



EU Whistleblower protection | Deadline day!

Managing your obligations with confidence

The EU Whistleblowing Directive 2019/1937 imposes minimum standards regarding the protection of whistleblowers against retaliation and the **obligation to establish internal reporting channels at company-level.**

The Belgian law implementing this directive for the private sector entered into force by 15 February 2023, imposing **two deadlines for the companies in scope, depending on the number of employees:**

#employees (legal entity)	Deadline
250+	15/02/2023
50 – 249	17/12/2023

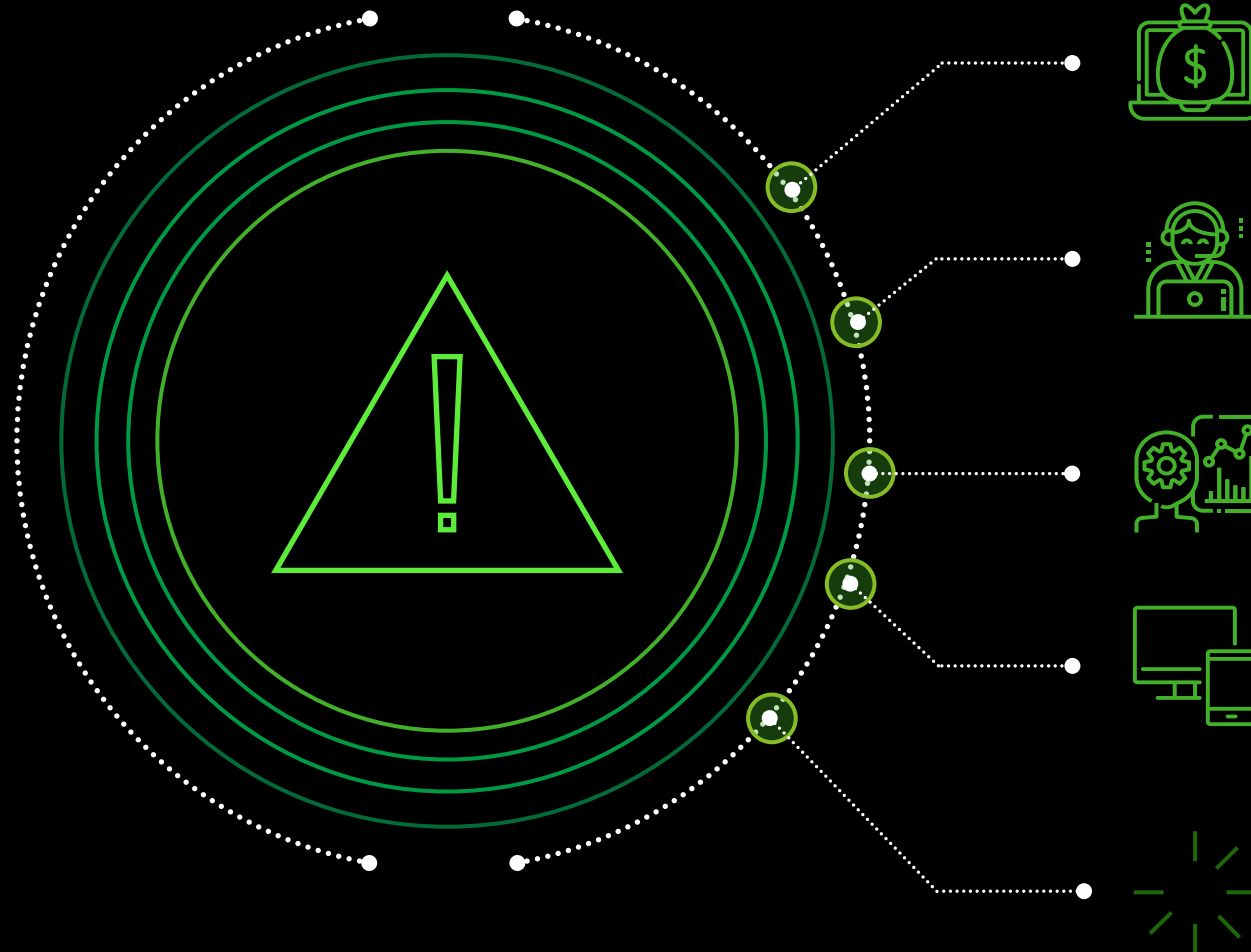
While Belgium took the liberty to exceed its implementation deadline, companies do not have this luxury. Not having the internal reporting channel in place is sufficient to risk criminal or administrative fines.

Deloitte and Deloitte Legal have teamed up to provide clients with a menu of necessary **tools and structure** to comply with their new obligations and execute the necessary investigations to **mitigate the risk** of financial and reputational damage.

Not compliant yet? Reach out!

How can we help?

Thanks to our privileged and multidisciplinary collaboration with Deloitte and the Deloitte Legal Global network – our dedicated team of highly qualified lawyers is uniquely positioned to assist clients on all implications of the Whistleblower Directive throughout the EU.



Risk mitigation

- Policy drafting to establish a compliant whistleblowing scheme
- Handle investigations following a report
- Assess appropriate actions following the investigation (strategy | employment | criminal | GDPR | brand image | finance)

Availability

By providing 24/7 support, we ensure that you do not miss the **statutory deadlines** to provide confirmation of receipt and feedback

Attorney-client privilege

Independent legal advice, protected by attorney-client-privilege to ensure **confidentiality** throughout the procedure, with access to Deloitte's recognized team of **Forensic experts**

Secure disclosure

Deloitte created a Whistleblowing platform, **Deloitte Halo**, to enable safe and compliant reporting and investigations

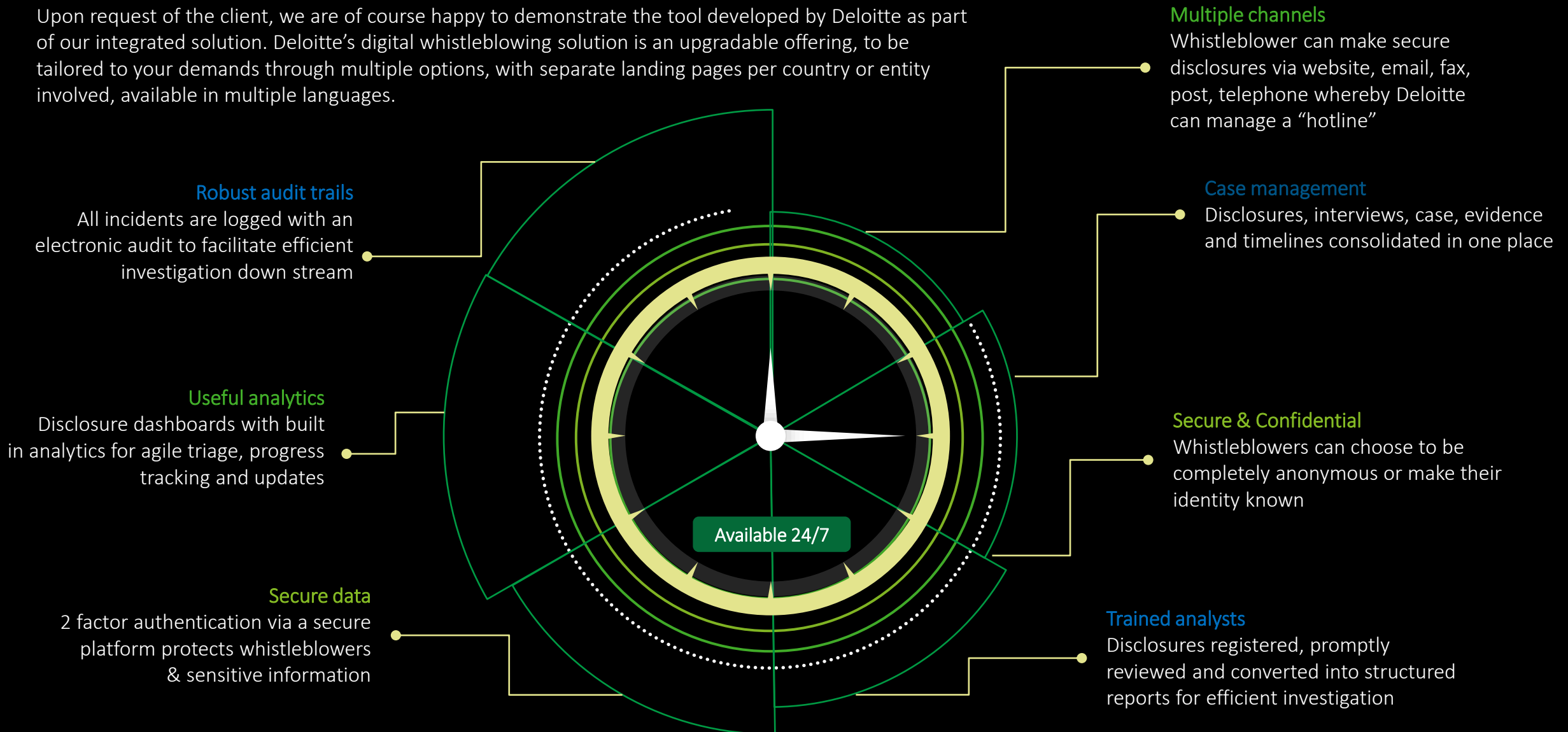
Global reach

Through our global network, Deloitte Legal can tailor any whistleblowing framework to the **country-specifics** and handle **cross-border reports**

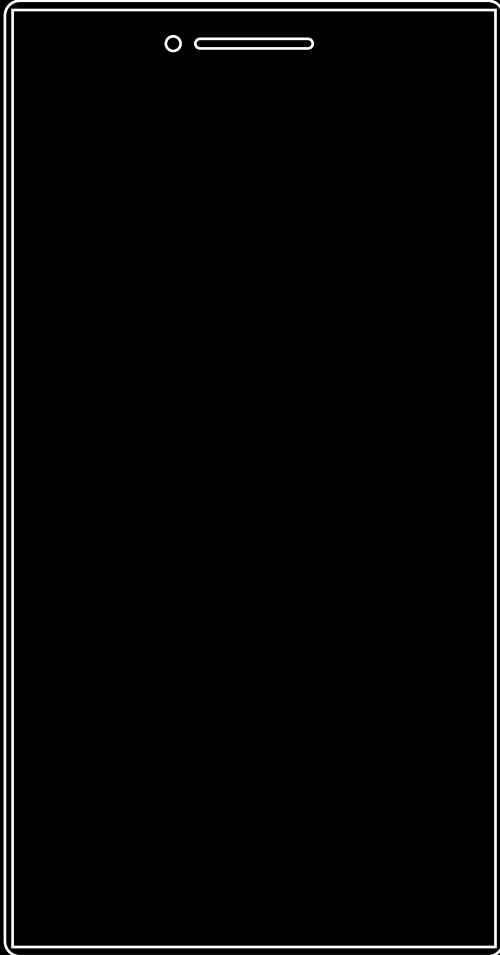
Deloitte. Halo, at a glance

Our legal services are complementary with all reporting channel providers.

Upon request of the client, we are of course happy to demonstrate the tool developed by Deloitte as part of our integrated solution. Deloitte's digital whistleblowing solution is an upgradable offering, to be tailored to your demands through multiple options, with separate landing pages per country or entity involved, available in multiple languages.



Questions? Let's discuss



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