Linklaters

Whistleblowing: The European Landscape

23%

OF LISTED COMPANIES IN WESTERN EUROPE DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

THE NETHERLANDS

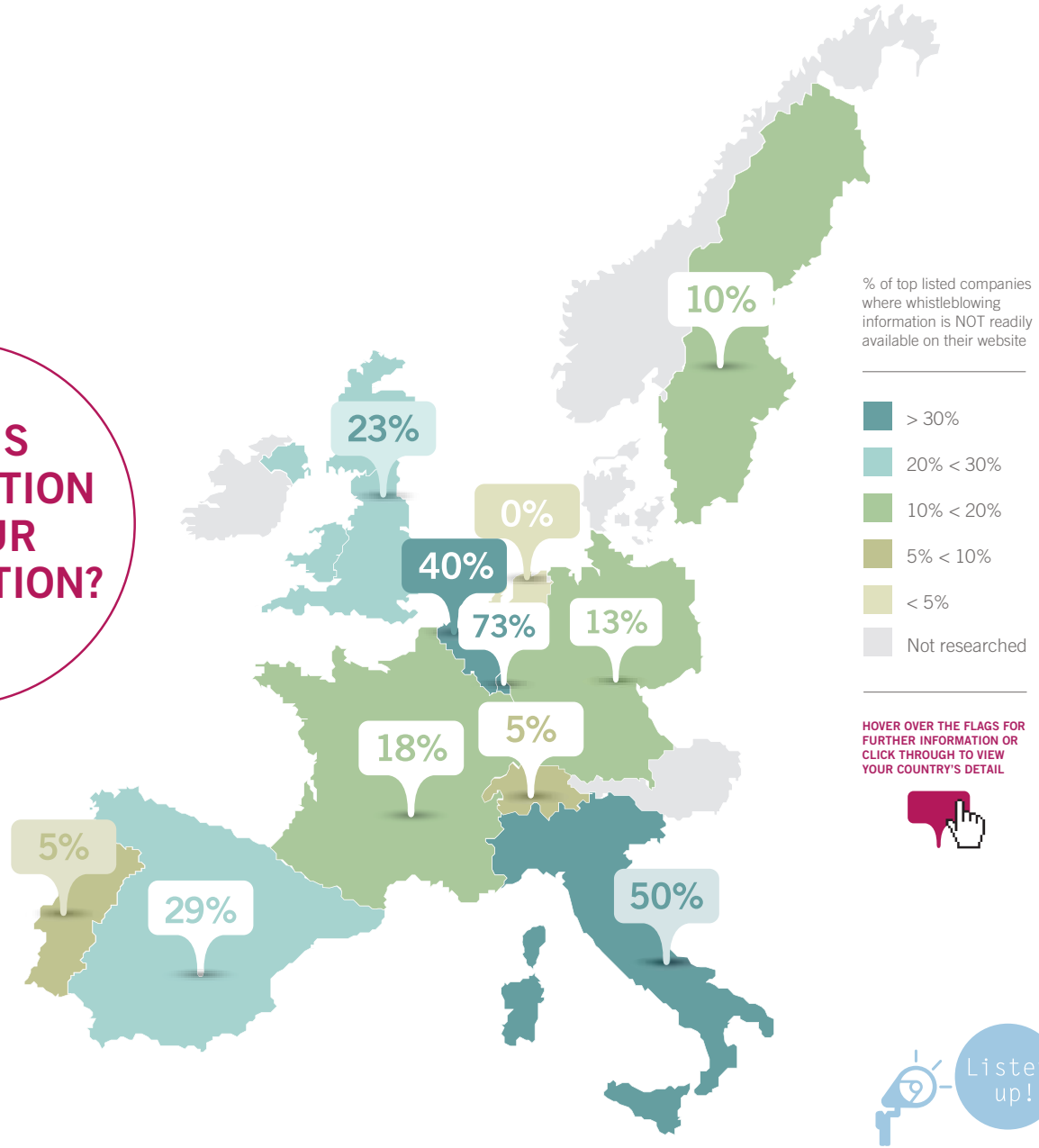
SWEDEN

SWITZERLAND

UNTED KINGDOM

WHISTLEBLOWING IS MOVING UP THE REGULATORY AGENDA

WHAT IS THE POSITION IN YOUR JURISDICTION?



For more information on our research methodology, please visit www.linklaters.com/listenup

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5%

OF TOP LISTED COMPANIES IN PORTUGAL DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	YES LIMITED
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	YES
CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	YES LIMITED
ARE FINANCIAL INCENTIVES OFFERED TO ENCOURAGE WORKERS TO BLOW THE WHISTLE?	NO

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To ensure a consistent best practice approach to risk, we have developed an innovative online training solution to provide you with a valuable tool to help identify potential whistleblowing incidents and manage processes. Contact us to arrange a demo and/or trial access.

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29%

OF TOP LISTED COMPANIES IN SPAIN DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	NO
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	NO
CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	NO
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18%

OF TOP LISTED COMPANIES IN FRANCE DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	NO
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	NO
CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	YES
ARE FINANCIAL INCENTIVES OFFERED TO ENCOURAGE WORKERS TO BLOW THE WHISTLE?	NO

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23%

OF TOP LISTED COMPANIES IN THE UK DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	NO
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	YES
CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	NO
ARE FINANCIAL INCENTIVES OFFERED TO ENCOURAGE WORKERS TO BLOW THE WHISTLE?	NO

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40%

OF TOP LISTED COMPANIES IN BELGIUM DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	NO
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	NO
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	NO
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0%

OF TOP LISTED COMPANIES IN THE NETHERLANDS DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	NO
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	YES
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	NO
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	YES
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73%

OF TOP LISTED COMPANIES IN LUXEMBOURG DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	YES LIMITED
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	NO
CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	NO
ARE FINANCIAL INCENTIVES OFFERED TO ENCOURAGE WORKERS TO BLOW THE WHISTLE?	NO

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5%

OF TOP LISTED COMPANIES IN SWITZERLAND DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

ARE EMPLOYERS LEGALLY REQUIRED TO HAVE A WHISTLEBLOWING POLICY?	NO
ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	YES
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	YES
CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	NO
ARE FINANCIAL INCENTIVES OFFERED TO ENCOURAGE WORKERS TO BLOW THE WHISTLE?	NO

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50%

OF TOP LISTED COMPANIES IN ITALY DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

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ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
ARE THERE PROPOSALS TO INTRODUCE/ENHANCE LAWS PROTECTING THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS?	NO
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13%

OF TOP LISTED COMPANIES IN GERMANY DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

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ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
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CAN COMPANIES BE PENALISED FINANCIALLY FOR NOT RESPONDING TO WHISTLEBLOWING?	YES
ARE FINANCIAL INCENTIVES OFFERED TO ENCOURAGE WORKERS TO BLOW THE WHISTLE?	NO

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10%

OF TOP LISTED COMPANIES IN SWEDEN DO NOT HAVE VISIBLE WHISTLEBLOWING PROVISIONS

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ARE THERE PROPOSALS TO LEGALLY REQUIRE EMPLOYERS TO HAVE WHISTLEBLOWING POLICIES?	NO
ARE THE EMPLOYMENT RIGHTS OF WORKPLACE WHISTLEBLOWERS PROTECTED BY LAW?	YES
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