

Smart Disclosures

Flexible Forms • Automated Workflows • Unified Risk Visibility • Industry-Optimized Templates

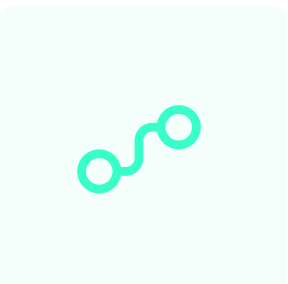
Disclosure management breaks down the same way everywhere: scattered data, inconsistent reviews, and zero visibility when you need it most. And when audit season arrives, you're left scrambling to prove your program actually works.

Ethico's Adaptive Disclosure Management transforms fragmented disclosure processes into a unified, defensible governance control. Whether you're managing conflicts of interest, tracking workplace incidents, capturing emerging technology risks, or monitoring retaliation after case closures, our platform adapts to your specific needs without forcing you into rigid, one-size-fits-all templates. Pre-configured solutions get you operational in days, not months. Fully customizable workflows ensure the system grows with your program. And because every action is tracked, timestamped, and auditable, you can finally prove, not just claim, that your disclosure program is effective.

Conflicts of Interest Disclosures

Vendor Relationship Disclosures • Financial Interest Reporting • Outside Employment & Board Service

Prevent conflicts of interest, bribery risk, and improper financial relationships before they become enforcement actions. Manual COI tracking creates gaps that auditors love to find: inconsistent reviews, missing approvals, weak documentation trails. When regulators come knocking or the board asks for proof your program works, spreadsheets and email chains won't cut it.



Automated Workflows

Route disclosures to the appropriate reviewers based on dollar thresholds, relationship types, or organizational hierarchy. No manual sorting required.



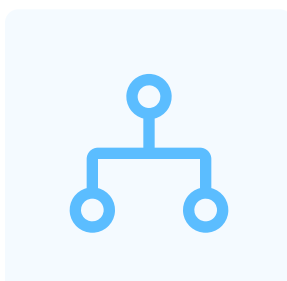
Centralized Risk Visibility

Dashboard analytics reveal patterns you'd never spot in spreadsheets: departments with high disclosure rates, vendor relationships requiring closer scrutiny, or emerging risk concentrations that demand policy updates.



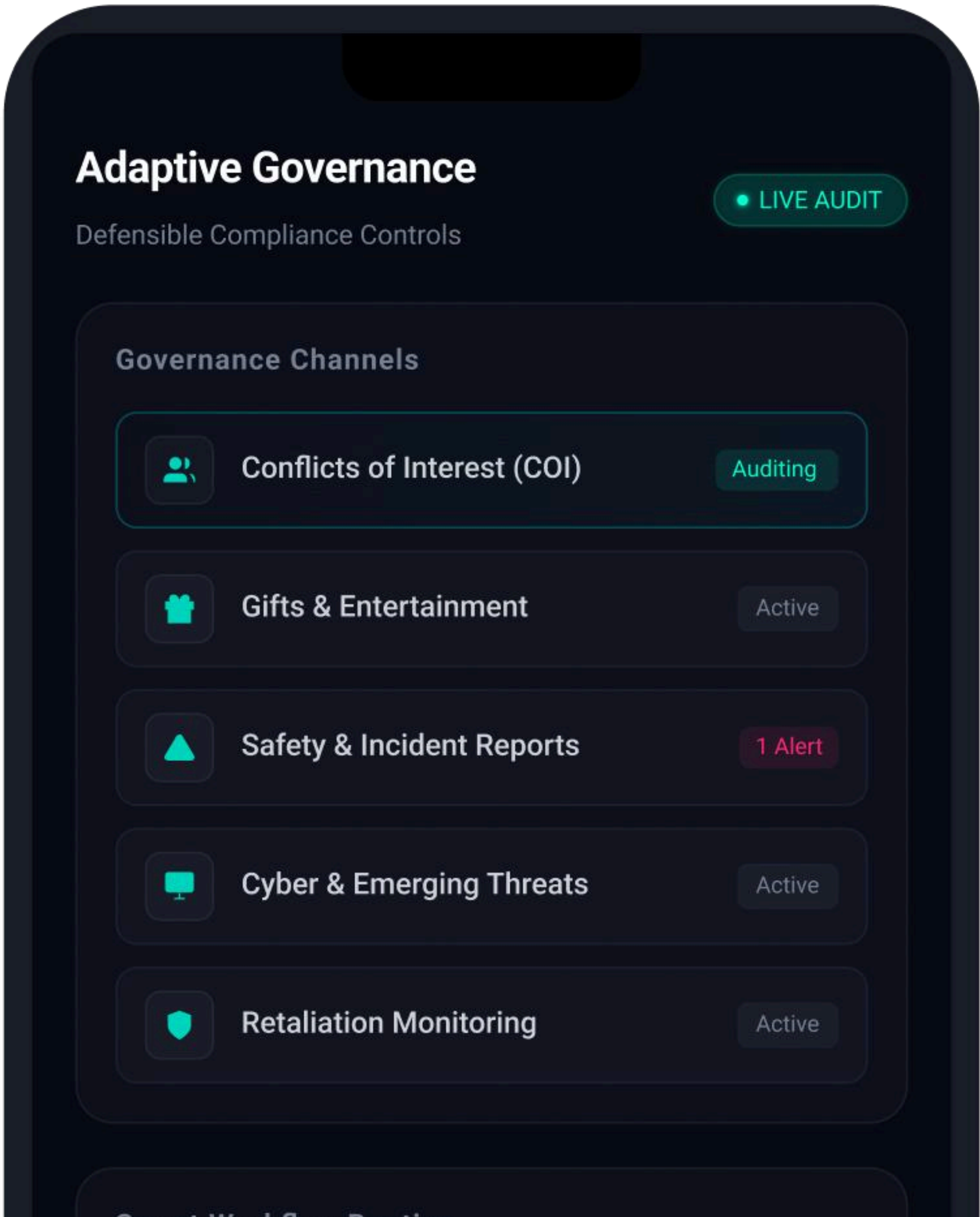
Conditional Logic

Executives see different disclosure requirements than frontline staff. Vendor relationships trigger additional questions. Forms adapt in real-time based on each respondent's role and circumstance.



Built-In Follow Ups & Approval Tracking

The system prompts reviewers when decisions are overdue, documents every approval or rejection, and maintains a complete chain of custody. No more lost emails or forgotten follow-ups.



G2 Review

"I highly recommend [Ethico] to deliver responsive, high-quality, independent, and objective compliance reporting solutions."



Review

Gifts & Entertainment Disclosures

User-Friendly Requests • Intelligent Routing • Centralized Approvals • Audit-Ready Documentation • Transparent Policy Enforcement

Ethico's Gift & Entertainment solution makes the approval process so frictionless that employees actually use it. Intuitive forms guide submitters through exactly what's needed. Smart routing sends requests to the right approvers instantly. Automated notifications keep everyone informed. Every request, approval, and denial is centralized and auditable, so you can prove your policies are consistently enforced.



Smart Routing

Requests automatically route to appropriate approvers based on dollar thresholds, employee seniority, relationship type, or government official involvement.



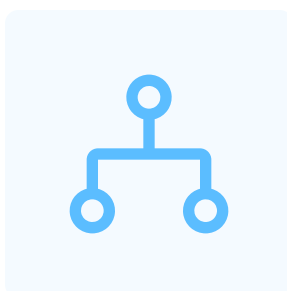
Integrated Document Upload

Attach receipts, event invitations, or vendor brochures directly to requests. Approvers see all context in one place without follow-up emails asking for documentation.



Mobile Optimized Forms

Submit requests from any device in minutes. Clear prompts guide employees through required details—gift value, business relationship, event context—without confusion or lengthy instructions.



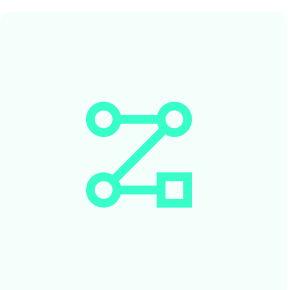
Conditional Logic

Forms adapt to request type. Accepting gifts triggers different questions than hosting entertainment. Government interactions add FCPA-specific fields. Employees answer only what applies to their situation.

Retaliation & Whistleblower Protection

Post-Investigation Follow-Up • Retaliation Monitoring & Detection • Whistleblower Protection Documentation • Anonymous Reporter Check-Ins • Speak-Up Culture Assessment

The DOJ's updated compliance guidance is explicit: having a hotline isn't enough. Regulators expect organizations to actively monitor for retaliation, conduct structured follow-ups with reporters, and produce evidence that speak-up mechanisms are genuinely protected. Ethico Disclosures scale retaliation monitoring from occasional check-ins to systematic protection across hundreds of cases.



Smart Routing

When a case closes, automated follow-up forms are scheduled at 30, 60, and 90 days (or custom timeline). No manual calendar reminders. No reporters falling through the cracks.



Standardized Questions

Follow-up forms ask specific, consistent questions across all case. Standardized data collection enables pattern analysis that informal check-ins can't provide.



Trend Analysis

Aggregate follow-up data across departments, managers, and case types to identify patterns. Is one division showing higher retaliation indicators? Are certain case types followed by more workplace disruption?



Anonymity Preservation

Anonymous reporters can respond to follow-ups using secure case access codes. The system maintains the same confidentiality protections during follow-up that existed during initial reporting, removing barriers to honest feedback about potential retaliation.

Cybersecurity & Emerging Threats

Cybersecurity Incident Reports • HIPAA/Data Breach Notifications • AI Usage & Governance Disclosures • Third-Party/ Vendor Risk Events • Technology Policy Violations

Create a structured, repeatable way to capture and triage technology and data-related risk as it emerges. Your risk landscape changes faster than your intake forms can keep up. AI tools appear overnight. Cloud migrations create new data exposure. Third-party integrations bypass security reviews. By the time compliance hears about it, data is already flowing to unvetted systems.



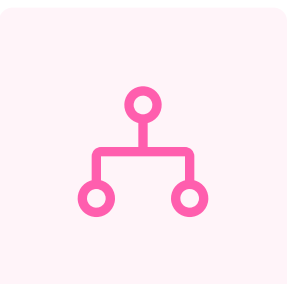
Flexible Forms

Deploy intake forms for cyber incidents, data breaches, AI usage, vendor vulnerabilities, or any emerging risk type—without rebuilding your entire process. Add new question sets, modify severity criteria, or create specialized workflows as your risk landscape evolves.



Severity Based Routing

High-severity events trigger automatic notifications. Users can specify which events should be routed to which users, be it InfoSec, Privacy, or I.T. Automated workflows ensure critical issues reach technical experts without manual triage delays.



Conditional Logic

Forms adapt based on incident type. A data breach triggers HIPAA-specific questions. Unauthorized AI tool usage prompts questions about data sensitivity and business function. Cloud service issues ask about affected systems. Reporters only see what's relevant to their situation.



Real-Time Visibility

Compliance teams can monitor technology risk submissions, track resolution status, and identify patterns—all without disrupting InfoSec's incident response cadence. Dashboards show what's being reported, what's being addressed, and where gaps exist.

Safety & Incident Reporting

Workplace Safety Incidents • Patient Safety Events • Near Miss Reporting • Medication Errors • Equipment Failures • Environmental Health & Safety (EHS) Incidents • Operational Process Failures

Capture safety and operational incidents early, consistently, and defensibly—before they escalate into harm, litigation, or regulatory action. Incidents get reported inconsistently or too late. Near misses never documented. No centralized view of safety risk patterns. Without structured intake and centralized tracking, your safety program is reactive at best—and blind to patterns at worst.



Near Miss Integration

Aggregate near miss data alongside actual incidents in one system. Identify high-risk areas, recurring issues, and systemic vulnerabilities that might be overlooked.



Multi-Channel Reporting

Meet reporters where they are via web forms, mobile devices, or phone hotline. Lower reporting barriers means you catch near misses before they become incidents.



Automated Routing

High-severity incidents trigger immediate notifications to the relevant user. No manual triage, no delayed handoffs. The right people see critical reports within minutes of submission.



Real-Time Analytics

Spot emerging safety trends before they become dangerous. Dashboard views reveal which departments have rising incident rates, what types of events cluster together, and where interventions are working.