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Taking the temperature: *ethical supply chain management*

New Publication

Many companies are now grappling with the complexities of ethical supply chain management. How much progress is being made and is life improving for workers?

Taking the temperature: ethical supply chain management assesses the way companies are developing ethical trading practices and explores the issues of ethical supply chain management. It looks at emerging best practice and highlights case study examples from a range of companies and

countries.

The publication provides companies with practical guidance on how to tackle the ethical management of their supply chain.

*“This publication from the Institute of Business Ethics provides an excellent summary of issues and developments in ethical supply chain management. **Taking the temperature** will help to increase understanding and guide companies through the complexities of trading ethically.”* says Alan Roberts, Chair of the

Ethical Trading Initiative

Taking the Temperature updates the IBE’s 2000 publication *Where did that come from?* and is written by Louise Jamison and Hilary Murdoch of Impactt Ltd. It is sponsored by the Pentland Group.

The report will be launched at the IBE on 5th July 2004.

IBE develops new training programme

Following feedback from participants of our Introduction to Business Ethics course, we have now included in our programme a new one-day course ***Developing and Implementing a Code of Business Ethics***.

It is ideal for those those asked to produce or revise a code of business ethics; ethics practitioners responsible for implementing a code and teachers of business ethics or corporate responsibility. The course offers practical advice and

an understanding of how to develop, implement and embed a business ethics programme and code of business ethics. We ran our first course in March, and due to its popularity, we have booked another date for **18th November**.

For those who have not yet attended the Introduction to Business Ethics course, we are offering a special discount price of £250 if you book both courses together.

The next **Introduction to Business Ethics Courses** will be on **16th September** and **11th**

November.

Both these courses use ‘cameos’ and group exercises to tease out ethical issues. These are also used as the basis for our training programmes, which we tailor for our corporate subscribers and other organisations. Programmes as diverse as those for a board, an ethics committee and roll out of an ethics programme to middle managers have all been developed and are facilitated by IBE staff.



Philippa Foster Back - Director

Welcome

The first half of 2004 has seen us welcoming four new corporate subscribers: Unilever, Legal & General, Ernst & Young and Compass. We look forward to working with them, and to their input into IBE discussions.

We have also welcomed two new members on to our Advisory Council: Sir Nigel Wicks and Bob Worcester of MORI.

Message from the Director ...

We have been busy helping both subscribers and non-subscribers with their ethics codes and policies, as well as providing training. Did you know that if you are a large corporate subscriber you are entitled to one day's free advice/training a year? All other days are at a reduced rate to subscribers. Please give me a call if you would like to discuss your needs.

Both Simon and I have also been spreading the word, speaking at various conferences these include: CABE Trust in Business; Council for Industry and Higher Education conference at St George's House; CEO Circle; Conference Board; Ethics Council; Alliance

for Integrity Conference; IISS/BIO Industry Group, and the Corporate Responsibility Group. We continue to represent responsible business practice to the media, and have been interviewed by Swedish Television News, the Guardian and had a letter in the FT amongst others.

On top of our usual programme of events we held a special dinner for invited guests with Barbara Ley Toffler at the Royal OverSeas League. This was a fascinating evening.

The Accountants have now completed the IBE's annual audit, and our accounts are available

should you wish to view them. They show the IBE going from strength to strength, and that we are putting your donations to good use!

IBE Accounts 2003 Summary	
	£
Income	278,746
Costs	255,950
Surplus	21,152
Reserves	145,000

We really do value your support and would welcome any comments or suggestions you may have for our programme. Please call me, Philippa Foster Back, on 020 7798 6042.

Research at the IBE



Simon Webley - Research Director

The Institute has a number of on going research projects. Some planned for publication in 2004/5 are:

Setting the Tone: ethical business leadership

Sponsored by ExxonMobil, this report will examine the roles and responsibilities of business leaders in setting the ethical tone of their organisations.

Corporate Use of Codes of Conduct

This publication will set out and analyse the results of IBE's fourth survey of corporate codes of conduct, to be run over the summer. It will investigate how companies are using codes and how corporate approaches to ethics have evolved since the last survey in 2001. It is sponsored by

Fishburn Hedges .

The IBE, working with several partners, is generating a **Ethical Assurance & Auditing: a guide to good practice**. It will help internal and external auditors with both routine cultural monitoring and ethical due diligence in mergers and acquisitions.

How does Business Ethics Pay?

Follows up on research from *Does Business Ethics Pay?* into how business ethics programmes are effecting financial performance. Sponsored by LloydsTSB

Ethical Issues in Information Technology

A joint project with the Worshipful Company of Information Technologists and the British Computer Society, updating IBE's 1998 publication on the topic.

The IBE carries out research into business ethics issues with the aim of providing practical and useful publications for our subscribers and companies wishing to advance the efficacy of their ethical codes and systems. If you would like to get involved with, or to consider sponsoring, a project please get in touch with me, Simon Webley, on 020 7798 6040.

Sharing Ideas and Best Practices in Business Ethics: Report on a conference held 29-30 January 2004 in Paris

The IBE joined forces with three other business ethics organizations to create the first ever European conference for ethics and compliance practitioners, **Sharing Ideas and Best Practices in Business Ethics**, which was held at the Conservatoire National des Arts et Métiers (CNAM) in Paris, France, on 29-30 January 2004. The event organisers were the Cercle D'Éthique des Affaires - Cercle Européen des Déontologues (CEA-CED) of France, the Ethics Officer Association (EOA) of the United States, the European Business Ethics Network (EBEN), as well as the IBE.

Almost 100 corporate ethics practitioners from nine European countries the U.S., and Japan attended the one

and a half day event. The conference provided an opportunity for ethics and compliance practitioners to meet their counterparts, share ideas and best practices, and form the basis for a continuing dialogue among ethics and compliance professionals in organisations. The participants came from a range of industries, including information technology, telecommunications, oil and gas, defence, banking and finance, utilities, automotive, retail, and healthcare.

The opening plenary on the first day addressed the issues of the differences in business ethics language, meaning, and approach in diverse countries. It also included a presentation by François Loos, French Minister of

Foreign Trade. A plenary on the second day addressed the role of public authorities in business ethics. Speakers and panel members included representatives from Baxter International, Bertelsmann, Daimler Chrysler, Dow Corning, Statoil, and Zurich Financial Services.

The breakout sessions addressed a number of key business ethics issues facing today's organisations, as follows:

- The job description and responsibilities of a corporate ethics practitioner
- How to embed values into an organisation
- Cross-cultural issues
- The relationship of ethics to other business functions
- Ethics training and communication

- Implementing a code of conduct or ethics
- Internal ethics and compliance auditing
- Whistle blowing and investigations

Key themes that emerged from the conference included values-based versus rules-based approaches to ethics; how multinational companies can implement ethics programmes globally; approaches to ethics training; and how to measure and monitor performance.

The conference was a success and participants agreed that another conference should be held in 2005.

IBE events

One of the benefits of being a subscriber to the IBE is attending and taking part in the events.

Corporate Subscribers can learn from Roundtable discussions. Topics covered since December include *Diversity Strategies & Values in a Global Organisation* led by Hilary Wiseman, Head of Diversity, HSBC and *Bullying in the workplace: tough management or ethical bankruptcy?* with Tim Field, Bully Online.

For our larger corporates, we hold quarterly Business Ethics Net (BEN) meetings. In the past six months the group have discussed

'Responding to Stakeholder Activism' and 'Ethics & Compliance: working in tandem?'

Individual and Corporate Subscribers and their guests, attend the Ethics in the Workplace lectures. This year we have heard from Alan Roberts, Chairman, Ethical Trading Initiative on the subject *Trading Ethically: do we really need a code?* and *Business Ethics in the Sport Sector* with Lord Newby, Chair of Sport, Princes Trust and Chairman, Live Consulting.

The Institute also runs 'open' events for anybody interested in business ethics. These include

discussions and lunches, and the topics this year have been: *Employer of Choice or the Most Convenient?*

by David Wilson, Head of People Network, BT; *Current Initiatives in the Fight Against Corruption: Some implications for business* with David Murray, Deputy Chairman, Transparency International (UK); *After 100 verifications ... benchmark results & lessons from applying the GoodCorporation standard* with Leo Martin, GoodCorporation and *Ethical Trade in Supply Chains - does it matter?* By Muriel Johnson from Marks & Spencer.

The IBE runs about 30 events a year. If you would like to suggest a topic or a speaker you would like to hear, please let us know.



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New faces at the IBE

Some of you have already met our newest member of staff, Lucy Rist, who joined the IBE in March as our Office Assistant, and is already making a big impact on our productivity! Lucy has an MSc in Environmental Technology from Imperial College.

Nicole Dando, our Project Manager, returns to work after maternity leave in August. Her daughter is the Institute's first ethical baby, and she has already been to the office to make sure we are all behaving as we should.

Sophie Hooper Lea, who has been covering for

Nicole, will continue to be involved in various ongoing IBE projects.

Teaching Business Ethics: Students could win £500!

The IBE and EBEN-UK will be running the second **Student Essay Competition in Business Ethics**. Essays on business ethics from both undergraduates and postgraduates are invited, before 30th June. The winners will have their

expenses paid to attend an awards ceremony at the Institute on 11th October. More information and an entry form, can be found on our website. www.ibe.org.uk

IBE and EBEN-UK also continue to develop the Teaching Business Ethics

website:

www.ibe.org.uk/teaching/home.html If you are interested in contributing book reviews or case studies, please contact John.Kaler@pbs.plym.ac.uk



About the IBE

The Institute of Business Ethics (IBE) was established in 1986 to encourage high standards of corporate behaviour and the sharing of best practice. We have established a powerful track record of enabling companies to build relationships of trust with their customers,

employees, owners and stakeholders.

To companies seeking to meet the challenges of increasing media scrutiny, pressure group activity and the complexity of change, IBE provides practical advice and proven expertise on

ethical business practice.

We are a registered charity, funded by about 85 corporate, individual and associate subscribers. Subscribers benefit from a wide range of events, research, advice and networking opportunities.