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Panel Discussion: Protecting Those Who Protect You

Safeguarding Whistleblowers During and After Investigations October 27, 2021

EU Whistleblowing Directive

Key content



Implementation of **internal reporting** channel (entities in private sector with 50+ workers)

- can be outsourced to external providers
- no exemptions for group reporting channels



Three reporting avenues:

- 1. internal reporting
- external reporting
- 3. public disclosures



Protection against retaliation applies to all entities

implies reversed burden of proof



Protection of identity (confidentiality)

option to report anonymously



Deadline for Member States to implement: 17 December 2021

Exception: internal reporting for legal entities with 50 – 249 workers: deadline extended to 17 December 2023

Countries at a Glance

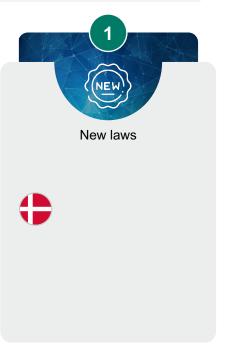


Whistleblowing Directive 2019/1937: Implementation Across EU Member States*









* As at 8 October 2021

Date of effect: Denmark: 17/12/2021



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