

In-house Ethics & Compliance Challenges in a Multinational Company: key partners to help overcome these challenges



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Rooted in Excellence

Corteva Agriscience draws upon the combined strengths of three agricultural leaders.





Countries
40+



Employees
3,500+



R&D facilities
15+

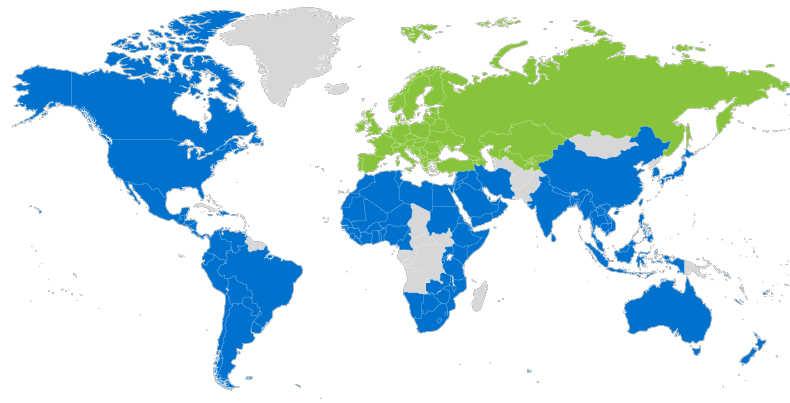


Manufacturing/
production facilities
10+



OUR PEOPLE

EUROPE



CHALLENGES

Culture
(speak up)

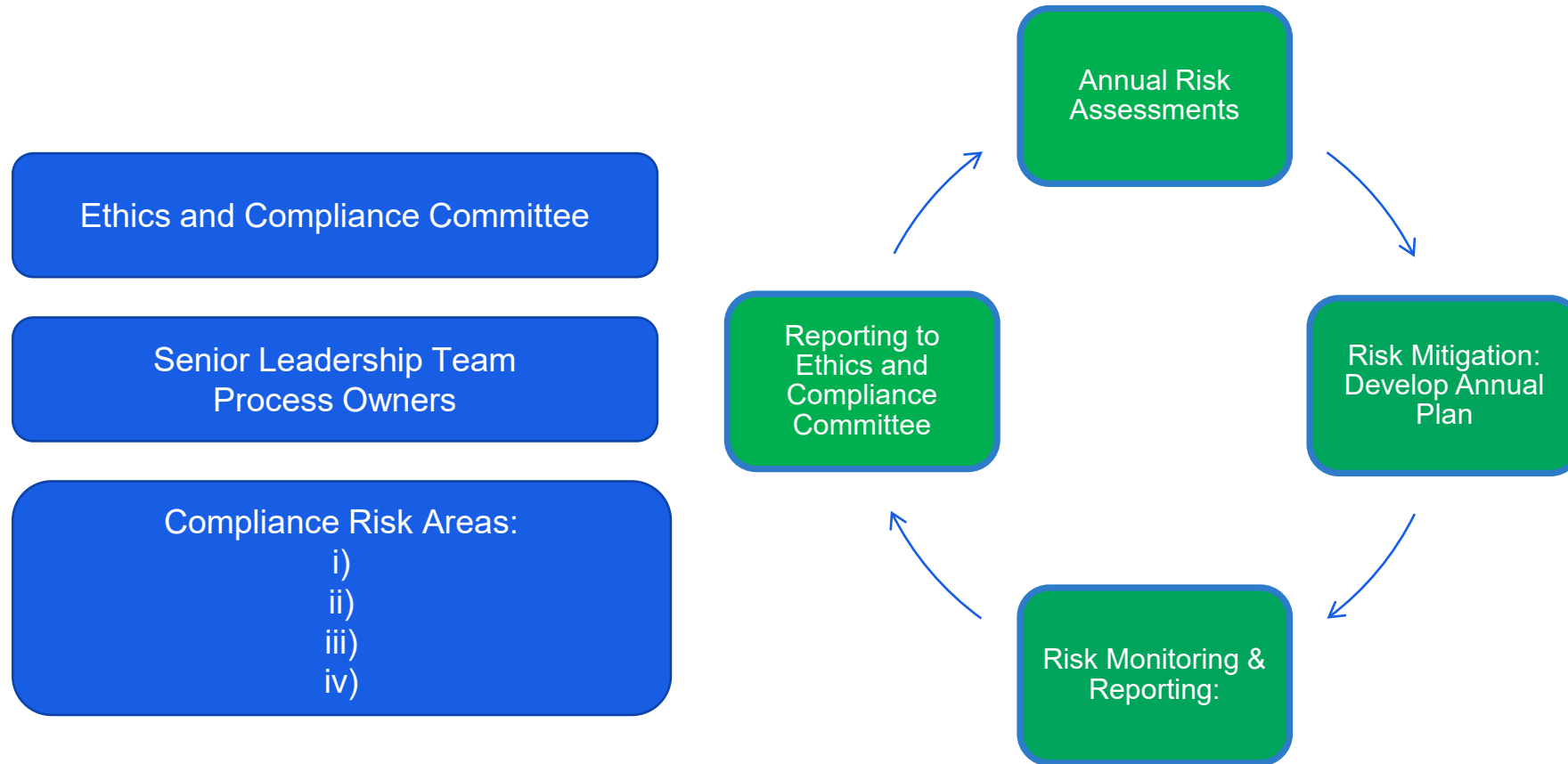
Language

Work Schedules

Access to
Systems

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Ethics & Compliance Program



Annual Plan incorporates 7+ Steps of an effective program

1. Written policies and procedures ✓
2. High-level responsibility ✓
3. Care in delegation of authority ✓
4. Effective training/education ✓
5. Auditing, monitoring, reporting ✓
6. Consistent enforcement ✓
7. Response to violations ✓
- 7+ Regular Risk Assessment ✓

HIGH LEVEL RESPONSIBILITY

A Note from Chuck Magro



Colleagues,

Success is built by people who are bound together by an extraordinary culture. At the center of that culture is our purpose, rooted in our values—one of which challenges us to Be Upstanding. That means we must run the organization ethically and transparently, no matter what demands are placed upon us. Our customers and stakeholders expect nothing less—and that is what we should expect of each other.

Each one of us is accountable for our own ethical behavior. The Corteva Agriscience Code of Conduct provides guidance to help us do just that. It is not a list of rules, but a practical resource that gives us a blueprint to conduct business while adhering to the highest ethical standards.

If you ever have questions, raise them with your leader. We encourage curiosity, conversation and diversity of thought as we adapt to the changing world around us.

When it comes to doing business, it's not just about our commitment to Be Upstanding is critical to sustaining our journey ahead of us.

—Chuck Magro
Chief Executive Officer, Corteva Agriscience

We Are Responsible



Everyone's Responsibilities

We are all accountable for upholding our Values. We must be ethical and transparent in our business dealings and treat our colleagues, customers, and business partners with fairness and respect. We must Be Upstanding. In order to fulfill our responsibilities, we:

- Uphold our Values in everyday business activities.
- Understand and embrace our Code, including company policies and procedures.
- Comply with all applicable laws, regulations and company policies in the countries where we work.
- Bring up questions or concerns as discussed in **Speaking Up and Seeking Help**.
- Report suspected violations of the law, our Code, or other company policies and procedures, as discussed in **Speaking Up and Seeking Help**.
- Cooperate with investigations of misconduct.

Expectations of Leaders

While we are all responsible for upholding our Values, employees often look to those in leadership roles to model and guide ethical behavior. Leaders have a profound effect on the ethical culture of an organization, and the safety and welfare of those they lead. As a result, these positions come with additional responsibilities. Leaders have responsibilities to:

- Model the highest ethical behavior.
- Communicate regularly and clearly with employees about how they can support our Values.
- Treat all employees fairly.
- Assure employees that they can ask questions or raise ethics concerns without fear of retaliation.
- Appropriately manage any employee report of suspected misconduct.
- When an employee raises a question or concern that may be difficult for the leader to resolve, follow the guidelines in **Speaking Up and Seeking Help**.

Executive Sponsors for Each Risk

Expectation of Leaders

Senior Leaders talk Integrity

Tone at the Top

→ **Mood in the Middle** ←

OUR PEOPLE



My manager
frequently discusses
E&C issues

My manager
never discusses
E&C issues

I'm comfortable approaching my
manager with issues

97%

48%

I believe senior leadership acts
ethically

90%

39%

I reported misconduct that I
recently observed

66%

37%

WRITTEN POLICIES AND PROCEDURES



Our Brand Values



Enrich Lives
We commit to enhancing lives and the land.



Stand Tall
We are leaders and act boldly.



Build Together
We grow by working together.



Be Curious
We innovate relentlessly.



Be Upstanding
We always do what's right.



Live Safely
We embrace safety and the environment in all we do.



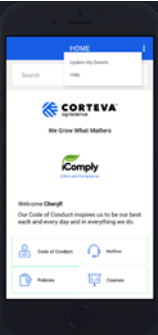
Public 8





We Are Upstanding:
Our Code of Conduct





[Ethics and Compliance Website](#)

Integrity Value

Written Policies
e.g. Antitrust, Conflicts,
Gift & Entertainment,
Government
Interactions etc...

Policy on Policies

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Plain English
Translations
Multiple media /
supports

EFFECTIVE TRAINING & EDUCATION

- Annual Code of Conduct Training
- Law & Ethics Days (F2F training)
- Ethics & Compliance Week/Month
- Regional Webinars
- Core Value Moments
- Monthly Ethics Reports
- Ethics App (policies, videos, Hotline)





THANK YOU!