



Ethics and Deontology in Workplace/Business

What does “doing the right thing” mean in the workplace/business?

- Do what is right means, act safely and consider the well being of employees and partners.
- Be compliant with laws and regulations governing the business and activity.
- Conduct with fairness, integrity, honesty and professionalism.
- Proactively promote ethical behavior at the work place.

Ethical framework does not concern individual workers only but also business owners, company CEO's, and boards members, because a good frame can shape an entire organization.

The company head should endeavor to deal fairly with the Company's customers, suppliers, competitors.



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If no ethics in workplace

- Stealing office supplies.
- Lying on your manager or vice versa.
- Selling a non conform product (not Bio/ uncertified).
- Outright lying to customers about carbon emission from car driven by Diesel (VW in USA).

It lead to:

- Sceptical and unrespectful work environment.
- Lack of communication and conflict inside the organization/company.
- Less committment, operational distractions, and less productivity.
- Potential legal problems, public relationc scandals, financial liabilities, and even total collapse.



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Each organization or company has its own values and rules which is summarised in the code of conduct “reglement interieur”.

The code of conduct is the duties and obligations that all the company members should obey. It is a document that provides further information about policies and standards and it gives guidance on how to comply.

Most code of conduct are supporting the below subjects (policies, standards, guidelines, procedures, and business systems):

- 1. Employment Practices:** What employees owe to employer and vice-versa.
- 2. Protection of confidential information:** whether it belongs to the company or company partners under any forms---physical, electronic, and intellectual (such as know-how).



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3. **Anti-money laundering:** Collect and verify information about your customers- partners....
4. **Anti-trust:** Prohibit, anti-competitive agreements, abuse of market power and monopolization and anti-competitive mergers ([Halliburton acquisition of Baker Hughes 2014 not completed](#)) , joint venture.
5. **Financial reporting:** All transactions, agreements, accounts and financial results are to be properly recorded in the Financial Statements.
6. **Conflict of interest:** make business decision based on what best for the company not what is best for you. Do not accept extravagant (high value) gift from supplier, competitor or customer. Do not use company resources for personal use. Etc.



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7. **Intellectual property (IP):** Do not use unauthorized IP outside company without prior approval and not IP of third party inside company.
8. **QHSE:** Improve the quality of services and products while protecting people and the environment. Commit to the QHSE procedures in the work place.
9. **Improper payment:** anti-corruption policies apply in company services anywhere and anytime. This can be implemented by prohibiting bribery, facilitating payment (it is a grease payment to government employees to speed up an administrative process whose outcome is already determined). Do not give gifts entertainment or anything else that has a value to officials (government employees).



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Is it easy to implement ethical principle in business where all that is important is time and money?

To do so, you should:

- Providing resources for advice on ethics and compliance issues.
- Train employees on ethical standards.
- Monitor regulatory compliance on regular basis and conduct audits.
- Periodically reviews and amends the code of conduct to ensure that it addresses any regulatory updates.
- Consult legal department in case of suspect payment request.