



What does this mean for me as an employer?

As a result of the whistle-blower law going into effect on the 17th of December 2021, you as an employer are required to provide a whistle blowing solution for all your employees. You can also make an agreement with an external company, like SRS group, to handle the whole procedure including the eventual investigations. The reporting system must ensure anonymity and confidentiality, as well as having secure routines for the mandatory follow-ups. The first follow-up with the whistle-blower must occur within 7 days, and the second no later than 3 months from when the case opened. All employees, consultants, or sub-contractors as well as trainees and volunteers must be informed about how to use the reporting system for whistle blowing, both if reporting internally or/and reporting externally.

The law requires that the reporting system of the company or authority must be easily accessible for employees and there cannot be any conflict of interest from the one receiving the reports. One advantage of outsourcing the investigations externally is that you automatically get an impartial partner for the cases who fulfils the requirement of objectivity.

Finally, all information within the case is to be documented, stored, and cleared from any personal information according to GDPR, at latest 2 years after the case is closed.

What actions do I as an employer have to take? To do list:

To ensure you are on track for compliance, please follow the suggested list of actions below:

- Set up reporting channels which ensures confidentiality for the whistleblower
- Prepare a communication of reporting options to all employees such as workers, suppliers, business partners, etc. Also, include information regarding external reporting options
- Make sure you have procedures of how to protect the whistleblower against retaliation, including suppliers, former employees, customers, family members and so forth.
- Assign an impartial person / person to receive and follow up on reports (+ investigating)
- Create routines for reconnecting to the whistleblower first within 7 days, and then within 3 months for feedback about the status of the case.

About SRS

SRS is your full-service security partner. With many years of experience and cutting-edge expertise, we are a leading total provider of Security Risk Management, in Sweden and abroad. We protect you as a company, organisation, government agency or private individual. In every situation.

Are you interested in knowing more about SRS whistleblow service?

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We look forward to hearing from you!