

WHISTLEBLOWING 101

An introduction to the
new EU directive



Manuel Müller
Principal Customer Success

Patrick Agostini (LL.M.)
Privacy Consultant

Philipp Deß
Product Manager, EQS Group

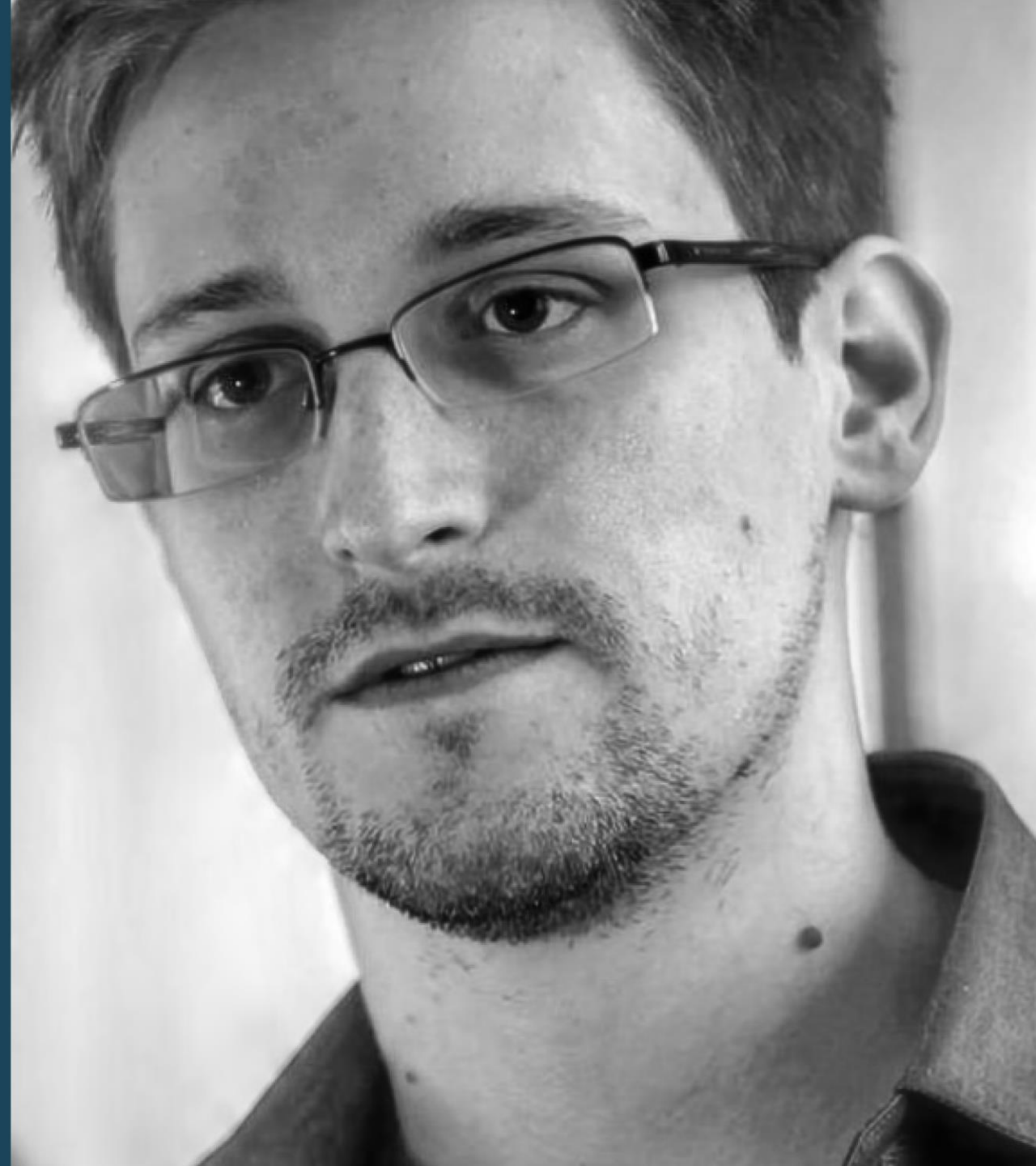
WHAT IS WHISTLEBLOWING?



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A whistleblower is a person who exposes activity within a company or government organisation that is deemed **illegal, unsafe, or an abuse of taxpayer funds**.

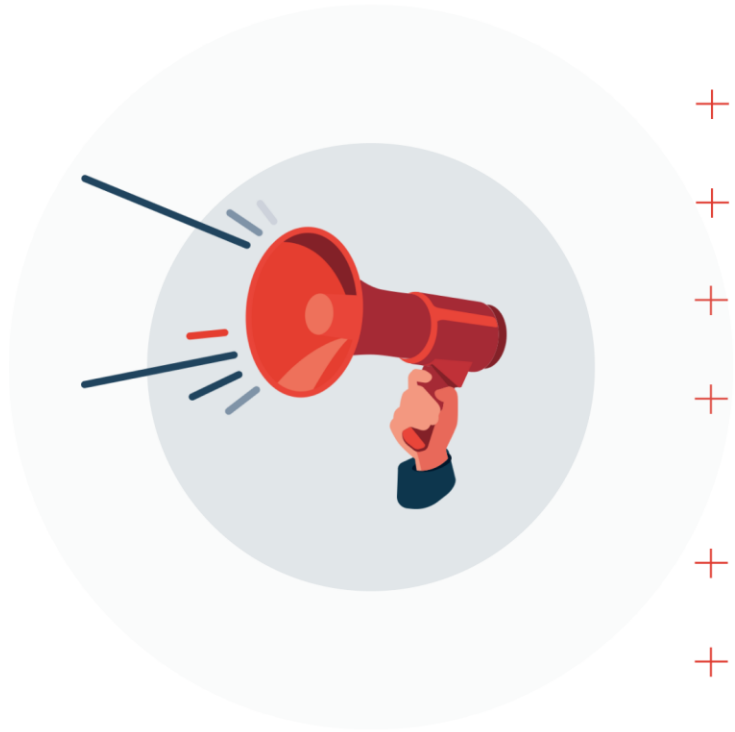
Whistleblowers are so important for **ethical corporate governance** that a new EU law now offers them special protection.





The deadline for the implementation of the EU Whistleblower Directive (2019/1937) is **17 December 2021.**

EU WHISTLEBLOWER DIRECTIVE: WHAT ARE THE REQUIREMENTS?



- + Establish an **internal reporting channel**
- + Keep identities of whistleblowers **confidential**
- + The reporting channel must be **protected and secure**
- + All personal data must be handled and processed in accordance with **GDPR**
- + **Meet deadlines for providing feedback** to the whistleblower
- + Duty to inform stakeholders about reporting options; this information must be **easy to find and understand**



WHY WHISTLEBLOWING?

PROTECT EMPLOYEES

- Willingness to provide sensitive information increases
- Fear of retaliation decreases

REDUCE COSTS

- By taking preventive action
- Enables efficient and early detection of fraud and other financial misconduct

MINIMISE RISK

Early knowledge and awareness of misconduct results in reduced:

- Financial risks
- Liability risks
- Reputational risks

WHISTLEBLOWING SYSTEM: WHAT ARE THE OPTIONS?



WHISTLEBLOWING SYSTEMS IN PRACTICE

MAIL BOX

- Not dialogue based
- Time delay
- Limited confidentiality

HOTLINE

- Language barrier
- Expensive
- Limited confidentiality



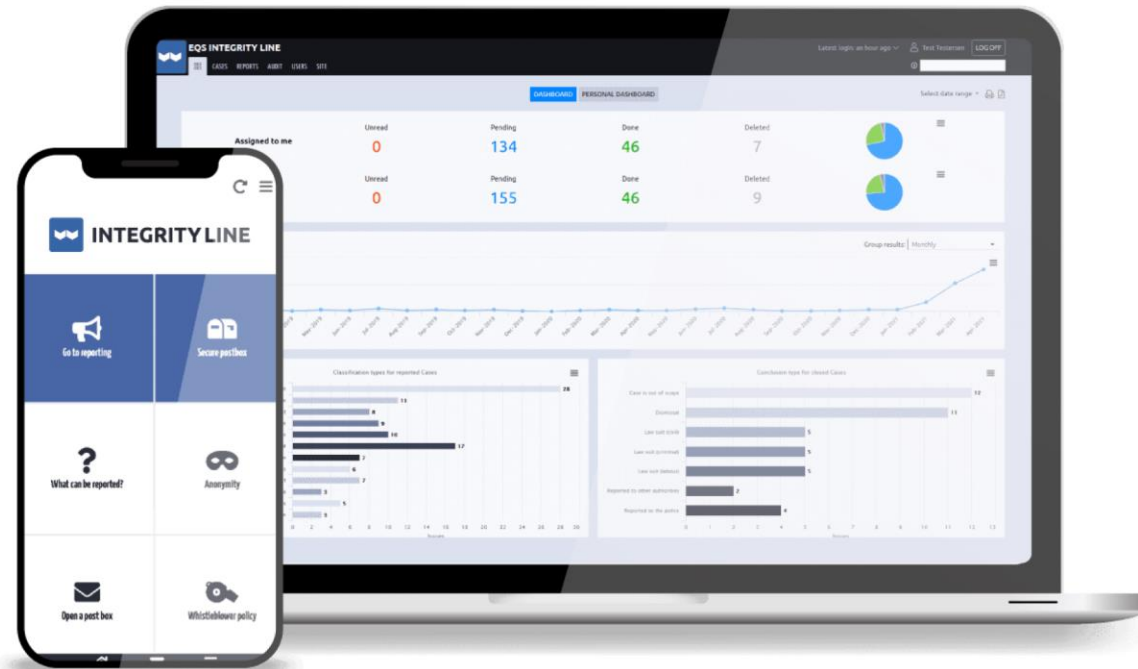
EMAIL SYSTEM

- No anonymous communication
- Email tracking
- No secure submission of documents

OMBUDSMAN

- Knowledge of internal structures limited
- Limited availability
- Limited confidentiality

DIGITAL WHISTLEBLOWING SYSTEM



- + Worldwide 24/7 case entry and processing
- + Secure encryption
- + Dialogue-enabled communication
- + Save time and money
- + Full compliance with the EU Whistleblower Directive





Thank you for your interest!
Your point of contact for all
whistleblowing topics.



E-Mail:

manuelmueller@dataguard.de

Phone:

+49 176 42740803