



ETHICO COMPETITOR COMPARISON · 2026

The Buyer's Guide to Policy Management Software

How **Policy+** Compares

How POLICY+ Compares to NAVEX PolicyTech, PowerDMS, and SharePoint

Why this Guide Exists

Choosing a policy management platform is a consequential decision. The tool you select will determine how efficiently your compliance team operates, how effectively you prove regulatory compliance, and how your employees experience the policies that govern their work. It is a decision most organizations make once every 5-10 years. This guide exists to help compliance leaders and their evaluation teams make that decision with clarity. It provides:

- An honest comparison of the leading platforms in the market
- A structured evaluation framework you can use regardless of which vendor you choose
- Specific criteria organized by the priorities that matter most to compliance teams
- Pricing transparency and total cost of ownership analysis

Who should read this guide

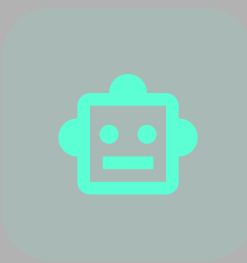
- Chief Compliance Officers and VP-level compliance leaders evaluating new platforms
- Compliance Managers and Policy Managers leading the selection process
- IT stakeholders involved in security review and integration planning
- General Counsel and legal operations leaders with policy oversight

Section 01

Market Landscape

The Current State of Policy Management

The policy management software market is at an inflection point. For the past decade, the market has been dominated by tools built on architectures designed in the late 2000s and early 2010s. These tools digitized paper-based policy processes but did not fundamentally reimagine them. Three forces are converging to reshape the market:



Adaptive AI

Neural mapping of cross-regulatory overlaps to automate gap analysis in real-time.



Active Collab

Decentralized authoring loops that integrate legal, HR, and ops into a single stream.



Full Attestation

Cryptographic verification of policy engagement and comprehensive audit trails.

DIMENSION	Estimated Market Share	Description
NAVEX PolicyTech	~40%	Dominant incumbent in dedicated policy management. File check-out model. No AI. Legacy interface.
PowerDMS	~10%	Strong in public safety (law enforcement, fire). Growing in corporate compliance. No AI.
SharePoint / Manual Processes	~35-40%	Organizations using SharePoint, shared drives, email, and spreadsheets for policy management. Not a dedicated tool.
Other / Emerging	~10-15%	Smaller vendors, GRC platforms with policy modules, and new entrants like POLICY+.

Section 02

Policy+ vs Navex PolicyTech

Detailed Comparison

NAVEX PolicyTech is the direct competitive benchmark for any new policy management platform. With approximately 40% market share, it is the tool most compliance teams are either currently using or evaluating against. This section provides a detailed, capability-by-capability comparison.

01 // ARCHETICTURE AND EDITING MODEL

DIMENSION	Policy+ by Ethico	NAVEX PolicyTech
Editing approach	Real-time collaborative editing. Multiple users edit simultaneously. No file locking.	File check-out / check-in. One user edits at a time. Others are locked out until the file is checked back in.
Underlying technology	CRDT (Conflict-free Replicated Data Types) — the same technology behind Google Docs and Notion.	Traditional document management with sequential access control.
Version control	Automatic version history with side-by-side diff comparison. No version conflicts possible.	Version history available, but conflicts can arise when users work on offline copies.
Impact on cycle time	Review cycles of days, not weeks. Multiple stakeholders collaborate in a single session.	Review cycles of 4-8 weeks are common due to serial editing queues.



BOTTOM LINE

The file check-out model is the single most complained-about limitation in policy management software. It was designed for an era of desktop-only document access. Policy+ eliminates it entirely.

02 // AI CAPABILITIES

CAPABILITY	Policy+ by Ethico	NAVEX PolicyTech
AI policy drafting	Full AI drafting from regulatory requirements, industry context, and organizational parameters. Generates structured drafts with standard sections.	Not available.
AI translation	7+ Languages instant turnaround, version-linked to source policy. Flags translations for review when source updates.	Not available. Third-party integration required.
AI comprehension quizzes	Auto-generated quizzes tailored to each policy's content. Configurable pass/fail thresholds.	Not available.
AI auto-tagging	Automatic tagging by topic, regulation, and jurisdiction.	Not available.
AI summarization	Plain-language summaries generated for employee-facing distribution.	Not available.
Semantic search	AI-powered natural language search (e.g., "What is our remote work policy for California?").	Keyword-based search only.



BOTTOM LINE

As of Q2 2026, NAVEX PolicyTech has no production AI capabilities in its policy management product. Policy+ was built with AI at every step of the lifecycle. This is not a feature gap — it is a generational technology gap.

02 // ATTESTATION & DISTRIBUTION

CAPABILITY	Policy+ by Ethico	NAVEX PolicyTech
Attestation types	Checkbox, electronic signature, and AI-generated comprehension quizzes.	Acknowledgment and electronic signature.
Campaign management	Wave-based rollout with staggered schedules (executives first, then managers, then all employees).	Basic distribution and tracking.
Automated reminders	Configurable multi-level reminders with escalation paths (employee, manager, HR, compliance).	Basic reminder functionality.
Real-time dashboards	Real-time completion dashboards by department, location, manager, and campaign.	Standard reporting.
Audit trail	Immutable records (e.g., "What is our remote work policy for California?").	Attestation records available.

BOTTOM LINE

Policy+'s attestation intelligence — comprehension quizzes, wave-based rollouts, and automated escalation — represents a fundamental upgrade from the acknowledgment-only model that NAVEX offers.

03 // HRIS INTEGRATION

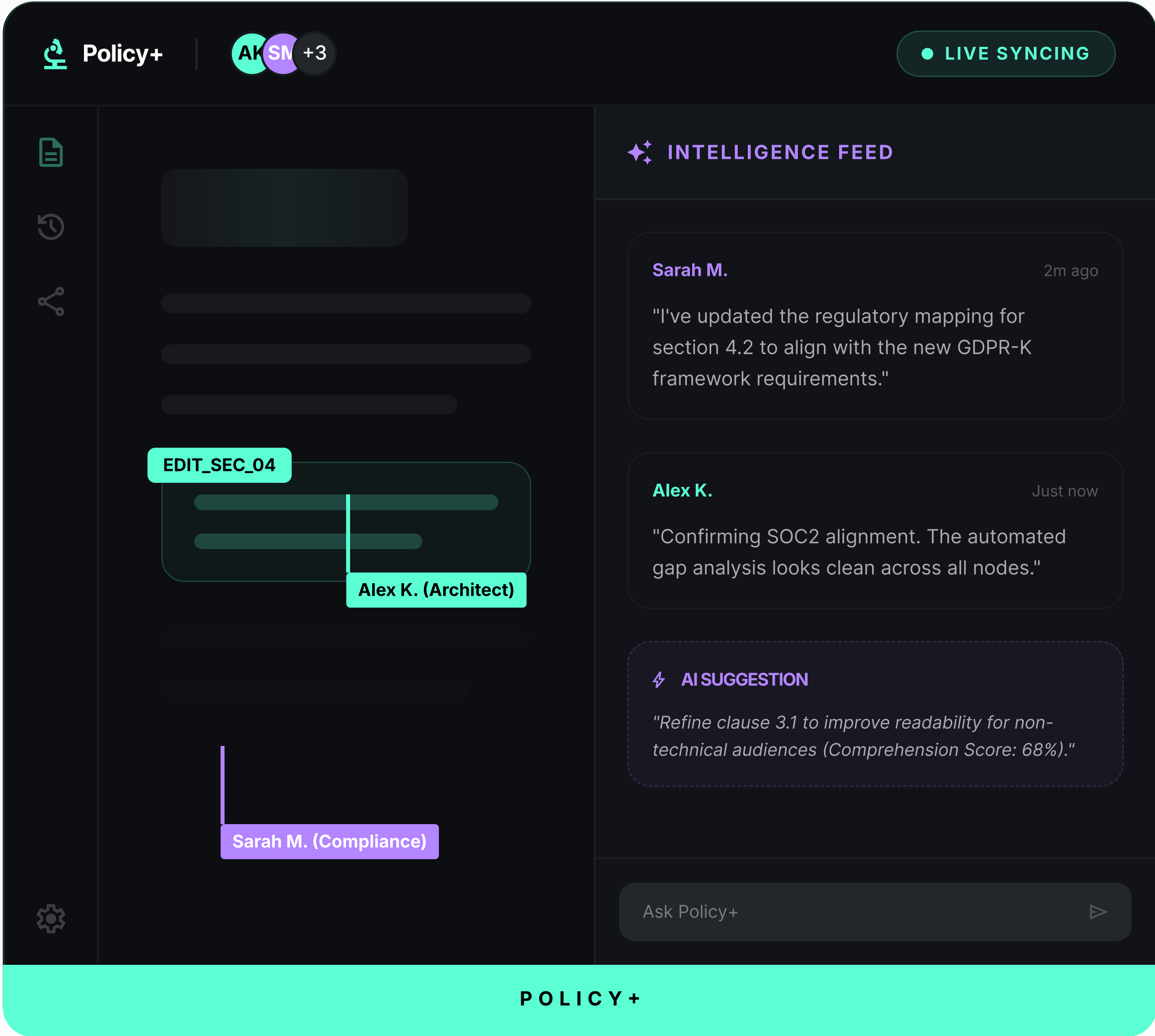
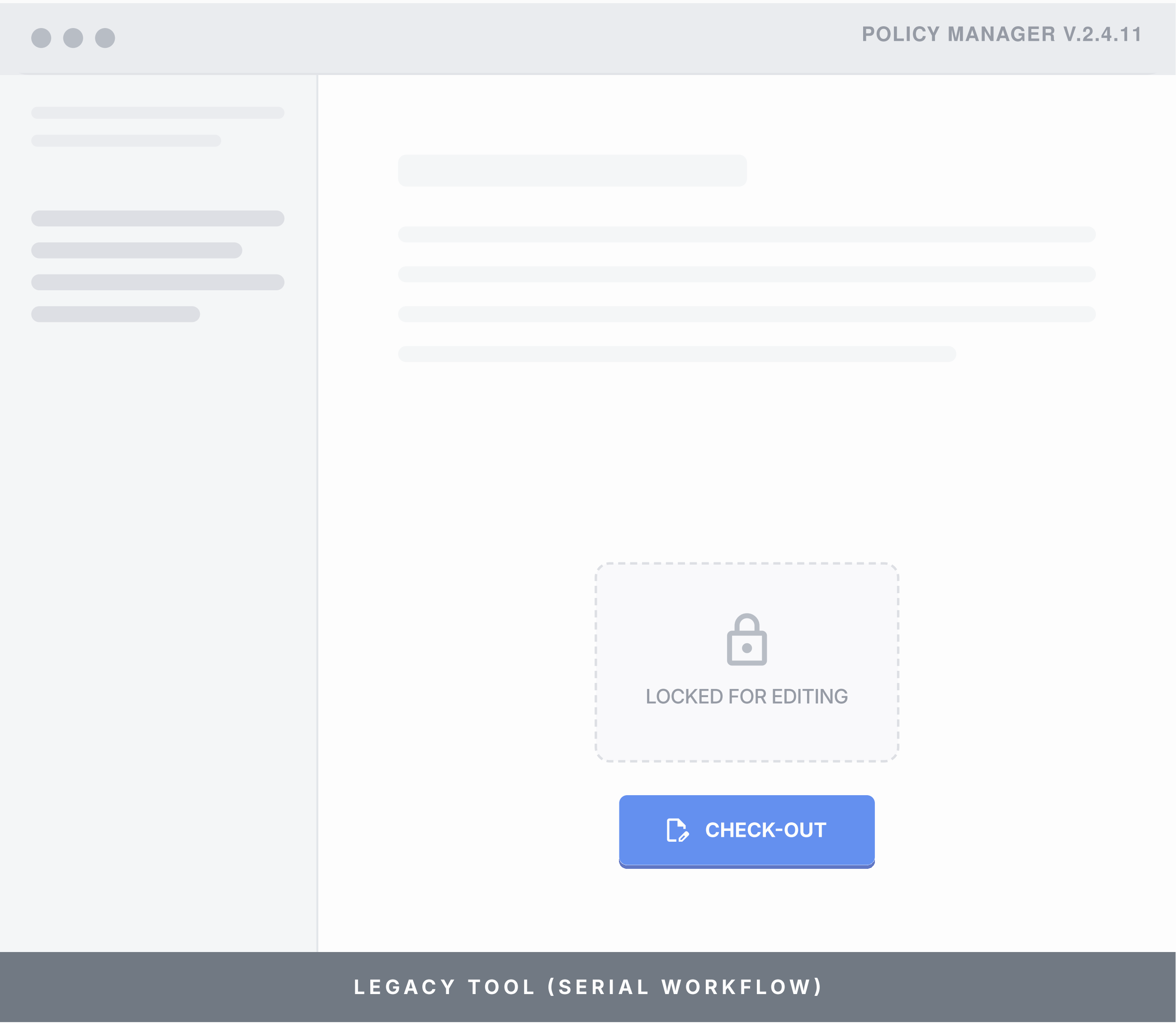
CAPABILITY	Policy+ by Ethico	NAVEX PolicyTech
Workday	Native Integration	Limited
BambooHR	Native Integration	Not Available
ADP	Native Integration	Limited
UKG	Native Integration	Not Available
SAP SuccessFactors	Native Integration	Not available
Oracle HCM	Native Integration	Not available
Namely	Native Integration	Not available
Rippling	Native Integration	Not available
Gusto	Native Integration	Not available
CSV Import	Available	Available

BOTTOM LINE

Policy+ offers 9+ native HRIS integrations versus approximately 3 for NAVEX. For organizations using BambooHR, UKG, SAP, Oracle, Namely, Rippling, or Gusto, Policy+ provides native connectivity that NAVEX does not.

03 // USER INTERFACE & EMPLOYEE EXPERIENCE

NAVEX PolicyTech's interface was last significantly redesigned around 2015. Policy+ was built in 2025 with modern Material Design principles and a consumer-grade user experience.



Employee Policy Hub comparison: NAVEX offers a basic document portal where employees can access policies. POLICY+ provides a personalized dashboard with role-based policy feeds, AI-powered natural language search, action items with due dates, and mobile-responsive access for frontline workers.

04 // PRICING & SUPPORT

CAPABILITY	Policy+ by Ethico	NAVEX PolicyTech
Pricing model	Published pricing ranges by organization size. No hidden fees. Predictable renewals.	Bundled across GRC suite. Per-product pricing not published. Significant renewal uplift reported by customers.
Support response time	97-minute average response time.	Customer-reported: 24-48 hours average.
Dedicated CSM	Included for all accounts.	Varies by contract tier.
Implementation	30-60 days from kickoff to first policy published.	Varies. Reported timelines of 3-6 months for complex deployments.

Section 02

Policy+ vs PowerDMS

Overview

PowerDMS is a policy and document management platform with deep roots in law enforcement, fire services, and public safety. It has expanded into healthcare and general corporate compliance but remains strongest in its original vertical.



When Policy+ Is the Better Choice

- Agile tech firms needing real-time policy updates across distributed global teams.
- Teams requiring AI-driven gap analysis between existing policies and new regulations.
- Companies looking for "Zero-Friction" employee sign-off via mobile and Slack/Teams.

When PowerDMS Is a Good Fit

- Legacy public sector entities requiring strict, multi-decade documentation archives.
- Organizations where on-premise hardware integration is a non-negotiable IT requirement.
- Agencies prioritizing standardized accreditation workflows over custom automation.

COMPARISON SUMMARY

CAPABILITY	Policy+ by Ethico	Power DMS
AI policy drafting	Full AI drafting from regulatory requirements	Not available
AI translation	7+ languages , instant, version-linked	Not available
Real-time collaboration	Full CRDT-based real-time editing	Limited concurrent editing
Attestation quizzes	AI-generated quizzes from policy content	Manual quiz creation
HRIS integrations	9+ native integrations	~2 integrations
Public safety focus	Not a primary focus	Strong (CALEA, accreditation)
Training management	Integration with LMS platforms (roadmap)	Included
E&C platform integration	Integrates with Ethico case management, disclosures, and analytics	Standalone

Section 03

Policy+ vs SharePoint

The Hidden Cost of “Free”

Approximately 35-40% of mid-market and enterprise organizations manage policies using SharePoint, shared drives, email, and spreadsheets. The most common justification: "We already pay for Microsoft 365, so SharePoint is free."

SharePoint is not free. The cost is distributed across labor, risk, and opportunity cost in ways that are difficult to see in a single line item.

COST CATEGORY	Policy+ (3-Year)	SharePoint/Manual (3-Year)
Software license	\$150,000 (\$50,000/year)	\$0 (included in M365)
Policy drafting labor	\$90,000 (80% reduction with AI)	\$450,000 (40 hrs x \$75 x 150 policies x 40% annual revision rate x 3 years)
Review cycle labor	\$81,000 (70% reduction with collaboration)	\$270,000 (additional review/coordination hours)
Approval tracking labor	\$3,375 (95% reduction with automation)	\$67,500 (tracking email-based approvals)
Translation vendors	\$0 (included — AI translation)	\$90,000 (\$2,000/language x 3 languages x 5 policies/year x 3 years)
Attestation tracking labor	\$11,700 (90% reduction)	\$117,000 (10 hrs/week x 52 weeks x \$75 x 3 years)
Audit preparation labor	\$11,250 (75% reduction)	\$45,000 (200 hrs/year x \$75 x 3 years)
IT support for SharePoint workflows	\$0 (no IT dependency)	\$75,000 (\$25,000/year for configuration and maintenance)
Total 3-Year Cost	\$347,325	\$1,114,500
3-Year Savings with Policy+	\$767,175	

The risk cost is separate. This calculation does not include the cost of compliance failures attributable to manual policy management: regulatory fines, litigation exposure, audit findings, and reputational damage. For a 2,500-employee organization, a single material compliance failure can cost \$250,000-\$2,000,000+ in direct costs alone.

Migration Path Typical migration timeline: 30-60 days. Moving from SharePoint to Policy+ is straightforward:

- 01

Policy inventory and export: Export existing policies from SharePoint document libraries. Policy+'s implementation team maps your current structure.
- 02

Data import: Policy+ imports policies with metadata (owner, department, review date, version). Attestation history from surveys or spreadsheets can be imported as reference records.
- 03

Workflow configuration: Your approval processes are configured in Policy+'s visual workflow builder — no IT dependency.
- 04

HRIS connection: Connect your HRIS to automatically populate employee data and policy targeting rules.
- 05

Parallel operation (optional): Run Policy+ alongside SharePoint for 30 days to validate workflows before full cutover.

Section 04

Policy+ Feature Comparison Matrix

25+ Capabilities Across All Vendors

CAPABILITY	Policy+	PowerDMS	NAVEX PolicyTech	SharePoint/Manual
AI CAPABILITIES				
AI policy generation	YES	NO	NO	NO
AI translation (7+ languages)	YES	NO	NO	NO
AI auto-tagging	YES	NO	NO	NO
AI summarization	YES	NO	NO	NO
AI quiz generation	YES	NO	NO	NO
Semantic/natural language search	YES	NO	Basic	Basic
EDITING & COLLABORATION				
Real-time multi-user editing	YES (CRDT)	NO (File Check Out)	Limited	Limited (Office Online)
Inline comments with @mentions	YES	Limited	YES	YES
Track changes with attribution	YES	YES	YES	YES
No file check-out/lock-out	YES	NO	YES	YES
Side-by-side version diff	YES	NO	NO	NO
WORKFLOW & APPROVALS				
Visual workflow builder	YES	NO	NO	NO
Sequential routing	YES	YES	YES	Manual
Parallel routing	YES	NO	NO	NO
Conditional routing	YES	NO	NO	NO
Email-based approvals	YES	NO	Limited	NO
SLA tracking with escalation	YES	NO	NO	NO
Automatic delegation	YES	Limited	NO	NO

CAPABILITY	Policy+	PowerDMS	NAVEX PolicyTech	SharePoint/Manual
ATTESTATION & DISTRIBUTION				
Wave-based campaign rollout	YES	NO	NO	NO
Quiz-based attestation	YES	NO	Manual Creation	NO
Automated multi-level escalation	YES	Basic	Basic	NO
Immutable attestation records	YES	YES	YES	NO
HRIS-driven distribution	YES (9+)	Limited (3)	Limited (2)	NO
Mobile-responsive access	YES	Limited	Limited	Limited
REPORTING & COMPLIANCE				
Real-time dashboards	YES	Basic	Basic	NO
One-click audit export	YES	YES	YES	NO
Custom report builder	YES	Limited	Limited	NO
Policy freshness scoring	YES	NO	NO	NO
INTEGRATION & SECURITY				
REST API	YES	Limited	Limited	YES
Webhooks	YES	NO	NO	Limited
SSO (SAML/OAuth)	YES	YES	YES	YES
SOC 2 Type II	YES	YES	YES	YES (Microsoft)
Multi-tenant RLS isolation	YES	Application-Level	Standard	Varies
PRICING & SUPPORT				
Published pricing	YES	NO	Semi-transparent	Included in M365
Avg. support response	97 min	24-48 hrs	4-8 hrs	N/A
Dedicated CSM	YES	Varies	Varies	NO

Section 05

Evaluation Criteria Checklist

20 Questions to Ask Any Policy Management Vendor

Use this checklist during your evaluation process. These questions are designed to surface the capabilities and limitations that matter most for compliance teams in regulated industries.

 AI & Automation

- ☐ Can your platform generate a complete policy draft from a regulatory requirement or prompt? If so, can you demonstrate this live using our specific regulatory framework?
- ☐ Does your AI translate policies into multiple languages? If so, are translations version-linked to the source policy so they are flagged when the source updates?
- ☐ Can your platform auto-generate comprehension quizzes from policy content, or must quizzes be created manually?
- ☐ Is AI processing tenant-isolated, or do multiple customers' data flow through shared models?

 Editing & Collaboration

- ☐ Can multiple users edit the same policy document simultaneously, or does your platform use a file check-out model?
- ☐ Do you support inline comments with @mentions, tracked changes, and suggested edits within the policy editor?
- ☐ Can you show a side-by-side comparison of two policy versions with differences highlighted?

 Workflows & Approvals

- ☐ Can we configure approval workflows with both sequential and parallel routing steps?
- ☐ Do your workflows support SLA timers with automatic escalation when a step is overdue?
- ☐ What happens when an approver is out of office — does the workflow stall, or are there delegation rules?
- ☐ Can approvers approve a policy directly from an email notification, or must they log into the platform?

 Attestation & Distribution

- ☐ How does your automated escalation work? Can we configure multi-level escalation (employee, then manager, then HR, then compliance)?
- ☐ Do you support wave-based attestation rollouts (e.g., executives first, then managers, then all employees)?
- ☐ What attestation types are available — checkbox only, electronic signature, comprehension quiz, or all three?
- ☐ Are attestation records immutable? What data is captured (timestamp, quiz score, device, IP)?

 Integration & Security

- ☐ How many native HRIS integrations do you support? Specifically, do you integrate with [name your HRIS]?
- ☐ Do you offer a full REST API and webhooks for custom integrations?
- ☐ What is your data isolation model — application-level, row-level security, or separate databases per tenant?
- ☐ What security certifications do you hold? SOC 2 Type II? HIPAA compliance? BAA availability?

 Pricing & Support

- ☐ Can you provide published pricing ranges, or is pricing only available through a sales conversation? What is your average support response time, and is a dedicated customer success manager included?

Section 06

Pricing Transparency Comparison

What Is Included vs. What Costs Extra

One of the most common frustrations compliance teams report during the vendor evaluation process is discovering hidden costs after the initial proposal. This section clarifies what is typically included and what creates additional cost across platforms.

ITEM	Policy+	PowerDMS	NAVEX PolicyTech
Base platform license	Included	Included	Included
AI policy drafting	Included	N/A	N/A
AI translation	Included	Not available (translation vendors billed separately)	Not available
HRIS integrations (standard)	Included	Some included, some additional	Some included
Custom HRIS integrations	Included at Enterprise tier	Additional professional services	Additional professional services
Workflow configuration changes	Included (self-service)	May require professional services	May require professional services
Data migration	Included during implementation	Varies — may be additional	Varies
Admin training	Included (4 hours)	Varies by contract	Varies
Author training	Included (2 hours)	Varies	Varies
Dedicated CSM	Included	Varies by tier	Varies by tier
API access	Included	May be additional	May be additional
Custom reporting	Included	May be additional	May be additional
Annual price increase	Published terms	Customer-reported: 5-15% annual uplift common	Published terms

Policy+ Pricing Ranges (Published):

All tiers include: AI drafting, AI translation, real-time collaboration, configurable workflows, attestation campaigns, Employee Policy Hub, HRIS integrations, dedicated CSM, training, and implementation support.

Organization Size	Annual Investment
• Mid-Market (500-2,500 employees)	• \$15,000 - \$25,000/year
• Upper Mid-Market (2,500-10,000 employees)	• \$35,000 - \$65,000/year
• Enterprise (10,000-50,000+ employees)	• \$100,000 - \$200,000/year

Section 07

Implementation Comparison

Getting from Purchase to Production

DIMENSION	Policy+	PowerDMS	NAVEX PolicyTech	SharePoint (Building from Scratch)
Typical timeline	30-60 days	30-90 days	60-180 days (reported)	90-180 days (IT-dependent)
Dedicated implementation manager	YES	Varies	Varies	No (internal IT)
Data migration included	YES	Varies	Varies	N/A
HRIS integration setup	Included (9+ platforms)	Limited	Limited	Manual or custom development
Workflow configuration	Self-service with guided setup	Guided setup	Professional services may be required	Requires IT development
Training included	Yes (4 hrs admin, 2 hrs author, 1 hr employee)	Varies	Varies	N/A
Hypercare period	30 days post go-live	Varies	Varies	N/A

Conclusion and Next Steps

Making Your Decision

The policy management market is undergoing its most significant transformation in a decade. AI capabilities, real-time collaboration, and attestation intelligence are moving from differentiators to table stakes. The platform you choose today will determine your compliance team's effectiveness for the next 5-10 years.

If you are currently using NAVEX PolicyTech: The technology gap between PolicyTech's file check-out model and modern platforms is widening with each year. If your contract renewal is approaching, now is the time to evaluate alternatives. POLICY+ offers a structured migration path with data import, parallel operation, and a 30-60 day implementation timeline.

If you are managing policies in SharePoint: You are spending significantly more on manual processes than a dedicated platform would cost. The ROI analysis on page 8 demonstrates that the labor, vendor, and risk costs of manual policy management typically exceed the cost of POLICY+ within the first year.

If you are evaluating multiple platforms: Use the evaluation checklist on page 10 in every vendor demo. The questions are designed to surface the capabilities that matter most for compliance teams. Ask for live demonstrations of AI drafting, real-time collaboration, and attestation intelligence — these are the capabilities that will define the next generation of policy management.

Your Next Step

See POLICY+ in action. Book a 30-minute personalized demo at ethico.com/demo. Our team will tailor the session to your industry, regulatory requirements, and current policy management challenges.

Schedule Your Demo → ethico.com/demo

Feature comparison based on publicly available information as of Q2 2026. Contact vendors directly to verify current capabilities. This guide is published by Ethico and reflects our perspective on the competitive landscape.