

Vault Platform & the realities of Whistleblower Protection in 2023

Whistleblowers play a vital role in organizations today. Like canaries in the coal mine, they are the employees who care enough to Speak Up about difficult truths and help their organizations combat misconduct. But how can businesses demonstrate that they truly value whistleblowers and encourage them to come forward when they witness or experience incidents in the workplace?

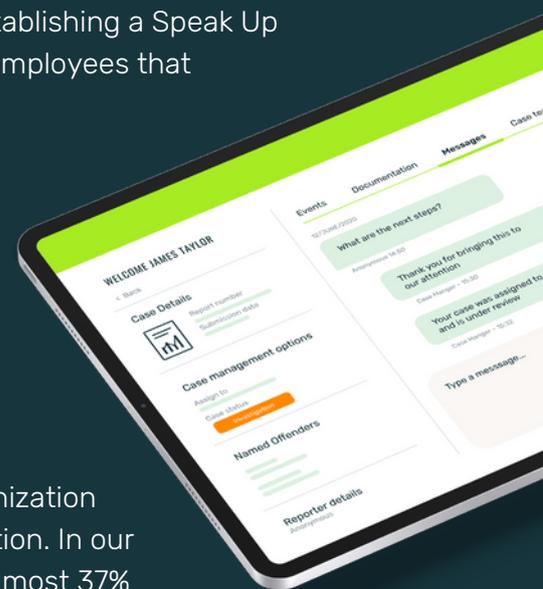
In this guide, you'll discover why Vault Platform is the solution for establishing a Speak Up culture, leading with integrity, and sending a clear message to your employees that voicing concerns is recognized and rewarded.

Take action against misconduct internally

Employees can often be discouraged to report incidents if their organization doesn't demonstrate how seriously it takes reports or fails to take action. In our [Trust Gap survey](#), we discovered that 31% of UK office workers and almost 37% of US office workers believed their organization would brush aside at least one form of workplace misconduct if it was likely to impact profits or reputation.

With Vault Platform's innovative all-in-one case management system, your Investigation team can gather and structure case data so it can be read, understood, and acted on easily and effectively. You can stay in contact with reporters so that they know how seriously the business has taken their report, boost your ethics and compliance program's effectiveness as well as comply with the most prominent US, UK, and EU regulations.

The EU Whistleblower Directive actively encourages organizations to introduce internal reporting channels as part of its [three-tier reporting structure](#). According to the Directive, internal channels can be facilitated by the organization or supplied by external providers, such as Vault, and reports should be directed to a dedicated internal team.



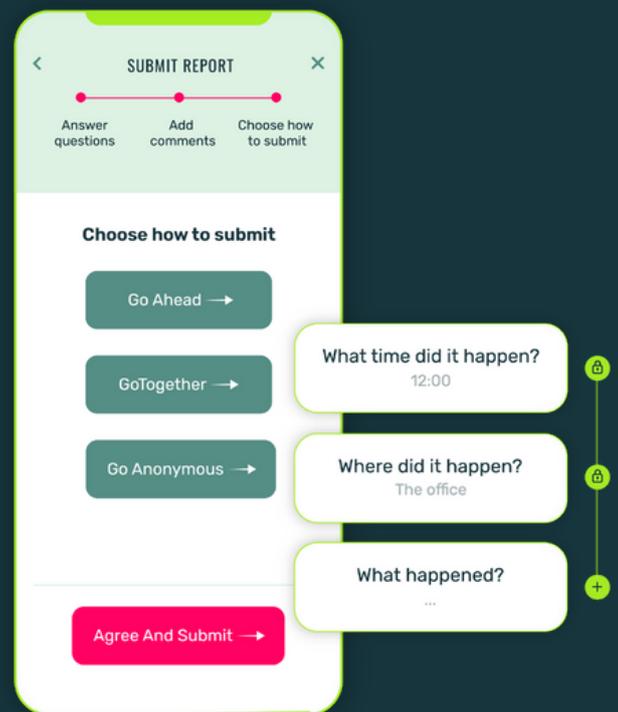
In the US, the Securities and Exchange Commission (SEC) also strongly values the role of whistleblowers in society. In 2022, it paid more than \$1.3 billion in 328 awards to whistleblowers and in a [summary of enforcement actions](#) brought during the fiscal year, the SEC announced [record-high enforcement results](#).

Prioritize psychological and physical safety

Ultimately, the regulations established by the European Union and SEC are to help establish this safety for employees. Whistleblowers can often face stigma and the [threat of retaliation](#) for reporting incidents of misconduct and so their safety – both psychological and physical – must be prioritized.

Employees need easy access to, knowledge of, and confidence in the digital reporting tools and escalation path when it comes to reporting incidents of misconduct. Good awareness of their rights and obligations under company policies, including confidentiality and non-retaliation, and an understanding of the company's investigation protocol all contribute to psychological and physical safety.

Employees can choose to report anonymously while still being able to communicate with investigators when using Vault. Vault is designed for the modern workplace and the psychological safety of reporters, replacing outdated hotlines with mobile-first, digital native reporting and case management tools.



Take the active approach

Organizations are facing ever-increasing pressure from regulators to expose misconduct and crack down on retaliation against whistleblowers. Moreover, employees actively seek out companies that share their values and listen to their concerns. Trust works both ways and to gain your employees' trust, you should develop relevant policies to encourage a Speak-Up culture. In return, they will trust you have their best interests and the ethical interests of the business at heart.

That's why Vault has introduced the Active Integrity platform, the operating system for corporate integrity. With our centralized solution, you can identify patterns before they become problems, predict issues before they manifest, and fix misconduct issues before they escalate.

Build a world-class ethics and compliance program that demonstrates your commitment to Speak Up and integrity. Discover more about Vault's innovative solutions and how we can help you address misconduct and ESG risk areas today.

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