

Ethics Management Maturity Assessment



The Ethics Institute conducts Ethics Management Maturity Assessments to assess the extent to which ethics programme elements are institutionalised in organisations.

Why do an Ethics Management Maturity Assessment (EMMA)?

An EMMA provides the organisation with a clear view of its ethics management maturity. In other words, it assesses whether the ethics programme elements, necessary to establish and maintain an ethical culture, are in place.

What does it measure?

The instrument measures ethics maturity in relation to the ethics requirements of King IV, or relevant public sector ethics frameworks. It contains indicators structured around the following elements of an ethics management programme:

- **Leadership commitment:** have the organisation's leaders made visible commitments to the ethics programme?
- **Governance structures:** are the required governance structures and capacity for managing ethics in place?
- **Ethics strategy:** has an ethics management strategy been developed and operationalised?
- **Corporate citizenship strategy:** has the organisation determined its corporate citizenship strategy?
- **Codes and policies:** are the code of ethics and main ethics-related policies in place?
- **Institutionalisation:** does the organisation have appropriate ethics management systems and processes in place?
- **Reporting:** has the implementation process and the effectiveness of the ethics programme been assessed and reported?

What does it involve?

Self - assessment

The organisation conducts a self-assessment using the indicators provided, with an accompanying explanation of each aspect. Reference to documentary evidence is required.

TEI assessment

TEI reviews the self-assessment including the evidence provided, and engages with key ethics management role-players to understand the context of the organisation's ethics management programme.

Reporting

The Ethics Institute provides a full report on the outcomes of the EMMA. An indicator rating is given of the organisation's ethics management maturity overall, as well as per category, as follows:

- Full compliance
- Good compliance, minor room for improvement
- Moderate compliance, room for improvement
- Weak compliance, major room for improvement
- No compliance

What happens next?



This information should be interpreted as a gap analysis and used to inform improvements to the ethics management process.



For more information visit

www.tei.org.za or call 012 342 2799 or email info@tei.org.za.

The Ethics Institute (TEI) is an independent institute producing original thought leadership and offering a range of organisational ethics-related services and products.

