

# The Directive introduces common minimum standard

Core concept of the Directive: **Protection against retaliation** not only for (current and former) employees but also for contractors, sub-contractors and their personnel as well as other individuals **when reporting concerns internally or externally.**

Establish and maintain confidential whistleblowing channel

Timely response to the whistleblower: confirmation of receipt of a report — within 7 days

Independent person or a team with the right competence to manage reports professionally and free from conflict of interest

Formalized and well-documented process of diligent follow-up

Timely feedback on follow-up measures (informing the whistleblower on actions taken within maximum 3 months)

Clear and easily accessible information on the conditions and procedures for submitting internal and external reports

**The deadline for national transposition of the Directive passes on December 17, 2021**

**Currently no group wide solution foreseen in the Directive!**