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## **Diversity and inclusion in corporate codes of ethics of large companies**

In times of increasing social diversity, companies that claim to be socially responsible citizens are expected to do justice to this fact of life. Therefore, organizations are expected to establish diversity and inclusion initiatives, which they can communicate through a code of ethics, i.e. a “document containing a set of prescriptions developed by and for a company to guide present and future behavior ... of at least its managers and employees toward one another, the company, external stakeholders and/or society in general” (Kaptein & Schwartz, 2008, p. 113). Because there are cultural differences concerning the advocacy of diversity (e.g., Peretz, Levi, & Fried, 2015) we ask: *To what extent do codes of ethics of companies from different cultures vary regarding the mention of diversity and inclusion and related terms?*

To answer this question, codes of ethics of 480 large companies (selected from Forbes Global 2000) from three clusters (Anglo, Nordic/Germanic Europe, Confucian Asia; Gupta, Hanges, & Dorfman, 2002) were content analyzed concerning cultural differences regarding the mention of (a) diversity and inclusion, together with (b) equality, (c) human rights, (d) discrimination, and (e) harassment because of their thematic proximity.

Results show that diversity and inclusion are significantly less often mentioned ( $\chi^2_{(2, N = 480)} = 31.163, p < .001, V = .26$ ) in Confucian Asian (58.1%) codes than in documents of companies headquartered in Nordic/Germanic Europe (75.0%), and Anglo countries (85.6%). The difference between the European and Anglo cluster is not statistically significant though. This brief glimpse into the findings shows that there is a significant cultural difference in the frequency of the mention of diversity and inclusion. Possible explanations may be the disparity of collectivism and individualism and the greater acceptance of power distance and inequality in Asian countries.

## **References**

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