



### **CARSTEN TAMS, SVP, ETHICS & COMPLIANCE at BERTELSMANN**

Carsten Tams joined Bertelsmann in 2000. As senior vice president in charge of ethics and compliance, he initiated, designed, and directed Bertelsmann's global ethics program since its inception in 2008.

His ethics & compliance strategy builds on the premise that an organization's reputation and success can best be enhanced by promoting a strong ethical organizational culture that empowers its members to be effective agents of integrity, transparency, and accountability.

His previous work focused on initiatives in the areas of corporate culture, organizational development, HR policy, corporate social responsibility, and HRIS.

His work has won numerous prizes, including Gold and Silver at the Brandon Hall Group Excellence in Learning Awards, and the German Corporate Movie Award.