



The Five-Star Rating System

- One Star * - Credentials**
 This is to establish the *bona-fides* of an entity, whether or not is properly set up to carry out what it is doing. It includes simple background checks on its registration status, location, business scope, ownership, etc.
- Two Stars ** - Value System**
 This is simply “the way we do things around here”. It is the set of behaviour standards that an organisation has adopted as its guiding principles in carrying out its objectives. These must be understood by all stakeholders and be anchored in the culture of the organisation.
- Three Stars *** - Accountability**
 The organisation should make appropriate disclosure to all stakeholders regarding information to which each stakeholder group should have a right, subject itself to appropriate scrutiny from them and recognise when there is need to seek approval from relevant higher authority (e.g. shareholders, board or supervisory body) concerning major decisions to be taken/implemented.
- Four Stars **** - Commitment:**
 A demonstration of the company’s will and power to comply with its own stated principles. This may be through internal audit procedures or an appropriately empowered nominee of the board (or its equivalent). In either case there must be a mechanism to bring the organisation back to its stated principles in case it deviates from it.
- Five Stars ***** - Track Record**
 The commitment is better measured when the organisation can show anecdotal evidence of rewards to those who uphold the values and sanctions for those that flout the values irrespective of their position or contribution/importance to the organisation’s success.

THE 5-STAR RATING SYSTEM

Professional Competence Assured	*		-	-	-
Acceptable Ethical & Moral Standard	**	**	-	-	-
Acceptable level of Transparency & Accountability	***	***	***	-	-
Demonstrable will & Power to Protect Integrity	****	****	****	****	-
Time Related Commitment to Integrity	*****	*****	*****	*****	*****