



Workplace Whistleblowing: What Your Board Needs to Know

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Agenda

1. What is Workplace Whistleblowing?
2. Promoting the Value of Whistleblowing
3. Promoting an Effective Programme
4. Future-Proofing Your Programme
5. Key Takeaways



Your Presenters



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What is Workplace Whistleblowing?

What is a “Whistleblower”?

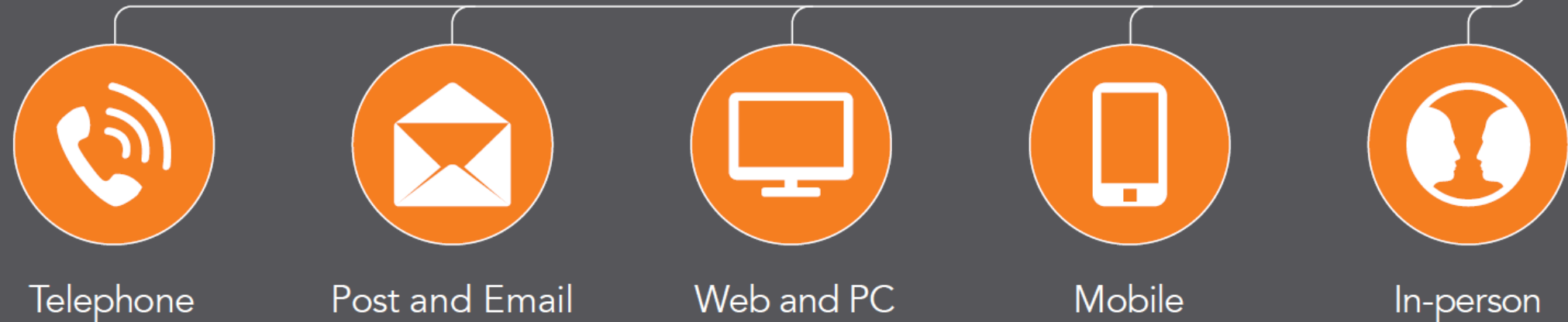
A whistleblower is an employee, or external stakeholder, who reports a concern or suspected wrongdoing that may have occurred within the workplace.



Whistleblowing channels are known by many names...



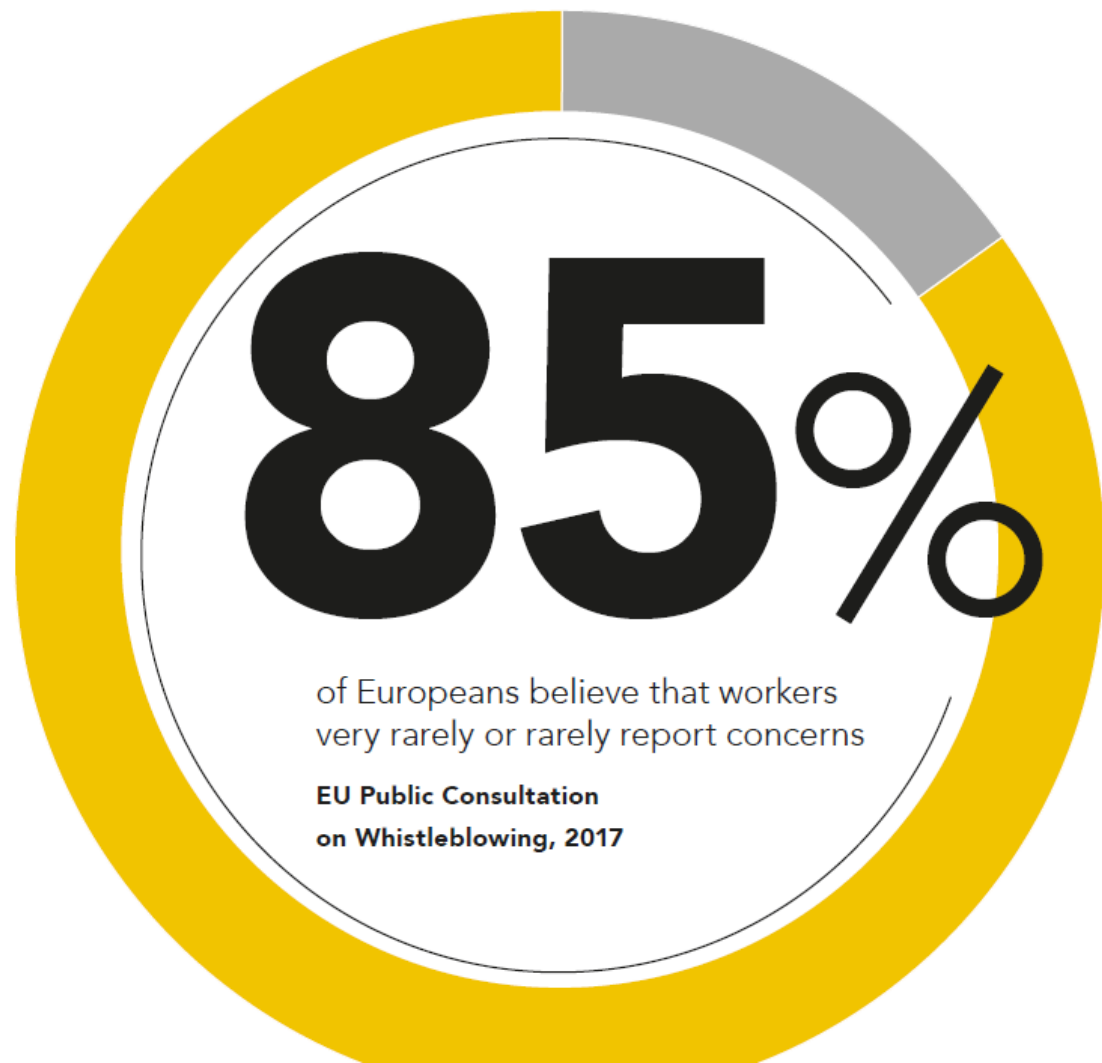
...and can take many forms





Promoting the Value of Whistleblowing

#1: It's not good news if your employees aren't raising any concerns



52% of respondents have had information or concerns about misconduct at work



56% of these chose not to report

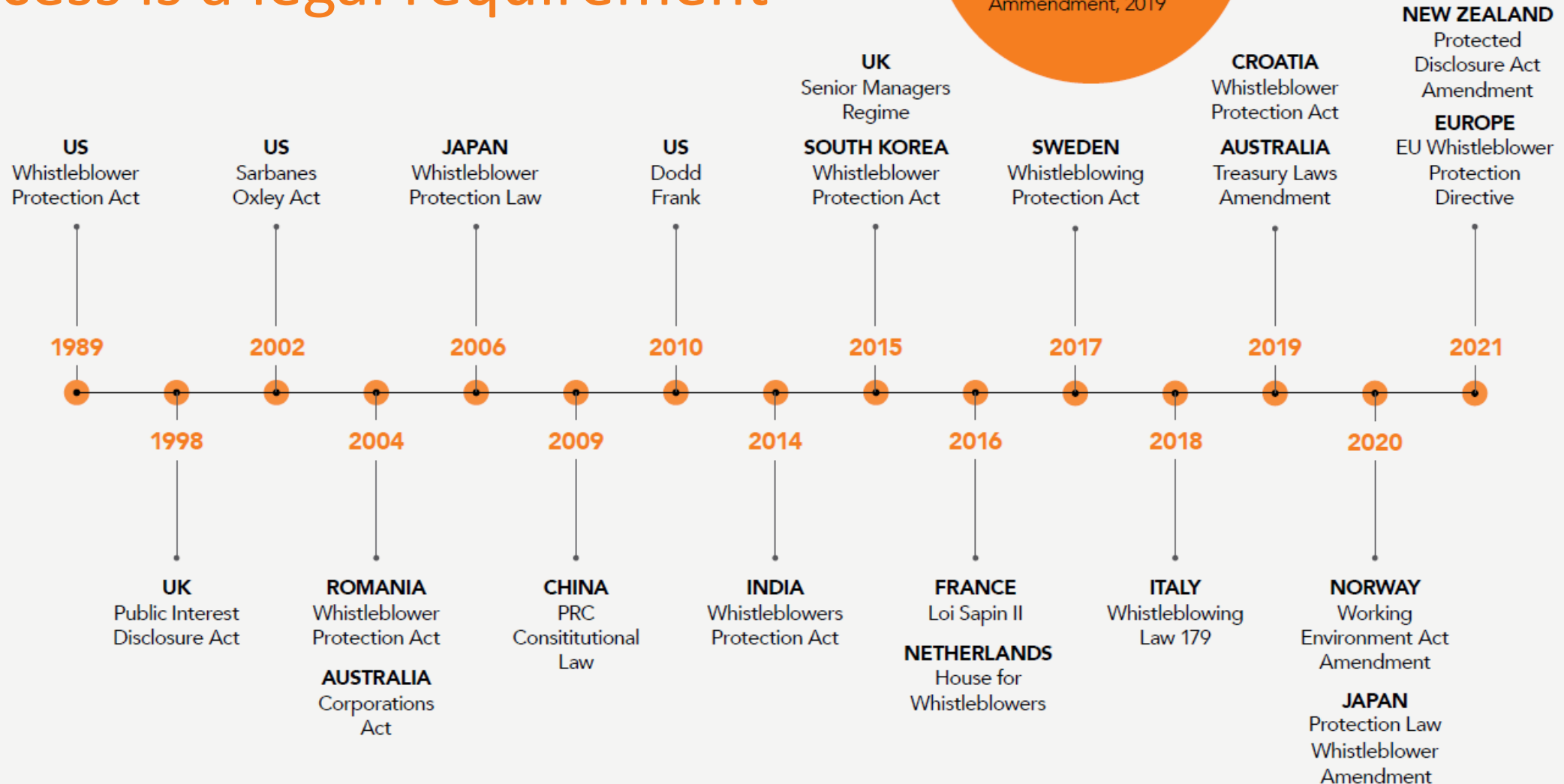


EY Fraud Survey, 2017



#2: Establishing a whistleblowing process is a legal requirement

AU\$525m
Maximum infringement
fine introduced by the
Australia Treasury Laws
Amendment, 2019



#3: The more whistleblowing reports you receive, the better

ORGANISATIONAL BENEFITS OF RECEIVING A HIGHER NUMBER OF WHISTLEBLOWING REPORTS

2.8%

increase in
return on assets

6.9%

fewer material
lawsuits

20.4%

reduction in
settlements

46%

fewer negative
news stories

George Washington University, Evidence on the Use and Efficacy of Internal Whistleblowing Systems, 2018



Promoting an Effective Programme

#4: Your employees must trust your whistleblowing programme

YOUR EMPLOYEES SHOULD KNOW HOW TO RAISE THEIR CONCERNS AND CAN SUBMIT A REPORT AT ANY TIME



4in5

employees do not know their company has a whistleblowing hotline

EY Fraud Survey, 2017

YOUR EMPLOYEES SHOULD FEEL SAFE AND AFFORDED A HIGH DEGREE OF CONFIDENTIALITY



80%

of workers do not report due to fear of legal consequences

EU Public Consultation on Whistleblowing, 2017

EVERY REPORT SHOULD BE INVESTIGATED PROMPTLY AND APPROPRIATE ACTION TAKEN



35%

of workers do not report as they believe no action will be taken

EU Public Consultation on Whistleblowing, 2017

#5: The more reporting channels you provide, the more reports you will receive

MEDIAN NUMBER OF WHISTLEBLOWING REPORTS RECEIVED PER ORGANISATION

1 Report per 100 employees

Available reporting channels: Web and Telephone

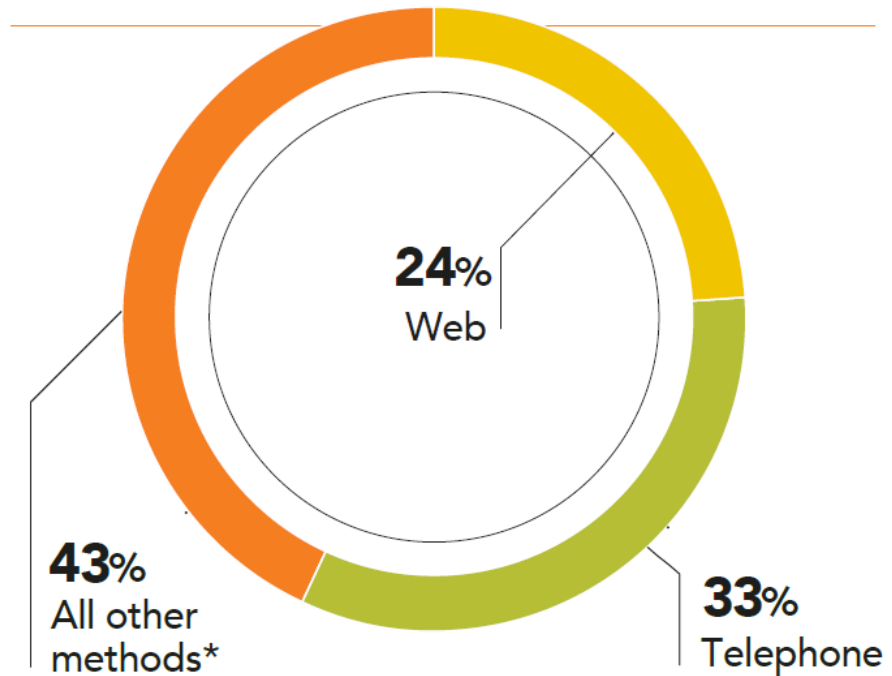
2 Reports per 100 employees

Available reporting channels: All channels*

*includes Web, Telephone, Mobile, In-Person, Email and Post

NAVEX Global Whistleblowing Hotline Benchmark Report, 2020

PERCENTAGE OF WHISTLEBLOWING REPORTS MADE BY REPORTING CHANNEL



*includes Mobile, In-person, Email and Post

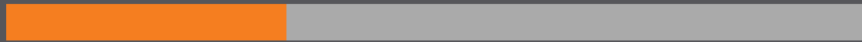
NAVEX Global Whistleblowing Hotline Benchmark Report, 2020

#6: Anonymous whistleblowing reports are valuable

REPORTS MADE BY TELEPHONE

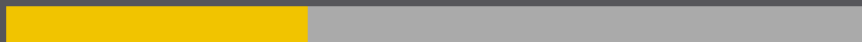
Anonymous Reports

32% substantiated



Named Reports

36% substantiated



REPORTS MADE BY WEB

Anonymous Reports

36% substantiated



Named Reports

40% substantiated



NAVEX Global Whistleblowing Hotline Benchmark Report, 2020



Future-Proofing Your Programme

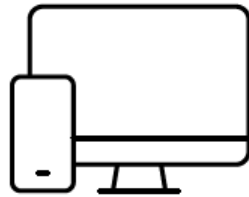


#7: Regulations require minimum whistleblowing standards

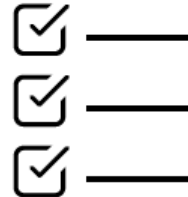
REGULATIONS MAY REQUIRE A WHISTLEBLOWING PROGRAMME TO:



provide clear information on the internal reporting process and the reporting channels to the competent authority



allow reporters to submit a report in writing, and/or orally, and/or via a personal meeting



confirm receipt of the report to the reporting person and the status of the internal investigation and its outcome within set timeframes



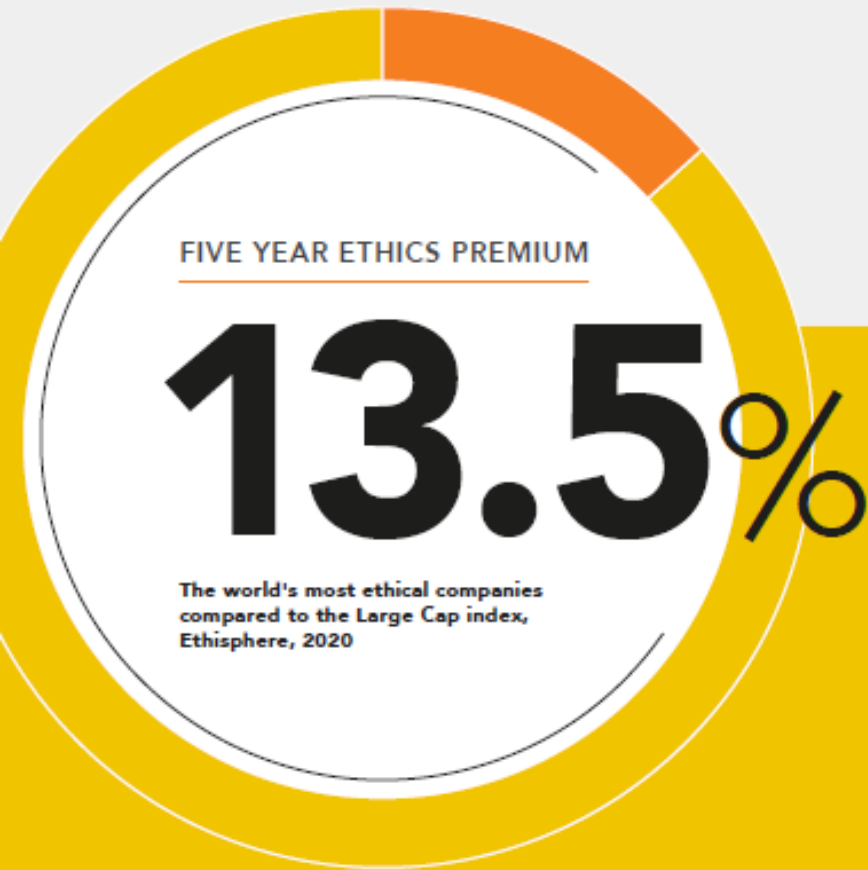
to handle all personal data in accordance with the GDPR and store all reports in a safe place



provide robust protection against all direct and indirect forms of retaliation against the reporting person and other protected parties

EU Whistleblower Protection Directive (Directive (EU) 2019/1937)

#8: Whistleblowing improves your risk and compliance programme outcomes



1. Prevent
wrongdoing

2. Mitigate
business risks

3. Enhance
your brand

“Organisations that embrace whistleblowing as an important source of information find that managers have better information to make decisions and control risk.

UK Gov, Dept Business, Innovation and Skills

Key takeaways

- 1 Whistleblowers are the number one source of information on wrongdoing (ACFE, 2020)
- 2 Make whistleblowing a tangible benefit – position it as a positive activity
- 3 A strong speak up culture supports a culture of compliance and ethics

Download the new resource...

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Workplace Whistleblowing: What your board needs to know

With remote and flexible working trends here to stay, it is more important than ever that senior executives and board members understand the importance of providing access to a confidential whistleblowing process.

From health & safety, and harassment & discrimination, to data privacy, financial misreporting and conflicts of interest, organisations should ensure their employees and stakeholders can always safely speak up about their concerns, no matter where they are located.

Below are 8 key facts your board needs to know about workplace whistleblowing.

What is a whistleblower?
A whistleblower is an employee, or external stakeholder, who reports a concern or suspected wrongdoing that may have occurred within the workplace. A report can relate to a potential breach of law, company policy, or unethical activity, and is made confidentially to senior management, or to the organisation's nominated whistleblowers' champion, or submitted through a dedicated whistleblowing channel. Employees can also submit a report externally to the appropriate industry or government body.

Whistleblowing channels are known by many names...

- Whistleblowing hotline
- Fraud hotline
- Integrity line
- Ethics helpline
- Confidential helpline
- Speak-up line
- Alert line
- Loss-prevention line

...and can take many forms

- Telephone
- Post and Email
- Web and PC
- Mobile
- In-person

01 It is not good news if your employees aren't raising any concerns

Your board needs to know that it is not good news if your employees aren't raising any concerns as it is likely that misconduct is still occurring within the workplace.

Many employees have concerns they wish to raise, but most are not comfortable in doing so. It is far more beneficial to encourage your employees to raise their concerns so they can be identified and resolved early on rather than remain unchecked where they can escalate into a crisis.



Thank You!

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