

SKAU REIPURTH

# Whistleblowing scheme





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## **Skau Reipurth – Whistleblowing scheme**

In December 2021, it became a statutory requirement for all enterprises with 250 or more employees to have a whistleblowing scheme for reporting suspected irregularities. This requirement will be imposed on all enterprises with 50 or more employees in December 2023. In addition to legal requirements, many companies, associations and organizations have chosen to increase their focus on ensuring confidential solutions where employees, volunteers and external stakeholders can make themselves heard.

With a whistleblowing scheme, you will obtain knowledge about irregularities so you can handle potentially problematic episodes correctly and in time. Moreover, you signal to the outside world that your company or organization is doing everything possible to stop irregularities, which greatly enhances your reputation.

Skau Reipurth offers an easily accessible solution, which includes the setting-up and operation of a safe whistleblowing scheme as well as initial assessment of reports, and, of course, we also provide relevant legal advice.

Our whistleblowing scheme complies with all current statutory requirements and is easy and safe to use for the reporting person. The whistleblowing scheme is available in both a Danish and English version.

## **How our whistleblowing scheme works**

Our solution consists of a cloud-based platform, which can be accessed quickly and easily by external as well as internal stakeholders from a mobile phone, tablet, or PC. The solution can be made accessible via your own website and intranet.

Reporting suspected irregularities can be done both verbally and in writing, and evidence in the form of images and other documents can be shared on the platform as both camera and microphone are available during reporting. The possibility of reporting concerns via a telephone line is also available.

Your employees and other stakeholders can choose to submit reports anonymously, and only a few selected attorneys at Skau Reipurth are available to make an initial assessment of the reports and ensure that the reports are sent to the persons who are, by agreement with you, to investigate them. The attorneys in question will also ensure that no report is sent to anyone mentioned in the report.

## Competitive prices

We offer the setting up of the whistleblowing scheme and an ongoing subscription as a comprehensive service, which includes the setting up, ongoing license for and operation of your whistleblowing scheme, including access for your employees and other stakeholders to submit reports in the platform itself as well as our initial assessment of reports. In addition, we prepare the legal documents required in connection with the establishment of a whistleblowing scheme, such as a privacy policy and internal guidelines.

<b>Number of employees</b>	<b>Subscription fee (excl. VAT)</b>
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.

For more than 999 employees, please contact us for a quote.

Telephone line: For the price of DKK 4,500 excl. VAT, a 24/7 telephone line for reporting concerns is available as an add-on to any subscription.

Please note that the annual subscription fees include up to 20 reports. In case of more than 20 reports and in case you need our assistance for answering questions as well as sparring and advice, we charge our standard hourly rate.

### Do you want to know more?

If you want to know more about our whistleblowing schemes or wish to set up a whistleblowing scheme, you can contact Mette Vestergaard Huss, Attorney and Partner, by e-mail at [mvh@skaureipurth.com](mailto:mvh@skaureipurth.com) or by telephone on +45 30 10 39 22.