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Newsflash

16 January 2023

Reminder: Deadlines for businesses and other organizations to comply with the new law 4990/11.11.2022 on Whistleblowing

In the context of our effort to provide you with up-to-date information regarding all current regulatory matters, we remind you of the obligations to appoint a Whistleblowing Officer (WO) and adopt the Policies and Procedures related to Whistleblowing with or without the use of technological tools for the internal reporting channels, noncompliance with which entails consequences and fines both from the Labour Authorities and from specific supervisory bodies on a case-by-case basis.

- Private businesses (employing more than 249 employees) must comply by 11 May 2023 and inform accordingly the Labour Authorities within 2 months of their compliance.
- Private businesses (employing more than 50 and up to 249 employees), must comply by 17 December 2023 and inform accordingly the Labour Authorities within 2 months of their compliance.
- State-Public law entities-Municipalities/communities must comply by 11 May 2023.

Ministerial decisions will further determine the calculation of the amount of fines and the Activity Code Numbers (A.C.N.) of businesses operating in the financial services, products and markets, transport and environment sectors, as well as those businesses operating on the basis of a decision approving environmental conditions, which are obliged to appoint a Whistleblowing Officer regardless of the number of employees they employ.

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This Newsletter aims to provide the reader with general information on the above-mentioned matters. No action should be taken without first obtaining professional advice specifically relating to the factual circumstances of each case.