



# Whistleblowing

## Managing alerts and reports

Arendt’s full-service solution – Externalise your internal reporting channels with our integrated offering based on an annual subscription. A solution that brings you into compliance quickly and ensures that alerts and reports are handled efficiently and appropriately, with confidentiality, impartiality and expertise.



The protection of whistleblowers is generalised and extended by the law of 16 May 2023. Other laws and regulations, such as that of 2023 on moral harassment, also require companies to put in place appropriate procedures (regarding harassment, such obligation applies to all companies irrespective of their size and activities).

Under the new law on whistleblowing, companies with:  
**– 50 or more workers** are obliged to set up internal whistleblowing procedures. These procedures must comply with a set of rules to guarantee the confidentiality of the whistleblower’s identity and to ensure that reports are dealt with seriously and effectively.

- **between 50 and 249 employees** must comply by the end of 2023.
- **250 employees or more** must have these procedures in place immediately.

**All companies** have the option of externalising the management of ancillary service providers. Arendt proposes an all-in-one, full-service solution to help you comply with all your obligations: amending internal regulations, guaranteeing confidentiality, assessing the seriousness of the alert, legally qualifying the facts, measuring the administrative, civil and criminal risks, conducting an internal investigation in compliance with procedures, deciding what action to take, etc. These are all complex issues that call on a variety of legal disciplines.

### The alert channels available to you:



online form

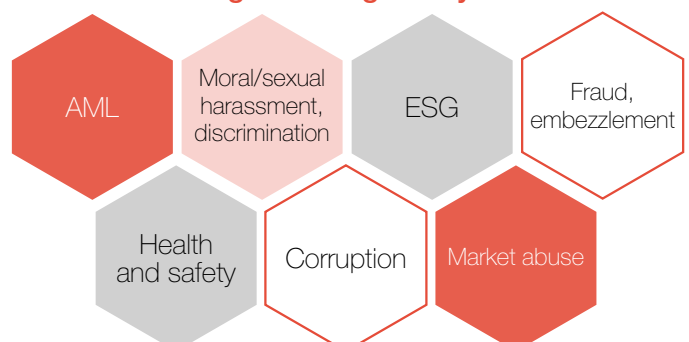


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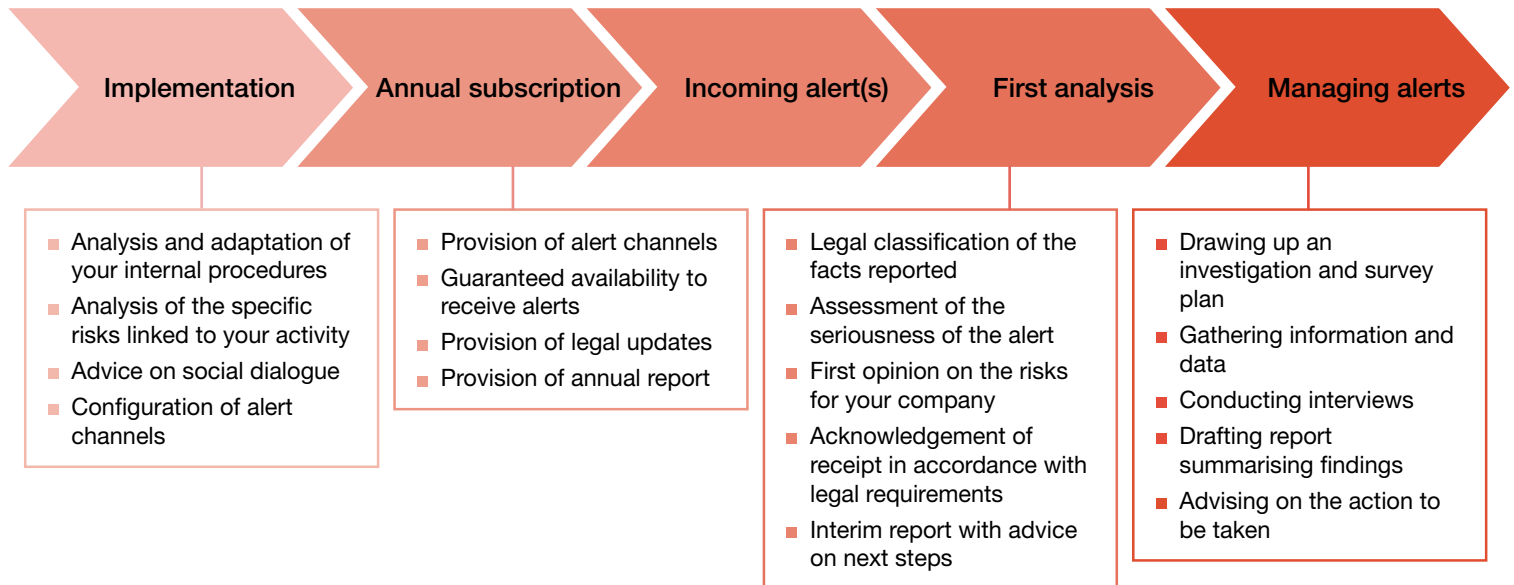


e-mail address

### We cover all legal and regulatory risks such as:



### Steps and components of the offer



### Why do we need effective reporting channels?

- A legal obligation: non-compliance is punishable by a fine
- To encourage whistleblowers/victims to prefer internal reporting over reporting to the authorities and the public
- To keep control of alerts and your image and reputation



### Why externalise whistleblowing management?

- Rapid compliance for your company without mobilising internal resources
- An effective and tested system
- A clear commitment to transparency and good governance



### Why work with a lawyer?

- The guarantee of professional secrecy and neutrality, reinforcing confidentiality and trust
- To have more than a digital platform, a "full service": the skills to qualify facts, assess risks, advise on solutions
- Forensic investigations by experts to guarantee the admissibility of evidence in the event of a trial
- To adapt procedures based on remediation and changes in legislation and case law
- To avoid a poorly handled alert, which can be disastrous



### Why choose the Arendt offer?

- A compliant, full-service solution that takes account of all the specific features of Luxembourg law and assists in aligning international procedures to the specificities of the Luxembourg law
- Teams covering all areas of the law and able to advise on all types of reports
- Seasoned experts in internal investigations and research, including the exploitation of large volumes of data and complex transactions
- Alerts are processed in accordance with best market practice, while respecting the legal framework and personal data.

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