

2024



EUROPEAN Business Ethics FORUM

07 - 09 February

Paris
Marriott Opera
Ambassador Hotel

Sharing Ideas & Successful Practices



2024 EBEF

Organising Committee



CERCLE D'ÉTHIQUE DES AFFAIRES

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Primary contact

Louis Colin

CEA support

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CEA admin.



ETHICS & COMPLIANCE INITIATIVE

Evren Esen

Primary contact

Trent Walter

ECI support



INSTITUTE OF BUSINESS ETHICS

Alex Johnson

Primary contact

Katy Gibson

IBE support (registration coordinator)

Welcome!

Dear Colleagues,

Welcome to the 21st annual European Business Ethics Forum (EBEF)!

We are excited to be able to meet you and are delighted to be in our host city of Paris.

EBEF is recognised by E&C leaders worldwide as the best place for peers and colleagues to share ideas, best practices and insight. Through a mix of traditional, Plenary sessions and interactive, engaging breakout sessions, EBEF provides a truly unique experience. You will leave with innovative, tangible ideas that can help you improve the efforts of your programme and further illustrate the value that E&C provides to organisations.

Each of our sessions are facilitated by leading experts and forward-thinking E&C innovators who have both the practical experience to give useful advice and the context of how today's E&C trends affect tomorrow's organisations.

In addition, EBEF provides several face-to-face networking opportunities. Please join our networking breaks, introduce yourself to colleagues from around the world and meet those who share the same challenges and experiences as you do every day.

We are pleased to introduce our sponsor of the year, Groupe ADP, and extend our appreciation for their sponsorship.

We are excited to kick-off this year's EBEF and we look forward to meeting and talking with you throughout this year's Forum.

Sincerely,

2024 EBEF Organising Committee



EUROPEAN
**Business
Ethics**
FORUM

07 - 09 February
2024

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**Thank you to our
2024 EBEF
Sponsor**



GROUPE ADP

[www.parisaeroport.fr/en/
homepage-group](http://www.parisaeroport.fr/en/homepage-group)

EBEF is held under **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.

Wednesday

07 February

18:30 - 20:30
Garnier &
Mogador

Meet and Greet

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

08 February

08:15 - 09:00
Great room

Registration

Coffee and tea available.

09:00 - 09:15
Vendôme

Forum welcome

Stéphanie Scoupe | President | Cercle d'Ethique des Affaires (CEA)

Trent Walter | Vice President of Membership | Ethics & Compliance Initiative (ECI)

Dr Ian Peters, MBE | Director | Institute of Business Ethics (IBE)

09:15 - 10:30
Vendôme

International conversation café

A chance to re-acquaint with peers. At the start of the Café, we will share a few questions on the screen to get the conversations started.

A randomly assigned number is on the back of your Forum badge. Please seat yourself at the corresponding table number for this session. Once you find your table, please introduce yourself to your partners and designate a volunteer to share insights at the end of the Café.

At the start of the Café, we will share a few questions on the screen to get the conversations started.

10:30 - 11:00
Vendôme

Refreshments and networking break

Thursday *continues*

Concurrent facilitated discussions

Please choose to attend one of the four concurrent discussions.

11:00 - 12:15
Haussmann

Codes of Ethics in the UK's leading companies

Lisa Pennycook | Conduct Risk Senior Consultant | Phoenix Group

A case study of the development of a code for a FTSE 100 company. This session will consist of a journey through the development of a code, how it was embedded within the organisation and the challenges and pitfalls along the way.

11:00 - 12:15
Drouot

Evidence-based Ethics: how ECI's new Business Integrity Library bridges gaps as a cross-disciplinary resource

Mary Beth West | ECI Advisor

This session will address one of the most pressing issues today in corporate and organisational reputation management - credibility: whether leadership can credibly substantiate its brand promises and performance claims with verifiable, quantified data that prove value and resonate with a diverse, discerning, and even deeply divided public. Sustainability, diversity, governance, and similar corporate programs face complex credibility problems – from “greenwashing” and ethical controversies over “say-do” disconnects, to divisive partisanship about even merely using terms like “ESG.” Attendees will have the chance to see a newly-launched Business Integrity Library – a searchable database of top corporate integrity practices from the world's leading companies – to provide practitioners with a first-of-its-kind resource to seeking evidence-based trust that corporations can leverage through the power of shared data and best practice.

11:00 - 12:15
Mogador

How companies can formulate an ethical approach to AI?

Geneviève Fieux-Castagnet | Head of AI Ethics | SNCF

Digital systems using artificial intelligence are numerous and now widely deployed in our daily lives. All industrial companies are equally concerned. Five years ago, the SNCF began a pioneering ethical reflection on this subject. The company is now deploying a dedicated policy, under the responsibility of Geneviève Fieux-Castagnet. Here's a look back and some best practices.

11:00 - 12:15
Garnier

ISO 37001: a journey towards certification

Laurence Mouly | Head of Ethics & Compliance | Safran

In the fight against corruption, an international norm is recognised as the highest standard: ISO 37001. How can you obtain it? How to prepare the audit: the things not to forget, the little extras that make all the difference? A look back at Safran's journey towards certification.

12:15 - 13:30
*Sixtine
Brasserie*

Lunch break



Concurrent facilitated discussions

Please choose to attend one of the four concurrent discussions.

13:30 - 14:45
Haussmann

Ethics & data: measuring to empower middle management

Alexandre Anselmi | Head of Group Ethics Programme | Sodexo

Developing and measuring an ethical culture is a continuous process. Many resources and initiatives can be used to empower and stimulate it. But what are their real effects? How can we measure the spread of an ethical culture within a company, while encouraging middle management to embrace it? The IT tools exist, but how do you set them up? And how can they be used to contribute to business challenges? Reflections and presentation of implementation by Sodexo.

13:30 - 14:45
Drouot

Embedding behavioural science into the Ethics programme

Simone Holliday | Deputy Ethics Leader | Deloitte Global

Exploring how using a behavioural science approach can help predict employee responses to various work pressures and situations, and design specific interventions to promote a desired ethical culture. This session will look at some practices around ethical nudges and targeted learning to support psychologically safe team environments.

13:30 - 14:45
Mogador

Future-ready Ethics and Compliance professionals: essential skills and qualities

Andrew Blasi | CEO | Ethicist International

This session will delve into the evolving demands placed on E&C professionals, encompassing both current challenges and future trends. Gain valuable insights into the key skills required to navigate complex ethical and compliance landscapes.

13:30 - 14:45
Garnier

Fighting fatigue when implementing Ethics training

Benoit le Merre | Ethics & Compliance Specialist | Airbus

Airbus will share recent experience on E&C trainings on awareness and exposed employees. Join the debate to discuss new approaches to encourage the uptake of training throughout an organisation.

14:45 - 15:15
Vendôme

Refreshments and networking break

Thursday *continued*

15:15 - 16:30
Vendôme

Plenary session

Latest ethics thought-leadership from ECI and IBE

Evren Esen | VP - Research & Analytics | ECI

Dr Ian Peters | Director | IBE

What are ethics and compliance practitioners concerned about in 2024? And how do these relate to the ethical concerns identified by business leaders and employees more generally? Join Dr Ian Peters, Director, IBE and Evren Esen, VP – Research & Analytics, ECI to discuss recent research findings from Europe, the UK and beyond.

16:30 - 18:15

Free time

18:15 - 22:00

Reception & dinner at the Maison des Polytechniciens, Hôtel Poulpry

18:15 - Meet in the Lobby

18:30 - Board the coach and leave

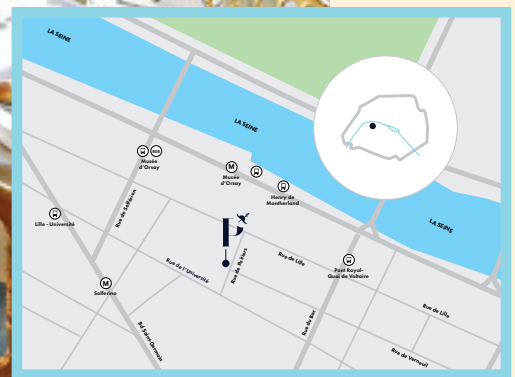
19:00 - Cocktail

20:00 - Dinner

22:00 - Walk to pick up point / Ride back to the hotel

Reception & Dinner

08 February | 19:00 - 22:00 (dinner served at 20:00)



RESERVATIONS & SEATING

No separate reservation is required; however if you have told us that you do not wish to attend and would now like to, please let a member of the organising committee know. This event is included in the forum registration.

The reception will start at 19:00 with dinner to follow at 20:00. Dinner is open seating.

ATTIRE

The dress code for this event is business attire.

HOW TO GET THERE

Maison des Polytechniciens - Hôtel Poulpry

12 Rue de Poitiers - 75007 Paris, France

By public transports

Metro: line 12, station: Solférino

RER: line C, Musée d'Orsay

Bus: lines 39, 63, 73, 83, 84 and 94

By coach

We have booked a coach to take us to the Maison des Polytechniciens and back to the hotel. If you would like to join, please meet us in the hotel lobby at 18:15.

We will leave the Maison des Polytechniciens at 22:00 for the ride back.

By car

Public car park: Montalembert

Feel like walking? 30 min.

Friday

09 February

8:30 - 09:15
Great room

Coffee and tea available

09:15 - 10:15
Vendôme

Plenary session**Ethics beyond compliance: how can Boards embed an ethical business culture?**

Simon Thompson | Senior Adviser | Rothschild & Co
Rachael Saunders | Deputy Director | IBE

The importance of establishing an ethical culture that goes beyond compliance is now widely recognised across organisations in the private, public and third sectors. How can ethics and compliance professionals ensure that their boards have the information they need to integrate this culture from the very top?

10:15 - 10:45
Great room

Refreshments break**Concurrent facilitated discussions**

Please choose to attend one of the four concurrent discussions.

10:45 - 12:00
Haussmann

Ethics in sport - Olympic Games 2024

Nicola Bonucci | Member of the Ethics Committee of the COJOP

Although the world of sport is a symbol of strong values, it is not immune to ethical scandals. Harassment, corruption, heavy environmental impact: the criticisms levelled at it are multiplying. As partners in major sporting events, companies need to put in place robust sponsorship arrangements to avoid all ethical risks, whether legal, financial or reputational. A meeting between a corporate ethics manager sponsoring the Paris Olympics 2024 and a member of the Olympic Games Ethics Committee.

10:45 - 12:00
Drouot

Evolution of a Speak Up programme

Dawn Wood | Engagement, Training and Programme Manager, Ethics and Compliance | Rolls Royce

This session will explore how to continue to develop a Speak Up programme to adapt to new legislation and business strategy; how to communicate a Speak Up programme to keep it fresh and relevant in the business; trends and how to better understand and respond to them.

Concurrent facilitated discussions *continued*

10:45 - 12:00
Mogador

Towards a European duty of vigilance

Soundous Hassouni | Sustainability Due Diligence Manager | Decathlon

Increasingly institutionalised, CSR is now based on a precise analysis of social and environmental risks along the entire value chain. Since the UK's Modern Slavery Act in 2015 and France's Duty of Vigilance in 2017, third-party due diligence practices have been greatly strengthened. Their requirements are now being taken up by various European legislators - from Germany to the Netherlands - in anticipation of forthcoming EU-wide harmonisation via CS3D. What best practices have already been identified? How can we prepare for those to come? A seasoned professional shares her experience.

10:45 - 12:00
Garnier

Racism, discrimination and the abuse of power: shifting awareness to action

Daniel Hotard, JD, Ph | Associate Researcher | Laboratoire Interdisciplinaire pour la Sociologie Économique

This important session provides practitioners the guidance as to what extent do issues of racial discrimination concern organisations as opposed to individuals? What are organisations doing to anticipate these issues, and to address them effectively when they arise? What practices are emerging? With these questions in mind, attendees will be able to delve into the recently released report Racism, Discrimination and Abuse of Power (RDAP).

12:00 - 13:15
*Sixtine
Brasserie*

Lunch break

Concurrent facilitated discussions

Please choose to attend one of the three concurrent discussions.

13:15 - 14:30
Drouot

Internal investigations: best practices

Nathalie Victory | Audit Project Manager - E&C Investigations | Groupe ADP

Since the systematic introduction of robust automated alert systems, companies have been faced with a growing number of reports. To deal with them, some companies have set up dedicated internal investigation teams. What principles and methods do they follow? What difficulties do they encounter, and what tips do they use to overcome them? Case study with an internal investigator at ADP.

13:15 - 14:30
Mogador

Third-parties Compliance: from anti-corruption to international sanctions

Domitille Fontaine-Castets | Group Chief Compliance Officer | Accor

Multinational companies must comply with various Compliance norms from anti-corruption to sanctions. In a globalised economy, this means screening their entire supply chain and customers, starting with Tier 1 and down. We are talking of thousands of lines on an excels sheet. How can it be organized? What strategy and methods should be used? What pitfalls should be avoided? A duet by two very different industries : Hospitality and Defense.

Friday *continued*

Concurrent facilitated discussions *continued*

13:15 - 14:30
Garnier

Risk culture vs ethical and organisational culture - is there a difference?

Darriane Garrett | Director Ethics | BDO

Organisations place focus on culture such as the proactive embedding of ethical and lawful behaviour, embracing difference and diversity, respectfully challenging the status quo. Ethical organisational culture is a key element to effective risk management and embedding a sound risk culture in organisations.

14:30 - 15:00
Great room

Refreshments break

Concurrent facilitated discussions

Please choose to attend one of the three concurrent discussions.

15:00 - 16:15
Drouot

Ethics of Gen AI: the Google case

Christine Poli | Head of Legal, Google Cloud | EMEA

Major tech companies are racing to design generative artificial intelligence. These developments are not without raising ethical questions - between myth, fantasy and dystopia. But what is the perspective of designers on the subject? And what are their compliance measures to ensure trustworthy AI? Here's a look at the practices deployed by Google.

15:00 - 16:15
Mogador

How an effective HQP (High-Quality Programme) assessment can provide the data for a successful E&C programme

Trent Walter | Vice President of Membership | Ethics & Compliance Initiative (ECI)
Julia Arbery | LL.M, Partner | StoneTurn

For organisations seeking to achieve the highest level of business integrity.

Concurrent facilitated discussions *continued*

15:00 - 16:15
Garnier

Preparing the next generation of leaders

Marc Toussaint | Ethics and Compliance - Transformation and culture change | Airbus

Many businesses are reporting that young people are more likely to report ethical concerns about colleagues and ways of working, have different expectations of managers and leaders, and use different communications channels. In this session, we will examine the demand for ethics from younger employees who want purpose of work, how we can promote ethics to younger people throughout an organisation, and how E&C practitioners can mentor the next generation of leaders to ensure that they are prepared to face ethical issues.

16:15 - 16:30
Vendôme

Closing Remarks

Stéphanie Scoupe | President | Cercle d'Éthique des Affaires (CEA)

Dr Ian Peters, MBE | Director | Institute of Business Ethics (IBE)

Evren Esen | VP - Research & Analytics | LPEC, SHRM-SCP | ECI

For the second year, the CEA released its Trend Book to help the C Ethics and Compliance community explore potential new E&C areas.

The report picks up the weak signals of the previous year and analyse them through an E&C lense to help practitioners identify the socio-economic trajectories that are sketching up in this fast-changing world. Foresight, like Ethics, requires that we take a step back from the object of study to consider the long term. The two complement perfectly: the former opens up perspectives while the latter enables us to examine and discuss them in light of our principles and values. The Trend book of the Cercle d'Éthique des Affaires blended both to provide E&C professionals, as well as strategic functions, deciphering keys to better anticipate the world ahead, navigate the tensions that accompany changes, and draw adequate principles to frame new territories.



Plenary Speakers



EVREN ESEN

VP - Research & Analytics | LPEC, SHRM-SCP | ECI

See page 18.



DR IAN PETERS, MBE

Director | IBE

See page 19.



RACHAEL SAUNDERS

Deputy Director | IBE

Rachael Saunders responsible for research, advisory and training services. Having worked in Westminster, and with roles in charities, communities, local and central government, she is interested in how research can generate insights to inspire action.

Rachael was a Director at Business In The Community, working closely with senior government and business leaders, and was responsible for scaling opportunities for young people as part of the senior leadership team of Speakers for Schools.

A trustee of charities including Rich Mix Cultural Foundation, Bromley by Bow Centre and East End Homes and an elected local councillor for 10 years, she is currently chair of charity Sister System.

In addition to a BA in History and Politics from Durham University, and a MA in Gender and Social Policy from London School of Economics, Rachael also holds a MSc from Birkbeck University of London in Business Ethics and Corporate Governance.



SIMON THOMPSON

Senior adviser | Rothschild & Co - former chair of 3i Group | Rio Tinto and Tullow Oil

Simon Thompson is the President of the IBE, a Senior Adviser to Rothschild & Co. and a Director of the British Geological Survey.

After working in investment banking for N. M. Rothschild and S. G. Warburg, Simon joined the Anglo American group, holding a number of senior positions including CEO of the Base Metals Division, Chairman of the Tarmac Group and Executive Director of Anglo American plc.

Since leaving Anglo American, Simon has served as Chairman of 3i Group plc, Rio Tinto plc and Tullow Oil plc and as a Non-Executive Director of companies including Amec Foster Wheeler plc, AngloGold Ashanti Ltd (South Africa), Newmont Mining Corporation (USA) and Sandvik AB (Sweden).

Simon has a MA (Geology) from University College Oxford and a PhD (History) from King's College London. He is a Senior Fellow of the Mission Possible Partnership and a member of the Energy Transition Commission.

He was appointed to the IBE Advisory Council in 2015.

Concurrent facilitated discussions

Facilitators

2024



ALEXANDRE ANSELM

Head of Group Ethics Programme | Sodexo

Ethics & data: measuring to empower middle management



SOUNDOUS HASSOUNI

Sustainability Due Diligence Manager | Decathlon

Towards a European duty of vigilance



JULIA ARBERY

LL.M, Partner | StoneTurn

How an effective HQP (High-Quality Programmes) assessment can provide the data for a successful E&C programme



SIMONE HOLLIDAY

Deputy Ethics Leader | Deloitte Global

Embedding behavioural science into the ethics programme



ANDREW BLASI

CEO | Ethicist International

Future-ready Ethics and Compliance professionals: essential skills and qualities



DANIEL HOTARD, JD, PHD

Associate Researcher | Laboratoire Interdisciplinaire pour la Sociologie Économique

Racism, discrimination and the abuse of power: shifting awareness to action



NICOLA BONUCCI

Member of the Ethics Committee of the COJOP

Ethics in sport Olympic Games 2024



BENOIT LE MERRE

Ethics & Compliance specialist | Airbus

Fighting fatigue when implementing Ethics training



GENEVIÈVE FIEUX-CASTAGNET

Head of AI Ethics | SNCF

How companies can formulate an ethical approach to AI?



LAURENCE MOULY

Group Ethics & Compliance | Safran

ISO 37001: a journey towards certification



DOMITILLE FONTAINE-CASTETS

Group Chief Compliance Officer | Accor

Third-party management: from anti-corruption to international sanctions



CHRISTINE POLI

Head of Legal, Google Cloud | EMEA

Ethics of Gen AI: The Google case



DARRIANE GARRETT

Ethics and Culture Lead within the Digital and Risk Advisory practice | BDO

Risk culture vs ethical culture - is there a difference?



LISA PENNYCOOK

Conduct Risk Senior Consultant | Phoenix Group

Codes of Ethics in the UK's leading companies

CONCURRENT FACILITATED DISCUSSIONS - FACILITATORS



MARC TOUSSAINT

Ethics and Compliance -
Transformation and culture change
| Airbus

**Preparing the next generation
of leaders - the E&C role**



MARY BETH WEST

ECI Advisor

**Evidence-based Ethics: how
ECI's new business integrity
library bridges gaps as a cross-
disciplinary Resource**



NATHALIE VICTORY

Audit Project Manager - E&C
Investigations | Groupe ADP

**Internal investigations:
best practices**



DAWN WOOD

Engagement, Training and
Programme Manager,
Ethics and Compliance | Rolls Royce

**Evolution of a Speak Up
programme**

THANK YOU to our sponsor Groupe ADP



Working together with our customers

Groupe ADP is one of the few airport operators to be present in all aspects of the airport value chain, from upstream studies in engineering, master planning and design, to the commissioning and operation of complex infrastructure (terminals, runways, baggage sorting, etc.).

It operates and develops the three main Paris airports under the Paris Aéroport banner: Paris-Charles de Gaulle, Paris-Orly and Paris-Le Bourget, as well as some ten civil aviation aerodromes in the Paris region.

Through its shops and restaurants, Groupe ADP aims to offer the best shopping and Parisian experience to its many passengers. As a property owner and developer in Ile-de-France, it implements a real estate policy in favour of Cargo and logistics activities, and also promotes the airport city with office buildings and hotels.

At the same time, all subsidiaries, activities and businesses combined, Groupe ADP is active in 120 airports in 50 countries around the world. It operates directly or indirectly under concession or management contract a network of 27 airports worldwide in 2022 and the alliance it forms with TAV Airports and with GMR Airports give rise to the world's leading airport network.

Ethics and compliance (E&C) are defined as the respect for laws and regulations as well as the Groupe ADP values (hospitality and responsibility). It is a driver to protect both the company and its employees. For ADP dissemination of E&C culture is key to developing trust among all stakeholders.

To measure this culture, ADP implements a survey. This annual survey leads to key figures to orientate the priority (confidence and notoriety of the whistleblowing system, respectively 70% and 79%, 76% of employee trust their managers for dealing with ethical issues).

The culture is also based on attention ADP pays to detect of the risks, articulate controls between all level, benchmark the best practices, formalize and diffuse procedures and treat alerts.



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

cea@cercle-ethique.net

www.cercle-ethique.net

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). In addition, the CEA produces analyses and provides its members with an annual Barometer of the Ethical Climate in Business, a book of trends in ethics and compliance, and a benchmark of E&C functions.

The CEA partners with other organisations such as the IBE and ECI. 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.

Stéphanie Scoupe

President | Chief Ethics & personal data officer | ADP Group

Stéphanie Scoupe is Chief Ethics Officer at Groupe ADP, a French company building and managing airports. She started her career as Environmental Engineer and coupled this background with a MS in Marketing and Communication from ESCP. She also earned a MBA from HEC and lately got certified as Coach (Transformance School). She worked for 7 years in sustainable development consultant focusing on environmental and social issues, and then joined the sustainable development department of the La Poste Group. Her view has always been that sustainable development is not only a necessity, it also creates value for the company and its employees over the long term.

To succeed in these cross-functional and meaningful missions, collective intelligence (co-creation, pedagogy, sharing, facilitation, etc.) with stakeholders is key like in Ethics and Compliance which became Stéphanie's focus 10 years ago, first at La Poste and now at Groupe ADP. She sees E&C as a cultural journey more than a mere change in procedures as she believes more in the power of values than threats of punishment. Cultural change implies understanding the motivation and commitment levers of the employees in order to mobilize them on subjects that, at first glance, may be perceived as constraints. The challenge of an Ethics department is to protect employees and their company through education (training, awareness-raising, information, etc.) and to develop ethical competence at all levels. Ethical competence allows everyone to re-examine their practice in order to identify possible dilemmas and deal with them...

In 2023, Stéphanie became President of the Cercle Ethique des Affaires, the first French association that exclusively bring together Ethics and Compliance practitioners in Companies. She enjoys leading practical workshops during which E&C professionals compare their practices to continuously refine them.





Ethics & Compliance Initiative (ECI) of the United States

ethics@ethics.org | www.ethics.org

Through its research, ECI identifies the practices that improve ethics & compliance program effectiveness and build institutional culture strength. As an association, ECI brings together ethics & compliance professionals and academics from all over the world to share techniques, resources and exciting new ideas. ECI also has an established track record of providing support to organisations seeking to transform their cultures, often in the wake of significant challenges with noncompliance.

ECI assists organisations in building strong cultures and developing High Quality Ethics & Compliance Programs (HQP) in line with the five pillars identified by an ECI Blue Ribbon Panel. Embracing these pillars as our own operational standard, ECI provides organisations 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 organisations and individuals meet key objectives.

Evren Esen

VP - Research & Analytics | LPEC, SHRM-SCP



Evren has nearly two decades of experience conducting workplace research. She brings research leadership skills to ECI as head of the team that manages the implementation, analysis and reporting of ECI's premier, longitudinal study on workplace integrity, the Global Business Ethics Survey® (GBES®).

Evren also oversees ECI's Advisory Services, engaging with clients utilizing ECI's tools to assist organizations in assessing, improving and strengthening their workplace culture.

Before joining ECI, Evren worked at the Society for Human Resource Management (SHRM) for 15 years. As director of workforce analytics, Evren led SHRM's survey research projects on HR topics, including employee benefits, job satisfaction and engagement. She also served as the organization's media spokesperson on workplace research.

Trent Walter

VP of Membership



Trent has over two decades' experience building and scaling high performing client services teams. He brings leadership skills to ECI as the VP of membership managing member engagement and the recruitment of new members.

Before joining ECI, Trent worked at Business Insider as the Director of Corporate subscriptions. Prior to that Trent had over 15 years' experience in the online advertising space starting at AOL and moving on to a series of startups.

Trent holds a Bachelor of Arts in Economics from The University of Maryland and resides in Baltimore with his wife and two daughters.



Institute of Business Ethics (IBE) of the United Kingdom

info@ibe.org.uk | www.ibe.org.uk

The IBE's purpose is to champion the highest standards of ethical behaviour in business. We believe that an investment in business ethics drives sustainable business benefits, including higher levels of staff engagement, better and more consistent decision-making, and heightened levels of trust.

The IBE:

- **Advocates** the importance of ethical behaviour in business
- **Advises** businesses and business leaders on how to achieve the highest standards of behaviour based on ethical values
- Undertakes **research and thought leadership** in support of the application of ethical values at all levels in organisations.

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

Dr Ian Peters, MBE

Director | IBE

Ian Peters has been Director of the Institute of Business Ethics (IBE) since May 2020. In addition to leading the IBE's team of researchers and advisers, Ian works with company boards and senior leadership to support them in promoting ethical culture.

Ian serves on a number of external bodies including: the Financial Reporting Council Stakeholder Insight Group, the Public Relations and Communications Association Ethics Council, the Chartered Institute for Securities and Investment Integrity Committee and the University College London Centre for Ethics and Law Advisory Panel. He also chaired the Chartered Governance Institute's Board Performance Review Working Group and is a member of the CBI's Culture Advisory Committee. Ian serves on the Institute of Directors Commission to develop a Code of Conduct for Directors consisting of 16 leading figures from the worlds of business and public affairs.

Previous appointments include Chair of the Independent Monitoring Panel of the UK Chartered Banker Professional Standards Board, member of the UK Regulatory Policy Committee and its predecessor, the Better Regulation Task Force, and member of the Court of the University of Lancaster.

His previous executive roles include Chief Executive of the Chartered Institute of Internal Auditors (UK and Ireland), Director of External Affairs at the Engineering Employers Federation (EEF), Deputy Director General of the British Chambers of Commerce, Head of SME Policy at the Confederation of British Industry, and a period in public relations for PR agency Burson-Marsteller.

He holds a PhD from Southampton University on the role of small businesses in economic growth and a BA in Geography from the University of Lancaster.

In 2015 Ian was awarded an MBE for services to regulatory reform in the UK.



AGENDA at a Glance

2024



Wednesday 07 February

18:30 - 20:00 **Mogador & Garnier** Meet and Greet

Thursday 08 February

| | | |
|---------------|--------------------------|---|
| 08:15 - 09:00 | Great Room | Registration and refreshments |
| 09:00 - 09:15 | Salon Vendôme | Forum Welcome |
| 09:15 - 10:30 | Salon Vendôme | International Conversation Café |
| 10:30 - 11:00 | Great Room | Refreshments and networking break |
| 11:00 - 12:15 | Salons | Concurrent facilitated discussions |
| 12:15 - 13:30 | Sixtine Brasserie | Lunch break |
| 13:30 - 14:45 | Salons | Concurrent facilitated discussions |
| 14:45 - 15:15 | Great Room | Refreshments and networking break |
| 15:15 - 16:30 | Salon Vendôme | Plenary Latest ethics thought-leadership from ECI and IBE |
| 16:30 - 18:15 | | Free time |
| 18:15 - 22:00 | | Reception & dinner: Maison des Polytechniciens |

Friday 09 February

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|---------------|--------------------------|------------------------------------|
| 08:30 - 09:15 | Great Room | Arrival |
| 09:15 - 10:15 | Salon Vendôme | Plenary Ethics beyond Compliance |
| 10:15 - 10:45 | Great Room | Refreshments and networking break |
| 10:45 - 12:00 | Salons | Concurrent facilitated discussions |
| 12:00 - 13:15 | Sixtine Brasserie | Lunch break |
| 13:15 - 14:30 | Salons | Concurrent facilitated discussions |
| 14:30 - 15:00 | Great Room | Refreshments and networking break |
| 15:00 - 16:15 | Salons | Concurrent facilitated discussions |
| 16:15 - 16:30 | Salon Vendôme | Closing remarks |

HOTEL

Ground floor

Level -1

