



GULF INTEGRITY INDICATOR

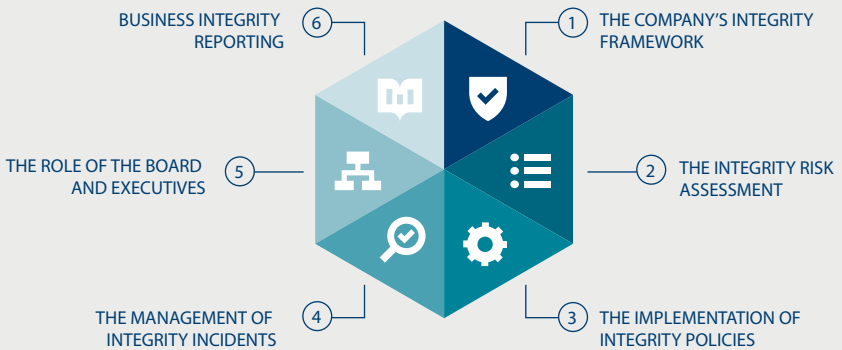


The Gulf Integrity Indicator has been developed by the Pearl Initiative as part of a more comprehensive project funded under the umbrella of the Siemens Integrity Initiative to promote good business practices among Private Sector organisations. This indicator is a tool created to support organisations operating in the Gulf Region to further develop their business integrity practices. The ultimate objective is to showcase leading organisations from across the region and raise awareness about the benefits for businesses to adopt robust integrity practices.

Gulf Integrity Indicator

The Gulf Integrity Indicator aims to provide a comprehensive, yet straightforward framework for companies to measure their performance relative to international benchmarks and regional best practices. Organisations can use this benchmark to consider measures to further improve their organisation's integrity framework. The indicator describes six pillars of integrity best practices. It utilises a methodology combining qualitative and quantitative factors, designed to apply to a diverse range of companies.

The Gulf Integrity Indicator focusses on six pillars of integrity best practices:



Showcasing the Top Performers

The indicator will showcase the top performers with regards to the six pillars mentioned above, incentivising companies to implement more rigorous practices. Organisations will gain the opportunity to highlight their practices within the Pearl Initiative's regional publications, showcasing how they have addressed the various challenges that are associated with identifying, implementing and monitoring integrity practices within an organisation.

Methodology

The Gulf Integrity Indicator methodology provides an objective framework, allowing the development of an integrity assessment in close collaboration between the Pearl Initiative and the participating companies.

The approach is underpinned by four stages of data collection & assessment.



Integrity Indicator

Assessment Criteria*



1. INTEGRITY FRAMEWORK

- 1 Comprehensiveness of the formal integrity framework
- 2 Application of the integrity framework throughout the organisation
- 3 Empowerment of the business integrity function within the organisation
- 4 Establishment of disciplinary measures for breaches
- 5 Provision of employee training on business integrity policy



3. IMPLEMENTATION OF POLICIES

- 1 Adequacy of allocated resources
- 2 Employees awareness of the integrity policy
- 3 Applicability of the integrity policy to third parties
- 4 Inclusion of provisions on bribery
- 5 Adequacy of controls on charitable donations



5. ROLE OF THE BOARD AND EXECUTIVE MANAGEMENT

- 1 Business integrity function access to the management
- 2 Business integrity function access to the board of directors
- 3 Management involvement in design/implementation of integrity policy
- 4 Board oversight of integrity implementation
- 5 Integrity training offered to the board and management



2. INTEGRITY RISK ASSESSMENT

- 1 Comprehensiveness of the risk mapping
- 2 Consultation of the business integrity function
- 3 Involvement of the relevant functions and individuals in the risk assessment
- 4 Control environment commensurate with the risks
- 5 Management of third party integrity risks



4. INTEGRITY INCIDENTS

- 1 Introduction of measures to handle integrity incidents
- 2 Diverse channels for reporting of integrity incidents
- 3 Involvement of appropriate functions and individuals in incident management
- 4 Adequate follow up and investigation of incidents
- 5 Introduction of whistle blower protections



6. BUSINESS INTEGRITY REPORTING

- 1 Integrity of the accounting/financial systems
- 2 Compliance function reporting to management/board
- 3 Public access to the business integrity policy
- 4 External reporting on integrity practices
- 5 Reporting by external and internal stakeholders

*Subject to Change

Our Purpose

Fostering a Corporate Culture of Accountability and Transparency in the Gulf Region

Founded in 2010, the Pearl Initiative works across the Gulf Region to improve corporate accountability and transparency. It is a regionally-focused growing network of business leaders committed to driving joint action, exhibiting positive leadership and sharing knowledge and experience, in order to support the regional business and student community towards implementing higher standards.

Approach



PROGRAMMES AND RESEARCH



EVENTS AND WORKSHOPS



UNIVERSITY COLLABORATIONS



RESOURCE CENTRE

The Pearl Initiative Partner Companies

(As of September 2017)

