

THE DEADLINE IS LOOMING

Every employer with more than 50 employees in the European Union will soon need to comply with the **European Union's Directive for the protection of persons reporting on breaches of Union law**, otherwise known as the **EU Whistleblower Protection Directive**.

Organisations with more than 250 employees must comply with this legislation from December 2021, and those with between 50 and 249 employees by the end of 2023.

With the safeguards set out in the Directive, the EU is signaling to whistleblowers that they have nothing to fear while encouraging workers to report on company wrongdoing.

AHEAD OF THE DEADLINE YOU NEED TO:

- ✓ **Communicate the impact of the Directive to essential stakeholders**, including new responsibilities
- ✓ **Communicate the impact of the Directive to all employees**, identifying who is protected and what is covered
- ✓ **Communicate the hierarchy of reporting channels** and why/when they should be used
- ✓ **Implement tools and processes to:**
 - Capture reports
 - Confirm receipt of reports and provide updates
 - Allow for further communication and feedback between reporter and investigator
 - Allow for resolution update
- ✓ **Ensure the tools and processes retain confidentiality** of identities and are compliant with GDPR
- ✓ **Update policies to reflect new implications**
- ✓ **Make sure all the above information and policies are easily accessible**
- ✓ **Communicate the whistleblowing process and 'how to' to all employees** and have a campaign plan to frequently disseminate this information

ARE YOU COMPLIANT WITH THE EU WHISTLEBLOWER PROTECTION DIRECTIVE?