



Impact Category Definitions



Impact Category	Insignificant	Low	Medium	High	Extreme
Compliance	Negligible compliance, contractual, regulatory, or legal concerns.	Potential for compliance, contractual, regulatory, or legal issues with minor implications.	Confirmed compliance, contractual, regulatory, or legal issues with moderate implications.	Major penalties and/or costs related to compliance, contractual, regulatory, or legal issues.	Extreme penalties related to compliance, contractual, regulatory, or legal issues (e.g., jail time for employees, closing of the organization, etc.)
Financial	Negligible direct loss/profit reduction (e.g., < \$10,000 or < 1%).	Minor direct financial loss/profit reduction (e.g., < \$100,000 or < 5%).	Moderate direct financial loss/profit reduction (e.g., < \$500,000 or < 10%).	Major direct financial loss/profit reduction (e.g., < \$1,000,000 or < 15%).	Extreme direct financial loss/profit reduction (e.g., > \$1,000,000 or > 15%).
Operational	Negligible impact on operational functions.	Minor disruption to operations, staff, or supporting functions.	Moderate disruption to operations or sustained deterioration in working conditions.	Major disruption to operations or extended deterioration in working conditions.	Extreme disruption of operations or unacceptable working conditions.
Reputational	Negligible exposure or low impact that can be immediately remedied.	Minor exposure resulting in low impact that can be remedied at minimal cost.	Moderate exposure resulting in moderate-to-high impact that can be mitigated over time.	Major exposure resulting in high impact with the potential for long-term impact to the brand and reputation.	Extreme exposure resulting in high impact with the potential for irreversible damage to the brand and reputation.

