

HOW DO I REPORT A WRONGDOING IN ACCORDANCE WITH THE DUTCH WHISTLEBLOWER PROTECTION ACT?

DO YOU SUSPECT A WRONGDOING AT WORK?

Start by seeking confidential advice: Is there a potential wrongdoing? How to report it and what should you pay attention to?



Does the wrongdoing involve a violation of the law? Or does it pose a risk to e.g. people or the environment? And does it not only concern you personally? Does the action or omission occur frequently or is it serious or broad in scope?

- 2 SEEK ADVICE**
- from the **confidential advisor** of your organisation
 - from the **Whistleblowers Authority**

- 3 REPORT ABUSE**
- **internally** to your organisation
 - **externally** to a competent authority

As a reporting person you have the choice to report internally to your own organisation or externally to a competent authority.

Internal reporting
Does your organisation have more than 50 employees? If so, your employer is required to have a reporting procedure in place, which makes clear how to submit reports.

External reporting
You can always report externally. There are a number of competent authorities with external reporting channels. If you are unsure to which authority you can report, please contact the Dutch Whistleblowers Authority.

- 4 AFTER THE REPORT, YOU WILL RECEIVE**
- **an acknowledgment of receipt** within 7 days
 - **information about the next steps** within 3 months

- 5 YOUR RIGHTS**
- protection of your **identity**
 - protection against **retaliation**
 - **no liability** in case of legal proceedings
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- Your identity as a reporting person may not be disclosed without your consent.
- Your employer may not retaliate against you because you made a report. Does that happen nonetheless? Then you may request the Dutch Whistleblowers Authority to start a retaliation investigation.
- You will not be held liable for e.g. breach of confidentiality, copyright or personal data protection rules, if this was necessary in order to report.