thierry Cunzi | Corporate Counsel Europe | Northrop Grumman Corporation*

*Donna Davis | Director, MS Ethics & Compliance | Northrop Grumman Corporation*

Millennials – those born between 1983 and 2004 – have been much-maligned as a challenging group to engage in the workplace. Generational differences in perspective can create tensions. But what opportunities do these employees bring to ethics and how can this benefit other employees? Northrop Grumman will share their challenge in integrating different age groups and celebrate the benefits it has brought to their E&C programme.

13:30 - 14:45

**Laffitte**

### Protecting reputation: what in practice, comprises an effective E&C risk assessment?

*Laura M R Hague | Group Safety Manager | Mott MacDonald*

This session will look at factors affecting whether a risk assessment process is effective, from the importance of organisational values, leadership and culture, through to the specifics of the risk assessment itself and the implementation of risk treatment plans. We shall consider how the ethics community can learn from other sectors with well-established risk management processes and will discuss where organisations are currently, in establishing effective risk management/assessment strategies.

Friday

**01 February** *continued*

## Refreshment Break

14:45 - 15:15

**Galerie**

## Plenary Session 3

15:15 - 16:30

**Vendôme**

### Ethics in a brave new world

*René Villemure | Ethicist, International speaker, Trend spotter and President of Ethikos | Ethikos*

The world is changing at an ever growing speed and will keep on doing so. In order to survive, your organisation will have to change the way it sees, understands and uses ethics. This session will go beyond the usual normative approach in order to present ethics as a fundamental capital, yet to be built, in order to be able to survive a world where millennials and iGENs from the Eastern world and Africa will meet with their Western counterparts and transform the world as we know it. Strategic ethics is here to stay. Are you ethically ready for 2030?

## Looking Ahead

16:30 - 16:50

**Vendôme**

### Recent lessons and new challenges

To wrap up, a panel of experienced E&C practitioners will share their highlights and “takeaways” from this year’s forum. Key topics and challenges that are likely to dominate E&C in the coming year will be presented.

## Forum Closing

16:50 - 17:00

**Vendôme**

# Reception & Dinner

**31 January** | 19:30 - 22:15 (dinner served at 20:15)

Maison de l'Amérique Latine

217 Boulevard Saint-Germain,  
75007 Paris,  
France

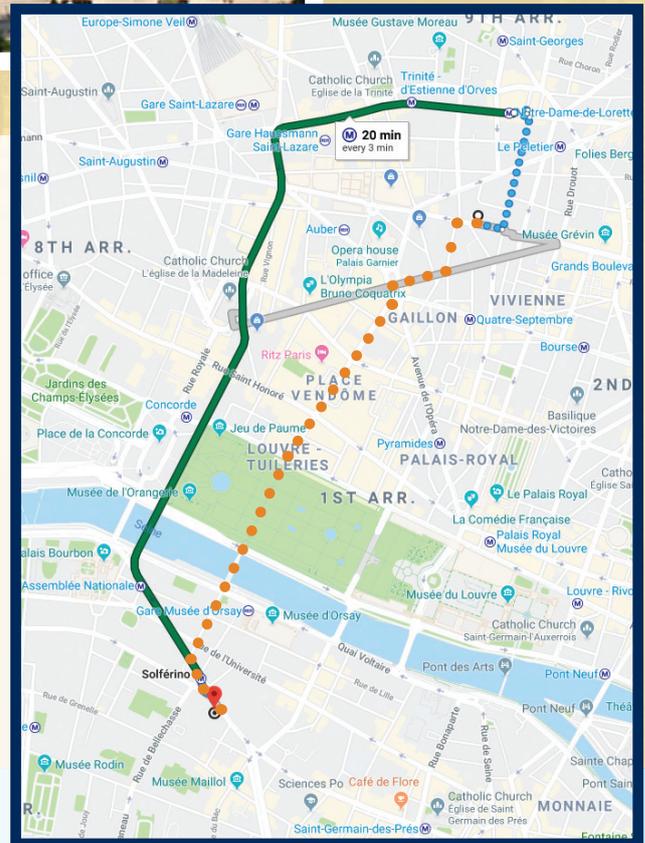


## How to get there

- **By coach**  
Join us in the hotel lobby at 18:45 to board the coach to the venue  
*We will be taking coach back at 22:15 and be back in the hotel no later than 23:00*
- **By public transportation** ●●●●  
Metro ligne 12 or bus number 68  
*Please see map and details opposite*
- **By taxi**  
Ask Concierge or get one on the Boulevard or Uber
- **Walking** ●●●●●●●●  
*Please see map and details opposite*

## Attire

The dress code for this event is business attire



# Speakers



## Patrice Caine

*Chairman and Chief Executive Officer  
Thales*

Patrice Caine is a graduate of the *École Polytechnique* and the *École des Mines de Paris* and holds the rank of *Ingénieur en Chef of the Corps des Mines*. He began his career in 1992 with the pharmaceutical group Fournier before becoming an adviser on mergers, acquisitions and corporate strategy at Charterhouse Bank Limited in London.

From 1995 to 2000, he held several executive positions in the French administration. From 2000 to 2002, he served as the technical advisor on energy at the cabinet office of the French Minister for the economy, finance and industry.

In 2002, Patrice Caine joined the Thales Group's Strategy department before being appointed to manage the following operating units - Air & Naval, Communication, Navigation & Identification, Air Systems, Radio-communication Products, and Network & Infrastructure Systems and Protection Systems.

In February 2013, he was appointed Senior Executive Vice-President, Chief Operating Officer and Chief Performance Officer and joined the Executive Committee.

Patrice Caine was appointed Chairman and Chief Executive Officer of Thales in December 2014. After being awarded the National Defence Medal, he was named Knight of the National Order of Merit in 2014 and Knight of the Legion of Honour in 2017.



## Renaud Jaune

*Assistant Director  
French Anticorruption Agency  
(AFA)*

Dr. Renaud Jaune is Assistant Director of the French Anticorruption Agency (AFA), where he supervises the division for Advice, Strategic Analysis and International Affairs. Prior to joining the AFA in 2017, Dr. Jaune held various positions within the General Directorate of Public Finance of the Ministry of Budget, where he specialized in international taxation (1999-2017). He also served at the finance section of the Conseil d'Etat, the highest administrative jurisdiction in France (2012-2014).

Dr. Jaune received his doctoral degree in law at the University of Paris Sorbonne. He is a graduate of the French Ecole Nationale d'Administration (ENA).



## John Sutherland

*Senior Adviser  
Financial Conduct Authority  
(FCA)*

John's career spans 44 years in Financial Services. It has included leading major divisions in Payment Services, Retail Branches, Back Office Operations and Technology.

Latterly he has worked for the Bank of England as Senior Adviser in the Special Resolution Unit, Senior Adviser at the FSA, Senior Adviser at the PRA and is now a Senior Adviser at the FCA. He is also a member of the Audit Committee of the European Investment Bank and an Independent Member of the Financial Infrastructure Board at the Bank of England.

In August 2012 he was seconded to the team supporting the Parliamentary Commission on Banking Standards and worked closely with the five Peers and MPs on the Commission.

He is currently mentoring several senior executives and regularly speaks in the UK and abroad on leadership and culture. He is an Honorary Leadership Fellow at the University of Exeter Business School where he studied and achieved both an MBA and an MA in Leadership Studies.



## Dirk Van Erps

*Directorate-General – Competition  
European Commission*

Mr. Van Erps (Belgium, 1963) has been with the Directorate-General for Competition of the European Commission since 1991. During his first 7 years in DG Competition he worked in the antitrust unit dealing with the pharmaceutical, agriculture and consumer good sectors. Thereafter, he joined for almost 3 years the so-called Merger Task Force. From 2001 to 2004, he returned to his original antitrust sectoral unit and became a Deputy Head of Unit.

After a brief spell at the Energy Unit in early 2005, he worked for almost 10 years as a Head of Unit in the Cartels Directorate where he managed several international cartel investigations as well as the Forensic IT and the Inability to Pay teams.

From October 2014 until March 2017, he was the Head of the Antitrust: Pharma and Health Services unit. In that time, new ex officio investigations, including an excessive pricing case, were developed and a 'pay for delay' investigation brought forward.

In April 2017, Dirk opted-out of management and returned to the Cartel Directorate as a Senior Expert. In October 2017, he was appointed as an Adviser to the Deputy Director General for Antitrust and Cartels.

Dirk Van Erps is a lawyer by education. He obtained a law degree at the Catholic University of Leuven in Belgium in 1986. In 1987 he obtained an LL.M. degree in European law from the College of Europe in Bruges, Belgium.



## René Villemure

*Ethicist, International speaker, Trend spotter and  
President of Ethikos  
Ethikos*

As a professional ethicist since 1998, his perspective is highly sought after by governments, politicians, and executives from large public and private organisations in North America, Europe, and Africa.

Over the years, René Villemure has given more than 675 lectures, taught over 65,000 people in more than 700 organizations around the world, and participated in over 375 media interviews, in French and English.

Visionary, he created such concepts as Ethical Reports®, the Ethical Management Model®, the Ethics & Values® method and in 2014, BoardEthics®, a program, which measures the ethical comprehension and awareness of boards members and senior management.

René Villemure is a founding member of Cercle K2, a French think tank, and a member of the Design Decode group.

He recently spoke at the Strategic Forum on Artificial Intelligence, the National Corporate Ethics and Integrity Summit, the Digital Leadership Summit, 20th MEDEF's Summer University, the most prestigious event in the French business community, at the Governor General's Canadian Leadership Conference (GGCLC) and also acted as judge at the United Nation's TaxCOOP 2017 Forum for Success.

# More about your **EBEF** hosts



ÉTHIQUE & CONFORMITÉ DES ENTREPRISES

## Le Cercle d'Éthique des Affaires (CEA) of France

**The Cercle d'Éthique des Affaires was founded in 1993 and is the longest serving Ethics and Compliance Association in France. In 2011, its Articles of Association were amended to keep abreast with the evolution of the profession with the goal to become a leading think tank where researchers and practitioners freely exchange on Ethics and Compliance so as to strengthen the integration of Ethics and Compliance into managerial decisions.**

The CEA is first and foremost a trusted place where Ethics and Compliance professionals i.e. officers in corporations and organisations come to meet their peers, discuss, benchmark, learn, share, etc. on a confidential basis, in various formats especially designed for them.

The CEA offers various activities to help strengthen its members' professional practice from "reflecting" on prospective topics at "*Conférences Prospectives*" (Prospective Discussions), to "learning" about a new law, or "doing" practical case studies, or "sharing" by conducting specific benchmarks in small working groups at the "*Ateliers Pratiques*" (Practical Workshops). The CEA also organises book reviews with writers in the "*Librairie de l'Éthique*" (Ethics Book Club), and an annual Conference between Academics and Practitioners. The 2019 Conference will be on Ethics & Artificial Intelligence.

The CEA partners with other organisations such as the IBE and ECI. In 2013, it became the French Chapter of European Business Ethics Network.

It also participates in numerous conferences to influence public and private decision-makers in order to reinforce the position of Ethics and Compliance in corporations and organisations.



## Ethics & Compliance Initiative (ECI) of the United States

**The Ethics & Compliance Initiative (ECI) is a best practice community of organizations that are committed to creating and sustaining high quality ethics & compliance programs. With a history dating back to 1922, ECI brings together ethics and compliance professionals and academics from all over the world to share techniques, research and, most of all, exciting new ideas.**

ECI is the leading provider of independent research about workplace integrity, ethical standards, and compliance processes and practices in public and private institutions. Our research includes the long-standing National Business Ethics Survey® (NBES) of workplace conduct in the United States and the more recent Global Business Ethics Survey® (GBES) of workplaces in leading world economies.

ECI assists organizations in building strong cultures and developing High Quality Ethics & Compliance Programs (HQPs) in line with the five pillars identified by an ECI Blue Ribbon Panel. Embracing these pillars as our own operational standard, ECI provides organizations with tools and benchmarking services that enable them to assess the relative strength of their culture and program, identify areas for attention and stay abreast of new developments and best practices.

ECI also supports E&C officers, individual practitioners, academics and thought leaders with a full calendar of educational programming, networking and idea exchange opportunities and professional certification services. Ours is a vibrant and active community of professionals that shares knowledge encourages thoughtful innovation and explores new ideas to help organizations and individuals meet key objectives.

ECI is comprised of the Ethics Research Center (ERC), the Ethics & Compliance Association (ECA) and the Ethics & Compliance Certification Institute (ECCI), and is based in Vienna, VA, USA.

## **Institute of Business Ethics (IBE) of the United Kingdom**

**The Institute of Business Ethics, whose purpose is to promote high standards of business behaviour based on ethical values, is an important partner to any business wanting to preserve its long-term reputation by doing business in the right way.**

For over 30 years, the IBE has advised organisations on how to strengthen their ethical culture by sharing knowledge and good practice, resulting in relationships with employees and stakeholders that are based on trust.

We achieve this by:

- Acting as a critical friend to organisations we work with
- Advising senior business leaders and those with responsibility for developing and embedding corporate ethics policies
- Supporting the development of these policies through networking events, regular publications, research and benchmarking as well as training
- Providing guidance to staff through bespoke training and decision-making tools
- Educating the next generation of business leaders in schools and universities

The IBE is a registered charity funded by corporate and individual subscriptions.

# 2019 EBEB Organising Committee

## **Cercle d'Éthique des Affaires**

### **Dominique Lamoureux**

*VP, Ethics & Corporate Responsibility, Thales  
Cercle d'Éthique des Affaires (CEA)*

### **Marie A. Vieitez**

*Compliance Director, Faurecia  
Cercle d'Éthique des Affaires (CEA)*

## **Ethics & Compliance Initiative**

### **Moira McGinty Klos**

*Chief Operating Officer  
Ethics & Compliance Initiative (ECI)*

## **Institute of Business Ethics**

### **Philippa Foster Back CBE**

*Director  
Institute of Business Ethics*

### **Guendalina Dondé**

*Head of Research  
Institute of Business Ethics*

### **Simon Webley**

*Research Director  
Institute of Business Ethics*





# London

# 2020

## 05 - 07 February

***Sharing Ideas & Successful Practices***



EUROPEAN  
**Business  
Ethics**  
FORUM

**Please join us  
for the 2020 EBEF!**

**Park Plaza  
Victoria  
London**

Take advantage of early-bird pricing

**Register and pay for the 2020 EBEF at this year's rate**

**by 31 October 2019** - *Registration will open summer 2019*

**More information to come on the EBEF website: [www.ebef.eu](http://www.ebef.eu)**

## Wednesday 30 January

19:00 - 20:30 **Mogador** Meet and Greet

## Thursday 31 January

08:30 - 09:30	<b>Galerie</b>	Registration
09:30 - 10:00	<b>Vendôme</b>	Forum Welcome & Introductory remarks by CEA Chair
10:00 - 10:45	<b>Vendôme</b>	<b>Plenary Session 1</b> Vision from the C-level
10:45 - 11:15	<b>Galerie</b>	Refreshment Break
11:15 - 12:30	<b>Various</b>	<b>Concurrent Facilitated Discussions</b>
12:30 - 14:00	<b>16 Haussmann</b>	Lunch Break
14:00 - 15:15	<b>Various</b>	<b>Concurrent Facilitated Discussions</b>
15:15 - 15:45	<b>Galerie</b>	Refreshment Break
15:45 - 17:00	<b>Vendôme</b>	<b>Speed Sharing</b>
17:00 - 18:45		Free time
18:45 - 19:00	<b>Hotel Lobby</b>	Coaches depart hotel
19:30 - 22:15	<b>Maison de l'Amérique Latine</b>	<b>Reception and Dinner</b>
22:15 - 23:00	<b>Maison de l'Amérique Latine</b>	Coaches return to hotel

## Friday 01 February

08:30 - 09:00	<b>Galerie</b>	Refreshments
09:00 - 10:15	<b>Vendôme</b>	<b>Plenary Session 2</b> Regulators going beyond mere compliance
10:15 - 10:45	<b>Galerie</b>	Refreshment Break
10:45 - 12:00	<b>Various</b>	<b>Concurrent Facilitated Discussions</b>
12:00 - 13:30	<b>16 Haussmann</b>	Lunch Break
13:30 - 14:45	<b>Various</b>	<b>Concurrent Facilitated Discussions</b>
14:45 - 15:15	<b>Galerie</b>	Refreshment Break
15:15 - 16:30	<b>Vendôme</b>	<b>Plenary Session 3</b> Ethics in a brave new world
16:30 - 16:50	<b>Vendôme</b>	<b>Looking Ahead</b>
16:50 - 17:00	<b>Vendôme</b>	Forum Closing

## HOTEL

- Mogador**
- Garnier**
- Vendôme**
- Drouot**
- Galerie**
- 16 Haussmann**
- Laffitte**

