

Whistleblowing

fieldfisher



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

WHICH COMPANIES ARE CONCERNED?

Companies established in Belgium with:



50+ employees

are required to set up a whistleblowing reporting channel as from 17 December 2023.



250+ employees

have been required to set-up a whistleblowing channel from 15 February 2023.

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.



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, etc.).



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

Contact us if you have an enquiry or wish to set up a meeting.



Jean-François Germain Managing Partner

+32 (0)2 742 70 30
jean-francois.germain@fieldfisher.com



Stefan Nerinckx Partner

+32 (0)2 742 70 57
stefan.nerinckx@fieldfisher.com



Olivier Van Herstraeten Counsel

+32 (0)2 742 70 16
olivier.vanherstraeten@fieldfisher.com

 [fieldfisher.com](https://www.fieldfisher.com)

 [Fieldfisher Belgium](#)

 [@Fieldfisher](#)