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# WHISTLEBLOWING

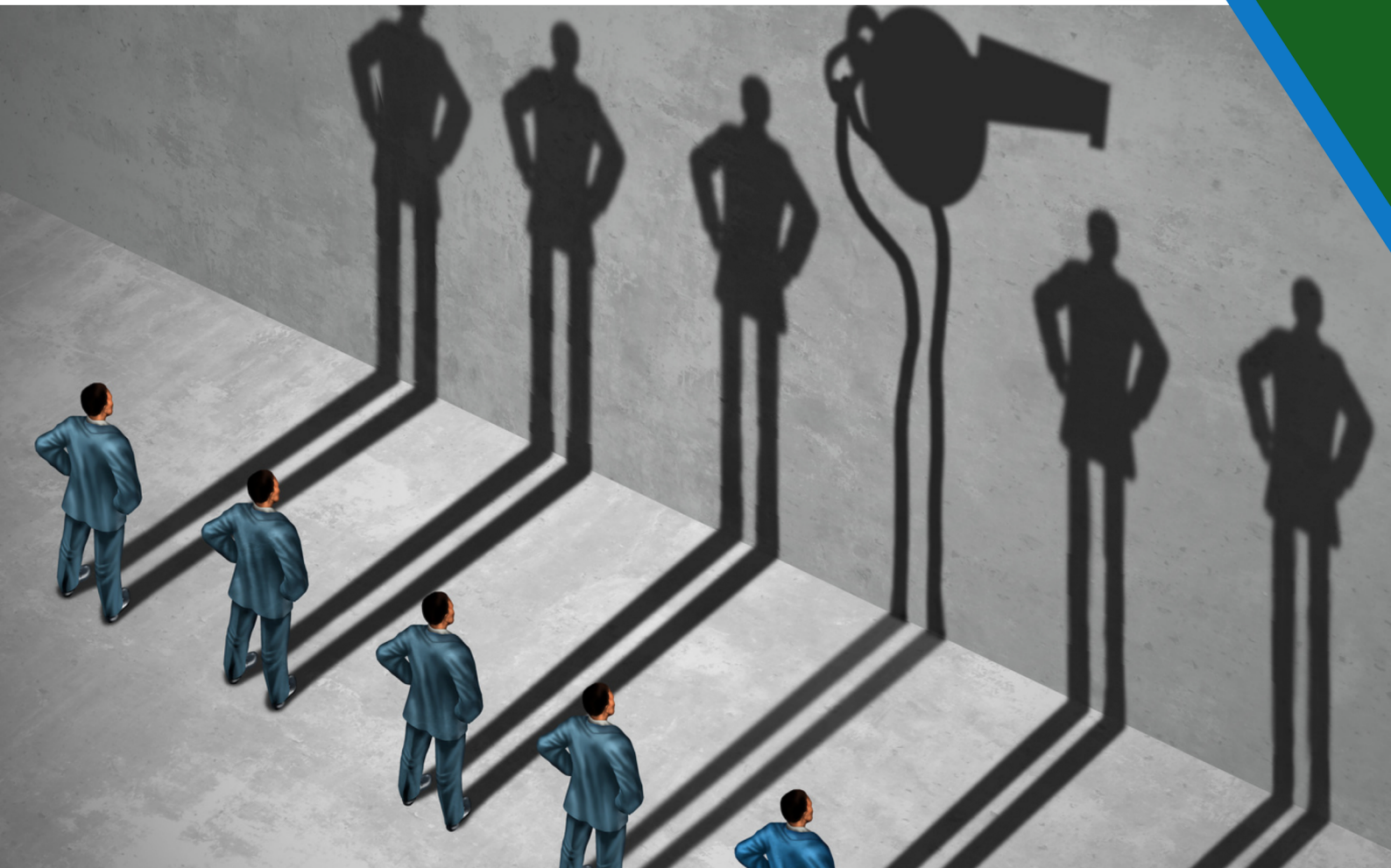




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# WHAT IS WHISTLEBLOWING?



Whistleblowing is the noble act of an employee, supplier, vendor, third party or by-stander revealing or reporting information about the unethical, illegal, unsafe or fraudulent activity within a private or public organization.

It is debatable, but the term ‘whistleblowing’ seems to carry a negative connotation to it, with an unfounded perception that it is someone who betrays their team, gossips or throws their teammates under the bus. It is for this reason that we prefer the term “Speak Up” and crown whistleblowers as ‘Speak Up Champions’



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# SPEAK UP CHAMPIONS

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**Speak Up Champions** can choose to either report internally or blow the whistle to people outside the organisation such as the authorities and the media. In most instances, staff turn to public-reporting after attempts to report internally fail. This may expose your organisation to adverse media coverage, a permanent negative perception from your customers and lost business.

Recent examples of **Speak Up Champions** range from **Edward Snowden** who leaked CIA information to the public on government snooping and **Joshua Dean** who was a former Quality Auditor who went public with information that Boeing's senior management ignored manufacturing defects with Boeing's 737 max planes.



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# DID YOU KNOW

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**Did you know** that the first whistleblower protection law was passed in **1777**?

Whistleblowers/Speak Up Champions are protected under most national legislations and retaliation is not only frowned upon by the public, but it has also been criminalized and is always penalized.

Whistleblowers who suffer **retaliation** (including termination) are allowed to sue their employer (example **English v General Electric Company**)

# ROLE OF SPEAK UP CHAMPIONS

## Preventing wrongdoing

Information from *Speak Up* channels can lead to an increase of up to 40% in fraud detection and consequences for those involved in fraud and wrongdoing.

## Promoting transparency and accountability

Speak Up Champions help promote honesty and integrity within your organization. Values such as honesty take root and accountability becomes the order of the day.

## Good Publicity

An organization that promotes a Speak Up culture and runs an efficient mechanism to support reporting, can avoid the unnecessary embarrassment of having their dirty linen aired in public.

## Reduced Fines/ Losses

The diesel gate scandal at Volkswagen not only dented the image of Volkswagen but led to one of the most costly corporate scandals. But all this could have been avoided, or at least cushioned if the employees and staff management at VW who were aware of this, had blown the whistle earlier.

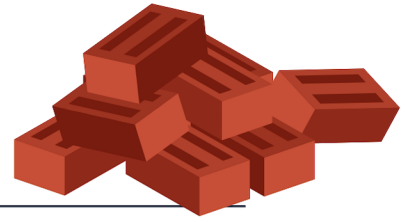
## Timely Resolution

A stitch in time ... An active Speak Up channel means that users will report violations, misconduct or concerns as soon as they become aware of them. You can address concerns early on and continue to focus on what is important!





# STAMBLING BLOCKS TO WHISTLEBLOWING



1. An organisation's history of retaliation against reporters. Remember, once bitten twice shy. No one wants to suffer victimization or termination for speaking up and if they've seen this happen before, they won't come forward.
2. An organisation's history of disrespecting reporters' confidentiality.
3. Absence of, or inadequate Speak Up policies.
4. Lack of a clear procedure or understanding on Speak Up procedures / mechanisms.
5. An absence of independently managed Speak Up channels.
6. Delayed resolution of reported incidents.
7. Cultural and organisational beliefs that paint reporters in a negative light.





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# ENCOURAGING A SPEAK UP CULTURE

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1. Establish adequate and comprehensive policies and procedures to govern reporting within the organisation.
2. Allow confidential reporting.
3. Make Speak Up / Whistleblowing top of the agenda in every boardroom!
4. Communicate to all staff that retaliation is prohibited, and any such conduct will lead to severe disciplinary action, including termination.
5. Address all Speak Up reports confidentially, effectively and promptly.
6. Hire an independent third party to manage reporting, thus demonstrate independence of the reporting channel.
7. Provide regular training to staff on the importance and value of speaking up!





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# OUR SERVICES AND PRODUCTS

At Ethica, we cater to all your Speak Up needs, such as:

- Drafting your policies
- Staff training
- Providing an independent reporting channel for your organization.



**LET'S WORK TOGETHER**