



# WHISTLEBLOWING

## An employer's guide to global compliance

The Employment group has launched its latest thought-leadership report, "Whistleblowing: An employer's guide to global compliance".

### ABOUT THE REPORT?

Our report focuses on the legal framework for whistleblowing across five continents and the cultural context underpinning the legislative provisions. It also provides at-a-glance whistleblower protection ratings for 33 countries around the world. The countries which have been featured for commentary are US, France, Germany, UK, Netherlands, Australia, China, Hong Kong, Japan, South Africa and some commentary from the UAE.

### WHAT DOES THE REPORT AIM TO DO?

The report provides a summary of the key legislative provisions regulating whistleblowing in the selected countries but also examines the reasons for some of the key differences between the legal regimes. The report assesses how the global differences give rise to challenges for multinational employers in implementing effective whistleblowing policies and procedures and in particular explores the restrictions placed by many jurisdictions on the use of US-style corporate compliance hotlines.

### WHY HAVE WE CHOSEN TO FOCUS ON WHISTLEBLOWING?

Whistleblowing is attracting high-profile worldwide media attention, from the Bradley Mannings and Edward Snowden affairs to the investigation of multinational companies by the Chinese authorities. Our clients need to be alive to the potential for whistleblowing issues. For example, US regulators are taking a very aggressive approach to corporate misconduct in the wake of financial crisis – and we have seen a similar crack down around the world.

### WHO IS THE TARGET AUDIENCE?

The target audience is mainly organisations who operate in multiple jurisdictions who need an understanding of the whistleblowing regimes, in particular, Senior HR, C-suite, In-house counsel and business decision makers.

The report is also of particular relevance to specific sectors, these include:

- Financial Services
- Life Sciences
- Hospitality & Leisure
- Insurance
- Manufacturing
- Fashion, Retail & Design

### CAN I SEE AT A GLANCE WHETHER A COUNTRY HAS PROTECTION?

On the reverse of this sheet there is a star ratings table which helps you to see at a glance what the protection is in most of the jurisdictions we do business. Further information can be found for the eleven jurisdictions that we have focused on within the report itself.

### HOW WILL THE REPORT BE LAUNCHED TO CLIENTS AND CONTACTS?

We are keen to ensure that the report is used as widely as possible both across the firm and sectors and within our global group. We plan to launch the report in various ways:

- Social media (including country specific LinkedIn updates)
- Email alerts
- Bespoke sector emails to go out via the CRPs for the CFG accounts
- Post it on Legal Week
- Global webinar (scheduled for February 2014)
- Face-to-face meetings with clients and targets
- PR both global and local

### WHAT TYPE OF WORK SHOULD I BE PURSUING FROM THE REPORT?

- Reviewing or advising on implementation of a whistleblowing strategy either in one jurisdiction or across multiple jurisdictions;
- Drafting or reviewing whistleblowing policies/procedures and codes of conduct;
- Advising on management of whistleblowing complaints;
- Advising on any litigation resulting from breach of whistleblowing legislation; and
- Training on managing whistleblowing complaints and in particular maintaining privilege.

### HOW CAN I OBTAIN HARD COPIES OF THE REPORT?

If you would like a printed version of the report then please contact Emmie Hocking who will be happy to help. We can also provide soft copies of the report and if preferred, the copy can be personalised with your details.

# AT A GLANCE: PROTECTION RATINGS ACROSS THE GLOBE

Little or no protection ★

Some protection through general laws ★★

Express protection ★★★

## EUROPE

Austria	★★
Belgium	★
France	★★
Germany	★★
Hungary	★★
Italy	★★
Netherlands	★★
Norway	★★
Poland	★★
Spain	★★
Romania	★
Sweden	★★
Turkey	★★
United Kingdom	★★★

## AMERICAS

Brazil	★
Mexico	★★
US	★★★

## AFRICA

South Africa	★★★
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## ASIA-PACIFIC

Australia	★★
China	★★★
Hong Kong	★
Japan	★★★
South Korea	★★★
India	★
Indonesia	★
Malaysia	★★
Singapore	★
Thailand	★★

## MIDDLE EAST

UAE	★★
Kingdom of Saudi Arabia	★★
Qatar	★★
Bahrain	★
Kuwait	★★

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