THE PRACTICE

δια χειρός ... hands-on experience & dedication.

Evi Dimitroulia

CFE · CIA · CFSA · CCSA · CRMA

Managing Partner

GRC & Integrity Strategist · ACFE Authorised Trainer

Ethicalie is built on a simple conviction: that integrity is not a vague idea or something we put in a policy — it is embedded in everyday practice. *Δια χειρός* — by hand, by commitment, by personal responsibility. Every engagement at Ethicalie is led directly by its founder, bringing the same standard she has applied throughout her career to every client, every organisation, every challenge.



02 — A BOARD CHAIR

"Yes, the board report was ready on time. And this time I understood every page. Risks, controls, indicators — all on one screen. I asked one question and got a real answer..."

INTEGRITIE →

START A CONVERSATION

Ready to protect what *matters most?*

Begin with a confidential conversation. No obligations — just senior counsel on where your organisation stands and what the path to integrity looks like from here.

REQUEST A CONSULTATION

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ethicalie



Integrity is your most *valuable* asset.

Let's protect it together.

ethicalie

δια χειρός / ˌði.a xiˈros /

Crafted by one's own hand, with passion and dedication for a unique end result.

GREEK BY ORIGIN · INTERNATIONAL BY EXPERTISE.



The name *says it all.*

Ethicalie — from the Greek ethos, through international best practice, into organisations that want to mean it. A boutique advisory practice built on one principle: integrity is personal. Integrity needs a personal touch.

ἦθος **Ethos** — building credibility through expertise, integrity & reputation. The Greek root of Ethicalie. Character that earns trust — practised, not declared.

INTEGRITY, IN THEIR WORDS

Every organisation has a story. *Here is how theirs sounds now.*

Scenes from the conversations behind our work — from boardrooms, compliance desks and audit rooms. The voices are composites; the outcomes are the ones we work for every day.

01 — A CEO

"You know what surprised me? The code of conduct finally sounds like us. People actually quote it in meetings now. No, not a big consultancy. **Ethicalie.** *Small team, very hands-on..."*

FROM DECLARED TO DEMONSTRATED →

FLAGSHIP OFFERING

Integritie.

The all-in-one solution for walking the talk.

Integritie is Ethicalie's flagship offering — a comprehensive, end-to-end Integrity Program designed for private sector organisations and public entities that want to go beyond tick-box compliance.

The program is tailored to your organisation's sector, size, risk profile and regulatory context — covering every dimension of integrity in a single, coherent framework.

COMPONENTS — INSIDE THE PROGRAM

01
Risk Assessment & Diagnostic
The starting point. A clear-eyed view of where the organisation stands today — and what the priorities should be.

02
Program Design & Architecture
The blueprint. How the program will work, with whom and by when — tailored to sector, size and risk profile.

03
Policy & Code Framework
The codified standard. Written to be communicated, understood and applied — not filed.

04
Controls & Procedures
The operational layer. How the standard becomes how the organisation works, every day.

05
Training & Engagement
Building capability and shared language across the organisation — from the board to the front line.

06
Reporting & Response
The system that surfaces concerns, handles them properly, and learns from what they reveal.

07
Monitoring & Indicators
The evidence. How leadership and the board know the program is working — and where it isn't.

08
Continuous Improvement
The discipline of evolution. Programs that don't adapt become theatre.

APPROACH — END-TO-END, SENIOR-LED

Every Integritie engagement is led directly by Ethicalie's founder. The same person who scopes the work designs it and delivers it — no layered teams, no junior delivery. The program is built around your organisation's reality: its sector, its existing controls, its regulatory context, its culture. Not a generic framework imposed top-down, but a coherent program that becomes how your organisation operates, every day.

ADVISORY SERVICES

What we *offer.*

01 Corporate Governance, Internal Audit & Compliance
"The board finally asks the right questions — and gets real answers."

02 Fraud Risk Management, Financial Crime Prevention & Investigations
"People know the red flags get noticed now. That's what stops it."

03 ISO 37000 Series — Design, Implementation & Certification

A COMPLIANCE OFFICER

"ISO 37001:2025 alignment — closed. The gap analysis listed every new requirement against what we already had, so nothing was a surprise at the audit. And the bribery risk assessment, which worried me most, was what the auditors praised..."

ISO 37001:2025 — Anti-bribery management systems — Requirements with guidance for use

04 Whistleblowing Systems & Speak-Up Culture

AN HR DIRECTOR

"If something ever bothers you, there's a channel. Anonymous, if you prefer. Last year people used it to tell us about a supplier issue before it became a problem. We fixed it in a week..."

Whistleblowing done right. Ethicalie works with Formalize, combining expert advisory — policy, governance, training — with Europe's leading whistleblowing and compliance platform.

05 Anti-Corruption Architecture & Readiness
"Our partners know exactly where we stand."

06 Executive Training & Certification

A TEAM LEADER

"Honestly? I expected slides. We spent the morning on our own dilemmas. I finally know what to say when a client offers me tickets..."

In partnership with Fraud Education Center — an ACFE Authorised Training Organisation.