



8TH EDITION ETHICAL CLIMATE BAROMETER ADP Group



Ethics and Compliance recognised as a necessity by employees.

The Groupe ADP (ADP SA, ADP International, TAV Airports and its subsidiaries, AIG and Hub One, Extime Duty Free Paris, Extime Media) measured its employees' perception of Ethics and Compliance from 25 February to 4 April 2025. Comparison with employees of large companies (Barometer of the Cercle éthique des affaires - CEA).

**AN EVEN HIGHER PARTICIPATION RATE
OF GROUP EMPLOYEES**

49%

**+2
pts**

vs 2024

1

EXCELLENT EMPLOYEE AWARENESS



86% of employees are convinced of the group's ethical behaviour (vs. CEA 73%) and **65%** (vs. CEA 62%) believe that Ethics and Compliance are very much part of our corporate culture. **78%** (-3 points) of employees are in phase with the group's values (Hospitality and Responsibility) (vs. CEA 66%).

85% consider that their managers and her company act ethically (+15 points vs. CEA 70%).

Several levers contribute to acculturation:

- ♦ **88%** (+2 points) say they have been made aware of ethical issues (vs. CEA 67%).
- ♦ **83%** (+3 points) say they are informed of the actions taken by all group entities (+21 points vs. CEA 62%).

64% of employees express confidence in their company, **47%** their commitment and **41%** their loyalty.

Nevertheless, **86%** (+4 points) of employees would be prepared to leave the group if managers failed to set an example (vs. CEA 76%) and **84%** (+16 points) if fraudulent practices occurred within the group (vs. CEA 73%).

2

RELAYING TRUST IN THE FIELD OF ETHICS



Trusted contacts for ethical and compliance issues Employees trust:

Firstly, **81%** (-2 points) in their managers (vs. CEA 63%).

Secondly, **77%** trust the person in charge of Ethics and Compliance (vs. CEA 63%), although only **51%** of employees know this person (vs. CEA 32%).

Growing confidence in the whistleblowing system.

The whistleblowing system is effective and known by

82% (+3 points) of group employees (vs. CEA 73%).

72% (+1 point) of employees trust the group to protect them in the event of an alert (vs. CEA 64%).

A perceived risk-taking that increases by **55%**, i.e. +13 points compared with 2024 (vs. CEA 64%).

**3
MAIN
TOPICS**

3

RECOGNITION OF RESPECT FOR AND PROTECTION OF HUMAN RIGHTS



Perceived respect for employees has increased for **83%** (+1 point) of employees (vs. CEA 73%).

The company is recognised for its respect and protection of human rights: protection of personal data for **88%** of employees (vs. CEA 86%), respect for working conditions

and safety for **85%** (+1 point) (vs. CEA 82%), combating discrimination for **81%** of employees (vs. CEA 79%).

To ask a question or send an alert: <https://alert.groupeadp.fr>