

COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement: From: 2021 To: 2023

Part I. Statement of Continued Support by the Chief Executive Director – The Ethics Institute

20 June 2023

To our stakeholders:

I am pleased to confirm that The Ethics Institute reiterate its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on this content.

In this Communication on Engagement, we describe the actions that our organisation has taken to support the UN Global Compact and its Principles as suggested for an organisation like ours.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, appearing to read "GJ Rossouw".

Prof GJ Rossouw, CD(SA)
Chief Executive Officer
The Ethics Institute

Part II. Description of Actions

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found here.*

Academic

Staff members of The Ethics Institute were involved in the following academic activities in 2021 - 2023, incorporating GC principles through several activities:

Academic engagements:	
<i>Position</i>	<i>Institution</i>
Extraordinary Professor in Philosophy	University of Stellenbosch
Adjunct Professor in Organisational Psychology	University of Cape Town
International Lecturer	University of Applied Science, MCI Austria
Senior Research Associate	University of Johannesburg
Industrial psychology Board Exam guidance for HODs of South African Universities	All South African Universities
Lectures	
<i>Qualification</i>	<i>Institution</i>
Corporate Governance Certificate Programme	University of Johannesburg
MPhil in Applied Ethics	University of Stellenbosch
Masters in Organisational Psychology	University of Cape Town
Faculty of Commerce Ethics Seminar	University of Cape Town
Masters in Industrial / Organisational Psychology (Ethics)	University of Johannesburg
Bachelors in Information Technology	University of Applied Science, MCI Austria
Members of Editorial Boards (Journals) and article reviews	
Editorial Board of Journal of Business Ethics	
Journal of Business Ethics: Article peer review	
Editorial Board of African Journal of Business Ethics	
African Journal of Business Ethics: Article peer review	
Editorial Board of Turkish Journal of Business Ethics	
Editorial Board of the Journal of Economic and Financial Sciences	
Academic books published	
Book chapter in "Towards Competent and Ethical Public Service"	
Ethical Leadership Handbook	
Academic contributions	
Institute of Directors South Africa: White paper on evaluation of ethical culture in organisations	
International Anti-Corruption Academy: White paper on evaluating corruption and culture in organisations	

Staff members conducted research and published the following resources at no cost to the global business community:

- **Institutionalising Ethics Handbook:** This handbook was also published in Portuguese.
Authored by Prof. Leon van Vuuren and Liezl Groenewald.
- **Ethics Reporting and Auditing Handbook** (2nd Edition)
Authored by Kris Dobie and Prof. Kato Plant.
- **Ethical Culture Handbook:** This handbook was also published in Portuguese.
Authored by Dr Paul Vorster and Prof. Leon van Vuuren.
- **The Whistleblowing Non-Retaliation Toolkit**
Authored by Liezl Groenewald.
- **Local Government Ethics Committee Guidebook**
Authored by Kris Dobie and Fatima Rawat.

Business Associations

- The Ethics Institute continued support to the Ethics Practitioners Association in South Africa (EPA).
- Actively collaborating to increase awareness on best practices and corruption prevention in partnership with the Business Ethics Network of Africa (BEN-Africa).
- Continued engagement with Globeethics.net based in Geneva Switzerland.
- Enhanced collaboration with Basel Institute on Governance, based in Basel Switzerland, and provided support to host a Southern African Collective Action Forum.
- The Ethics Institute delivers the UNGC principles through partnerships and Anti-Corruption capacity building with various associations, but not limited to The Institute of Directors South Africa, The South African Institute of Chartered Accountants (SAICA), Institute of Internal Auditors (IIA), the South African Institute for Professional Accountants (SAIPA), the South African Institute of Architects (SAIA), and the Association of Certified Fraud Examiners South Africa (ACFE SA).
- The Ethics Institute is currently engaged with business associations, representing several professional associations in Mozambique focused on enhancing sustainable business practices including but not limited to the Institute of Corporate Governance – Mozambique; The Institute for the Promotion of Small and Medium Enterprises (IPEME); and Ordem dos Contabilistas e Auditores de Moçambique (OCAM), OrdEM dos Engenheiros de Moçambique; National Youth Council Mozambique, and Action Aid Mozambique.
- The Ethics Institute provided support to the Business sector based on good governance and leadership in the field of business ethics. Organisations includes, but not limited to Discovery Group, MTN Group, Department of Trade, and Industry (DTI), Distell, Edcon, Institute of Business Ethics (UK), Land Bank, Massmart Walmart, Rand Mutual Assurance, Remgro, Santam, Westcoast College, Government Institutions Pension Fund, Harmony Mines (Namibia), Namibian Port Authority, Namibian Development Bank, National Prosecuting Authority, Northam Platinum, and Stadio Holdings.

- Guided by the United Nations Global Compact Africa office (Pretoria) connections were established between TEI and UNGC Kenya, UNGC Nigeria, and the Addis Ababa Chamber of Commerce and Sectoral Associations (AACCSA).
- Engaged with Centro de Etica de Angola based in Luanda, Angola.

Cities

- Within the Gauteng Province, South Africa, TEI continues to build capacity on ethics management and better business practices within the City of Tshwane, City of Johannesburg, Ekurhuleni Metropolitan, Rand West, Midvaal, Merafong, Lesedi and Mogale City.
- The Ethics Institute continued ethics management capacity building in Maputo and Pemba – Mozambique, Swakopmund and Windhoek – Namibia, Cape Town – South Africa.

Civil Society

- Participated in two Global Compact network sessions hosted virtually.
- The Ethics Institute delivers the Global Compact principles through partnerships and Anti-Corruption capacity building with civil society organisations such as the Coalition for Organisational Integrity and the Basel Institute on Corporate Governance, for the SADC Anti-Corruption Agency.
- Participated in:
 - CSO sessions hosted by WorldBank and International Monetary Fund.
 - CSO working group session with UNGC Brazil during Collective Action Conference in Basel, Switzerland.
 - United Nations Public Service Commission: International Anti-Corruption Day Conference
 - International Corruption Academy Working Group, Vienna (Austria)
 - 21st Annual Conference of the Business Ethics Network of Africa
 - Good Governance Africa (GGA) Conference for Supreme Audit Offices.

Public Sector

- The Ethics Institute works closely with various departments in the public sector in South Africa, building Anti-Corruption capacity serving the UN principles. TEI's team actively engaged during the following interventions and opportunities:
 - South African Local Government Association (SALGA): Legal Practitioners Forum
 - SALGA: 5th Annual Local Government Governance and Performance Management Seminar
 - SALGA: Governance and Performance Management Seminar
 - Local Government Ethical Leadership Initiative: Civil Society Summit
 - Gauteng Municipal Ethics Officer Forum
 - SALGA: Professionalisation Indaba
 - National Road Safety Conference
- The Ethics Institute is actively working with state-owned enterprises (SOE) to build the necessary capacity to deliver on their public obligations and completed a SOE training curriculum to advance ethics awareness.

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above. [Write here]

Examples of measurement of outcomes include:

- ☐ *Number of new UN Global Compact business participants resulting from your organization's promotional efforts*
- ☐ *Expertise provided by your organization to further the aims of Global Compact Local Network in your country.*
- ☐ *Concrete actions taken by UN Global Compact business participants with whom your organization engaged regarding their COP*
- ☐ *Partnerships formalized with mutual aims to advance the UN Global Compact principles.*

Outcomes 2021-2023

- Working diligently to instill better business practices in both the public and private sector in South Africa, with the aim to mitigate corruption through capacity building focused on ethics, responsible leadership, corporate accountability, and organisational sustainability.
- Participation in activities of the local UNGC network providing advice and sharing experiences, providing leadership in the field of business ethics.
- Active contributor to good governance in South Africa through participation in the King Committee on Corporate Governance in South Africa, as well as the promotion of the Fourth King Report on Corporate Governance in South Africa.
- Supported activities of a business coalition to enhance business practices for medium and large organisations in South Africa providing ethics leadership based on the ten UNGC principles.
- TEI provides pro bono services for worthwhile causes. The following non-income generating contributions were made by TEI staff to organisations on ethics awareness, corporate responsibility and anti-corruption management including:
 - o A corporate social responsibility outreach programme was introduced at the Abraham Kriel Bambanani Childrens' Homes, which included training on conflict management, values alignment, and staff development.
 - o A continued professional development presentation at the Institute of Accountants and Commerce.
 - o Ethical decision-making for industrial psychology professionals at the Tygerberg Forum.
 - o An ethics management workshop at the Department of Social Development in Sophia Town.
 - o Contributed to the development of the ISO 37000 guidance standard on corporate governance, which was published in 2021.
 - o Contributed to the development of the ISO 37002 standards on whistleblowing management, which was published in 2021. Served on the team responsible for the marketing of the ISO 37 000 governance standard.

- Prepared a submission on Social and Ethics Committee aspects of the Companies Amendment Bill of 2021 for the King Committee on Corporate Governance of South Africa.
 - Provided a whitepaper input regarding whistleblowing for the national certification body of the Pharmacy Profession of Canada
- Two of TEI's existing training courses, the Ethics Officer Certification Programme (EOCP) and the Ethically Aware Supplier Induction (EASI) programme (now fully converted to online courses), were translated into Portuguese, and first presented in 2022.
- The organisational ethics survey databank for two of TEI's ethics measurement instruments (the Ethical Culture Maturity Indicator and the Ethics Behaviour Risk Indicator) was expanded, and now includes data for more than 100 organisations against which companies can benchmark themselves.
- TEI collaborated with the UK-based Institute of Business Ethics on the Ethics at Work survey which was conducted amongst employees of private sector companies across 13 countries in North America, Europe, Africa, and the Asia-Pacific region.
- The Ethics Institute hosted an Ethical Leadership Symposium on 17 September 2021. The National Commissioner of the South African Revenue Service, Mr Edward Kieswetter, and The National Director of Public Prosecution, Advocate Shamila Batohi, were the key speakers and the event attracted an audience of 734 delegates.