NAVEX™

INTEGRITY DIAGNOSTICS™

Sample Company Name **Benchmark**

- Q1 2022 Comparisons and Historical Trends

Analytics & Benchmarking

GRC INSIGHTS™

Integrity Diagnostics™
GRC INSIGHTS™

Integrity Diagnostics turns your data into actionable insights.

- Aggregate data from over **3,500 customers** who received 10 or more reports in 2021
- Over **1.3 million reports** were captured in 2021
- Our data covers over **33 industries**

NAVEX™ – Your Trusted Partner

NAVEX is the worldwide leader in integrated risk and compliance management software and services. Our solutions are trusted by thousands of customers around the globe to help them manage risk, address complex regulatory requirements, build corporate ESG programs and foster ethical workplace cultures.

Methodology

Our GRC Insights industry-level benchmark reports are built by slicing the data used to create our annual hotline benchmark report by industry.

We calculate every metric for each company individually, group them by industry, and then identify the median, mean, proportion and range for each metric as appropriate. The median provides a midpoint of the dataset and mitigates the influence of outliers. Means and ranges provide context to the distribution of data around each median. Proportions are utilized to show how data is spread across certain groups of metrics.

If a company's data falls into our calculated range, it is our opinion that the data is unlikely to be representative of a potential issue. If a company's data falls outside of our calculated ranges, it is still possible that there is no issue. However, we feel that this result highlights a need for further analysis.

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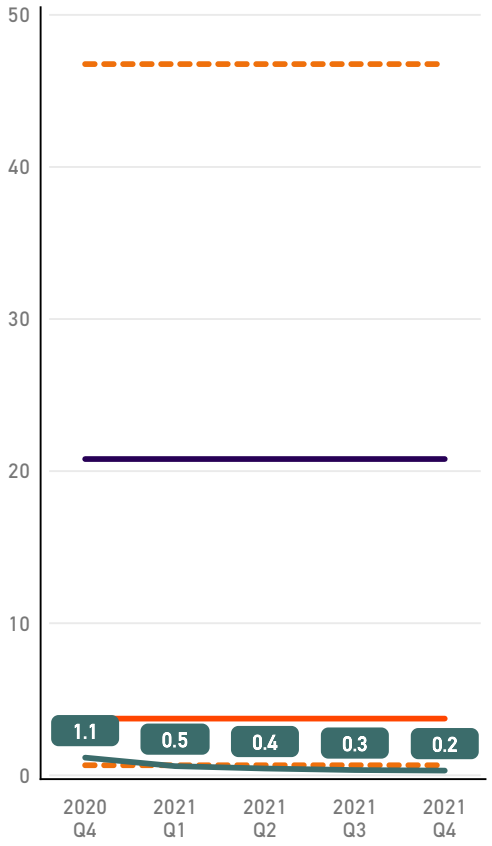
Reports Per 100 Employees

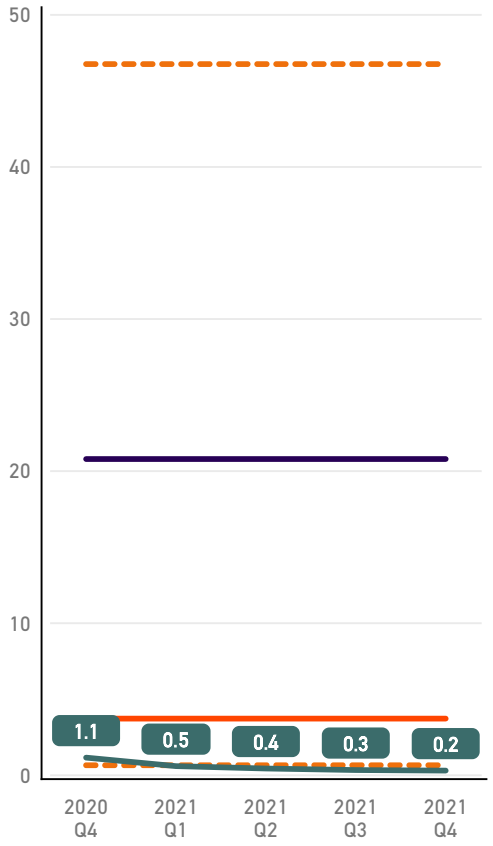
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Reports per 100 Employees Definition:

A volume metric that enables organizations of all sizes to compare their total number of unique contacts from all reporting channels including web forms, hotline, open door, mobile, email, mail and more.

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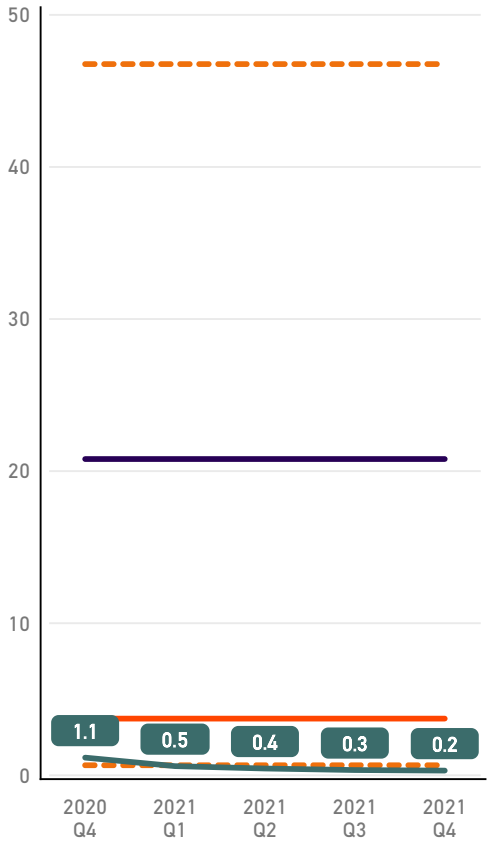
Allegations Per 100 Employees

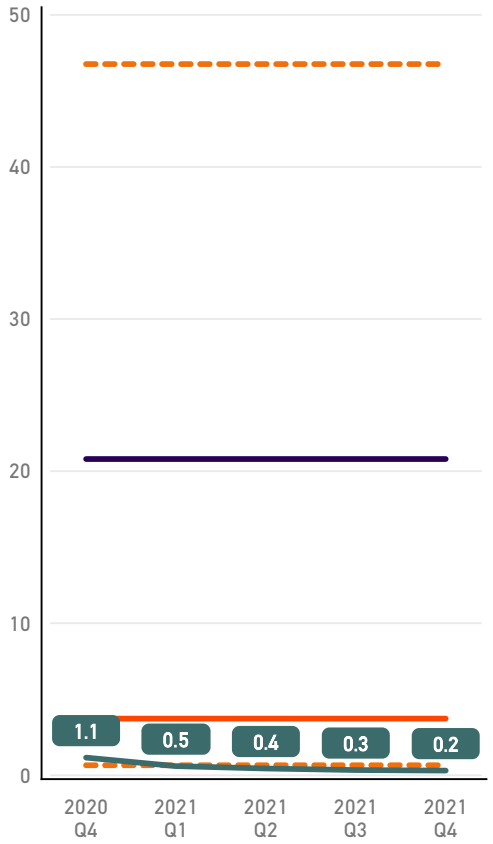
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Allegations per 100 Employees Definition:

A volume metric that enables organizations of all sizes to compare their total number of reports that are allegations. Allegations can be concerns, issues or incidents, but exclude questions, inquiries and other report types.

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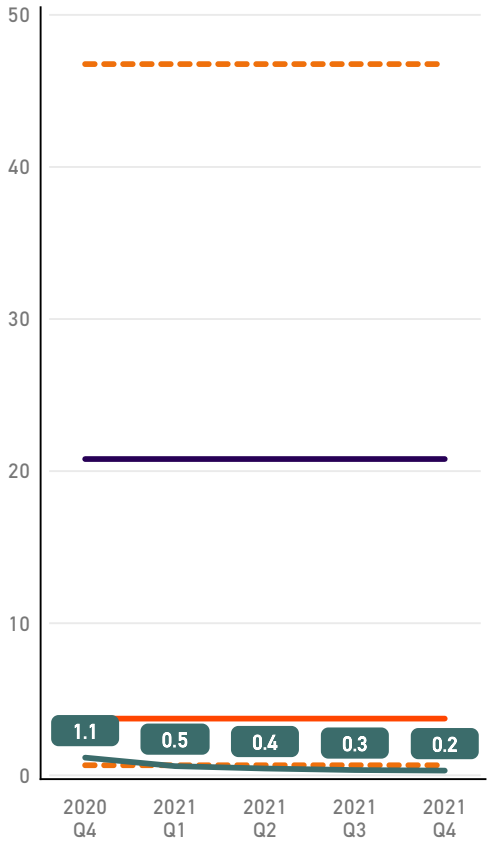
Anonymous Reports

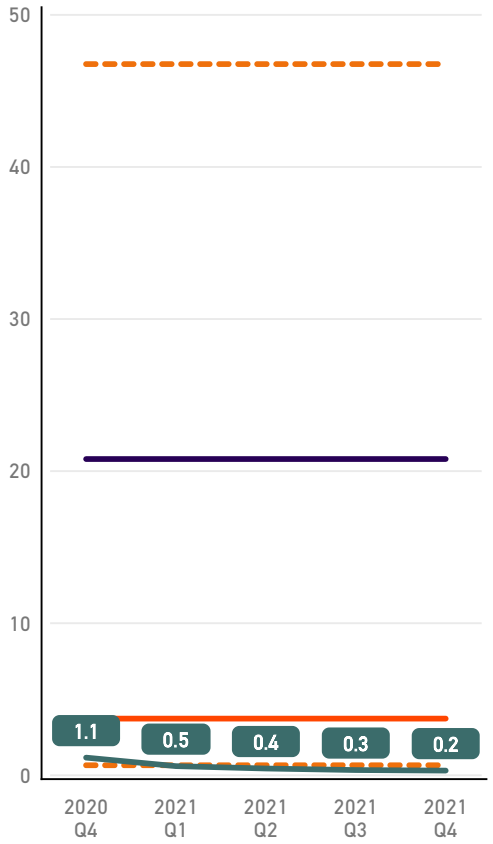
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Anonymous Reports Definition:

The percentage of all reports submitted by individuals who chose to withhold their identity.

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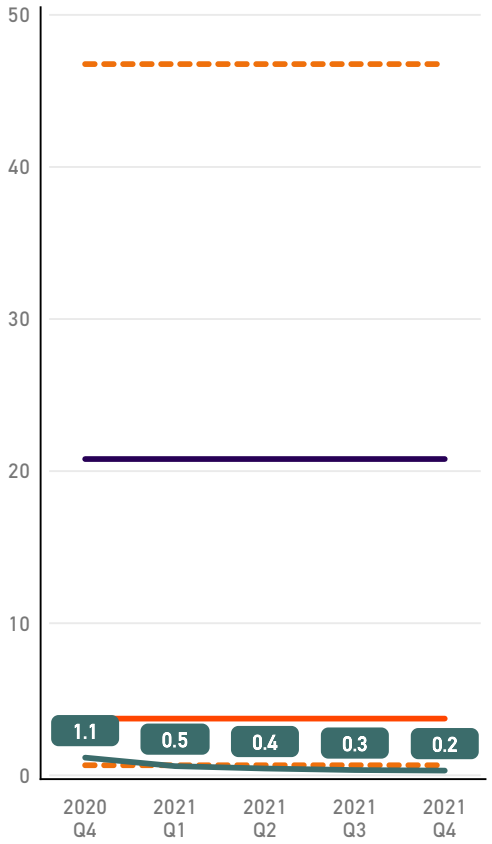
Follow-Ups to Anonymous Reports

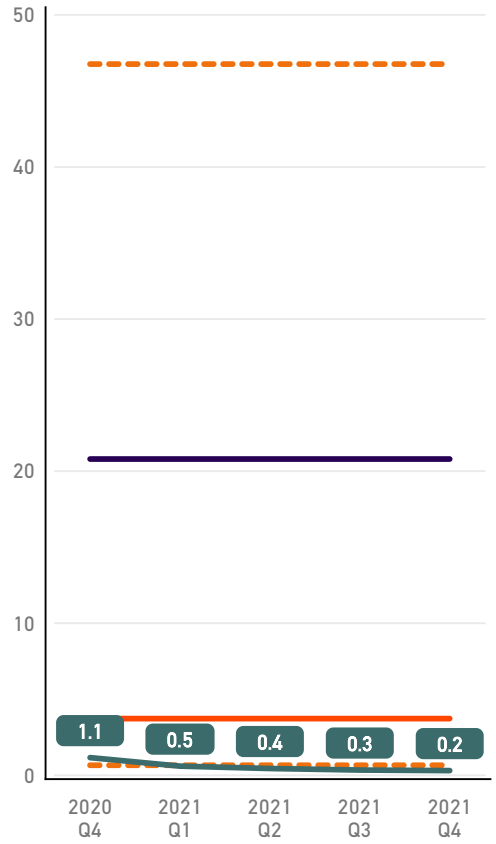
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Follow-ups to Anonymous Reports Definition:

The percentage of reports that were submitted anonymously and that were subsequently followed-up on by the reporter.

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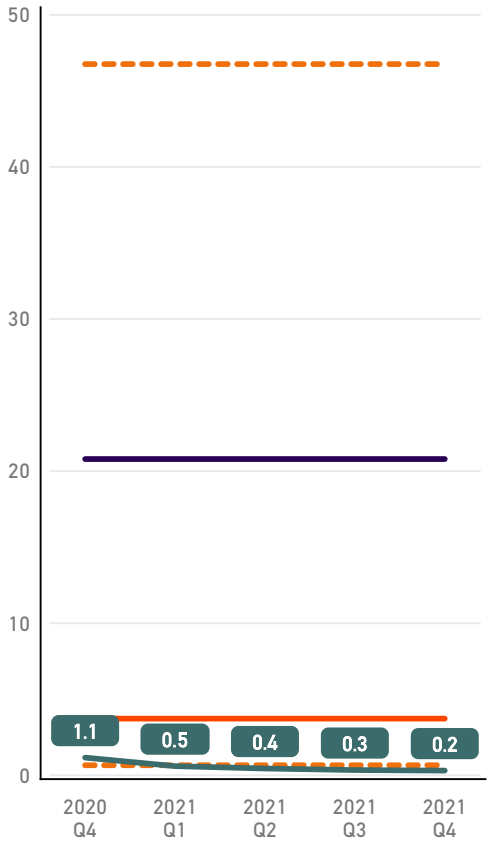
Overall Substantiated Reports

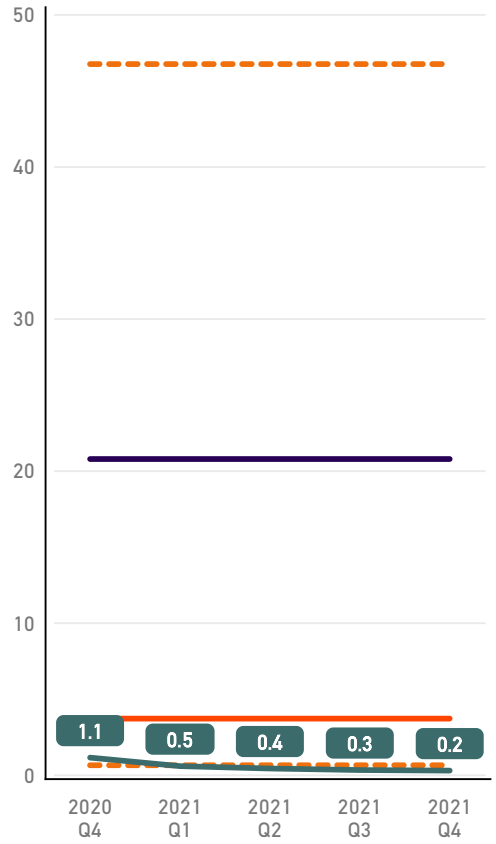
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Overall Substantiated Reports Definition:

Percentage of all reports (named or anonymous) that are (fully or partially) substantiated.

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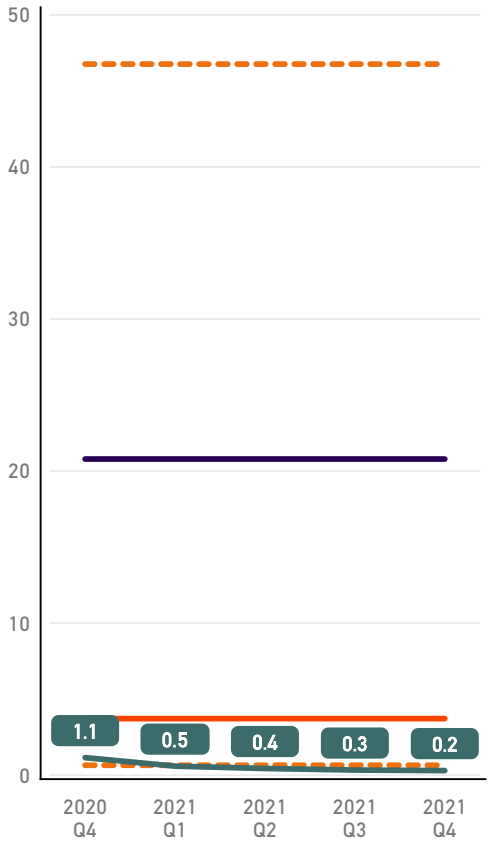
Substantiated Named Reports

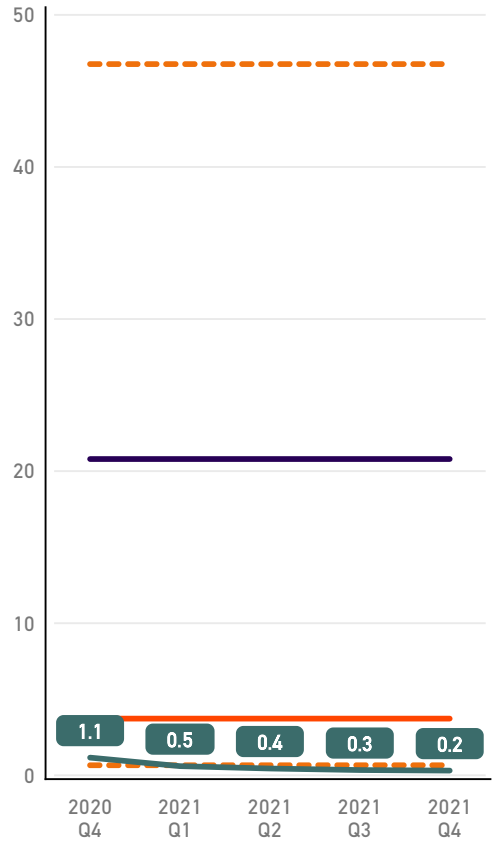
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Substantiated Named Reports Definition:

Percent of reports from named reporters that are (fully or partially) substantiated.

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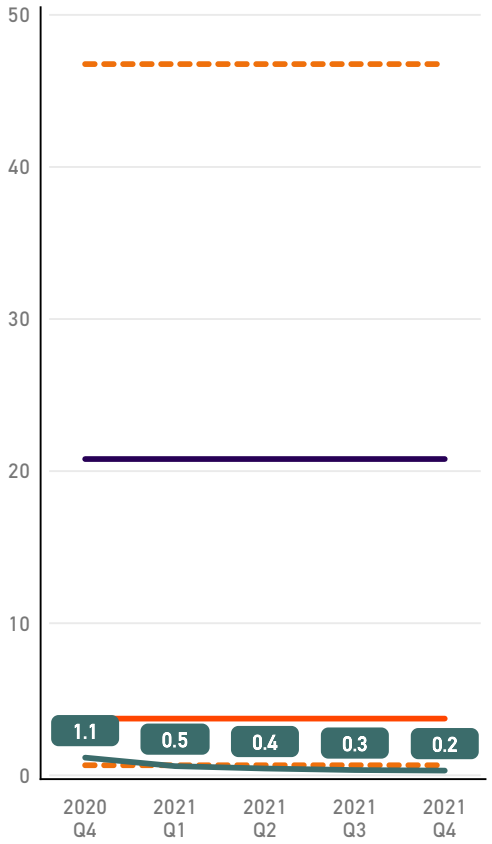
Substantiated Anonymous Reports

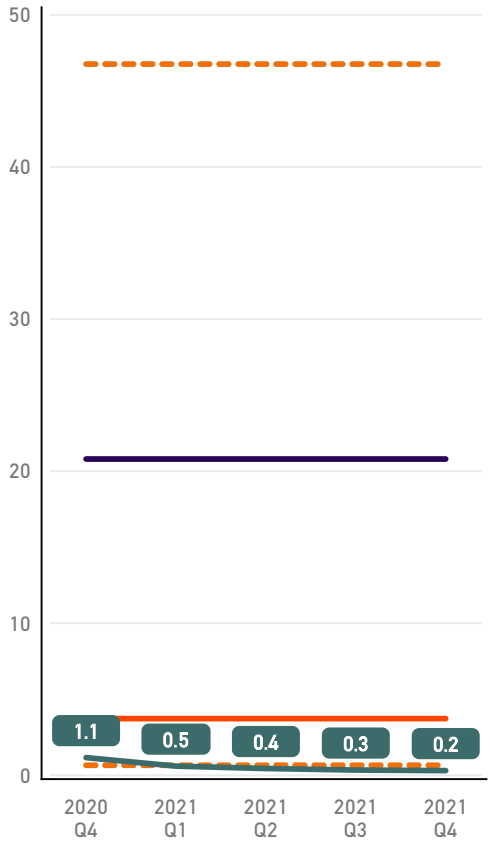
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Substantiated Anonymous Reports Definition:

Percent of reports from anonymous reporters that are (fully or partially) substantiated.

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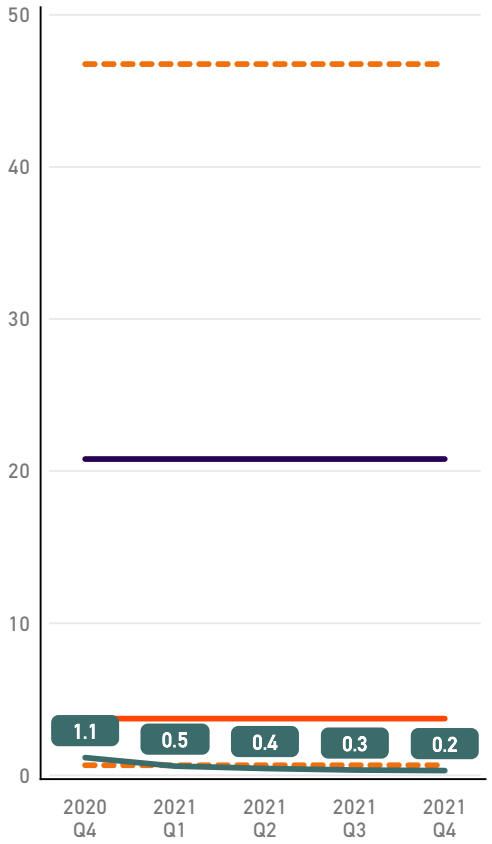
Case Closure Time (In Days)

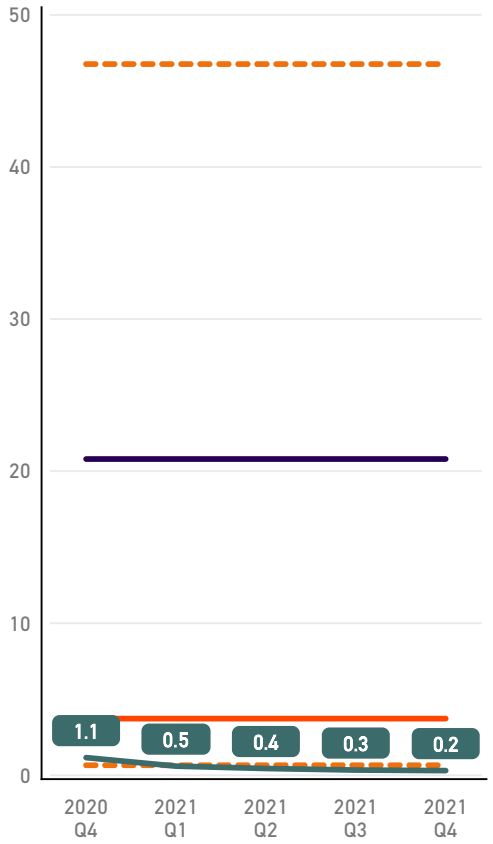
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# Days
Q4 2020	
Q1 2021	
Q2 2021	
Q3 2021	
Q4 2021	

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Case Closure Time (In Days) Definition:

Number of calendar days it takes an organization to close a case.

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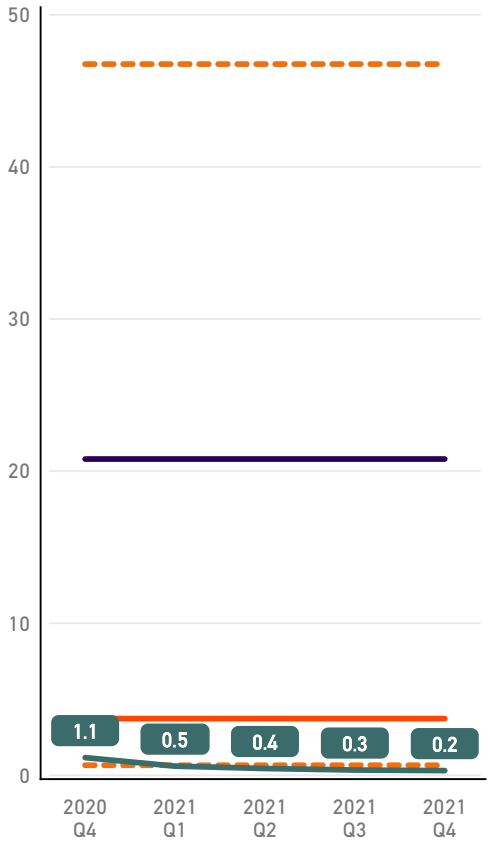
Reports Submitted via Hotline

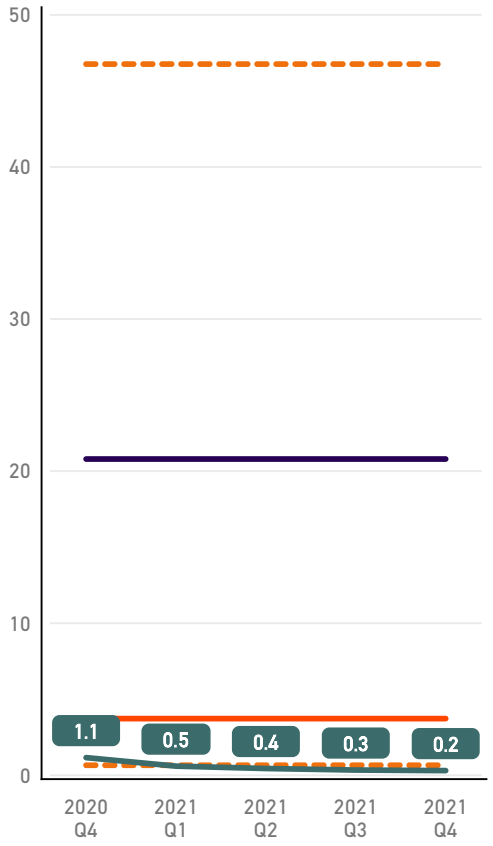
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Reports Submitted via Hotline Definition:

Percent of all reports submitted via hotline.

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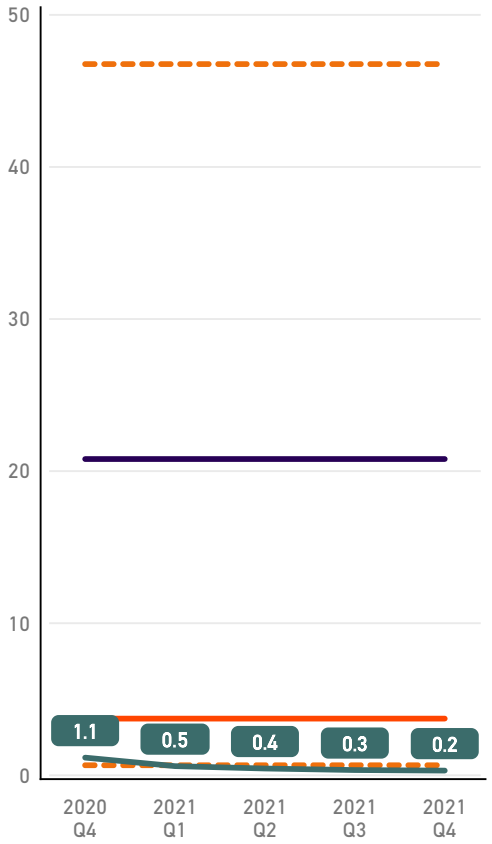
Reports Submitted via Web

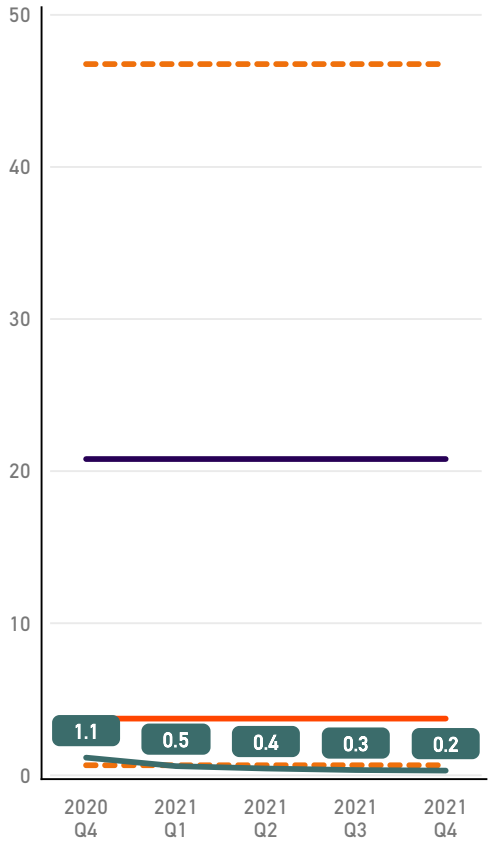
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Reports Submitted via Web Definition:

Percent of all reports submitted online.

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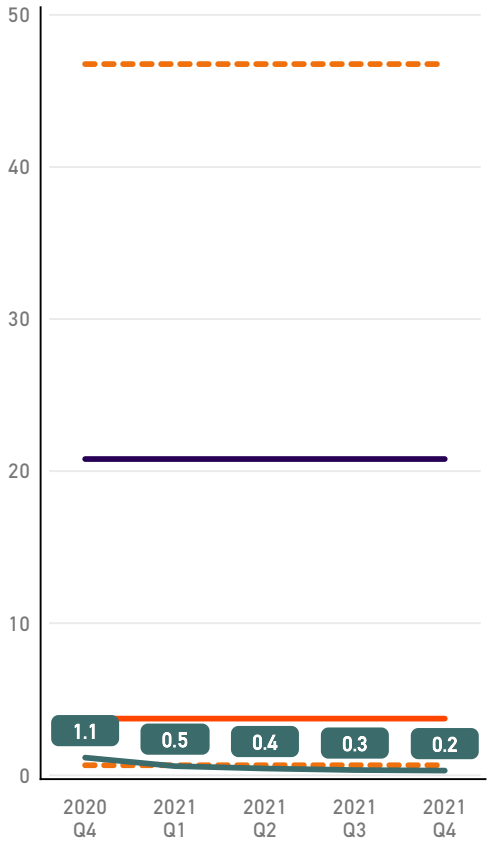
Reports Submitted via Other

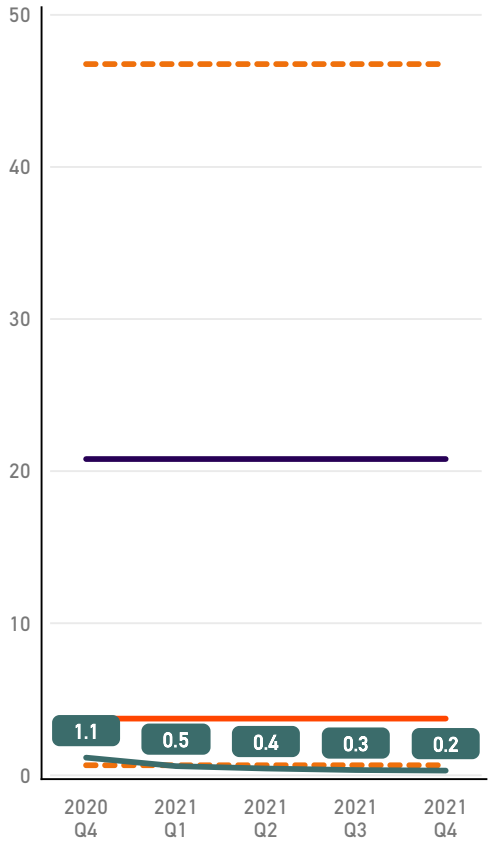
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Reports Submitted via Other Definition:

Percent of all reports submitted in 'other' ways (ethics office open door, email, postal mail, fax, manager submissions, etc.).

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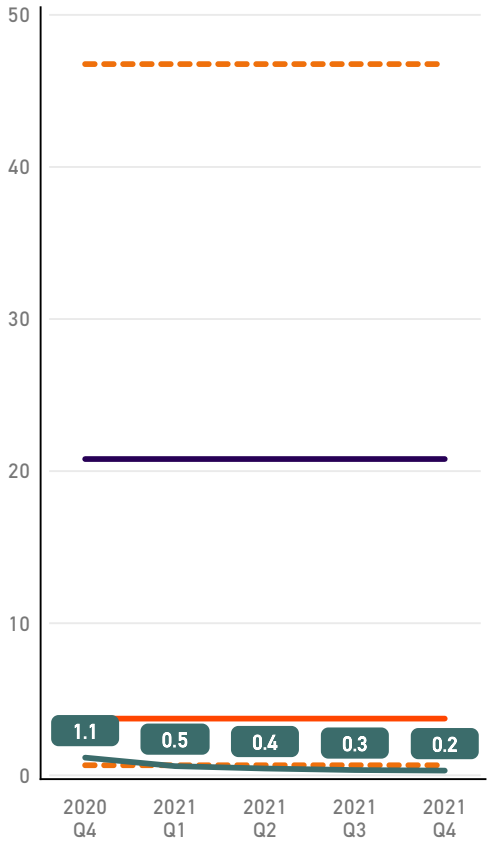
Accounting, Auditing & Financial Reporting

Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



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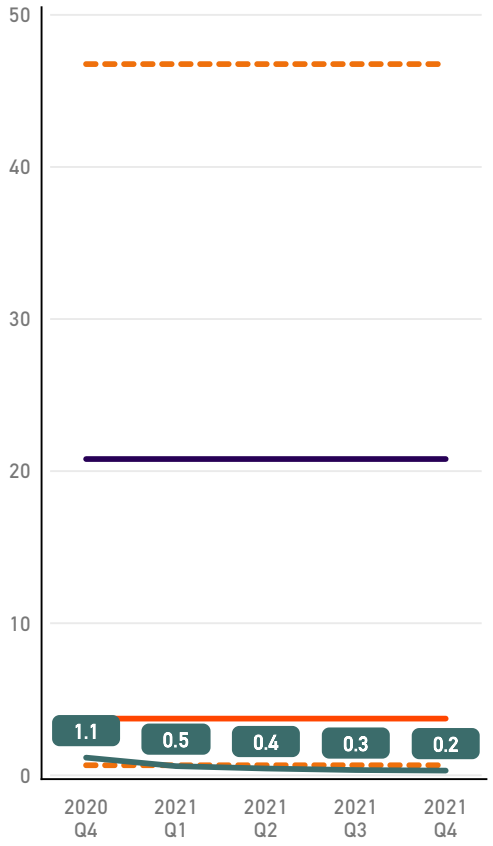

Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Accounting, Auditing & Financial Reporting Definition:

Reports that pertain to these functions in an organization (e.g., financial misconduct, internal controls or expense reporting).

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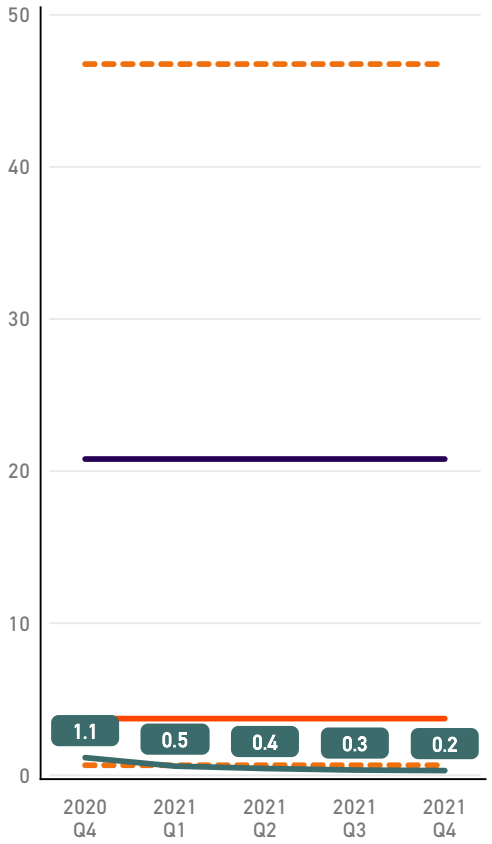
Business Integrity

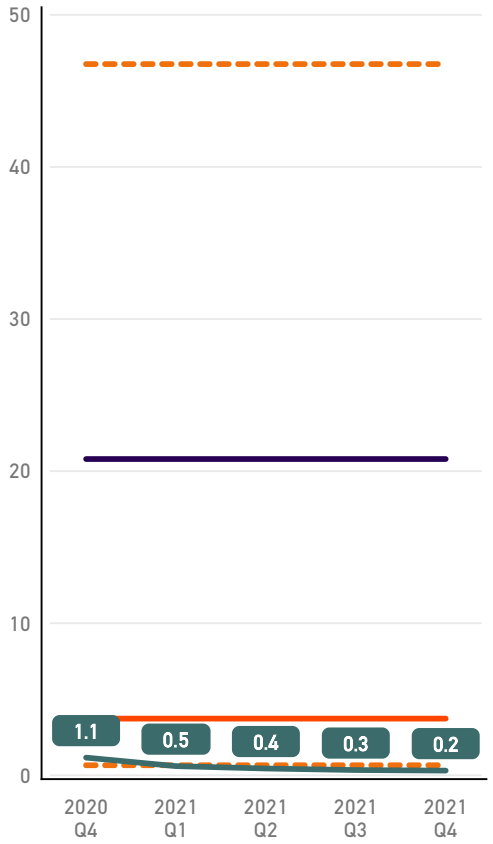
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Business Integrity Definition:

Reports that show how an organization interacts with third-parties, legislation, patients or customers (e.g., bribery, falsification of documents, fraud, COI, vendor/ customer issues or HIPAA).

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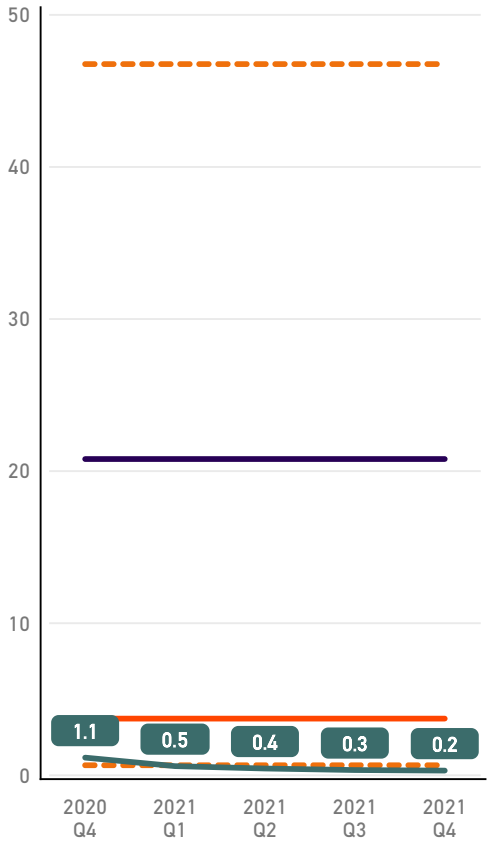
HR, Diversity & Workplace Respect (Includes Other)

Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



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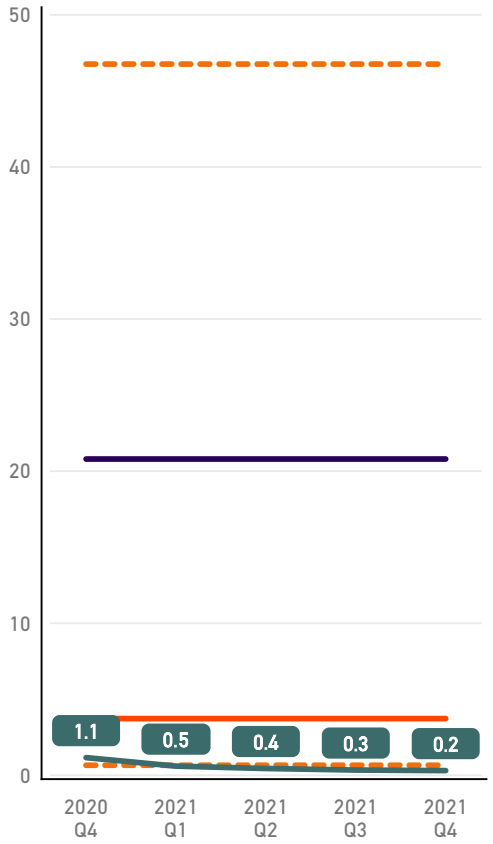

Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

HR, Diversity & Workplace Respect Definition (Includes Other):
Reports that indicate internal interactions with policies, employee relations or misconduct (e.g., discrimination, harassment, retaliation, compensation, general HR and all cases marked as "other").

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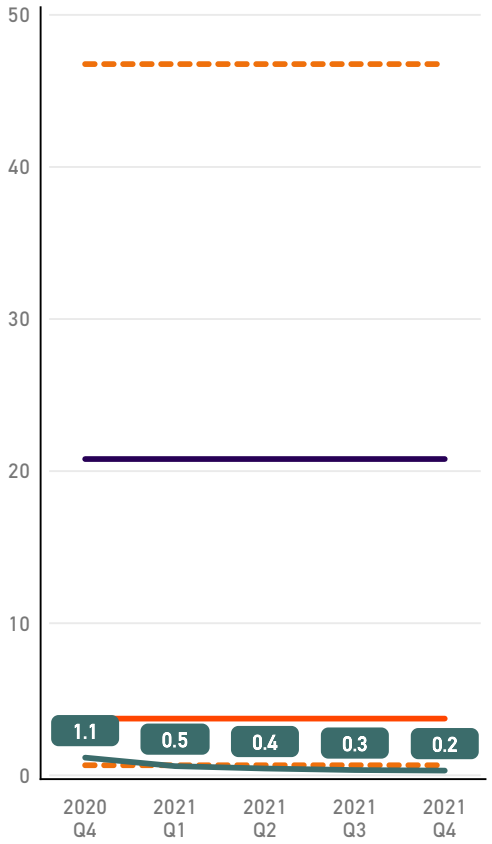
HR, Diversity & Workplace Respect (Excludes Other)

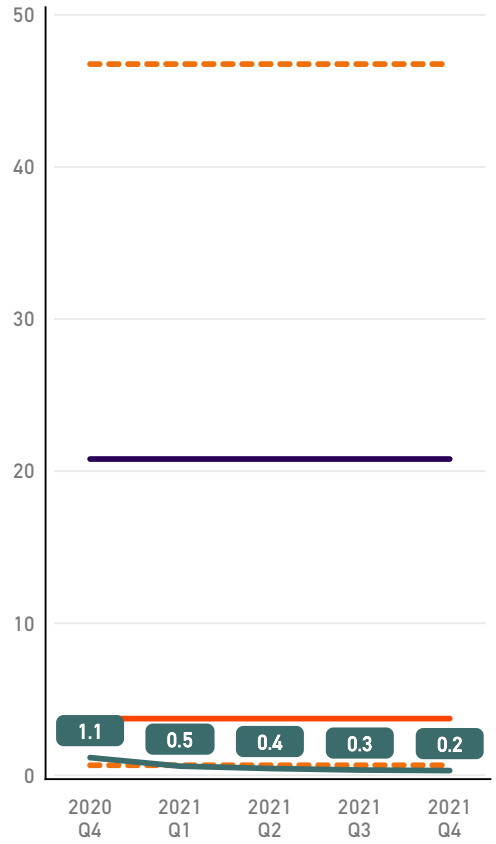
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

HR, Diversity & Workplace Respect Definition (Excludes Other):
Reports that indicate internal interactions with policies, employee relations or misconduct (e.g., discrimination, harassment, retaliation, compensation, and general HR, but not cases marked as "other").

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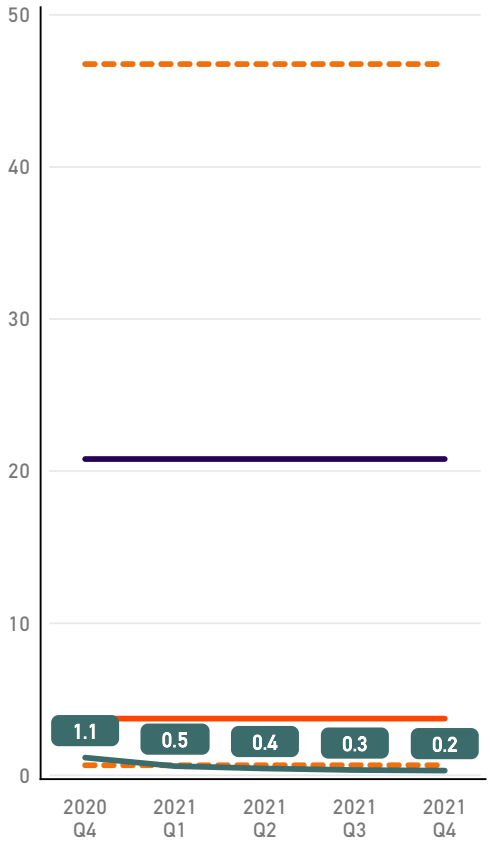
Environment, Health & Safety

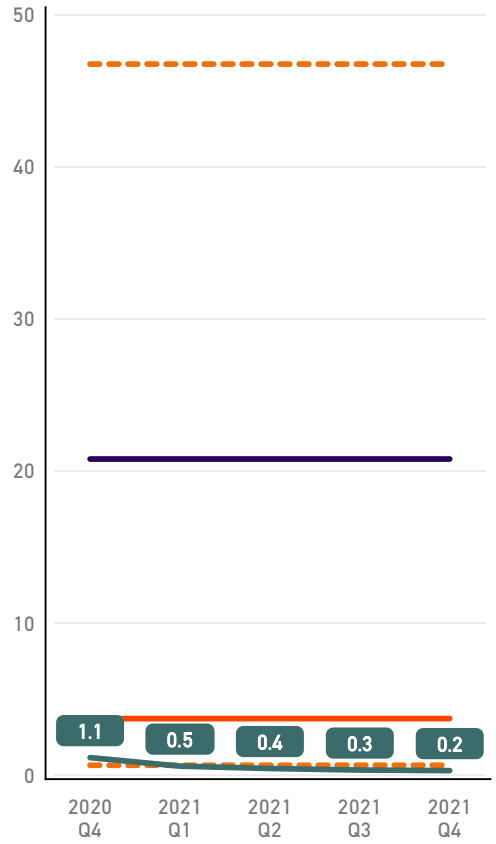
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Environment, Health & Safety Definition:

A volume metric that enables organizations of all sizes to compare their total number of unique contacts from all reporting channels including web forms, hotline, open door, mobile, email, mail and more.

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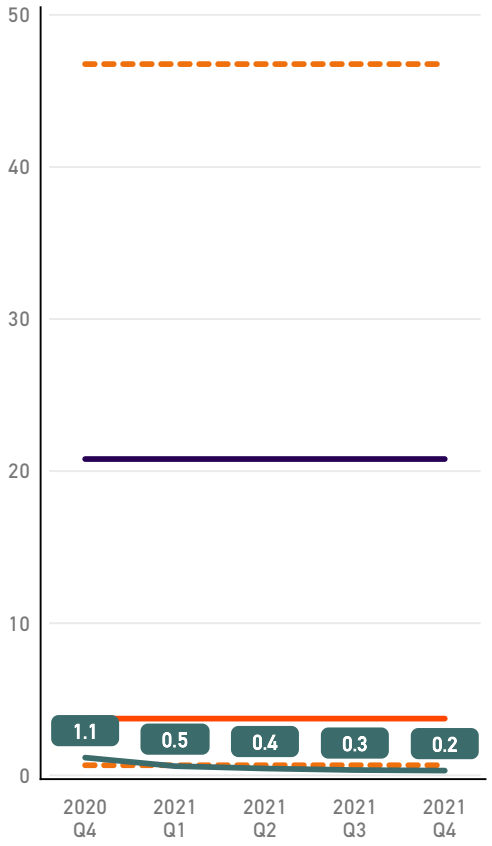
Misuse, Misappropriation of Corporate Assets

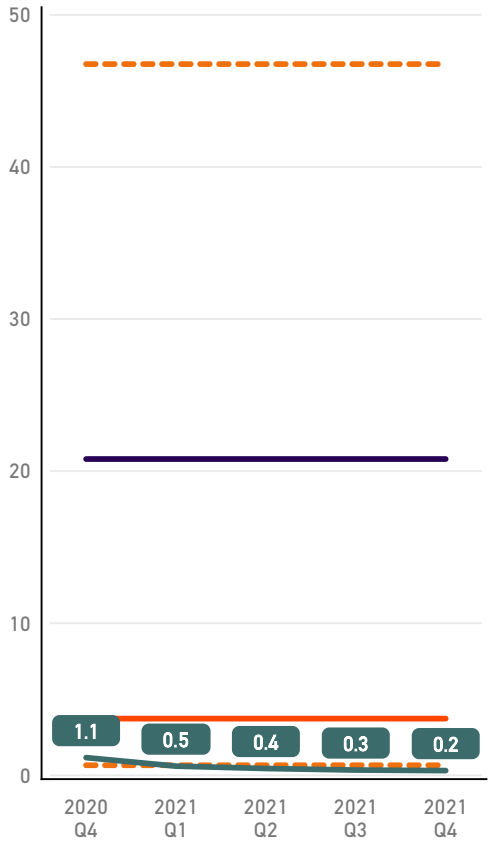
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Misuse, Misappropriation of Corporate Assets Definition:

Reports that specify company assets or time being wasted or used in a manner other than what is expected (e.g., employee theft or time clock abuse).

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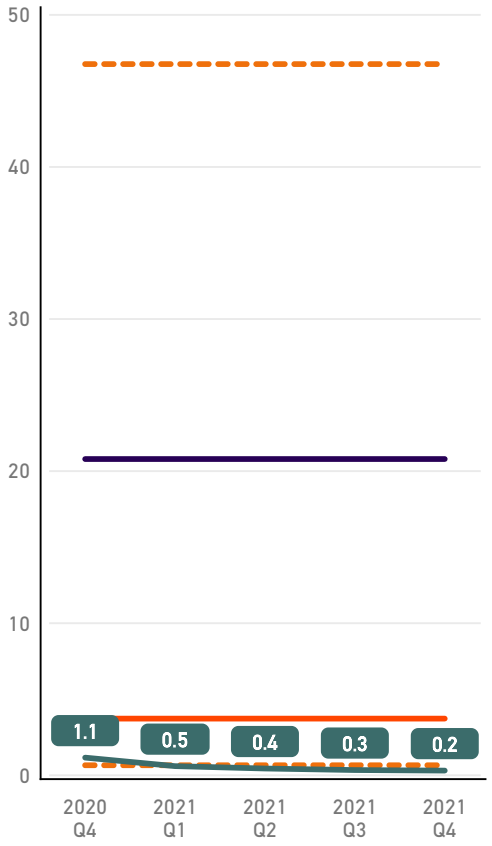
Other

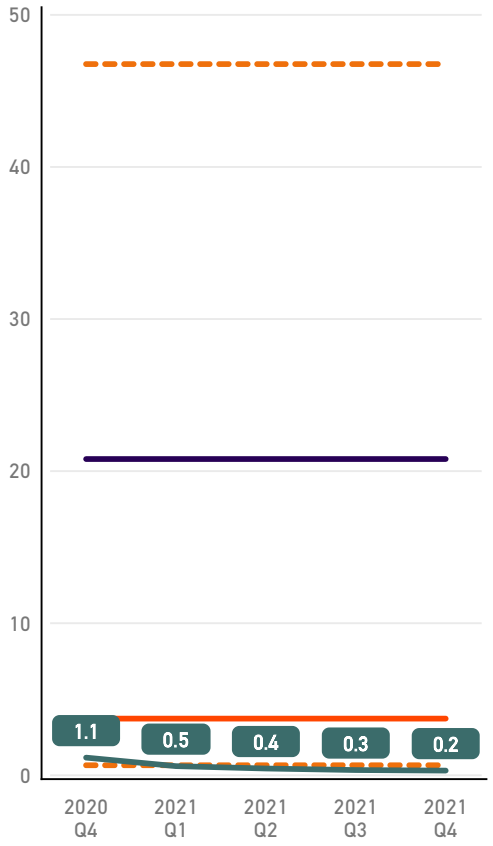
Sample Company Name

INTEGRITY DIAGNOSTICS™

Industry Data



All Industry Data



Customer Data	# of Reports	Per 100
Q1 2021		
Q2 2021		
Q3 2021		
Q4 2021		
Q1 2022		

2021 Industry Data	Mean	Median	Range
Industry Data			
All Industry Data			

Other Definition:

Reports that are difficult to classify in any of our standard categories. Historically these reports were included in the HR, Diversity and Workplace Respect category, but are now separated for more precise analysis (e.g., too few snacks in the breakroom).

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Q1 2020 – Q1 2021 Data

Sample Company Name

INTEGRITY DIAGNOSTICS™

	Q1 2021		Q2 2021		Q3 2021		Q4 2021		Q1 2022	
	# of Reports	Metric	# of Reports	Metric	# of Reports	Metric	# of Reports	Metric	# of Reports	Metric
Reports per 100 Employees										
Allegations per 100 Employees										
Anonymous Reports										
Follow-ups to Anonymous Reports										
Overall Substantiated Reports										
Substantiated Named Reports										
Substantiated Anonymous Reports										
Case Closure Time (In Days)										
Reports Submitted via Hotline										
Reports Submitted via Web										
Reports Submitted via Other										
Accounting, Auditing & Financial Reporting										
Business Integrity										
HR, Diversity & Workplace Respect (Includes Other)										
HR, Diversity & Workplace Respect (Excludes Other)										
Environment, Health & Safety										
Misuse, Misappropriation of Corporate Assets										
Other										

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2021 Industry Data

Sample Company Name

INTEGRITY DIAGNOSTICS™

	Industry Mean	Industry Median	Industry Range	All Industry Mean	All Industry Median	All Industry Range
Reports per 100 Employees						
Allegations per 100 Employees						
Anonymous Reports						
Follow-ups to Anonymous Reports						
Overall Substantiated Reports						
Substantiated Named Reports						
Substantiated Anonymous Reports						
Case Closure Time (In Days)						
Reports Submitted via Hotline						
Reports Submitted via Web						
Reports Submitted via Other						
Accounting, Auditing & Financial Reporting						
Business Integrity						
HR, Diversity & Workplace Respect (Includes Other)						
HR, Diversity & Workplace Respect (Excludes Other)						
Environment, Health & Safety						
Misuse, Misappropriation of Corporate Assets						
Other						

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2020 Industry Data

Sample Company Name

INTEGRITY DIAGNOSTICS™

	Industry Mean	Industry Median	Industry Range	All Industry Mean	All Industry Median	All Industry Range
Reports per 100 Employees						
Allegations per 100 Employees						
Anonymous Reports						
Follow-ups to Anonymous Reports						
Overall Substantiated Reports						
Substantiated Named Reports						
Substantiated Anonymous Reports						
Case Closure Time (In Days)						
Reports Submitted via Hotline						
Reports Submitted via Web						
Reports Submitted via Other						
Accounting, Auditing & Financial Reporting						
Business Integrity						
HR, Diversity & Workplace Respect (Includes Other)						
HR, Diversity & Workplace Respect (Excludes Other)						
Environment, Health & Safety						
Misuse, Misappropriation of Corporate Assets						
Other						

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Glossary

Sample Industry
This report reflects a sample industry

Mean
The average of the dataset in question. For example, if 101 companies had data related to the issue, all 101 data points would be added together and then that total would be divided by 101. The result would be the mean.

Median
The midpoint of the dataset in question. For example, if 101 companies had data related to the issue, the 51st company's data (with the data sorted from least to most) would be the median.

Range
The data of 80% of companies with sufficient reports in the field in question, centered at the median. The highest 10% and lowest 10% of companies' data would fall outside the range.

Report
An allegation, concern, question or issue submitted to NAVEX Global's incident management system.

Reports per 100 Employees
A volume metric that enables organizations of all sizes to compare their total number of unique contacts from all reporting channels including web forms, hotline, open door, mobile, email, mail and more.

Allegations per 100 Employees
A volume metric that enables organizations of all sizes to compare their total number of reports that are allegations. Allegations can be concerns, issues or incidents, but exclude questions, inquiries and other report types.

Anonymous Reports
The percentage of all reports submitted by individuals who chose to withhold their identity.

Follow-ups to Anonymous Reports
The percentage of reports that were submitted anonymously and that were subsequently followed-up on by the reporter.

Overall Substantiated Reports
Percentage of all reports (named or anonymous) that are (fully or partially) substantiated.

Substantiated Named Reports
Percent of reports from named reporters that are (fully or partially) substantiated.

Substantiated Anonymous Reports
Percent of reports from anonymous reporters that are (fully or partially) substantiated.

Case Closure Time (In Days)
Number of calendar days it takes an organization to close a case.

Hotline Reports
Percent of all reports submitted via hotline.

Web Reports
Percent of all reports submitted online.

Other Reports
Percent of all reports submitted in 'other' ways (ethics office open door, email, postal mail, fax, manager submissions, etc.).

Accounting, Auditing & Financial Reporting
Reports that pertain to these functions in an organization (e.g., financial misconduct, internal controls or expense reporting).

Business Integrity
Reports that show how an organization interacts with third-parties, legislation, patients or customers (e.g., bribery, falsification of documents, fraud, COI, vendor/customer issues or HIPAA).

HR, Diversity & Workplace Respect (Includes Other)
Reports that indicate internal interactions with policies, employee relations or misconduct (e.g., discrimination, harassment, retaliation, compensation, general HR and all cases marked as "other").

HR, Diversity & Workplace Respect (Excludes Other)
Reports that indicate internal interactions with policies, employee relations or misconduct (e.g., discrimination, harassment, retaliation, compensation, and general HR, but not cases marked as "other").

Environment, Health & Safety
Reports that involve an element of safety typically pertaining to employees, environmental regulations or workplace health (e.g., EPA compliance, assault, safety, OSHA or substance abuse).

Misuse, Misappropriation of Corporate Assets
Reports that specify company assets or time being wasted or used in a manner other than what is expected (e.g., employee theft or time clock abuse).

Other
Reports that are difficult to classify in any of our standard categories. Historically these reports were included in the HR, Diversity and Workplace Respect category, but are now separated for more precise analysis (e.g., too few snacks in the breakroom).

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NAVEX is the worldwide leader in integrated risk and compliance management software and services. Our solutions are trusted by thousands of customers around the globe to help them manage risk, address complex regulatory requirements, build corporate ESG programs and foster ethical workplace cultures.

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