



21–23 January 2009

Paris, France

For the Sixth Year

**Pan-European meeting
exclusively for persons
responsible for ethics,
compliance, or business
conduct programmes in
their organisations.**

**Cercle d'Éthique des Affaires-
Cercle Européen des
Déontologues (CEA-CED)**

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This 1½-day conference will once again bring together those who are responsible for their organisation's business ethics and compliance programmes. You will share with your peers practical information and experiences relating to current best practices and explore together some of the problems that are raised in doing business ethically.

The meeting follows up on the last conference held in London in January 2008. It is an invaluable opportunity to network with a broad peer group of corporate managers working in this field.

Host organisations are:

- the Cercle d'Éthique des Affaires-Cercle Européen des Déontologues (CEA-CED) of France
- the Ethics & Compliance Officer Association (ECO) of the United States
- the European Business Ethics Network (EBEN)
- the Institute of Business Ethics (IBE) of the United Kingdom

Attendance is by invitation and strictly limited to those responsible for ethics, compliance and corporate responsibility within organisations with over 500 employees. Spaces are initially limited to three per company, although more may be held on a waiting list should spaces become available.

Discussions take place under the Chatham House Rule. The Forum is intended as a place to network and meet others; while it is appropriate to make professional contacts and to respond to requests for information from others, it is not appropriate to solicit business or support.

The conference will commence with a welcome party on the evening of Wednesday 21st January and conclude at 1320 hours on Friday 23rd January.

You can find further information and full programme updates on www.ebef.eu



Sponsorship for French—English translation has been provided by
EDF EDF group



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Sharing Ideas and Successful
Practices in Business Ethics 2009

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Agenda

This day and half meeting
is primarily based on
presentations from ethics
practitioners in the field.

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Wednesday, 21 January 2009

17h30-19h45 **Pre-registration**
18h30—19h45 **Welcome party for delegates**

An opportunity to meet the organisers and other delegates in an informal setting

Thursday, 22 January 2009

8h15-9h00: **Registration**

9h00-9h30: **Welcome and Introductions**

- Yvan Biefnot (CEA-CED)
- Philippa Foster Back (IBE)
- Luc Van Liedekerke (EBEN)
- Keith Darcy (ECO)

9h30-10h45: **Plenary session 1 :**
Guidelines for Multinational Enterprises: the current situation
Speaker: Angel Gurría, Secretary General, OECD

10h45-11h15: **Coffee**

11h15-12h30: **Concurrent breakout sessions**

- **Getting the board on board**
*In what ways can a board support and promote ethical standards?
How does ethics fit with good corporate governance?*
- **Incentives for ethical behaviour**
What incentives are effective? Do carrots work better than sticks?
- **Effective communication of ethical policies**
What works best? How do you know your communication is working?
- **Exploring ethical assurance**
*How do we know our ethics programme is making a difference? Who
do we need to assure? How do we assure ourselves about the ethical
standards of our business partners.*

12h30—13h30 **Lunch**

13h30 14h15: **Plenary feedback session**

14h15—15h15 **Plenary session 2 :**
Siemens: lessons from the recent Siemens experience
Speaker: Dr Andreas Pohlmann, Chief Compliance Officer, Siemens



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Thursday, 22 January 2009

15h15-15h45: **Coffee**

15h45-17h00: **Concurrent breakout sessions**

- **How is a report of misconduct handled?**
What is good practice for investigating misconduct? Duty of care for the reporter and the accused. What should the follow up involve?
- **Ethics on a shoe string.**
How to be effective with limited resources. How to survive cutbacks if economic downturn hits.
- **Recovering from corporate ethical damage**
How to rebuild trust, reputation and morale.
- **Reconciling different basic business values with Western ones**
Particularly those in Brazil, Russia, India and China (BRIC)

17h00-17h45: **Plenary feedback session**

17h45-19h30: **Free time**

19h30: **Coaches depart from the Holiday Inn, Paris-République
to the conference dinner**

20h00: **Reception and dinner at Automobile Club de France**

Sponsored by

GDF SUEZ



TOTAL

23h00 **Coaches return to the Holiday Inn, Paris-République**



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Friday, 23 January 2009

8h30-9h00: **Welcome, coffee**

9h00-10h15: **Plenary session 3 :**

How do national professional bodies work to promote ethical standards in business?

Panel: Robert Leblanc, Président du Comité d'Ethique, MEDEF (France) et Président du Groupe SIACI; Peter Montagnon, Director of Investment Affairs, Association of British Insurers; other speakers to be confirmed.

10h15-11h30: **Concurrent breakout sessions:**

- **Can Speak Up or whistleblowing policies be made to work ?**
What are the barriers? What is the current situation in different European countries? What are the elements of an effective speak-up programme?
- **Dealing with privacy regulations**
How can ethics programmes support the EU directive on data protection. How to handle the range of national requirements within Europe.
- **Is there a correlation between levels of corruption and respect for human rights?**
Exploring the TI index and Amnesty reports.
- **Effective Ethics Officers**
Who in your company do you need to work closely with? What are effective lines of responsibility?

11h30-11h50: **Coffee break**

11h50-12h35: **Plenary feedback session**

12h35-13h00: **Plenary session 4:**

Implications for multinational companies from the report of the Woolf Committee

Speaker: Philippa Foster Back OBE

13h00 –13h20 **Closure of the conference**

Concluding remarks and expressions of opinion about this annual conference.

Note: Agenda is subject to change.

It is intended that all topics in the breakout sessions will be introduced with a short case study by a practitioner and highlights discussed in the subsequent plenary sessions.

A summary report of the conference will be circulated to all participants



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How to Register / Pay

If you have any questions,
please contact one of the
organisations listed below.

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How to Register

To register for this conference, complete the REGISTRATION FORM on page 7 and submit as instructed on the form.

Cost

The price of the conference remains the same as 2008, with a discount for members and subscribers of ECOA, CEA-CED, EBEN, or IBE

Fee: €790/ £550/ \$ 1,100 (corporate subscribers and members)
€ 890/ £650/ \$ 1,300 (non-members)

Included with fee:

- Admittance to all plenary and breakout sessions; cocktail reception on 21 January; lunch, dinner and reception on 22 January (including bus transportation to dinner); and conference materials.

How to Pay

Payment for the Conference is due to Institute of Business Ethics no later than Monday 5th January 2009.

The IBE accepts major credit card payment by Visa, American Express, MasterCard, Delta, Eurocard, or Maestro. Please review the cancellation policy below before payment is made.

Make cheques payable to the Institute of Business Ethics, and send to:
Institute of Business Ethics, 24 Greencoat Place, London SW1P 1BE

To pay by automatic bank transfer please pay to the Institute of Business Ethics, reference EBEF2009 to
Bank: Royal Bank of Scotland, 62-63 Threadneedle Street, London EC2R 8LA
Account Number: 20271305 Sort Code: 15-1000 SWIFT code: RBOSGB2L
IBAN: GB43 RBOS 1510 0020 2713 05

By completing the registration form, you agree to the Cancellation Policy for this event (see Cancellation Policy below).

Cancellation Policy

CANCELLATIONS: Cancellations received on or before Monday 5th January 2009 will receive a full refund. No refunds or partial refunds will be made after 5th January 2008.



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Location

**Holiday Inn Paris-
République**
10 Place de la République
Paris
75011 France
Tel: +33 1 4314 4701
Fax: +33 1 4314 4454

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About the Location

The conference will have exclusive use of one floor of the wonderful historical listed building, built in 1867, for the Universal Exhibition of Paris in 1889 (year of the construction of the Eiffel Tower) .

The Holiday Inn République, located in the heart of the city, with an excellent connexion to the main airports and train stations, is within walking distance of some of Paris' main historical sites, Opera, Bastille, Marais.

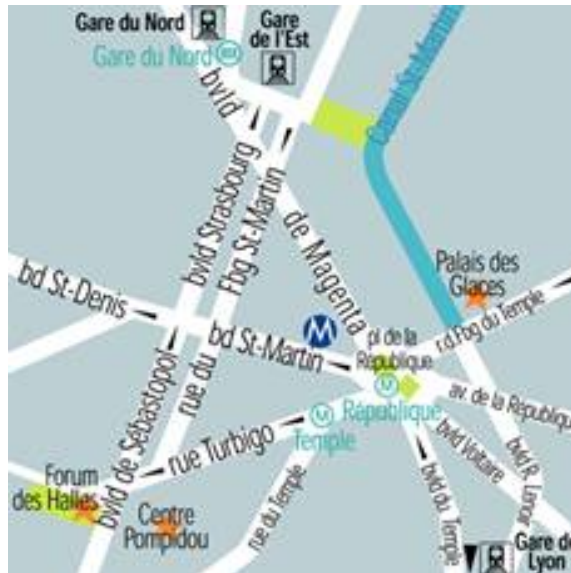
The hotel's 328 air-conditioned guestrooms and suites on 4 floors; all have state-of-the-art in-room technology. Other facilities include a business centre and Executive Health Club.

HOLIDAY INN PARIS REPUBLIQUE, 10, place de la République, 75011 PARIS

<http://www.ichotelsgroup.com/h/d/hi/350/fr/hd/pardl>

Tel : + 33-(0)1- 43 14 47 01

Metro : République



Hotel Accommodation

Please book directly with the hotel before Friday 28th November to receive discounted room rate.

290 € VAT included for a superior room with single occupancy, and **304 €** VAT included for a double or twin room, breakfast is included.

Please call **+33-(0) 1-43 14 47 01** and quote the reference **EBEF 64404**

These rooms are available on a first come, first served basis, and will be released for general sale after the 30th November. Book early to avoid disappointment.



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REGISTRATION FORM

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How To Register

Complete this form and return it by mail or
fax to:

Dee Elias
c/o Institute of Business Ethics
24 Greencoat Place
London SW1P 1BE
Fax: 020 7798 6044
Telephone: 020 7798 6040

E-mail: dee@ibe.org.uk

Fee:

€790 / £550 / \$1,100
(corporate subscribers of CEA-CED,
EBEN, ECOA or IBE)

€890 / £650 / \$ 1,300
(non-members)

Please type or attach a business card. For additional registrations, please duplicate
this form. **Registration must be received by Monday 5th January 2009.**

Name, as it will appear on name-badge

Company/Organization

Title

Address

City

State/Province

Postal Code

Country

Telephone, including International Code

Fax

E-mail

Please indicate any special requirements: _____

- ☐ I will be attending the dinner on 22 January 2009
☐ I will be bringing a guest to the dinner (add a supplement of €150 to conference fee)

Guest's Name: _____

Please note that photographic ID may be required for security reasons

Method of Payment: Payment must be received by Monday 5 January 2009.

☐ American Express
☐ MasterCard

☐ Visa
☐ Delta

☐ Maestro
☐ Eurocard

☐ Invoice me
☐ Cheque Enclosed

Credit Card #

Security Code/Issues #

Exp. date

Signature

Cancellation Policy: No refunds will be made after 5 January 2009 (see page 5)