

# Whistleblowing

We offer a one-stop solution covering both the legal and process-management aspects of the whistleblowing reporting obligation

## Which companies are concerned?

As from 2023 a company established in Belgium employing more than 50 employees will have to set up a whistleblowing reporting channel. For companies employing 249+ employees this has been the case since 15 February '23.

## What is Whistleblowing about?

The internal or external reporting channel must allow whistleblowers to report behaviour or facts that would establish (suspicions of) violation of certain legislation (including social and tax fraud in Belgium).

This reporting channel can be both oral and/or written

Reporting can be done anonymously or on a named basis

Whistleblowers will be protected against retaliation measures under certain conditions (good faith...).



## How can we help?

In order to ensure optimal management of complaints or facts reported through this channel, Fieldfisher offers to manage relations with whistleblowers through an IT tool developed by our partner Whistleblower Software ApS. The tool will be specially adapted to your needs and the legal constraints.

Whistleblowers will thus be put in contact (anonymously or not, depending on their choice) with a lawyer from our firm who will act as an intermediary with the designated person within your company.

This service will allow you to be advised at all times and to respect your legal obligations in terms of whistleblower protection.

It will also allow you to have the necessary multi-disciplinary legal support of Fieldfisher, in order to carry out any investigations in compliance with legal standards, particularly in terms of personal data protection.

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## Our intervention generally consists of 3 phases:

**Phase 1:** a general discussion regarding the reporting channel to be put in place, taking into account the general environment and the specificities of your company (nature of the activities, social relationships, Code of conduct already in force...).

**Phase 2:** implementation of the IT management tool, possibly including legal support when the tool is launched (consultation of the works council, training of employees, etc.).

**Phase 3:** management and follow-up of alerts under supervision of the designated person in your company (HR manager, compliance officer, etc.).

Get in touch with our experts, send us an email in case you have any inquiries or should you wish to set up a meeting



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