



Whistleblowing system

Detect internal misconduct and protect your company

In the past few years, many corporate scandals have been reported in the media, often by company executives or employees.

Have you ever thought about how to prevent leaks of such confidential matters? The best way to do this is to **allow employees to report unfair and unlawful conduct through a whistleblowing system.**

Employees are often the first to know about misconduct and have access to relevant evidence. But many prefer not to report it, either because of fear of retaliation or the lack of an internal whistleblowing system. Instead, they turn to the media or even law enforcement bodies. The consequences can be severe.

Why introduce a whistleblowing system?

- Be the first to know about misconduct in your company. **Keep things under control. Save costs.**
- **Avoid legal, financial and reputational risks.**
- Act **in compliance with the new legislation on whistleblowing and whistle-blower protection.**

Ask yourself this question: **Does our company have a whistleblowing system?** If so, is it compliant with the new legislation? If not, find out more about how our expert team can help you on the next page.

Directive (EU) 2019/1937 on whistle-blower protection

Who has new obligations?

Any (private) company with more than 50 employees and all legal entities in the public sector, including entities owned or controlled by such entities (an exception may be provided by the adaptation act).

What will happen in practice?

The aforementioned entities must establish a tool for whistleblowing.

What is the readiness deadline?

The obligations will be enforceable after the adoption of the adaptation act.

Deloitte SafeSpace

Complex service and technology for receiving and processing whistleblowing reports.

Why Deloitte SafeSpace?



Confidentiality and security.

Complete protection of the identity of the whistle-blower.



Reports anywhere, anytime.

Reports are available on real-time dashboards along with historical trends.



Personalisation. We can tailor our services to meet the needs of each of our clients.



24/7 operations. Fully outsourced and independent whistleblowing service is in operation 24/7.



Various channels. Webform and telephone connections are used to obtain structured data through available channels.



Safe access. Our technology uses two-factor authentication and is hosted in secure and certified data centres.



Languages. The service is offered in more than 50 languages.



Professional support.

Our experts will support you in investigating any incidents.



Quality control. All processes are subject to internal quality control.

How does Deloitte SafeSpace work?

Report

Our whistleblowing and reporting tool allows employees to raise issues or concerns through the Deloitte Halo platform.

Notification

Upon receipt of the report, the person concerned will receive a notification.

Summary and additional support

We will provide users with a summary of past incidents categorised by reporting channel, incident type or location, and other information.

Additional services

How can we help you create an even more effective whistleblowing system?

➤ **Preparation of internal directives and procedures.** The whistleblowing system should be enshrined in a clearly formulated and easily accessible whistleblowing directive.

➤ **Setting up transparent processes.** Defining processes and responsibilities is essential to ensure that every member of the whistleblowing team knows their role.

➤ **Staff training.** Trained and informed employees and management are the key to a successful operation of the whistleblowing system.

➤ **Tailor-made advice.** After receiving the report of an incident, you may be wondering what to do next. Our experts will help you assess the situation and provide assistance with the internal investigation, including legal support and representation in the next steps.

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