RiskClarity: A Corporate Integrity Service™

Identify Misconduct Before It Happens

RiskClarity identifies hidden risks by assessing an organization’s culture of integrity and uncovering observed types of employee misconduct.

More than half of observed misconduct is never reported by employees, and fewer than one in eight instances are reported to legal or compliance. Organizations with stronger ethical cultures, however, see fewer instances of misconduct and higher reporting rates.

Three Ways RiskClarity Delivers Value

1. Target Specific Areas of Employee Risk Quickly
   Organizations that encounter a significant business change (e.g., acquisition, entering into new markets) can conduct a targeted assessment of cultural and misconduct risk within a smaller segment of the employee population to address specific risks or assess country-specific concerns.
   **Best Time to Use:** After a merger or acquisition; after entering a new market; after changes in senior leadership or other disruptive changes.

2. Perform an Enterprisewide Cultural Assessment
   Organizations can use RiskClarity to assess their culture, identify cultural weak spots that present increased risks and manage employee misconduct before it occurs.
   **Best Time to Use:** Any time to obtain a baseline of corporate culture and integrity or to benchmark culture and misconduct against peers; when creating an action plan to reduce misconduct within your organization.

3. Uncover Root Causes of Employee Misconduct and Manage Them Proactively
   Organizations seeking a better understanding of what type of misconduct occurs within their organization (and, more importantly, why it occurs) use RiskClarity to determine the root cause of specific cultural and operational issues that lead to the most common areas of misconduct within their organization.
   **Best Time to Use:** After a corporate crisis, where action is required either by the board or by regulators; when predictive metrics are required to track and mitigate misconduct.

Business Benefits
- Establish a culture of integrity by unblocking the channels through which employee concerns should flow.
- Flag cultural weak spots that increase risk and hide strategic opportunities.
- Develop action plans that quickly mitigate newly identified risks.

Learn From Your Peers
- ~2.3 million participating employees
- ~190 participating companies
- 20% of the Fortune 100
- ~115 countries represented across six continents

Learn more:
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**RiskClarity: How It Works**

Through an online survey, employees in all functions and levels assess the company’s ethical culture based on approximately 30 culture-related and 5 demographic-related questions.

**Organizations will receive a report of findings that includes:**

- Quantitative data regarding the strength of your company’s culture of integrity
- Indicators of how susceptible your company is to multiple risk areas
- Levels and types of risk areas observed by your employees in the past year
- Rates at which employees report noncompliance and the channels they use to do so
- Prescriptive guidance and tools to address identified gaps and opportunities

<table>
<thead>
<tr>
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<th>RiskClarity</th>
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<tbody>
<tr>
<td><strong>Applicable Audience</strong></td>
<td>Entire employee base</td>
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<tr>
<td><strong>Survey Format</strong></td>
<td>Online</td>
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<tr>
<td><strong>Delivery of Results</strong></td>
<td>Phone-based</td>
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<tr>
<td><strong>Post-Survey Services</strong></td>
<td>Customized action plan with additional resources to help address major cultural risk areas</td>
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</tbody>
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**Identify Key Compliance Risks, Such As:**

- Accounting irregularities
- Alcohol/drug abuse
- Business information violation
- Conflict of interest
- Data privacy violation
- Discrimination
- Fraud
- Harassment or bullying
- Improper payments or sales
- Insider trading
- Preferential treatment
- And more

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