



## WHISTLEBLOWER PROTECTION

	<h3>Who does it apply to?</h3>	<h3>New obligations for enterprises</h3>
	<p><b>Every organisation that hires at least 50 people.</b></p> <p><b>Additionally, regardless of the headcount</b> – entities listed in the directive, among others, from the financial services, products and markets sector as well as anti-money laundering and terrorist financing, transport security and environmental protection sectors.</p>	<ul style="list-style-type: none"> <li>– Implement an internal whistleblowing procedure</li> <li>– Protect whistleblowers from retaliation</li> <li>– Accept and process internal reports via the reporting channel</li> </ul>
	<h3>Our proposal covers:</h3>	<h3>What's in it for you?</h3>
	<ul style="list-style-type: none"> <li>– Internal whistleblowing procedure, designing rules and channels for secure acceptance of reports</li> <li>– Whistleblowing incentive system – sample solutions</li> <li>– Improvements to existing solutions</li> <li>– Evaluation of compliance of your electronic whistleblowing system with personal data protection regulations and cybersecurity according to the newest standards</li> <li>– Implementation and management of a whistleblowing system</li> <li>– Training in planning and implementation of reporting channels and whistleblower protection measures</li> <li>– Day-to-day legal and technical support</li> <li>– Assumption of the Compliance Officer role</li> </ul>	<ul style="list-style-type: none"> <li>– certainty that your enterprise operates in compliance with applicable laws</li> <li>– no risk of criminal liability for breaching the applicable laws</li> <li>– effective protection of whistleblowers</li> <li>– protection of your company's resources and more effective actions</li> <li>– monitoring of business risks</li> <li>– trust of employees and business partners when reporting irregularities through the whistleblowing system</li> <li>– proof that you exercise due diligence in managing your business</li> </ul>

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