

Deloitte.



Deloitte Halo

Independent Digital
Whistleblowing Solution

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We are led by a purpose: to make an impact that matters.

Deloitte is a recognised global provider of independent whistleblowing solutions to corporate and public sector entities across the globe. Our goal is to help organisations to minimise workplace misconduct and strengthen governance effectively.

Issues such as fraud, bribery and corruption, misconduct, harassment, bullying, unethical behaviour are all risks that have the potential to cause financial and reputational damage to organisations when left undetected.

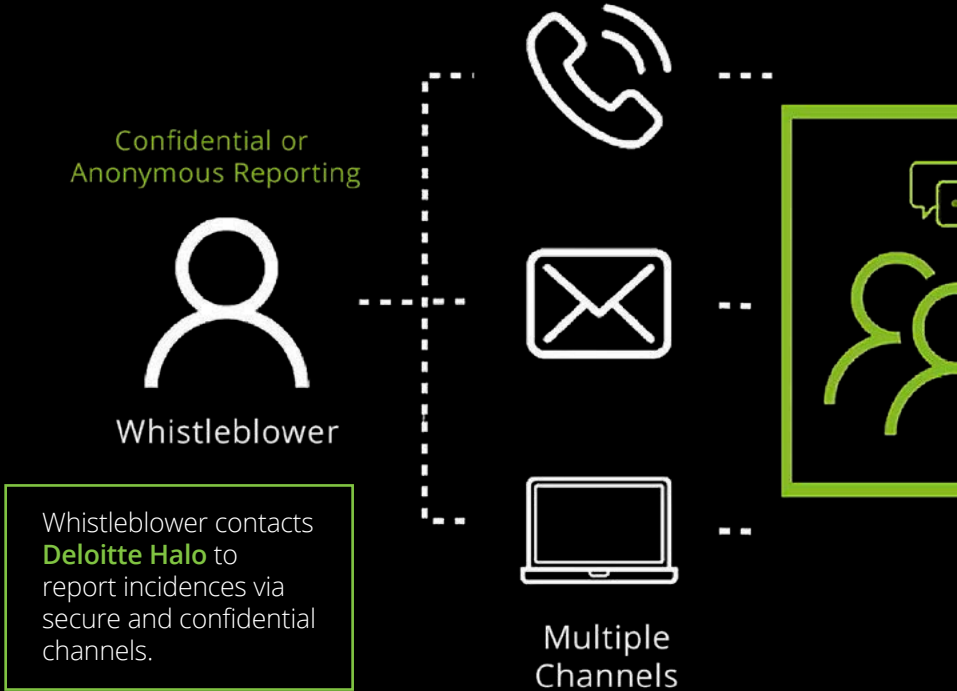
Never a comfortable pursuit, it is of critical importance for organisations to establish safe channels for whistleblowers to step forward and 'blow-the-whistle' to expose sensitive issues in a confidential manner.

Deloitte Halo, our digital whistleblowing solution equips organisations with secure and confidential reporting channels layered with advanced security features. It also facilitates case management and provides insight using analytics across your organisation's whistleblowing disclosures. Trained Deloitte Analysts will review incidents and prepare reports, and escalate high-risk matters.

To strengthen governance and internal controls, Deloitte also helps organisations to manage regulatory change and adhere to whistleblowing obligations. For the last two decades, Deloitte's goal is to design a clear, practical and implementable whistleblowing programme that monitors policies and effectiveness of controls, to help organisations see their risks first.

Manage your whistleblowing risk smartly with Deloitte Halo

Deep whistleblowing expertise married with leading edge technology



Whistleblower contacts **Deloitte Halo** to report incidences via secure and confidential channels.

VALUE

INTEGRATED AND SEAMLESS

COST-EFFECTIVE

PRACTICALLY LOW RISK

TRAINED ANALYSTS



Whistleblowing dashboards open up into a structured case management tool that helps the client's authorised Disclosure Coordinator to review and manage disclosures.



Authorised Clients

Trained Deloitte Analysts review all matters promptly in **Deloitte Halo**. High risk matters are prioritised for quick response with actionable insights critical for efficient investigation down-stream.

DRIVERS

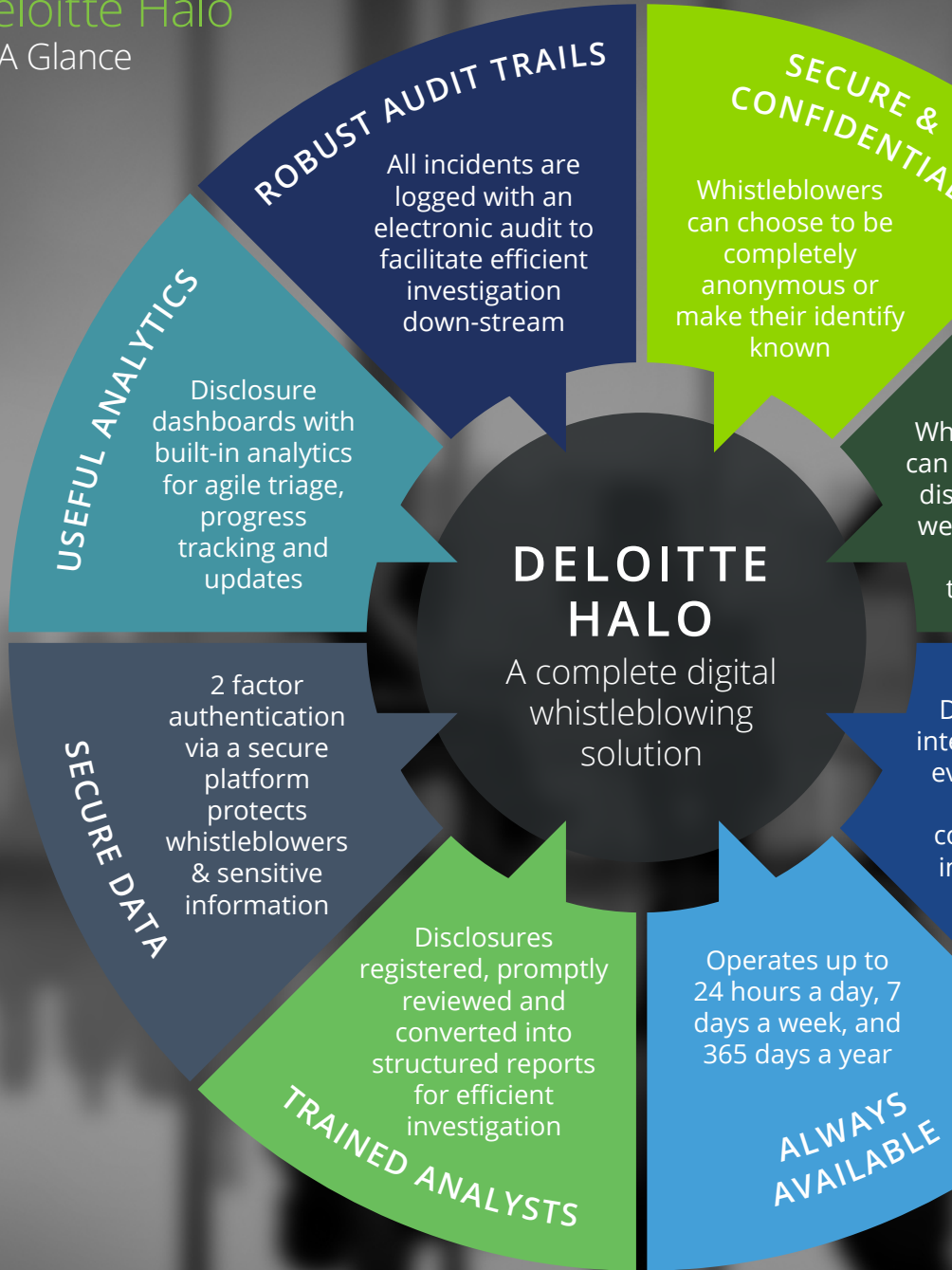
CAL AND EFFORT

COMPLIANCE-BASED FOR STRONG GOVERNANCE

SECURE AND TRUSTED

Deloitte Halo

At A Glance



MULTIPLE CHANNELS

Whistleblowers make secure disclosures via website, email, fax, post, telephone

CASE MANAGEMENT

Disclosures, interviews, case evidence and timelines consolidated in one place



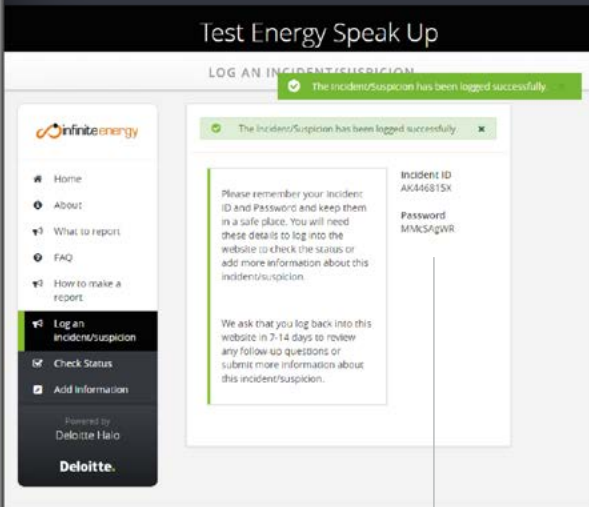
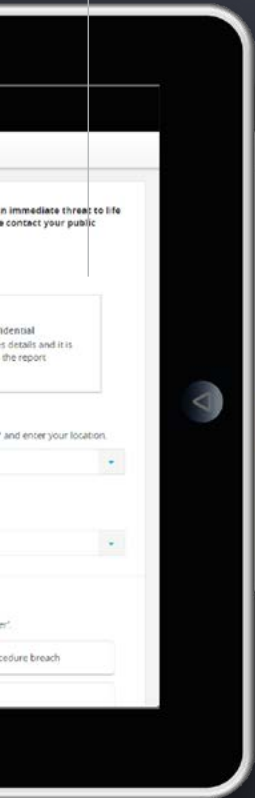
Whistleblower contacts Deloitte Halo via secure and confidential channels

Customised Webpage

The screenshot shows a web form titled "Test Energy Speak Up" with the sub-header "LOG AN INCIDENT/SUSPICION". On the left is a navigation menu with the "infiniteenergy" logo and links for Home, About, What to report, FAQ, How to make a report, and "Log an incident/suspicion" (which is highlighted). Below the menu, it says "Powered by Deloitte Halo" and the "Deloitte" logo. The main content area includes a disclaimer: "Test Energy Speak Up is NOT an emergency service. This is not the place to report events presenting a risk to health or property and we may not be able to reply immediately. If you require emergency assistance, please contact your local emergency service." Below this is a "Disclosure Security" section with three options: "Completely Anonymous" (selected), "Confidential (restricted)", and "Confidential (full)". The form then asks for "Location" and "Your connection" (Employee). The "Incident Type" section has radio buttons for "Bullying" (checked), "Bribery/Corruption", "Policy/Procedure", "Conflict of interest", "Discrimination", and "Fraud".

Intuitive web form to guide staff

Confidential
or Anonymous
Reporting

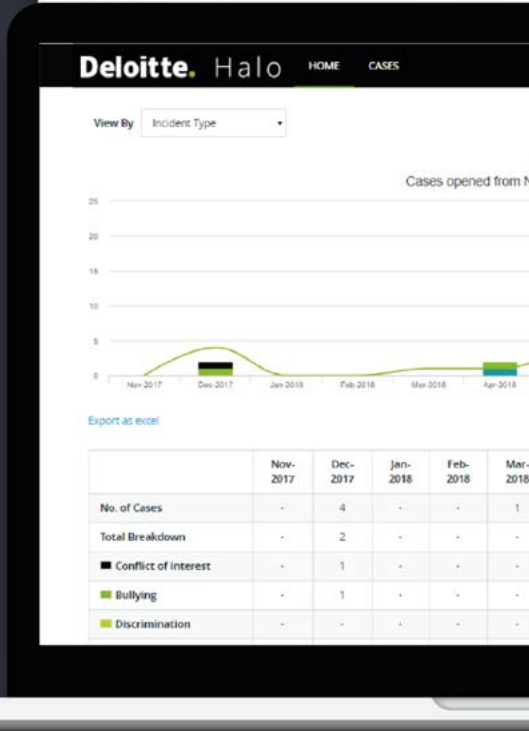


Clear follow up
instructions with
Unique Incident ID
and Password

Whistleblowing dashboards open up into a structured case management tool that helps the client's authorised Disclosure Coordinator to review and manage disclosures

CASE MANAGEMENT
Authorised users have access to a disclosure dashboard to triage and manage disclosures efficiently.

Open (6)	Assigned to me (1)	Unassigned (4)	Closed (0)	All (6)
Case ID	Brief Description	Opened Date	Location	Chan
AK112006Y	Client Added Ca...	19 Feb 2019	SG East	Call
AK745164C	Grievance again...	17 Jan 2019	SG East	Others
AK996638C	Allegations of f...	17 Jan 2019	Others	Webst
AK927925C	Allegations agai...	17 Jan 2019	SG East	Webst
AK882926C	Allegations agai...	17 Jan 2019	Others	Email

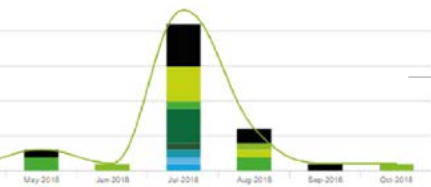


Incident Type	Anonymity Level	Case Outcome	Case Status
Bullying			Open
Bullying			Open
Fraud			Open
Bribery/Corrupt...			Open
Conflict of inter...			Open

English Client Test

2017-11 2018-10 View

Nov 2017 - Oct 2018



	Apr-2018	May-2018	Jun-2018	Jul-2018	Aug-2018	Sep-2018	Oct-2018
1	1	3	1	23	6	1	1
2	2	3	1	21	6	1	1
-	-	1	-	6	2	1	-
1	1	-	1	-	1	-	1
-	-	-	-	5	1	-	-

Real-time Dashboard with robust audit trail of all logged disclosures

Protect Your People and Organisation



Step 1

SELECT A SOLUTION

Consider:

- Digital / online only access or
- Digital plus call centre disclosures
- Languages required – English only or multilingual
- Access points – how many co-ordinators in your organisation will need dashboard access
- Your organisation's likely disclosure volume – based on your organisation's size and footprint

- A single leader or
- A network of co-ordinators for larger organisations



Step 2

APPOINT A DISCLOSURE CO-ORDINATOR



Step 3

REFRESH YOUR IN-HOUSE ASSETS

- Leverage our sample policy, procedures, briefing and communication assets – taking the effort out of programme design



Step 7

CONTINUOUS MONITORING AND EVALUATION

- Access programme-wide data for easy oversight
- Review trends, spikes, gaps and direct your attention where it counts
- Align your fraud, corruption, ethics and audit plans based on disclosure trends and investigation findings

- Contract with Deloitte as your independent whistleblowing service provider
- Receive a useful onboarding checklist
- Test your links and dashboards
- Request additional online training tools if required
- Leverage brochure and poster templates to broadcast your 'go-live'



Step 4

SET-UP YOUR DISCLOSURE CHANNELS



Step 5

CREATE AWARENESS

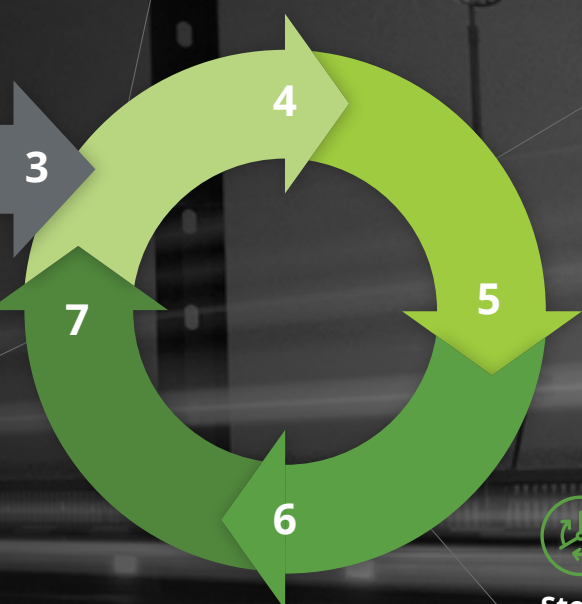
- Train employees
- Promote access options to whistleblowing channels
- Share links on your website – to drive disclosures to the whistleblowing line securely



Step 6

OPERATIONALISE YOUR PLATFORM

- Capture disclosures / review trends
- Investigate reports
- Integrate disclosure insights with other initiatives (e.g. compliance testing, internal misconduct controls)



Contact Us

Deirdre Carwood

Forensic Partner

 dcarwood@deloitte.ie

 +353 1 417 2200

Contacts



At Deloitte, we make an impact that matters for our clients, our people, our profession, and in the wider society by delivering the solutions and insights they need to address their most complex business challenges. As the largest global professional services and consulting network, with approximately 286,000 professionals in more than 150 countries, we bring world-class capabilities and high-quality services to our clients. In Ireland, Deloitte has nearly 3,000 people providing audit, tax, consulting, and corporate finance services to public and private clients spanning multiple industries. Our people have the leadership capabilities, experience and insight to collaborate with clients so they can move forward with confidence.

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Dublin

29 Earlsfort Terrace
Dublin 2
T: +353 1 417 2200
F: +353 1 417 2300

Cork

No.6 Lapp's Quay
Cork
T: +353 21 490 7000
F: +353 21 490 7001

Limerick

Deloitte & Touche House
Charlotte Quay
Limerick
T: +353 61 435500
F: +353 61 418310

Galway

Galway Financial Services
Centre
Moneenageisha Road
Galway
T: +353 91 706000
F: +353 91 706099

Belfast

19 Bedford Street
BT2 7EJ
Belfast, Northern Ireland
T: +44 (0)28 9032 2861
F: +44 (0)28 9023 4786

Deloitte.ie