

# Brief information on the EU Whistleblower Directive and the German Whistleblower Protection Act (HinSchG)

The German Whistleblower Protection Act (HinSchG) implements the EU Whistleblowing Directive 2019 into national law. **From December 2021, the law provides for obligations for companies with more than 250 employees, in certain industries as well as authorities and offices** in larger municipalities.

## What lies ahead for businesses

- **Obligation to introduce an internal reporting office** for misconduct
- **Case handling rules** and **deadlines**
- **Reversal of burden of proof in case of reprisals** against whistleblowers

## Which implementation deadlines apply

Affected companies should respect the following deadlines for setting up an internal reporting office:

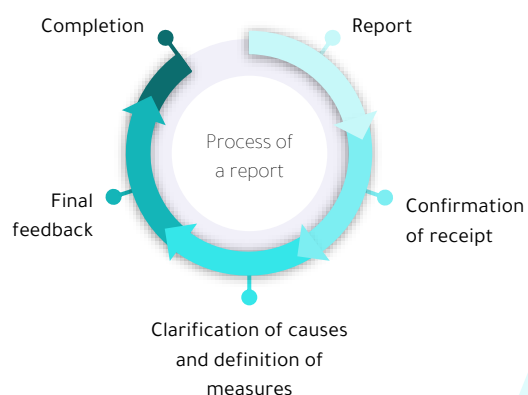
- **December 17, 2021** for
  - Companies with more than 250 employees
  - Authorities and offices in municipalities with more than 10,000 inhabitants
  - Companies in certain financial services sectors (regardless of the number of employees)
- **December 17, 2023 (2-year extended transition period)** for companies with 50 to 249 employees

## Objectives of the EU Whistleblower Directive and the German Whistleblower Protection Act

- **Protecting your company** to avert damage caused by misconduct
  - Protection against legal consequences & penalties
  - Protection against loss of sales and loss of image
- **Strengthening the protection of potential whistleblowers** (protection against reprisals)
- **Encouragement to report misconduct** by whistleblowers

## Typical examples of misconduct

- ✗ Fraud
- ✗ Bribery
- ✗ Corruption
- ✗ Theft of company property
- ✗ Embezzlement



# hintcatcher

hintcatcher is a digital whistleblower system to promote communication in the event of misconduct

With the **hintcatcher** digital whistleblower system, **setting up an internal reporting office** in your company, as required by the EU whistleblower directive and the German Whistleblower Protection Act (HinSchG), **is quick and easy.**

## What hintcatcher offers

- ✓ **Fulfills the requirements for an internal reporting office** according to EU directive & German Whistleblower Protection Act
- ✓ **Online reporting form for whistleblowers** for easy reporting from any PC or smartphone
- ✓ **Case management** for the administration and processing of reports
- ✓ **Email reminders** to meet legal deadlines
- ✓ **Intuitive user interface and integrated workflow** support legally compliant case processing
- ✓ **Anonymous two-way dialogue** for anonymous communication with whistleblowers
- ✓ **File attachments** as additional evidence
- ✓ **Corporate design with company logo and customizable texts** for your individual reporting form
- ✓ **Analysis dashboard with Excel export** for customized reporting

## What hintcatcher is all about

- ✓ **Simple & quick implementation of the obligation to set up an internal reporting office** with just a few clicks
- ✓ **Easy introduction** without training
- ✓ **Does not tie up any IT resources** as it is hosted and operated by us
- ✓ **Supports compliance with legal deadlines and obligations** through an integrated workflow
- ✓ **Security concept** for the protection of sensitive information
- ✓ **Flexible retention policy** to comply with data protection regulations
- ✓ **German provider** with German and English contacts
- ✓ **Transparent pricing model starting at €39/month** without additional set-up fees

You are interested in hintcatcher?  
We look forward to hearing from you!

**E-Mail:** [contact@hintcatcher.com](mailto:contact@hintcatcher.com)  
**Web:** [www.hintcatcher.com](http://www.hintcatcher.com)

product kitchen GmbH  
Rehsteige 12 : 73035 Göppingen : Germany

## Security at hintcatcher

- ✓ Hosting in **ISO 27001 certified German data centers**
- ✓ **Integrated audit log** for processing steps
- ✓ **Anonymity of whistleblowers** is technically & organizationally guaranteed
- ✓ **Regular security updates and data backups** of the system
- ✓ **End-to-end encryption** of hint data