



2.11 THE ROLE OF LEADERSHIP

We Value Your Opinion!

The role of leadership is essential in establishing and maintaining a culture of compliance and ethical conduct.

LADD employees in Management and leadership positions are expected to:

1. Serve as examples by role modeling the expected behaviors.
2. Role model the LADD Mission, Vision and Values.
3. Create a culture of gentleness in the workplace, which promotes and reinforces ethical behavior and legal practice.
4. Ensure that those they supervise have information and are educated regarding applicable laws, regulations, and policies and legal requirements pertinent to their function.
5. Inform all employees they supervise that strict compliance with policies and regulation is a condition of employment and violation will result in disciplinary action up to and including separation.
6. Make available the resources necessary to resolve ethical dilemmas.
7. Encourage the reporting and discussion of concerns related to legal and ethical practice; ensure adequate follow-up to concerns.
8. Ensure that business practices do not compromise ethical behavior or our core values.
9. Members of Management must instruct employees regarding compliance and monitor for compliance. Failure to do so may result in disciplinary action, up to and including separation from employment.

[Click Here to View the Corporate Structure. Chain of Communication](#)

[Click Here to View the Table of Organization. Chain of Communication. Chart](#)

LADD
WE MAKE THE DIFFERENCE