SNAP 2026 Ethics, Morality and Values

30 practice questions with answers and explanations

Section snapshot (official SNAP 2026 test structure)

Questions in the section	10 (out of 60 in the paper)
Marks	+1 for each correct answer
Negative marking	25% of a mark (0.25) for each wrong answer
Paper duration	60 minutes, no separate section timer
Section order	You may attempt sections in any order
Test dates	13, 19 and 26 December 2026 (up to three attempts, best score counts)

Always confirm the latest details on snaptest.org.

How to solve an ethics question: a 4-step method

1. Spot the core issue and list who is affected.
2. Cross out extreme options: cover-ups, revenge, public blame, or doing nothing.
3. Prefer the option that is honest, legal, proportionate and uses the proper channel.
4. If two options remain, choose the one that solves the problem and protects people at risk.

Suggested pace: about 45 to 60 seconds per question. Aim to finish all 30 in around 30 minutes.

Set A: Scenario-based questions (Q1 to Q18)

Q1. Priya, a procurement manager, learns that her brother's firm has bid for a supplier contract she helps evaluate. His quote is competitive. What should she do?

(a) Evaluate all the bids herself, because she can stay fair.
(b) Tell her manager about the relationship and step back from evaluating that bid.
(c) Ask her brother to withdraw quietly, without telling anyone.
(d) Stay silent unless his firm wins the contract.

Q2. An accountant notices that a colleague's expense claims include personal trips. The company runs an ethics helpline. What is the best step?

(a) Report the facts through the ethics helpline.
(b) Confront the colleague in front of the team.
(c) Ignore it because the amounts are small.
(d) Post about it on social media.

Q3. A vendor sends a manager an expensive watch during Diwali while a contract renewal is pending. Company policy caps gifts at ₹1,000. What should the manager do?

(a) Keep it, because festival gifts are a custom.
(b) Keep it but promise the vendor no favours.
(c) Share it among the team and say nothing to the vendor.
(d) Return it politely and inform the compliance team.

Q4. A marketing analyst holds customer data collected only to deliver orders. A friend at another company asks for the list for a promotion. What should the analyst do?

(a) Share it, since the data already exists.
(b) Share it after deleting the names.
(c) Decline, because customers gave their data for delivery, not for outside use.
(d) Share it in return for a small fee.

Q5. A salesperson is ₹2 lakh short of the quarterly target. The manager suggests booking a confirmed order due next quarter now. What is the best response?

(a) Book the order now to hit the target.
(b) Refuse, and report the real figures along with the order pipeline.
(c) Book half the order now.
(d) Book it now and reverse it next quarter.

Q6. A store manager finds packaged food two days past expiry. Head office says to relabel it with new dates to avoid a loss. What should the manager do?

(a) Pull the stock from the shelves and tell head office why relabelling is unsafe and illegal.
(b) Relabel it as instructed.
(c) Sell it at a discount without telling customers.
(d) Sell it only to regular customers.

Q7. A factory's effluent treatment plant is under repair. Releasing untreated water into a stream for a week would save a shipping deadline, and detection is unlikely. What should the plant head do?

(a) Release the water, since the risk of detection is low.
(b) Release it only at night.
(c) Dilute the water with extra water and release it.
(d) Arrange temporary treatment or storage, and tell the customer about the delay.

Q8. Two candidates are equally qualified for a role. One is the CEO's nephew, and the CEO hints at a preference. What should the hiring manager do?

(a) Pick the nephew to keep the CEO happy.
(b) Reject the nephew to look neutral.
(c) Apply the published criteria to both, record the reasons, and escalate to HR if pressured.
(d) Decide by tossing a coin.

Q9. During shortlisting, a team lead asks HR to drop women candidates because 'they may leave after marriage'. What should the HR executive do?

(a) Follow the instruction because the lead is senior.
(b) Refuse to filter by gender, explain that criteria must relate to the job, and escalate if the lead insists.
(c) Filter them out but record a neutral reason.
(d) Tell the candidates about the lead's view.

Q10. A consultant overhears that a client will lay off staff, which is not yet announced. A friend who works there asks whether his job is safe. What should the consultant do?

(a) Decline to discuss confidential information and suggest he ask his manager or HR.
(b) Warn him privately.
(c) Hint that he should start looking for a new job.
(d) Tell mutual friends so they can prepare.

Q11. A junior analyst finds an error in a report she sent yesterday. The client has already used it for a minor decision. What should she do?

(a) Wait to see whether the client notices.
(b) Send a corrected version with no explanation.
(c) Blame the software.
(d) Tell her supervisor at once and send the client a corrected report with a clear note.

Q12. A finance executive learns of an unannounced merger. Her father asks whether he should buy shares in the target company. What should she do?

(a) Tell him to buy, since he is family.
(b) Suggest he buy through a friend's account.
(c) Refuse to share or hint at anything, because the information is unpublished and price-sensitive.
(d) Tell him, but ask him to keep it secret.

Q13. An analytics team can predict which customers are in financial distress and wants to target them with high-interest loan offers. What should the team lead do?

(a) Go ahead, because the plan is profitable and legal.
(b) Pause, review the fairness of targeting vulnerable customers with compliance, and consider suitable support products instead.
(c) Go ahead but hide the targeting criteria.
(d) Sell the list to lenders.

Q14. A writer used an AI tool to draft a client report. The contract requires original human analysis. What should the writer do?

(a) Tell the manager or client, then rewrite the report or get approval as the contract requires.
(b) Submit it without mentioning the tool.
(c) Edit it lightly so the use stays hidden.
(d) Submit it and charge extra.

Q15. A manager asks an employee to backdate a document to cover a missed compliance deadline. What should the employee do?

(a) Backdate it, since the manager carries the responsibility.
(b) Backdate it but keep a copy as proof of the instruction.
(c) Backdate it and resign next month.
(d) Refuse to backdate, state the actual date, and report the instruction to compliance if needed.

Q16. A company routinely pays small suppliers well beyond the agreed terms to improve its cash position. A new finance manager notices this. What should the manager do?

(a) Continue, since it is the norm.
(b) Delay payments even longer.
(c) Raise it with leadership and propose paying small suppliers on the agreed terms.
(d) Pay only the suppliers who complain.

Q17. An employee reported a safety lapse through proper channels and now gets cold treatment from the supervisor. What should the HR head do?

(a) Wait to see whether the employee resigns.
(b) Look into the treatment, protect the employee from retaliation, and act on the safety report.
(c) Transfer the employee to avoid friction.
(d) Advise the employee to let it go.

Q18. A marketing team wants to advertise a juice as '100% natural, no added sugar', though it contains an added sweetener within legal limits. What should the brand manager do?

(a) Reject the claim and rewrite it so it describes the product accurately.
(b) Approve it because the claim is catchy.
(c) Approve it with tiny fine print.
(d) Approve it for online ads only.

Set B: Concept-based questions (Q19 to Q24)

Q19. Which option best describes integrity?

(a) Obeying every instruction from seniors.
(b) Meeting targets by any means.
(c) Avoiding disagreement at work.
(d) Acting on honest and moral principles consistently, even when no one is watching.

Q20. What does accountability mean at work?

(a) Taking credit for team success.
(b) Passing blame to the person who gave the instruction.
(c) Accepting responsibility for one's decisions, actions and their outcomes.
(d) Following rules without thinking.

Q21. When does a conflict of interest arise?

(a) When two colleagues disagree on strategy.
(b) When a personal interest could influence, or appear to influence, professional judgement.
(c) When an employee works extra hours.
(d) When a company competes with another firm.

Q22. What does whistleblowing mean?

(a) Reporting wrongdoing in an organisation, usually in the public interest.
(b) Complaining about one's salary.
(c) Spreading rumours about colleagues.
(d) Reporting a colleague's late arrival to take revenge.

Q23. Which is an example of corporate social responsibility?

(a) A firm raises executive bonuses.
(b) A firm offers festival discounts.
(c) A firm lobbies for lower taxes.
(d) A firm funds a sanitation programme in villages near its plant.

Q24. What does informed consent mean in data collection?

(a) Users cannot opt out once registered.
(b) A company collects data first and informs users later.
(c) Users understand what data is collected and how it will be used, and agree freely.
(d) Users agree through pre-ticked boxes.

Set C: Statement-based questions (Q25 to Q30)

Q25. Consider two statements.

S1: An act that is legal is always ethical.
S2: An act can be ethical even when no rule requires it.
(a) Only S1 is correct.
(b) Only S2 is correct.
(c) Both are correct.
(d) Neither is correct.

Q26. Consider two statements.

S1: Ethical decisions should consider the effect on all stakeholders.
S2: Ethical decisions should consider only shareholders.
(a) Only S1 is correct.
(b) Only S2 is correct.
(c) Both are correct.
(d) Neither is correct.

Q27. Consider three statements.

S1: Transparency builds trust.
S2: Transparency means sharing every confidential detail with everyone.
S3: An organisation can protect confidential data and still be open about its decisions and reasons.
(a) S1 and S2 only
(b) S1 and S3 only
(c) S2 and S3 only
(d) All three

Q28. Consider three statements.

S1: A gift can influence judgement even when the receiver believes it will not.
S2: A small gift is never a problem under any circumstances.
S3: Gift policies help prevent bias and the appearance of bias.
(a) S1 and S3 only
(b) S2 only
(c) S1 and S2 only
(d) S2 and S3 only

Q29. Consider two statements.

S1: Following orders removes an employee's responsibility for unethical acts.

S2: Employees stay responsible for their own conduct even when they follow instructions.

(a) Only S1 is correct.

(b) Only S2 is correct.

(c) Both are correct.

(d) Neither is correct.

Q30. Assertion (A): A company should disclose known product risks even when other firms stay silent.

Reason (R): Honesty toward customers protects them from harm and builds long-term trust.

(a) Both A and R are true, and R explains A.

(b) Both A and R are true, but R does not explain A.

(c) A is true, but R is false.

(d) A is false, but R is true.

Answer key with explanations

Q	Ans	Why
1	(b)	A conflict of interest exists even when she feels fair. Disclosure and stepping back protect the process.
2	(a)	Use the official channel, stick to facts and avoid public accusations.
3	(d)	A gift above the policy limit during a pending decision can sway judgement, or look as if it does.
4	(c)	Using data beyond the purpose people agreed to breaks trust. Deleting names rarely makes data anonymous.
5	(b)	Moving revenue into the wrong period misreports results, even when the order is real.
6	(a)	Customer safety comes before cost. An instruction does not make an unsafe act acceptable.
7	(d)	Harm to the environment and nearby residents stays harm, even when nobody is likely to catch it.
8	(c)	Fair, documented criteria protect the process. Rejecting someone because of a relationship is also unfair.
9	(b)	Selection must rest on job-related criteria. Hiding a biased reason adds dishonesty to discrimination.
10	(a)	Client information stays confidential, even when sharing it feels kind.
11	(d)	Owning a mistake early limits the damage and protects trust.
12	(c)	Sharing or acting on unpublished price-sensitive information is unethical and illegal.
13	(b)	Legal and profitable does not mean fair. Vulnerable customers need extra care.
14	(a)	Honesty about methods matters when the contract sets a standard.
15	(d)	Falsifying records is wrong even under instruction.
16	(c)	Delaying agreed payments harms small businesses. A newcomer can still speak up about habits others accept.
17	(b)	People who report in good faith need protection from retaliation. Moving them punishes them.
18	(a)	Fine print or a smaller audience does not fix a misleading claim.
19	(d)	Integrity means consistency between values and actions, with or without an audience.
20	(c)	Accountability means owning results, good or bad.
21	(b)	The appearance of bias counts, not just actual bias.
22	(a)	Whistleblowing exposes serious wrongdoing in good faith, not personal grievances.
23	(d)	CSR means a company invests in the wellbeing of society beyond its core business.
24	(c)	Consent must be clear, informed and voluntary.

Q	Ans	Why
25	(b)	Law sets a minimum. Ethical conduct often goes further, and some legal acts are still unfair.
26	(a)	Employees, customers, suppliers and society are stakeholders too.
27	(b)	Transparency is about openness on decisions and reasons, not about exposing confidential data.
28	(a)	Context matters. A small gift during a pending decision can still create doubt.
29	(b)	An instruction explains an act but does not excuse it.
30	(a)	The reason directly supports why disclosure is the right call.

Score tracker

Score = (correct answers x 1) minus (wrong answers x 0.25). Example: 8 correct and 2 wrong in a 10-question set gives 7.5. Review every wrong answer and ask whether you missed the issue, fell for an extreme option, or simply rushed.

These questions are original practice material by CatMock. They are not official SNAP questions.