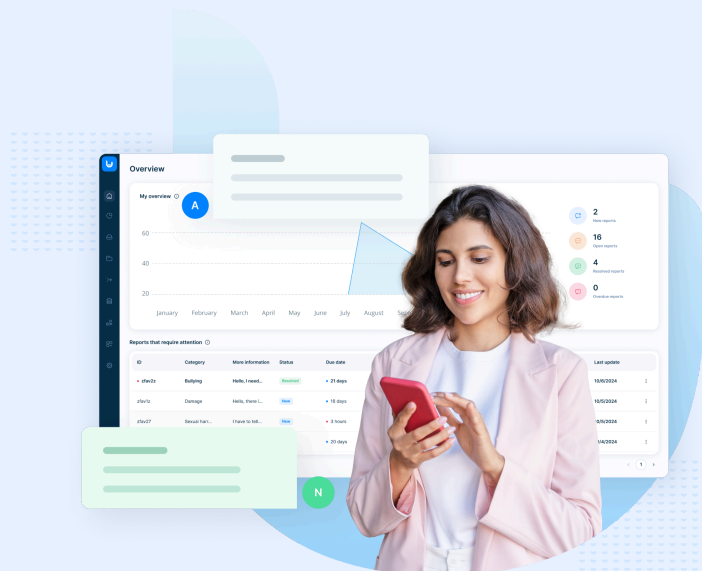


From Report to Resolution

The Complete Workplace Investigation Solution



Organizations may invest in a speak-up culture and reporting channels, but the true impact depends entirely on what happens next - how reports are triaged, investigations structured, evidence managed, and interviews conducted.

FaceUp and OSACO Group address the full workplace investigation lifecycle, equipping organizations with the platform, training, and expertise to act on every report effectively, fairly, and in a way that is legally defensible.

Partnership Overview

FaceUp

All-in-one whistleblowing, ethics & compliance platform, founded in 2017. Used by 3,600+ organizations across 70+ countries — including Heineken, Mercedes-Benz, Zendesk, Sephora, Taco Bell and KFC. Rated #1 in Whistleblowing on G2.

- ISO 27001 certified · GDPR compliant
- Anonymous reporting, case management & hotline
- AI-powered hotline · 8,000+ integrations

faceup.com

OSACO Group

Global multilingual team of investigation and training consultants and specialists in safeguarding, compliance, governance, fraud and anti-corruption. 30+ years of in-the-field experience, and offices in New Zealand, USA, UK, and Côte d'Ivoire.

- OSACO-certified workplace misconduct investigations training
- Delivered in-person or remotely
- On-the-ground investigation services globally
- ISO policy frameworks and certification support.

osacogroup.com

EchoMind by OSACO

OSACO's avatar-based interview training platform built with next-generation LLM technology and backed by NYU research. Immersive, multilingual interview simulations with real-time feedback. Global patent pending.

- Proven to double open-question usage (NYU)
- Incorporates PEACE and ORBIT interview frameworks
- Online anytime, anywhere
- Individual and organisational subscriptions.

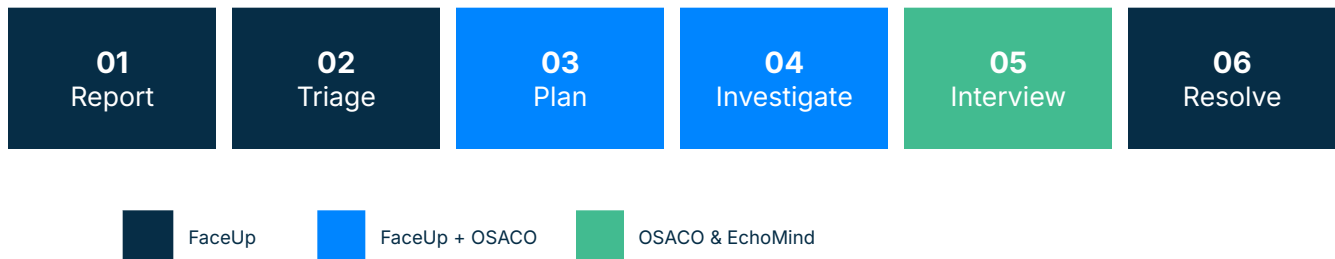
osacogroup.com/echomind

The Investigation Gap

Most organizations have a reporting channel. Far fewer have a robust process for what comes after. The gap between receiving a report and resolving it well exposes organizations to legal risk, damages employee trust, and leaves misconduct unresolved.

- **No proof of a fair process** — without a tamper-proof record of every action, investigations can be challenged and dismissed
- **Inconsistent investigation quality** — investigators without a structured plan miss evidence, witnesses, and key steps
- **Evidence management failures** — files scattered across email and drives create GDPR exposure and chain-of-custody gaps
- **Underprepared interviewers** — research shows untrained investigators use effective open-ended questions only 35% of the time
- **Increasing regulatory scrutiny** — EU Whistleblowing Directive, SEC/SOX, EEOC, and ISO 37008 demand demonstrably fair and thorough investigations

How FaceUp and OSACO Work Together



1 Receive — Anonymous Reporting via FaceUp

Employees submit reports through FaceUp's secure, metadata-free web, mobile, or AI-powered hotline. Two-way anonymous follow-up keeps reporters engaged without compromising their identity — they can track their case status in real time. All reports are automatically logged, timestamped, and ready for immediate case assignment.

2 Manage — Case Tracking & Investigation Workflow via FaceUp

Each report becomes a structured case with assigned owners, clear investigation stages, evidence tracking, and a tamper-proof audit trail. FaceUp's Investigation Plan module ensures no step, witness, or deadline is missed — meeting the documentation requirements of the EU Whistleblowing Directive, ISO 37008, and equivalent regulations. Built-in analytics surface risk patterns for board-level reporting.

3 Investigate — Expert Support & Trained Interviewers via OSACO & EchoMind

Complex cases are escalated to OSACO's global network of expert investigators, who apply the PEACE and ORBIT interview models. Internal investigators can be supported with specialist training, and EchoMind - OSACO's avatar-based training platform - provides access to interview simulations through which internal investigators can continuously sharpen and advance their skills. NYU research proves that these simulations, supported by feedback reports, can more than double the use of effective open-ended questioning after just one hour of practice.

Why FaceUp + OSACO

- **Complementary, not overlapping** — FaceUp owns the reporting platform and process infrastructure; OSACO owns investigator and training capability and expertise, including EchoMind. Organizations receive complete coverage across every stage of the investigation lifecycle, without duplication
- **Technology meets 30+ years of field experience** — FaceUp's platform combined with OSACO's investigative and law enforcement background creates a proposition no single vendor can match
- **Proven results** — FaceUp trusted by 3,600+ organizations worldwide; EchoMind backed by NYU research demonstrating measurable, transferable improvement in interview effectiveness
- **Built for compliance teams** — both FaceUp and EchoMind are designed around legal defensibility, a critical requirement under US, EU and international regulatory frameworks, including ISO 37001, 37301, and 37008
- **Global reach** — FaceUp operates in 70+ countries; OSACO delivers certified training and investigations across all major regions with multilingual, on-the-ground teams

Support For Your Specialist Teams

This partnership is designed for organizations that take workplace investigations seriously — and need a solution that is rigorous, scalable, and legally defensible.

HR Directors & Chief People Officers

Responsible for the quality, consistency, and fairness of every workplace investigation. FaceUp provides structured case management and full audit trails, while OSACO can undertake objective and comprehensive investigations. OSACO-certified training and EchoMind ensure internal investigators conduct interviews that produce reliable, evidentially sound disclosures that are defensible if challenged.

Chief Compliance Officers & General Counsel

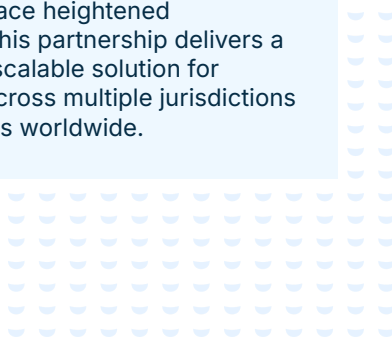
Managing legal exposure from misconduct cases requires both a defensible process and comprehensive documentation. FaceUp's tamper-proof case records and OSACO's investigation expertise ensure every case withstands regulatory scrutiny under the EU Whistleblowing Directive, SEC/SOX, EEOC, and ISO 37008.

Ethics & Integrity Teams

Building or scaling a speak-up program requires more than a reporting channel. FaceUp and OSACO together provide anonymous intake, structured investigation workflows, investigator training, AI-powered interview practice and compliance analytics, turning your ethics program into a genuinely operational, measurable function.

Regulated Sectors

Financial services, healthcare, professional services, NGOs, humanitarian organizations and government contractors face heightened investigation standards. This partnership delivers a compliant, auditable and scalable solution for organizations operating across multiple jurisdictions and regulatory frameworks worldwide.



Ready to Close the Investigation Gap?

We offer a joint discovery call with FaceUp and OSACO Group to design a solution that fits your organization's regulatory environment, team structure, and investigation maturity.



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