Ethics and compliance dashboard example

### Allegations per 100 employees

- **2019**: 2.3
- **2020**: 2.1
- **2021**: 2.3

*Industry benchmark*

### Allegations substantiated

- **2019**: 52%
- **2020**: 43%
- **2021**: 35%

### Substantiated allegations by severity

- **Low**: 59%
- **Medium**: 8%
- **High**: 23%

### Allegations that resulted in disciplinary action

- **2019**: 49%
- **2020**: 22%
- **2021**: 36%

### Top areas of substantiated allegations

- **Health and safety (including COVID-19 related)**: 35%
- **Personnel matters**: 31%
- **Other miscellaneous**: 21%
- **Employee expense reimbursement**: 5%
- **Sexual harassment**: 5%
- **Whistleblower related to financial reporting**: 3%

### Annual code of conduct completion or other ethics training

- **85%**

### Anonymity rate

- **2019**: 60%
- **2020**: 30%

*Industry benchmark*

### Whistleblower related to financial reporting

- **2019**: 5
- **2020**: 1
- **2021**: 15

*Trending improvement*

### Median investigation cycle time

- **2019**: 36 days
- **2020**: 42 days

*Industry benchmark*
Substantiated allegations by region

South America: 232
North America: 220
Europe: 155
Asia: 98

Tenure
- Less than one year: 134
- 1-5 years: 20
- More than five years: 1

Level
- Staff: 128
- Management: 24
- C-suite and executives: 3

Business unit
- Operations: 89
- Sales: 57
- Finance: 6
- Marketing: 3

Geography
- Italy: 53
- Spain: 49
- France: 33
- Portugal: 20

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