



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
2. 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*

13



Does this jurisdiction have existing domestic whistleblower legislation?



1



Has this jurisdiction implemented the Whistleblowing Directive



22



Is there pending draft legislation / pending changes to existing legislation to implement the Whistleblowing Directive?



1



New laws



* As at 8 October 2021

Date of effect: Denmark: 17/12/2021

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