

Global Ethics Day 2022



Global Ethics Day at JLL 2022

Overview

For the 3rd year in a row, JLL recognized *Carnegie Council for Ethics in International Affairs'* Global Ethics Day on October 19, 2022. At JLL, ethics is in everything we do, and we used Global Ethics Day messaging and activities to educate employees, inspire ethical behavior and spread ethical awareness across the organization. We used this opportunity to encourage employees to review our new Code of Ethics and complete our mandatory Ethics training and Code Certification which was launched just ahead of Global Ethics Day. The following slides provide examples of the events, messaging and activities from around the globe. We look forward to participating in Global Ethics Day again in 2023!



Our Code of Ethics

Shaping our Culture
Defining who we are

[*Click here to view Christian Ulbrich's message on Ethics.*](#)



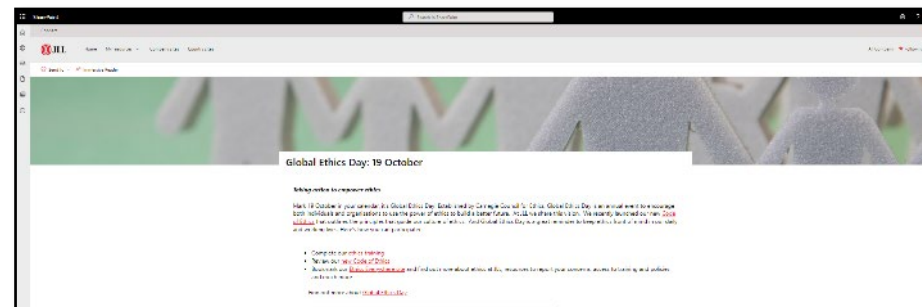
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Global Ethics Day 2022

A sampling of internal messaging

Our internal messages carried the story



October 2022

Ethics Liaisons

Global Ethics Day 2022

For the 3rd year in a row, JLL will recognize Carnegie Council for Ethics in International Affairs' **Global Ethics Day** on October 19th. Since 2014, citizens, businesses, professional organizations, schools, governments, and nonprofits from over 75 countries have participated in Global Ethics Day. Join us on **Global Ethics Day**, to raise ethical awareness and empower ethics at JLL, at home and in your community.

On Global Ethics Day and every day, your actions matter! If you see something that doesn't look right, or suspect behaviors that are inconsistent with our Code, contact our **Ethics Everywhere Helpline**, talk to an **Ethics Officer**, your manager, any senior leader, Human Resources, or a member of Legal, Ethics & Compliance, or file an online report at <https://jll.ethicspoint.com>.

Global Ethics Day Activities

At JLL, ethics is in everything we do. Use Global Ethics Day as a reminder to take the time to look at our new **Code of Ethics**, and encourage your team to complete our **Code of Ethics Training and Certification**. Take a few minutes to raise ethics awareness on your team by:

- Sharing an **Ethics Video**, **Ethics Moment** or **Case Study** with your team
- Inviting your team to participate in our **Global Ethics Day Survey**
- Providing your team with the opportunity to register and attend Carnegie Institute's virtual event [here](#) for a discussion on how each of us can use ethics to improve our daily lives

Other ideas for Global Ethics Day activities can be found [here](#). We encourage you to download and print or stream our **Global Ethics Day poster or banner** which is available in multiple languages.

Video

Making Ethical Decisions

Case Study

A Regional Facilities Manager contacted Employee Relations after several employees raised concerns that the Client's Plant Manager was creating a hostile work environment. [Read more...](#)

Global Ethics Day 2022

We distributed a survey to employees to hear what they had to say on ethics.

How do you take ethical action in your daily life?

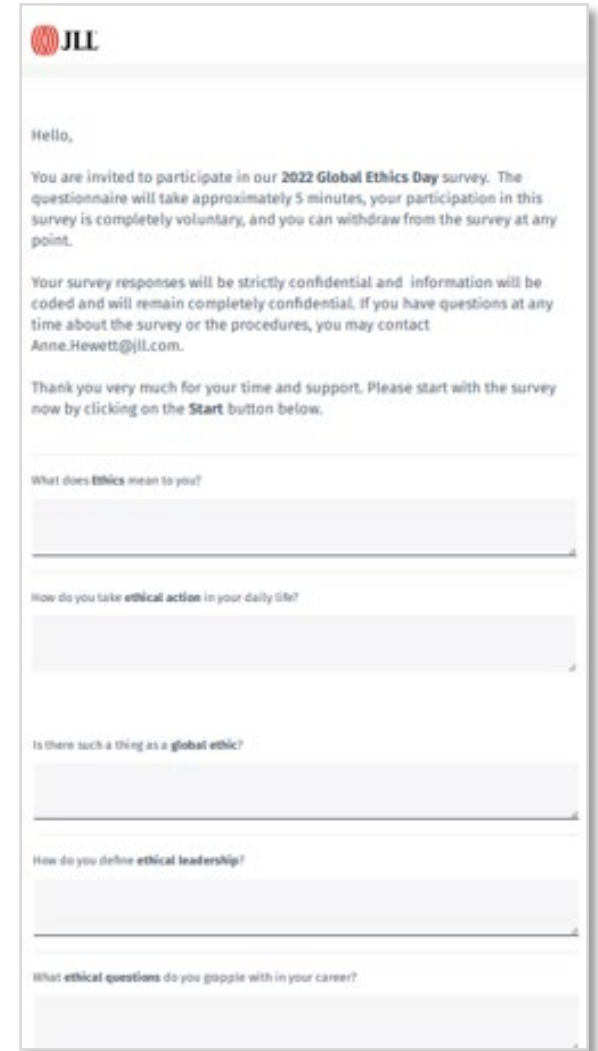
"Treat everyone equally. Make things better. Treat others fairly. Consider the consequences of my actions. Respect the rights of others and act with integrity always."

Is there such a thing as a global ethic?

It refers to a set of common moral values and ethical standards which are shared by the different faiths and cultures on earth."

How do you define Ethical Leadership?

"Ethical leadership means both acting ethically and setting the standard for other to do so as well. Leaders have an opportunity to inspire others not only to do the right thing but also to consider the kind of people they want to be."



The screenshot shows the JLL survey form. It begins with the JLL logo and a greeting. The survey is titled '2022 Global Ethics Day survey' and states that participation is voluntary and confidential. It provides contact information for Anne Hewett at JLL. The survey questions are: 'What does ethics mean to you?', 'How do you take ethical action in your daily life?', 'Is there such a thing as a global ethic?', 'How do you define ethical leadership?', and 'What ethical questions do you grapple with in your career?'. Each question is followed by a text input field.

JLL

Hello,

You are invited to participate in our **2022 Global Ethics Day** survey. The questionnaire will take approximately 5 minutes, your participation in this survey is completely voluntary, and you can withdraw from the survey at any point.

Your survey responses will be strictly confidential and information will be coded and will remain completely confidential. If you have questions at any time about the survey or the procedures, you may contact Anne.Hewett@jll.com.

Thank you very much for your time and support. Please start with the survey now by clicking on the **Start** button below.

What does **ethics** mean to you?

How do you take **ethical action** in your daily life?

Is there such a thing as a **global ethic**?

How do you define **ethical leadership**?

What **ethical questions** do you grapple with in your career?

Ethics Morning - France

To recognize Global Ethics Day, all employees in France were invited to join a call to discuss JLL's key values of Teamwork, Integrity & Excellence, and talk about ethics. The attendees participated in a survey on what Ethics means to them, with Ethics Heroes stickers were distributed in the corporate offices.

Ethics Stickers

[illegible]

JLL, toujours plus loin en faveur d'un avenir plus durable

Entretien avec Charles Boudet

Président de JLL en France, membre de l'European Strategy Board en charge de l'Europe du sud et de l'Europe centrale

Comment analysez-vous la montée en puissance de la RSE au sein de JLL ?

Dans un contexte de marchés incertains, qui ont évidemment un impact fort sur notre business, nous sommes, pour ce qui est de notre part en RSE, toujours plus impliqués que par le passé. L'actualité nous implique par exemple par l'actualité internationale, la manière de poursuivre la stratégie RSE, celle locale, la performance du développement en cas de crise financière de nos clients.

Pour JLL, avoir un impact RSE environnemental et performant est central. C'est une partie importante de la position que nous tenons vis-à-vis de nos clients. Au-delà de cela, nous ne déclinons pas le développement en faveur de notre entreprise. Mais, à long terme, ça s'agit d'être sûr d'être sûr. Dans ce projet RSE, nous investissons les dix années, nous nous sommes engagés à long terme. Nous sommes très impliqués en 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607,



Our Ethics' - morning



An open talk for all employees which we built from scratch in France

(On the International Ethics Day on 19 October)

Our ambition is to openly discuss our values, our Code of Ethics, and ethical dilemmas that we all face and how to resolve them

YEAR 1

**First
time**

10%

Attendance rate

**Last minute invitation - post covid – still
on lockdowns/curfew though**

**AFTER A SIGNIFICANT INVESTIGATION
IN FRANCE**

YEAR 2

Renew

12%

Attendance rate

**Early survey to all staff - selection of
topics for discussion – anonymous
questions sent in advance**

**NEED OF SINCERITY
WALK THE TALK**

Our Ethics' - morning



Ethics morning materials



Forms

ETHICS MORNING @JLL

Le mercredi 19 octobre 2022 c'est la journée internationale de l'éthique

Les Ethics Morning chez JLL France c'est un "Open talk" en direct via Teams ouvert à tous les salariés et donnant à chacun l'opportunité de poser ses questions liées à l'éthique et de dialoguer autour de ces sujets.

Parce qu'on sait combien vous êtes attachés aux valeurs de l'éthique, choisissons en avance les thèmes que vous souhaitez aborder avec nous et/ou posez les questions qui vous taraudent de manière anonyme ; nous y répondrons le jour J !

Caroline & Stéphanie

1. Quels thèmes vous intéressent ?

- ☐ OneJLL et esprit d'équipe
- ☐ Excellence
- ☐ Intégrité
- ☐ Respect de la vie privée
- ☐ Harcèlement
- ☐ Corruption
- ☐ Secret des affaires
- ☐ Inclusion, diversité & équité
- ☐ Non engagements durables

Some quotes

“

Thank you for setting up this very useful call, it motivates us to pass the certification rather than feeling alone in front of your screen with the questions, it reinforces the feeling of belonging and helps understanding the issues

“

Nice format for information and exchange

“

Answering ethical questions live during the session is very concrete - it is also good to allow questions beforehand so that questions could be asked discreetly



Celebrating Global Ethics Day in Singapore

Global Ethics Day was commemorated in our Singapore offices with cupcakes! Messaging was also shared with teams around JLL's recognition of Global Ethics Day.



Global Ethics Day 2022 – Greater Latin America

Video and messaging streamed on monitors and displayed in print at offices in Latin America.



Global Ethics Day Banners & Posters



Translated into multiple languages



Global Ethics Day Event

October 19, 2022

11:00 a.m. – 12:00 p.m. EST

Register for Carnegie Council *for Ethics in International Affairs* virtual event [here](#) for a discussion on how each of us can use ethics to improve our daily lives, the power of humor as a force for good, and how collective action can help address the global challenges that impact us all.

A Global Ethics Day Special Event

How to Be an Ethical Individual in an Interconnected World

Virtual Event via Webex
October 19
11am ET

Michael Schur
Creator of TV's "The Good Place" and author "How to Be Perfect"

Joel Rosenthal
Carnegie Council President

GLOBAL ETHICS DAY 2022

CARNEGIE COUNCIL for Ethics in International Affairs

NYU SCHOOL OF PROFESSIONAL STUDIES
Center for Global Affairs

Carnegie Institute for Ethics in International Affairs reported that many JLL employees attended the event.

Thank you

We look forward to participating in Global Ethics Day 2023!