

Research update Q4, 2024

94%

would report **malpractice**

6% would never report malpractice (rises to 9% for junior/entry level employees)

70%

would report **sexual misconduct**

rising with age (64% of 16-24s vs 77% of 55+, and more true of women than men (75% women vs 67% men))

Reporting sexual misconduct: 47% would go to their Line Manager, 40% to HR team 19% would go to the CEO. **14% would use an independent whistleblowing service**

70%

would report **bullying**

68%

would report **discrimination**

Reporting bullying: 51% would go to their Line Manager, 38% to HR team 20% to Head of Depart. **11% would use an independent whistleblowing service**

69%

would report **theft**

69%

would report **fraud**

61%

would report **bribery**

Workers in **finance** are **no more likely** to report theft, fraud, or bribery than other sectors

64%

would report **unsafe practices**

63%

would report **modern slavery**

these people are the most likely across types of malpractice to **report to an independent whistleblowing service** **23%**

The least likely areas to report are: 56% data protection misuse, 53% unfair treatment (e.g. favouritism or unfair workloads)

67%

of employees believe that if they saw **malpractice happening at work they would know what to do.**

11% disagree, 22% weren't sure/ didn't know.

Knowing what to do is least true of 16-24s (56%) and most true in 35-44s (71%)

54%

believe that if they reported malpractice, **they'd be taken seriously**

38% believe that if they reported malpractice, there would be **consequences at work**

53%

are confident they'd **remain anonymous** after reporting

56%

would trust an **independent whistleblowing service** over an in-house one to report malpractice

65%

of employees believe that a proper whistleblowing process improves company culture

This is especially true of **senior management (72%)** but less true of **c-suites (61%)**

52%

would prefer to **speak with someone verbally**

17%

would prefer an **online form**

5%

would prefer a **chat messaging service**