



SNAP 2026 Ethics, Morality and Values Sample Questions

Question 1

Instructions: Evaluate the situation and select the most ethically sound course of action.

Question: A project manager discovers that a major vendor bidding for a company contract is owned by a close relative. The vendor's bid is currently the lowest and meets all technical specifications. What should the project manager do?

Options:

- A) Award the contract to the relative's vendor immediately since it offers the lowest price.
- B) Disclose the personal conflict of interest to the procurement committee and recuse himself from the evaluation process.
- C) Cancel the bidding process and request new tenders from neutral suppliers without explaining why.
- D) Reject the relative's bid quietly to avoid any perception of favoritism.

Correct Answer: Option B

Explanation: Transparency and conflict of interest disclosure are fundamental ethical principles in corporate governance. Declaring the personal relationship and recusing oneself ensures fairness, eliminates bias, and maintains organizational integrity.

Question 2

Instructions: Select the response that best aligns with professional ethics and organizational integrity.

Question: An accountant at a firm notices that minor financial discrepancies are being deliberately misreported to meet quarterly earnings targets. Her immediate supervisor instructs her to ignore the issue, stating it is standard industry practice. How should she proceed?

Options:

- A) Follow the supervisor's instruction to protect her job and avoid workplace conflict. B) Anonymously leak the financial discrepancies to external financial news outlets immediately.
- C) Escalate the matter internally through the company's designated whistleblowing mechanism or ethics committee.

D) Alter the financial statements further to cover up the supervisor's actions completely.

Correct Answer: Option C

Explanation: Ethical reporting requires utilizing established internal reporting channels before external escalation. Obeying an unethical command violates professional integrity, while external leaks without internal reporting breach confidentiality protocols.

Question 3

Instructions: Analyze the ethical dilemma and select the option that demonstrates long-term moral responsibility.

Question: A manufacturing company can legally dump non-hazardous waste into a local river under current minimum regulatory standards. However, recent scientific studies suggest this waste gradually degrades local aquatic ecosystems. Installing a filtration system would eliminate environmental harm but reduce quarterly profit margins by 5%. What action should the management take?

Options:

- A) Continue dumping waste legally to maximize shareholder value until regulations strictly prohibit it.
- B) Install the filtration system to protect the ecosystem, accepting a minor reduction in short-term profits.
- C) Relocate the factory to a country with even weaker environmental standards.
- D) Stop production entirely and liquidate the company to prevent any environmental impact.

Correct Answer: Option B

Explanation: Corporate responsibility extends beyond minimal legal compliance. Ethical leadership balances profitability with environmental stewardship and stakeholder well-being, choosing sustainable practices over short-term financial gains.

Question 4

Instructions: Choose the option that upholds ethical standards in technology and consumer trust.

Question: An e-commerce platform collects user browsing data to personalize shopping recommendations. A third-party marketing agency offers to buy this user data for a high price. The platform's user agreement does not explicitly forbid selling data, but users were never informed that their data could be monetized this way. What is the most ethical decision for the company?

Options:

- A) Sell the data immediately because the current user agreement does not explicitly prohibit it.
- B) Sell the data but donate a portion of the proceeds to a privacy rights charity.
- C) Refuse to sell the data until explicit, informed user consent is obtained through updated privacy policies.
- D) Sell the data only for users who have not logged into the platform in the last six months.

Correct Answer: Option C

Explanation: Respecting user privacy and maintaining transparency requires informed consent. Exploiting ambiguous legal terms to monetize user data without explicit permission breaches consumer trust and fundamental ethical standards of fairness.

Question 5

Instructions: Identify the choice that reflects ethical fairness and non-discrimination in decision-making.

Question: A team leader is selecting an employee to lead a high-visibility international project. Candidate A has superior technical performance metrics but frequently works remotely. Candidate B has adequate metrics but is a personal friend of the team leader. What is the most ethical approach for the team leader to take?

Options:

- A) Select Candidate B to ensure smooth personal communication and rapport during the project.
- B) Select Candidate A based on objective performance metrics and merit.
- C) Split the project equally between both candidates regardless of efficiency.
- D) Choose a third candidate to avoid offending either Candidate A or Candidate B.

Correct Answer: Option B

Explanation: Ethical decision-making in management demands meritocracy, objectivity, and impartiality. Favoring personal acquaintances over more qualified candidates constitutes cronyism and violates workplace fairness.

Question 6

Instructions: Analyze the ethical dilemma involving conflicting duties and select the most morally sound action.

Question: An engineer at a medical device firm discovers a software glitch in an automated insulin pump that causes an unintended dosage spike in 0.01% of edge cases. Recalling all pumps immediately would bankrupt the startup before a patch is ready, potentially depriving thousands of existing patients of crucial daily monitoring. The regulatory

authority's reporting deadline is in 30 days. What is the engineer's most ethical course of action?

Options: A) Keep silent until the company completes developing the software patch in 30 days to avoid bankruptcy and panic.

B) Immediately notify executive leadership and insist on issuing an urgent safety advisory with temporary operating workarounds to healthcare providers while preparing the patch.

C) Leak the flaw to tech media outlets anonymously to force an immediate public recall of all units.

D) Resign quietly from the company to avoid legal liability without disclosing the technical flaw.

Correct Answer: Option B

Explanation: Patient safety and transparency are paramount in bioethics and professional engineering codes. Hiding the defect risks human life. Leaking anonymously without attempting internal escalation or safety mitigation creates unmanaged panic. Option B balances immediate harm reduction by providing doctors with immediate operational workarounds while upholding professional duty and transparency.

Question 7

Instructions: Evaluate the ethical implications of automated business decision-making systems.

Question: A commercial bank deploys an AI model to evaluate loan applications. An internal audit reveals that while the model increases overall loan recovery rates, it systematically assigns higher interest rates to applicants from lower-income postcodes, indirectly proxying for systemic demographic bias even when individual credit scores are identical. The management notes that changing the algorithm will reduce annual interest income by 8%. How should the bank address this issue?

Options: A) Retain the algorithm unchanged since optimizing profitability and default recovery rates is the primary duty to shareholders.

B) Modify the algorithm to eliminate proxy variables causing systemic bias, accepting lower interest income to ensure fair and non-discriminatory credit assessment.

C) Manually approve loan applications for top-tier clients while keeping the biased AI active for all other applicants.

D) Hide the audit report and claim the AI output cannot be modified due to proprietary trade secret restrictions.

Correct Answer: Option B

Explanation: Algorithmic bias perpetuates structural unfairness and violates fundamental ethical principles of justice and equal opportunity. Ethical governance requires financial

institutions to eliminate discriminatory proxy metrics and uphold ethical fairness over pure profit maximization.

Question 8

Instructions: Select the response that reflects global corporate moral standards and ethical leadership.

Question: An international footwear brand sources raw materials from a contractor in a developing country where child labor is legally permissible for family-owned cottage businesses. The contractor operates legally under local laws, allowing children under 14 to work 10-hour shifts. Terminating the contract immediately would leave 200 local families without any household income. What is the most ethically responsible strategy for the footwear brand?

Options:

A) Continue the contract as-is because the supplier strictly complies with local territorial laws.

B) Terminate the contract instantly and sever ties without providing alternative financial support to the affected workers.

C) Require the supplier to eliminate child labor, transition children to formal schooling, and subsidize adult family wages to offset lost household income.

D) Ignore the supplier's practices publicly while quietly shifting 20% of orders to another country.

Correct Answer: Option C

Explanation: Corporate ethical responsibility transcends minimal local legal compliance regarding fundamental human rights. Simply terminating contracts exacerbates poverty for vulnerable families, while continuing child labor breaches global human rights norms. Option C provides a holistic ethical solution by eliminating child labor while protecting family welfare through educational support and wage subsidies.

Question 9

Instructions: Evaluate the ethical course of action regarding non-public material information.

Question: A senior financial analyst at an investment advisory firm accidentally receives an unencrypted email containing confidential, non-public earnings reports showing that a public tech firm will report massive losses next week. The analyst's major client holds 500,000 shares in that tech firm and has explicitly asked for advice on whether to hold or sell. What is the analyst's ethical duty?

Options:

- A) Advise the client to sell the shares immediately without explicitly mentioning the leaked email to protect the client's wealth.
- B) Short-sell the stock using a personal account first, then inform the client to do the same.
- C) Inform compliance officers of the leak, refrain from using or sharing the non-public information, and advise the client based strictly on publicly available analysis.
- D) Forward the leaked document to rival investment firms to level the information playing field across the market.

Correct Answer: Option C

Explanation: Market integrity and regulatory ethics strictly prohibit trading or advising clients based on material non-public information. Acting on the leak violates securities regulations and professional codes of conduct. The analyst must notify compliance, isolate the confidential data, and maintain fair, public-data-driven advisory standards.

Question 10

Instructions: Identify the choice that resolves conflict between contractual obligations and public interest.

Question: A senior chemical engineer working for an industrial plant signs a strict non-disclosure agreement (NDA) covering all plant operations. During a routine safety check, she discovers that an underground storage tank containing toxic solvent is slowly leaking into the municipal groundwater supply. Plant managers refuse to repair the leak, citing tight operational budgets, and remind her that breaking her NDA carries severe civil penalties and immediate termination. What should she do?

Options:

- A) Comply with her signed NDA and remain silent to avoid breach-of-contract lawsuits and job loss.
- B) Post about the leak on personal social media accounts using a pseudonym to bypass legal liability.
- C) Report the groundwater contamination immediately to public health and environmental regulatory bodies, as duty to public safety supersedes contractual NDAs.
- D) Request a transfer to a different plant facility so she is no longer responsible for monitoring that specific tank.

Correct Answer: Option C

Explanation: In professional engineering and corporate ethics, the duty to protect human health and public safety universally overrides contractual non-disclosure agreements (NDAs) or private loyalty to an employer. Unethical or illegal hazards affecting public welfare cannot be morally or legally shielded by NDAs.