



# Nordic Business Ethics Survey 2022



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The 2022 Nordic Business Ethics Survey is out now! The survey was launched in Stockholm on 21 November, studying employees' views on ethics across multiple business sectors and job roles including 5000 respondents from Denmark, Finland, Norway, Sweden and Estonia.

Our Partner and Head of Employment, [Riikka Autio](#), joined the launch event discussions evaluating the retaliation rates in the survey and how the observations of unethical behaviour in workplaces have increased since 2020.

Key takeaways from the survey:

- 53 % observed activities against the law
- 67 % have observed favouritism (most common) – observations of unethical behaviour have increased since 2020
- 35 % of respondents in Finland say that they won't speak up – it makes them least likely to speak up compared to other Nordics
- 55 % of top managers perceive retaliation for speaking up (37% Nordic total)
- Every second employee in a listed company do not recognise that their organisation has a Code of Conduct

Download the full report here: <https://www.nordicbusinessethics.com/nbes2022/>

The Nordic Business Ethics Survey is a pioneering survey into employees' views on ethics across multiple business sectors and job roles, conducted by our partner, Nordic Business Ethics Initiative for the first time in 2019.

The 2022 survey launch event was organized together with Hayaat Ibrahim from The Swedish Anti-Corruption Institute (Institutet Mot Mutor), Viktor Josefsson from Forensic Risk Alliance, and Finnish-Swedish Chamber of

Commerce (FINSVE) The event was moderated by Anna Romberg and Niina Ratsula from Nordic Business Ethics Initiative.

*We are committed to making businesses better by helping clients and communities transition and thrive in a more sustainable future. Together with Nordic Business Ethics Initiative we promote a transparent dialogue on challenges and opportunities related to business ethics and compliance.*