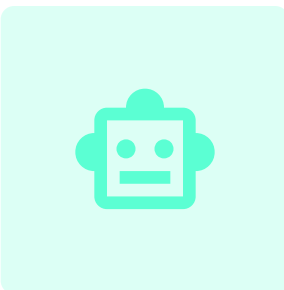


Policy Management

Policy Drafting • Real-Time Collaboration • HRIS Integration • AI-native platform

Policy+ by Ethico is the first AI-native platform purpose-built for modern compliance teams. Create policies in minutes, collaborate in real time, automate approvals, and track attestations with predictive intelligence -- all from a single, beautifully designed platform.

Four Key Capabilities



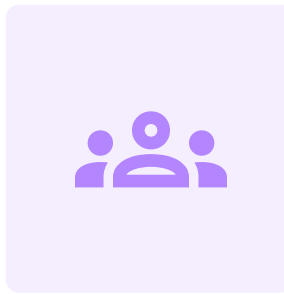
AI-Powered Policy Drafting

Generate complete, publication-ready policy documents from plain-language prompts in under 60 seconds. Policy+'s AI engine automatically maps policies to regulatory frameworks -- SOX, HIPAA, GDPR, SOC 2, CCPA, NIST, and dozens more -- produces jurisdiction-specific language, and structures the document with proper sections, definitions, and enforcement provisions. Your team starts from an 80% complete draft instead of a blank page, reducing first-draft creation time from 20-40 hours to 2-4 hours. AI-powered translation into 50+ languages with version control eliminates expensive third-party translation vendors and multi-week turnaround times.



Smart Attestation Intelligence

Go beyond simple "click to acknowledge" checkboxes. Policy+'s attestation intelligence uses predictive analytics to identify employees at risk of missing attestation deadlines before they miss them, enabling proactive intervention instead of deadline-day scrambling. AI-generated comprehension quizzes created directly from policy content prove that employees understood the policy, not just that they clicked a button. Wave-based campaign rollouts, automated multi-channel reminders, escalation paths, and an immutable audit trail give you everything auditors and regulators demand.



Real-Time Collaboration

Stop emailing Word documents and losing track of versions. Policy+ gives your entire team simultaneous, multi-user editing powered by CRDT technology -- the same foundation that powers Google Docs. Legal edits Section 3 while compliance refines Section 7, with inline comments, @mentions, tracked changes, and full version history built in. No check-out locks, no version conflicts, no "Final_v3_REVISIED_FINAL(2).docx." Every edit is attributed, timestamped, and instantly visible to all collaborators.



Compliance Analytics & Reporting

Real-time compliance dashboards that answer the questions your board, auditors, and executive team are actually asking. Policy coverage by department, attestation completion rates with trend lines, average approval cycle time, overdue items by category, and regulatory framework mapping coverage -- all updated in real time, not assembled manually in spreadsheets. Custom report builder for anything the pre-built dashboards do not cover.



80% Reduction in Policy Creation Time

Organizations using Policy+'s AI-assisted drafting reduce first-draft creation time from an average of 40 hours to approximately 8 hours. For a team managing 200+ policies, the cumulative time savings translate into thousands of recovered FTE hours annually -- hours that can be redirected from administrative work to strategic compliance initiatives.

95%+ Attestation Completion Rates

Early adopter organizations report attestation completion rates of 90-97%, compared to the industry average of 60-80% with legacy tools. Predictive analytics identify at-risk employees early, automated escalation ensures accountability, and quiz-based attestation proves comprehension -- meeting the DOJ's standard for "effective communication" of compliance policies.

2-4 Week Implementation with White-Glove Migration

Policy+ deploys in 2-4 weeks, including full data migration from your existing system (NAVEX PolicyTech, PowerDMS, SharePoint, or file shares), HRIS integration configuration, workflow setup, and user training. Compare this to the 4-6 month implementations typical of legacy platforms. A dedicated implementation manager handles the heavy lifting so your team stays focused on compliance.

HOW POLICY+ COMPARES

From AI-powered drafting to predictive attestation intelligence — see where POLICY+ pulls ahead of legacy policy management tools.

CAPABILITY	Policy+	PowerDMS	NAVEX PolicyTech	SharePoint/Manual
AI Policy Generation	Native — generate complete drafts from prompts in seconds	Not Available	Not Available	Not Available
AI Translation	50+ languages, one-click with version control	Not Available	Not Available	Not Available
Real-Time Collaboration	Full multi-user simultaneous editing (CRDT)	File check-out only — one editor at a time	Single-user editing	Basic co-authoring, not compliance-aware
Visual Workflow Builder	Drag-and-drop with parallel, conditional, delegation, and email-based approvals	Sequential only, limited configuration	Basic linear approval chains	Manual email routing
Attestation Intelligence	Predictive analytics, quiz-based comprehension, wave campaigns, auto-escalation	Basic tracking, simple acknowledgment	Read receipts, simple acknowledgment	Spreadsheets or nothing
HRIS Integration	10+ native connectors (Workday, BambooHR, ADP, UKG, SAP SF, Oracle HCM, Namely, Rippling, Gusto, CSV)	3 native connectors	2 native connectors (NEOGOV, ADP)	Manual CSV or none
Modern User Experience	Consumer-grade, built 2025–2026	Legacy UI, last major redesign 2014	Functional but dated	Generic document library
Pricing Transparency	Published per-user pricing, no hidden fees	Quote-based, opaque add-on model	Quote-based, variable	Hidden costs across IT, compliance, legal
Implementation Time	2–4 weeks (mid-market), 6–8 weeks (enterprise)	4–6 months average	6–12 weeks	Months of custom configuration
Support Response	97-minute average response, <1% call abandonment	Multi-day response times reported	Variable	N/A (self-supported)

PRICING TIER SUMMARY

 **ESSENTIALS**

For growing compliance teams getting started with dedicated policy management.

- AI-assisted policy drafting (standard)
- Collaborative document editor
- Basic workflow automation (sequential approvals)
- Standard attestation tracking with reminders
- Up to 3 HRIS integrations
- SSO/SAML support
- Email support with 4-hour response SLA
- Per-user, per-month pricing — published and transparent

 **PROFESSIONAL**

For established compliance programs that need advanced automation and intelligence.

- Everything in Essentials, plus:
- Advanced AI capabilities (regulatory mapping, auto-tagging, AI translation)
- Visual workflow builder with parallel approvals, conditional routing, SLA tracking
- Predictive attestation intelligence with quiz-based comprehension
- Wave-based attestation campaigns with automated escalation
- All 10+ HRIS integrations
- Advanced reporting and custom dashboards
- API access for custom integrations
- Priority support with 2-hour response SLA
- Dedicated Customer Success Manager

 **ENTERPRISE**

For large, complex organizations with multi-jurisdiction, multi-language requirements.

- Everything in Professional, plus:
- Unlimited AI generation and translation
- Advanced analytics with compliance health scoring
- Custom role-based access controls
- Dedicated implementation manager
- White-glove data migration from any existing system
- Custom integration development support
- Executive business reviews (quarterly)
- Premium support with 1-hour response SLA and named support contact
- Volume pricing for organizations with 5,000+ users

IMPLEMENTATION TIMELINE

Enterprise implementations (10,000+ employees, complex migrations): 6–8 weeks with expanded parallel-run period.

1

Week 1: Setup & integration

Environment provisioning, SSO/SAML configuration, HRIS integration setup and initial employee data sync, organizational hierarchy mapping

2

Week 2: Migration & Configuration

Policy data migration from existing system (documents, metadata, version history, attestation records), workflow template configuration, role and permission setup

3

Week 3: Testing & Training

User acceptance testing, admin training sessions, workflow validation, attestation campaign testing, custom report configuration

4

Week 4: Go-Live & Support

Production go-live, end-user training, parallel-run support (both systems active), first attestation campaign launch, dedicated go-live support from implementation team

Your Next Step

See POLICY+ in action. Book a 30-minute personalized demo at www.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

ETHICO

ethico.com | sales@ethico.com

DEMO NOW