



EXECUTIVE LEADERSHIP NETWORK

"Leaders of Integrity who can spearhead Kenya's holistic transformation"

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CORPORATE CULTURE THAT TRANSFORMS BUSINESS

As part of the process of engaging business leaders on issues of ethics and values, we would like to invite your commitment on these issues:

A. Corporate Ethical Commitments:

Corporate issues that an institution commits to pursue in order to create an environment that allows staff and other stakeholders to uphold values that society would benefit from.

1. Honest and ethical in dealings

- Does not hurt the other party
- Is completely true
- No white lies

2. Provision of quality goods and services in an impartial manner

- Give reasonable value for money
- Transparent on what the goods can do or not do
- Does not favour one against the other due to ethnicity or such consideration

3. Provide adequate, timely, accurate and accessible information

- Do not delay or distort information

4. Negotiate all contracts with integrity

- Be honest in your negotiations at all times

5. Pay creditors timely

- Keep your word as to timing of payments
- Renegotiate in good time

6. Refuse to elicit, accept or pay bribes

- Do not give or accept anything that can influence your decisions or decision of another

7. Pay taxes

- Willing to contribute to societal costs rather than be a ‘parasite’

8. Pay reasonable salaries and wages

- Do not pay below government wages
- Be within your sector salary levels

9. Obey government, authorities

- Follow the law

10. Give back to society by remembering the less fortunate

- Be involved in voluntary societal giving beyond taxes

11. Seek synergies to impact the broader society

- Work with rather than against others in your sector to benefit society

12. Develop employees and grow their competence

- Regard employees as your stake holder who must fully benefit from your business

13. Respect the dignity of the individual and the right of employees to freedom of association

- Know an employee is not a slave but a willing stakeholder

14. Partner and outsource services from organizations that uphold the same ethical values and practices as the corporate

- Do not outsource corruption

15. Commit to have active accountability structures to help you realize all the above ethical commitments

- Intentionally invite accountability partners and maintain accountable practices so that corporate models these principles and thereby multiplies leaders committed to ethical business practice and living.

(Note: Some of the statements were adapted or expanded from those by Unashamedly Ethical^R)