

By **December 17**, all companies with **at least 50 employees**, and  **based in the EU**, must comply with the **EU Whistleblowing Directive**





-- The directive is aimed at protecting those who **report violations** of EU laws that come to their attention in the **work-related context**. ---

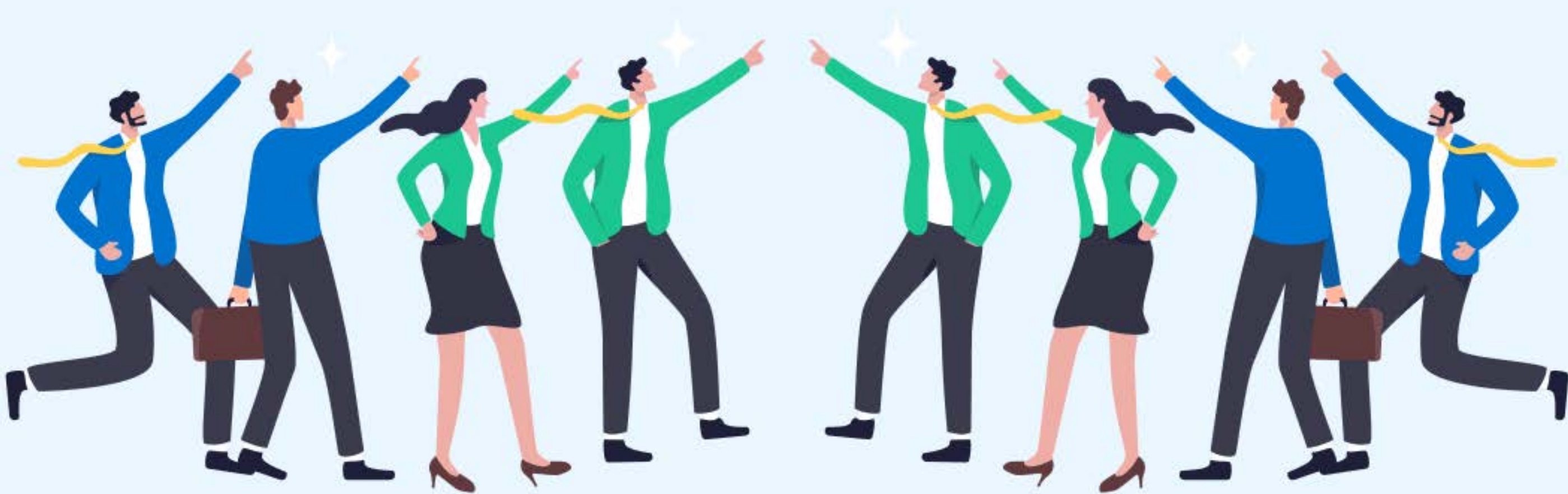
● **Reports can cover:** privacy violations, financial malfeasance, consumer protection, harassment, environmental issues, and more.





# Who does it apply to?

The directive applies to **companies** or **subsidiaries** in the **EU** with **50 or more employees**.



**Important:** If your company is based outside the EU, but has a subsidiary in the EU with at least 50 employees, the subsidiary must comply with the Directive.

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**To comply, you **must** offer an **internal reporting channel** for employees to report violations, making sure to:**

👉 ensure their **anonymity**

👉 **prevent** the reporter from suffering **retaliation**

**Please note:** not only employees can report, but also volunteers or job applicants.





**Traditional reporting channels (telephone, mail and such) may have limitations:**

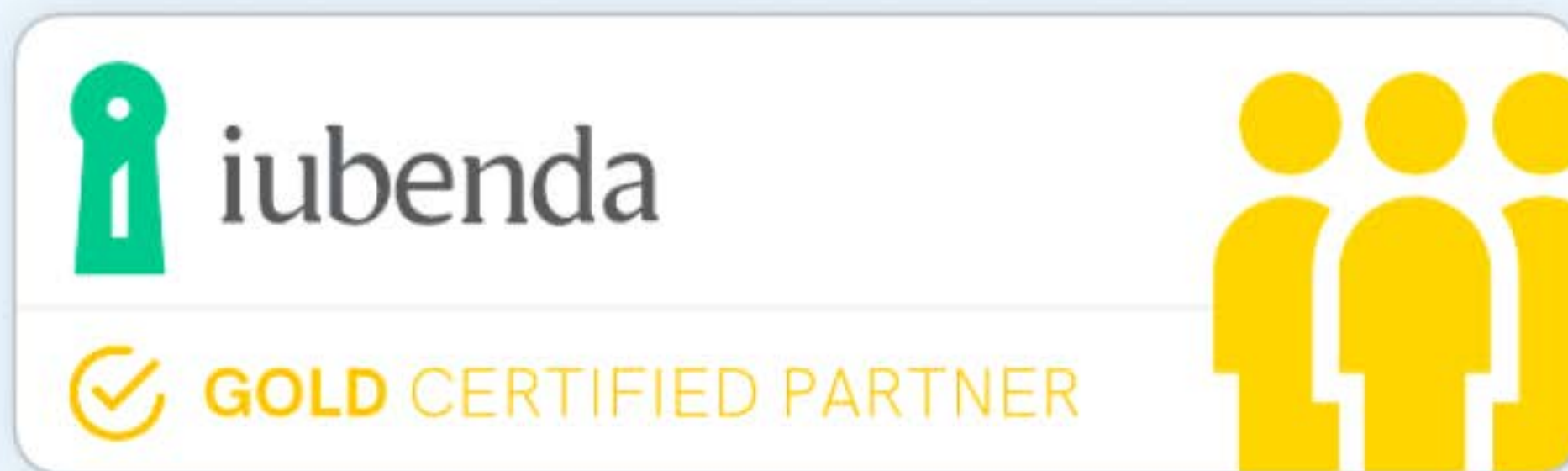
- 👉 are not accessible 24 hours a day
- 👉 put the anonymity of reporting at risk

**A software tool can simplify the submission and collection of reports.**

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# Do you need to comply with the **EU Whistleblowing Directive?**

As a **Gold Partner** of iubenda, we can help you manage whistleblowing compliance with a **dedicated, easy-to-implement tool**



**Contact us for further information**

