



Littler | Whistle Protect, provided by WhistleB, is a whistleblowing system used by companies across Europe that allows employees and external stakeholders to report suspected misconduct through a secure and user-friendly online tool. The service provides employers with an easy way to uncover and address misconduct, as well as access to market-leading data security and privacy to ensure whistleblower anonymity and protect sensitive data. With compliance with relevant national and European Union laws embedded within the tool, Littler | Whistle Protect also helps companies reduce their legal risk.

## How The Whistleblowing System Works

### Reporting

A person reports suspected wrongdoing using the web-based reporting channels. (Available in multiple languages, the web-based channel is device independent, allowing for access from smartphones.)

### Case Management - Investigation

Authorised users of the Case Management tool get a notification (SMS and email) of an incoming message which prompts them to log into the tool to view the message and take action.

### Dialogue

Further dialogue with the person reporting is possible with remained anonymity.

### Statistics and Report Generation

The dashboard provides an overview of current and historic data, status, alerts, performance indicators and in-depth analysis.

## A Tool for Efficient, Accurate and Secure Case Management

Facilitating a flexible and secure organizational set up of the case management process, the tool allows for submission of cases to defined teams with the possibility to assign cases further to individuals and teams.

Advanced investigation support includes categorization of cases, communication with users and external individuals, file upload, predefined answers etc.

Translation is provided via safe machine translation and professional translators.

Case reporting includes online statistics, KPIs and presentations.

With security as the foundation of the tool's design, cases are archived or deleted when the investigation is closed, in compliance with the legal requirements in the markets where the service is offered to employees. User and case logs are available.

## Data Security

Littler | Whistle Protect is designed with the principles of security by default and by design to ensure data security and correct management of personal data, through:

- **Encryption** – Customer data is encrypted in communication and storage.
- **Secure Authentication** – Multi-factor authentication can be required to access the service.
- **Secure Data** – Realtime replication is combined with back ups utilizing primary and secondary data centers.
- **Intrusion Detection and Prevention** – Littler Whistle Protect is protected against online attacks for all authentication in the service.
- **Availability of Data** – Performance and security of Littler Whistle Protect is monitored 24/7/365, by a third-party provider.
- **Testing** – Vulnerability and penetration testing provided by external IT security experts.





## For More Information

WhistleB is a global whistleblowing service provider and business ethics and compliance expert. They are a fast-growing company and the WhistleB service is currently used in more than 150 countries.

Littler is the largest law practice in the world exclusively devoted to representing management in every aspect of labor and employment law. We serve as a single point of contact for our clients' global labor and employment needs, helping multinational employers to move their employees across borders, comply with local employee relations laws, and assist employers with such international issues as overseas privacy laws and applying company policies worldwide.

Our European legal services include 25 offices in the region's most robust economies, housing more than 300 local Littler attorneys who collaborate with our working partners in all European jurisdictions, as well as our attorneys in other regions of the world. For more information, visit [www.littler.com](http://www.littler.com).

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## Implementation and Support

In four easy steps, customers can set up Littler | Whistle Protect using a well-defined and proven implementation process:



**Start Up** – With the help of a dedicated team, we'll review the project plan and implementation package.



**Customization** – We'll help you determine which template will require customization, including whistleblowing guidelines, reporting forms and communication templates.



**Set Up** – The whistleblower reporting channel will be configured, and the company Case Management tool will be prepared for intake.



**Launch** – We'll help you draft communications for your organization and determine your final launch plan.

At Littler, we understand that workplace issues can't wait. With access to more than 1,700 employment attorneys in more than 100 offices around the world, our clients don't have to. We aim to go beyond best practices, creating solutions that help clients navigate a complex business world. What's distinct about our approach? With deep experience and resources that are local, everywhere, we are fully focused on your business. With a diverse team of the brightest minds, we foster a culture that celebrates original thinking. And with powerful proprietary technology, we disrupt the status quo – delivering groundbreaking innovation that prepares employers not just for what's happening today, but for what's likely to happen tomorrow. For 80 years, our firm has harnessed these strengths to offer fresh perspectives on each matter we advise, litigate, mediate, and negotiate. Because at Littler, we're fueled by ingenuity and inspired by you.