



By **December 17**, all companies with **at least 50 employees**, and **based in the EU**, must comply with the **EU Whistleblowing Directive**



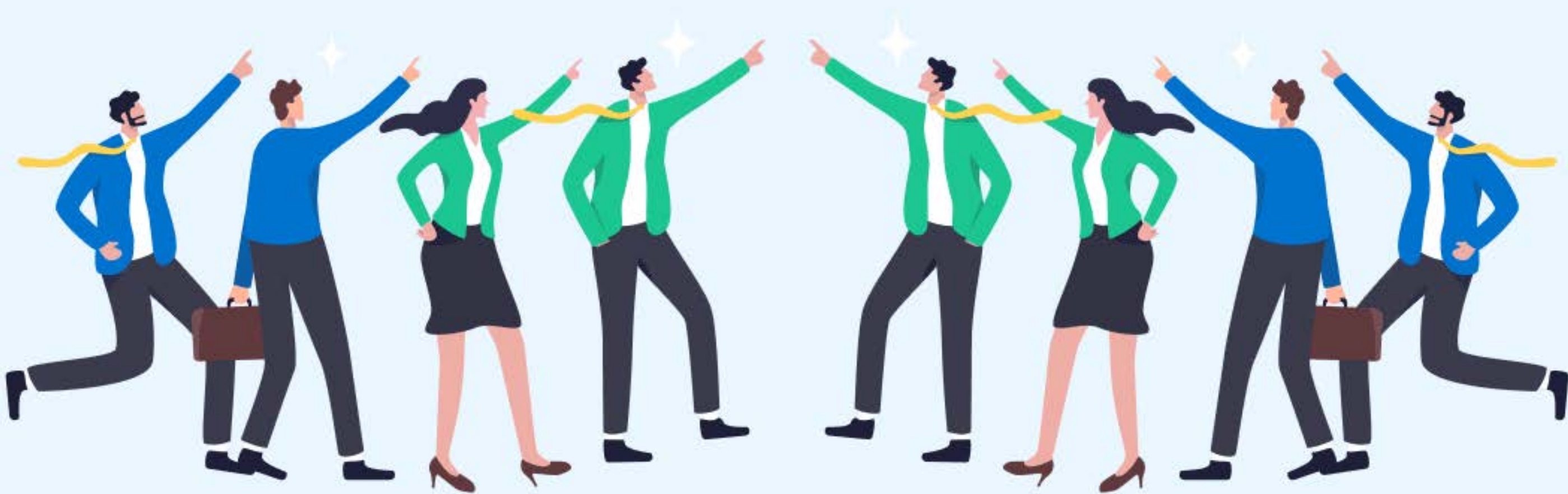
The directive is aimed at protecting those who **report violations** of EU laws that come to their attention in the **work-related context**.

Reports can cover: privacy violations, financial malfeasance, consumer protection, harassment, environmental issues, and more.



Who does it apply to?

The directive applies to **companies** or **subsidiaries** in the **EU** with **50 or more employees**.



Important: If your company is based outside the EU, but has a subsidiary in the EU with at least 50 employees, the subsidiary must comply with the Directive.



To comply, you **must offer an **internal reporting channel** for employees to report violations, making sure to:**

👉 ensure their **anonymity**

👉 **prevent** the reporter from suffering **retaliation**

Please note: not only employees can report, but also volunteers or job applicants.



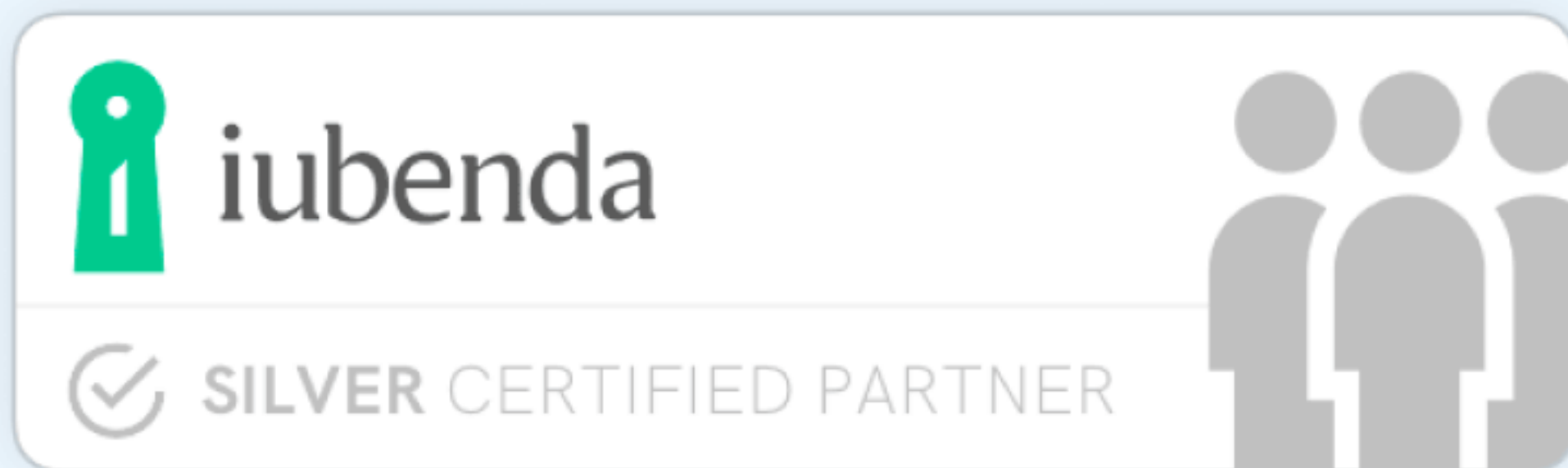
Traditional reporting channels (telephone, mail and such) may have limitations:

- 👉 are not accessible 24 hours a day
- 👉 put the anonymity of reporting at risk

A software tool can simplify the submission and collection of reports.

Do you need to comply with the **EU Whistleblowing Directive?**

As a **Silver Partner** of iubenda, we can help you manage whistleblowing compliance with a **dedicated, easy-to-implement tool**



Contact us for further information

