

Rödl & Partner

Expert advice

Protection of whistleblowers: whistleblowing system




WHISTLEBLOWING

Who are whistleblowers?


Whistleblowers are individuals who report or publicly disclose information on breaches of law in certain areas, obtained in connection with their work.

EU Member States, including Poland, are obliged to transpose into national law the solutions provided for in Directive (EU) 2019/1937 of the European Parliament and of the Council by 17 December 2021.


New obligations for enterprises



Introduce an internal whistleblowing policy setting out an internal procedure for reporting breaches of law and undertaking follow-up activities.




Protect whistleblowers and introduce anti-retaliation measures.



Introduce an internal reporting channel and appoint an impartial person or a department to take steps in connection with the reported irregularities.

We collaborate with e-nform, a company which has created and develops a Polish whistleblowing platform.










e-nform

WHISTLEBLOWING

We offer the following services as part of whistleblowing system implementation:

	Development of a whistleblowing procedure and policy
	Consultations with the company trade union or employee representatives, including election of employee representatives
	Development of documentation and procedure for undertaking follow-up activities
	Technical and legal advice (including in terms of cybersecurity) on selecting a whistleblowing system
	Provision of an electronic whistleblowing system in collaboration with our business partner
	Evaluation of compliance of electronic whistleblowing systems with personal data protection regulations, black-box convention as per the OWASP Testing Guide v.4.2, best practices of application security using secure IT infrastructure
	Training for the management and employees in Polish, German and English
	Development of risk analysis (including data protection impact assessment, DPIA)
	Operation of the whistleblowing system
	Ongoing support of the above-mentioned activities
	External Compliance Officer function

What's in it for you?

	certainty that your enterprise operates in compliance with applicable laws
	no risk of criminal liability for breaching the applicable laws
	effective protection of whistleblowers
	protection of your company's resources and more effective actions
	monitoring of business risks
	trust of employees and business partners when reporting irregularities through the whistleblowing system
	proof that you exercise due diligence in managing your business



JAROSŁAW HEIN

Attorney at Law (Poland)
Tax Adviser (Poland)
Partner

M +48 602 255 509
jaroslaw.hein@roedl.com



JAROSŁAW KAMIŃSKI

Attorney at Law (Poland)
Associate Partner

M +48 694 207 482
jaroslaw.kaminski@roedl.com



ŁUKASZ NAPIÓRKOWSKI

Attorney at Law (Poland)
Senior Associate

M +48 532 199 113
lukasz.napiorkowski@roedl.com

Rödl & Partner is an international firm providing integrated professional services in the area of audit, business process outsourcing, tax, law and business consulting. It has 106 offices in 48 countries, where it employs 5130 people. In Poland, the firm hires over 500 employees in six locations: Cracow, Gdansk, Gliwice, Poznan, Warsaw and Wrocław.

E-nform sp. z o.o. is a Polish company with an exceptional team composed of professionals from various areas of expertise. It has vast experience in audit, internal controls, analytical platforms and software engineering. E-nform's mission is to provide customers with modern IT solutions and professional consulting services to increase the security and effectiveness of their organisations.

www.roedl.pl

