



## How will the 'Whistle-blower Policy' Act affect your company?

The 'Whistle-blower Policy' Act - which will come into force as from 1 January 2015 - offers you the scope and reference points for setting up a policy to confidentially address alleged abuses within your company. In a policy, for example, you can specify whom employees can turn to and what (confidential) mediators can and will do with information they receive. This is not just about reporting incidents but also reporting systematic unwanted practices or undesirable conduct. By setting up a whistle-blowing policy, the confidentiality and protection of the legal position of the person making the report are explicitly guaranteed.

## Fulfilling the Dutch Working Conditions Act

More and more companies are introducing whistle-blower policies. Although they are not mandatory, they are a visible confirmation of your responsibility as an employer to respect the health, safety and well-being of your employees, as defined in the Working Conditions Act.

## Boosts risk management

In Anglo-Saxon countries, whistle-blower policies are very commonplace. Moreover, it turns out that - where procedures are properly in place - the information that comes from reports can significantly boost a company's risk management and analysis policy. Although - initially - unintended, enhancing corporate governance this way provides additional benefits.

## Specifically for the financial sector; Good practices

To support financial enterprises in promoting a transparent and honest business and culture, the Central Bank of the Netherlands (*DNB*) has drafted the document *Good practices to counter corruption*. These good practices offer a number of possible solutions, actions and ideas that could help to counter corruption - in the form of bribery and conflict of interests. It is very important for financial companies to have a system that allows incidents to be reported. A whistle-blowing policy is an excellent tool for this.

## More information?

Would you like to know more about whistle-blowing policies and what the implications are of applying them within your company? We have years of experience drawing up and applying such procedures. In addition, we have many dealings with companies where we assist in devising protocols for investigations in response to incidents. Please feel free to contact us for more information.