



ASSET PROTECTION DEPARTMENT



# POLO RALPH LAUREN

What began almost four decades ago with a collection of ties has grown into an entire world redefining American style.



# POLO RALPH LAUREN

Led by Ralph Lauren,  
Chairman and CEO

- ❑ Over 15,000 employees in 31 countries.
- ❑ The Polo Brand is sold in 65 countries



## Why Do Employees Lie, Cheat, and Steal on the Job?

- ✓ The employee believes he can get away with it.
- ✓ The employee thinks they desperately needs or desires the money or articles stolen.
- ✓ The employee feels frustrated or dissatisfied about some aspect of the job.
- ✓ The employee feels frustrated or dissatisfied about some aspect of his personal life that is not job related.
- ✓ The employee feels abused by the employer and wants to get even.
- ✓ The employee fails to consider the consequences of being caught.
- ✓ The employee thinks: "Everybody else steals, so why not me?"
- ✓ The employee thinks: "They're so big, stealing a little bit won't hurt them."
- ✓ The employee doesn't know how to manage her own money, so is always broke and ready to steal.
- ✓ The employee feels that beating the organization is a challenge and not a matter of economic gain alone.

## Why Do Employees Lie, Cheat, and Steal on the Job?

- ✓ The employee was economically, socially, or culturally deprived during childhood.
- ✓ The employee is compensating for a void felt in his personal life and needs love, affection, and friendship.
- ✓ The employee has no self-control and steals out of compulsion.
- ✓ The employee believes a friend at work has been subjected to humiliation or abuse or has been treated unfairly.
- ✓ The employee is just plain lazy and will not work hard to earn enough to buy what she wants or needs.
- ✓ The organization's internal controls are so lax that everyone is tempted to steal.
- ✓ No one has ever been prosecuted for stealing from the organization.
- ✓ Most employee thieves are caught by accident rather than by audit or design. Therefore, fear of being caught is not a deterrent to theft.
- ✓ Employees are not encouraged to discuss personal or financial problems at work or to seek management's advice and counsel on such matters.
- ✓ Employee theft is a situational phenomenon. Each theft has its own preceding conditions, and each thief has her own motives.

# Why employees awareness is important in the organisation

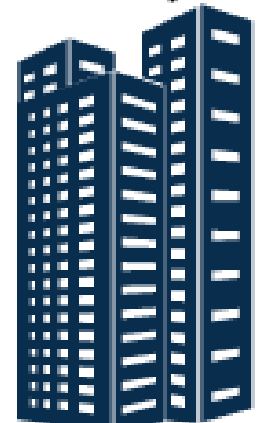
We need security awareness to comply with laws and regulations.



We need security awareness to reduce unpredictable costs.



Security awareness gives us a competitive advantage.



## Why employees awareness is important in the organisation

A crucial part of a successful shrink management program is getting your employees on board. Much of your organization's success will depend on your employees' awareness and understanding of efficiency and their investment in helping you achieve your shrink management goals

## Why employees awareness is important in the organisation

Security awareness and training should be an integral part of your corporate security program. Though many businesses overlook the opportunity to tell their employees how to assist with protecting the corporate infrastructure, security awareness and training is really the first line of defence your company has to protect its valuable corporate assets. Your employees are the stewards of your critical data and information assets, and with the proper training corporations can enlist the assistance of their employees to mitigate risks.

## Why employees awareness is important in the organisation

**Your awareness campaigns must be designed to align with your business code of conduct and compliance programs. Ethics Point can help you promote awareness and adoption of your compliance initiatives with a wide variety of richly targeted, campaign-specific awareness materials, surveys, and other awareness and compliance programs.**

## Why employees awareness is important in the organisation

- ✓ No one likes being ignored. People long to be celebrated, not tolerated. They always have and they always will.
- ✓ As we build our cultural awareness, we also build bridges to trust, respect and understanding across cultures and within a multicultural workplace
- ✓ Who should be trained, how, and what should they be trained in?
- ✓ *How should the training be conducted?*
- ✓ What training structure would be the most effective in the long term
- Principle 1 – Awareness*
- Principle 2 – Responsibility*
- Principle 3 – Response*
- Principle 4 – Ethics*
- Principle 5– Risk assessment*
- Principle 6 – Security design and implementation*
- Principle 7 – Reassessment*

# Questions

