

Whistleblowing

Implementation of legislative changes to protect whistleblowers

www.pwc.cz/whistleblowing/en

New legislative requirements for the protection of whistleblowers from the European Union

Direct impact on a large number of companies and public authorities in the Czech Republic

Need to establish a robust and secure channel for reporting by 31 March 2022



© 2021 PricewaterhouseCoopers Česká republika, s.r.o. All rights reserved. "PwC" is the brand under which member firms of PricewaterhouseCoopers International Limited (PwCIL) operate and provide services. Together, these firms form the PwC network. Each firm in the network is a separate legal entity and does not act as agent of PwCIL or any other member firm. PwCIL does not provide any services to clients. PwCIL is not responsible or liable for the acts or omissions of any of its member firms nor can it control the exercise of their professional judgment or bind them in any way.

Why to start now?

- It is our experience that relevant updates or implementations of channels and processes completely from scratch can take **up to 6 months** for some companies
- You will have **enough time** for both implementing and detailed testing of the new whistleblowing system
- You will be **ahead of others** who don't start dealing with the new legislation until the last minute
- **You will avoid the risk of high sanctions** from supervising authorities and loss of reputation

It is your obligation to ensure:

- Precise and unbreakable tools for protecting the identity of the whistleblower
- Implementation of appropriate internal and external reporting channels for reports in writing, orally or personally
- Identification and authorisation of appropriate processes for competent persons and authorities to deal with incidents
- Compliance within the set deadlines for resolving incidents and notifying the whistleblower
- Storing all information at a secure location
- Taking steps to resolve incidents no later than 3 months from the whistleblower report being submitted

Why PwC?

- We have many years of experience of implementing European and national legislation in Czech companies and institutions
- We will provide an experienced team of professionals with all the necessary specialisations from IT to law
- We will guide you through the entire process from the initial analysis through implementation to the final testing and monitoring of the system
- We will recommend a cost-effective solution for each organisation based on size and type
- We will ensure that you are in line with the new legislation ahead of time



If you are interested,
do not hesitate to contact us



Kateřina Halásek Dosedělová
Forensic Services, PwC Česká republika
Tel: +420 724 369 351
katerina.halasek-dosedelova@pwc.com



Tomáš Sádlík
Forensic Services, PwC Česká republika
Tel: +420 733 672 931
tomas.sadlik@pwc.com



Petr Glogar
Legal Services, PwC Legal
Tel: +420 738 233 284
petr.glogar@pwc.com



Veronika Šípošová
Legal Services, PwC Legal
Tel: +420 734 226 237
veronika.siposova@pwc.com



pwc

It applies to you if your company...

- Has **more than 25 employees** (according to the current draft of the Czech Bill)
- Is a public contracting authority
- Is a municipality with more than 5,000 inhabitants
- Provides or intermediate consumer credit
- Is an insurance company or you intermediate insurance
- Is an investment company or an investment fund

Do you meet at least one of the conditions listed above? Then you should be immediately interested in implementing the requirements of EU Directive 2019/1937.

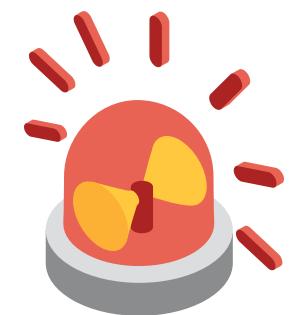
We would be happy to prepare for you

- An **independent analysis** on whether the new legislation **applies to your business**
- An initial **assessment of the current status** and possibilities of reporting noncompliance incidents in your company
- **A whistleblowing system design** that would be in accordance with the legislation currently being approved
- **Support processes for reports processing**, communication with the whistleblower, investigation and ongoing monitoring
- **Employee awareness programme**

Roadmap to create an effective whistleblower programme

We would be happy to meet you to **tailor the entire implementation process for you**, taking into account the specifics of your company.

Thanks to that, together we would ensure the efficient operation of the entire system in the upcoming years.



- Independent assessment of the current state by PwC experts
- Implementation of whistleblower system
- Processing of the incoming notifications
- Investigation of received reports
- Audit and monitoring of the processes



- Choosing the right whistleblower solution for your company
- Increasing employee awareness
- Communication with individual whistleblowers
- Implementation of mitigating measures

pwc