

# What is the EU Whistleblower Protection Directive?



## How WhistleB can help organisations comply with the EU Whistleblower Protection Directive

**Directive (EU) 2019/1937 (commonly referred to as the EU Whistleblower Protection Directive or the EU Whistleblowing Directive, (“the Directive”)) was adopted by the European Council in 2019. It aims to strengthen protections for people who report breaches of EU law, create safer, better-defined reporting channels across all EU member states, and move member states towards a unified legal framework.**

The Directive has implications for hundreds of thousands of organisations within the EU—and beyond. December 2021 marked the deadline for member states to enact national law satisfying the requirements of the Directive for organisations of 250 people or more, leaving two further years for smaller organisations of 50 or more people. Laws will vary by country, as the Directive establishes minimum standards, which will be transposed to national law in each member state.

There are several fundamental requirements set out in the Directive as described below. The WhistleB whistleblowing system has been designed to ensure organisations can comply with the Directive, and importantly provides business value by preventing misconduct occurring and minimising damages.

TO FIND OUT MORE  
INFORMATION ABOUT  
THE WHISTLEB SYSTEM  
PLEASE **CONTACT US.**



Whistleblower Protection Directive Requirement	WhistleB Solution
Provide safe, accessible channels to receive whistleblowing reports to the organisation. Whistleblowers should be able to submit reports orally, in writing and/or in person.	Web and telephone (IVR) reporting channels are available through the WhistleB channels. Postal and in-person reports can be securely logged and stored in the Case Management tool.
Maintain confidentiality for the whistleblower, the person named in the report and any third parties referenced.	Anonymity is guaranteed during reporting and follow-up. All communications are encrypted in transmission and at rest. The Case Management tool is only accessible by authorised individuals within your organisation.
Acknowledge receipt of reports within seven days.	Whistleblowers automatically receive a confirmation that their message has been submitted. The case managers can also send a response using a template confirming receipt.
Respond to and follow up on reports within three months, define and detail the investigation and decision-making process.	Reminders can be set against cases for follow-up. Cases can be assigned to different teams and supporting files and digital content can be uploaded to the system.
Maintain auditable reporting records while adhering to confidentiality requirements.	The WhistleB system includes activity and user logs for secure record keeping and auditing.
Protect whistleblowers against dismissal, demotion and other forms of retaliation.	WhistleB is part of the NAVEX suite of incident management solutions. These help organisations create clear, auditable, documented report management processes to help prevent and/or identify any potential retaliatory activity against whistleblowers.
Localise reporting within separate legal entities; provide reporters with control over who has access to their report and how it is investigated.	Whistleblowing solutions can be implemented using multiple reporting channels to establish dedicated intake channels for separate legal entities. Access to cases can be restricted to each reporting channel, the organisation has full control over access and permissions within the Case Management tool.
Provide workforce with appropriate information on the existence and proper usage of reporting channels.	Awareness materials and communications templates are available in the WhistleB Resource Centre.
Provide access to reporting channels for third parties to report breaches within a work-related context.	The WhistleB system can be extended to third parties.
Ensure impartiality and competence of the people managing the reporting channels and handling the reports.	The system can support a team of authorised whistleblowing managers and where necessary external professionals can be added to the team.

## ABOUT NAVEX

In December 2019, WhistleB became part of NAVEX, the worldwide leader in integrated risk and compliance management software and services. Our solutions are trusted by thousands of customers around the globe to help them manage risk, address complex regulatory requirements, build corporate ESG programmes and foster ethical workplace cultures.