

NEWSLETTER

WILL YOU BE PENALISED FROM DECEMBER 18, 2023*?

On 02 May 2023, the Chamber of Deputies passed the bill on the protection of whistleblowers in the Grand Duchy of Luxembourg.



These are significant changes for companies.

DOES YOUR COMPANY HAVE MORE THAN 50 EMPLOYEES?

What are your obligations?

You must set up an internal whistleblowing channel or procedure to guarantee the protection of whistleblower.

What is the setup time?

December 17, 2023.

What is the penalty for non-compliance?

An administrative fine of up to **€250,000**.

Busy or other priorities at the moment?

Good news: the law allows you to seek the services of a mandated third party. Consider outsourcing this task to Eurolux Accounting, which guarantees neutrality and impartiality. You can continue to focus on your daily business without worrying about the rest.

DOES YOUR COMPANY HAVE LESS THAN 50 EMPLOYEES?

What are your obligations?

Companies with less than 50 employees are not legally obliged to set up an internal whistleblowing channel or procedure.

However, there are **several advantages** to setting up an internal reporting channel:

- **Reinforcing your corporate culture:** by looking after your employees' well-being, ethics and responsibility.
- **Detecting internal malfunctions:** by quickly identifying the situation, you can resolve certain situations before they escalate.
- **Continuous improvement:** by taking corrective actions, you can improve your internal practices and policies.
- **The company's reputation:** it will be enhanced both internally and externally.

Are you interested but don't know where to start?

No problem. The most important step has just been taken. We would be delighted to help you with this project, either entirely as partially. The decision is yours.

OUR STRENGTHS

- Our relationship is based on mutual trust and **confidentiality**;
- A **multidisciplinary** and **multilingual team**;
- Expertise in different areas of activity;
- Member of Morison Global international network.

OUR OFFER

LEARN & GO

We **train** your collaborators on the main aspects of the law of May 16, 2023

PROCESS & GO

We **set up an internal channel** and a **procedure** in accordance with the law.

CALL & GO

We **manage** your internal channel. We receive alerts and communicate them to you.

DIG & GO

We **investigate** the report and give you our advice.

CONSULT & GO

You want an **expert opinion** on alerts received.

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Our offer is **simple, clear** and **comprehensive**.

Depending on your needs, you can choose **one** or **several modules**.”

If you would like more information about our offer, please feel free to contact us by email at **info@eurolux.lu**.

*The setup time for companies having more than 250 employees was May 21, 2023.