

Whistleblower scheme



SKAU REIPURTH

Skau Reipurth – whistleblower scheme

In December 2021, it became a legal requirement for all businesses in Denmark with 250 or more employees to have a whistleblower scheme under which suspected irregularities may be reported. During 2023, it will become a requirement for all businesses with more than 50 employees. In addition to the legal requirements, many companies, associations and organisations have chosen to increase their focus on providing confidential solutions, allowing employees, volunteers and external parties to voice their concerns.

By having a whistleblower scheme in place, you gain knowledge about irregularities, which enables you to handle potentially problematic incidents correctly and in time. Moreover, you let the outside world know that your company or organisation is doing everything possible to put an end to irregularities, and that will add considerably to your reputation.

Skau Reipurth offers an accessible solution, comprising the establishment and operation of a secure whistleblower scheme as well as continuous examination of reports, just as we will, of course, provide relevant legal advice.

Our whistleblower scheme complies with all legal requirements applicable and is easy and safe to use for the person submitting a report. The whistleblower scheme is available in both Danish and English.

How our whistleblower scheme works

Our solution consists of a cloud-based platform to which both external and internal stakeholders can easily and quickly get access from a mobile phone, tablet or PC. The solution can be made available on your own website and Intranet.

Suspected irregularities may be reported both orally and in writing, just as evidence in the form of photos and other documents can be shared through the platform, as it contains both camera and microphone. It is also possible to submit a report by telephone.

Your employees and other stakeholders may choose to submit a report anonymously, after which a few select attorneys at Skau Reipurth will be examining the reports, ensuring that they are forwarded to the persons who, as agreed with you, will carry out the investigation of such reports. The attorneys will also make sure that reports are not sent to persons included in said report.

Competitive fees

We offer the establishment of a whistleblower scheme and a continuous subscription as one service, comprising the establishment and continuous licence for and operation of your whistleblower scheme, including access of employees and other stakeholders to report via the platform, as well as our examination of reports. In addition, we will prepare the legal documents required for the establishment of a whistleblower scheme. These include a privacy policy and internal guidelines.

Number of employees	Subscription fee (excl. VAT)
Up to 49 employees	Year 1: DKK 11,200, excl. VAT. Subsequent years: DKK 6,700, excl. VAT.
50 – 249 employees	Year 1: DKK 12,700, excl. VAT. Subsequent years: DKK 8,200, excl. VAT.
250 – 499 employees	Year 1: DKK 19,800, excl. VAT. Subsequent years: DKK 15,300, excl. VAT.
500 – 999 employees	Year 1: DKK 25,900, excl. VAT. Subsequent years: DKK 17,800, excl. VAT.

Please contact us for a quotation if your organisation has more than 999 employees.

Hotline: At the price of DKK 4,500, excl. VAT, a 24-hour hotline, to which reports may also be submitted, may be added to any of the subscriptions.

Please note that the annual subscription fees include up to 20 reports. We charge our usual hourly rates when the number of reports exceed 20 or when we provide assistance related to questions or act as a sounding board.

Want to know more?

If you would like to hear more about our whistleblower schemes, or if you want to establish a whistleblower scheme, please contact Mette Vestergaard Huss, attorney and partner, via email: mvh@skaureipurth.com or by phone: +45 30 10 39 22, or Natasha Lerche, attorney, via email: nal@skaureipurth.com or by phone: +45 92 15 38 44.