

# Whistleblowing System

for companies or organizations

QUICK GUIDE

[www.uwhistle.com](http://www.uwhistle.com)





- **What is a Whistleblowing System?**

**A Whistleblowing System is an internal tool to notify irregularities or misconduct occurring in a company or organization.**

It is designed to protect alerters from any type of retaliation, allowing them to do it anonymously if wanted.





## WHAT IS A WHISTLEBLOWING SYSTEM



A Whistleblowing System must always be available. It receives alerts or complaints anonymously and informs the company so it can take the necessary actions.

**Having a Whistleblowing System in your company will help to stop future problems that could damage its reputation and well-being and will improve the working environment.**





- **The Whistleblowing Directive and the Law 2/2023**

European Directive 1937/2019, also known as the **Whistleblowing Directive**, seeks to protect anyone who reports inappropriate behavior, irregularities or wrongdoing within a company or organization.

In Spain, this regulation has been translated into **Law 2/2023**, which establishes that all companies or organizations with more than 50 employees must implement a Whistleblowing System that complies with the Directive.

See here the Law [Ley 2/2023](#) and the Directive [1937/2019](#)





- **Should my company implement a Whistleblowing System?**

According to Law 2/2023, all **public entities** are required to implement a Whistleblower Channel.

Private companies between 50 and 249 employees have until **December 1, 2023** to implement their Whistleblowing System.





## • Fines for not complying with Law 2/2023



**From 1.001€ to 300.000€**

To individuals depending on whether the infraction is minor, serious or very serious.



**From 100.000€ to 1.000.000€**

To legal entities depending on whether the infringement is minor, serious or very serious.





## HOW A WHISTLEBLOWING SYSTEM MUST BE

# • How a Whistleblowing System must be

### Anonymous

The confidentiality of the alerter must be guaranteed throughout the process.

### Simple and intuitive

It must be accessible and easy to use by anyone in your company.

### Secure and reliable

You must maintain the confidentiality and security of any data entered.



**The most important requirements of a Whistleblowing System are security and privacy.**





## HOW A WHISTLEBLOWING SYSTEM MUST BE

- **Benefits of a Whistleblowing System**

- Improves work environment.
- Conveys transparency and security.
- Reduces impact of future problems.
- Helps in early irregularity detection.







# • Why is a simple web form not enough??

Both standard web forms and e-mail notifications are **not reliable ways** to receive alerts.

These ways are not anonymous, and they do not guarantee the security of the information provided in them.

If we use a standard web form, communication with the alerter or reporter cannot be guaranteed, unless the alerter or reporter provides a way of contact, avoiding the alert to be **anonymous**.





## HOW A WHISTLEBLOWING SYSTEM MUST BE

# • Steps to implement your System

1

### CHOOSE A SYSTEM

Choose a Whistleblowing system that complies with regulations and is simple and totally reliable.

2

### CHOOSE A MANAGER

Select the person or persons who will be in charge of managing the Whistleblowing System.

3

### CREATE A REGULATION

Prepare a document explaining how to use the System, the cases to be alerted and how it will be managed.

4

### STARTS IT USE

Start using your Whistleblowing System and make sure it is working properly.

5

### INFORM YOUR EMPLOYEES

Notify your employees that the Whistleblowing System is available and how to use it.

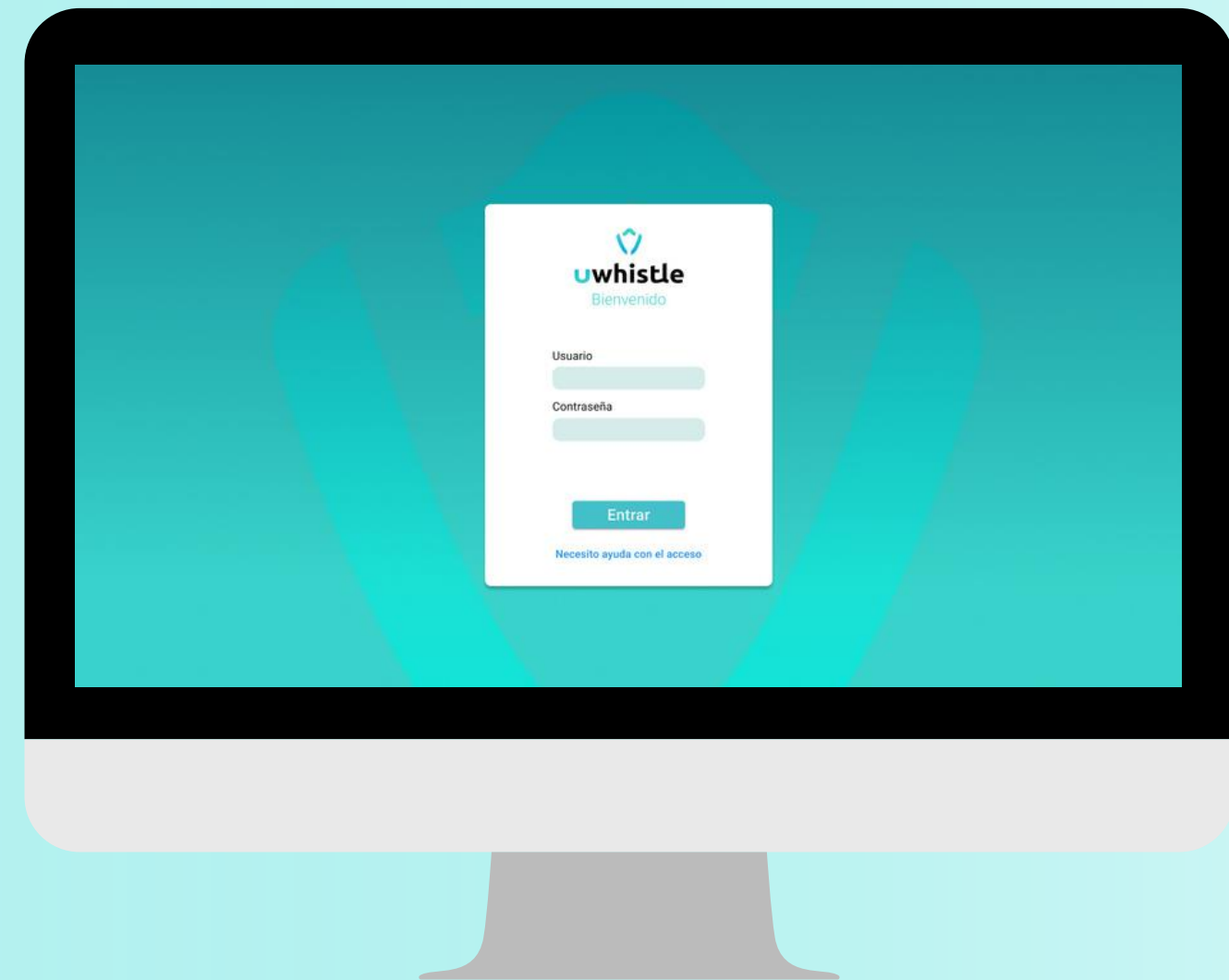




## UWHISTLE, YOUR WHISTLEBLOWING SYSTEM

**uwhistle** is a Whistleblowing System that complies carefully with all the requirements of Law 2/2023 and the Whistleblowing Directive.

It is secure, easy to use and totally anonymous, and can be customized with the corporate image and colors of your company or organization.





## UWHISTLE, YOUR WHISTLEBLOWING SYSTEM

### Report or alert input

uwhistle receives alerts or complaints securely and anonymously.



The manager of your company can consult and resolve alerts or complaints in a secure way.

### Solution or decision





**UWHISTLE, YOUR WHISTLEBLOWING SYSTEM**

**CAN WE HELP YOU?**



**uwhistle**

[www.uwhistle.com](http://www.uwhistle.com)