



**THE INTEGRITY
coordinator**



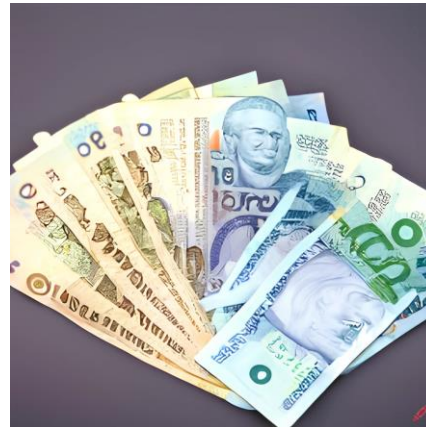
**DE INTEGRITEITS
coördinator**

SEV Hellenic Federation of Enterprises
Why whistleblowing matters
March 23 2023



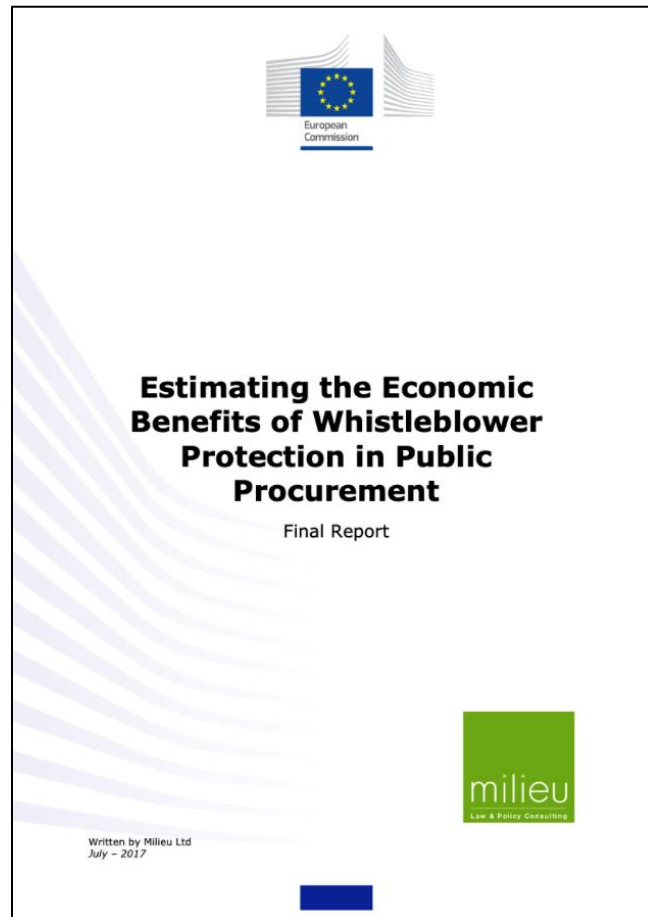
Why?

- Legislation:
 - Procedure, reporting channels
 - Impartial/independent coordinator
- Obligated to have them – so why not have a good one?
- If you get it wrong: fines / prison





Benefits of whistleblowing



- 2017 study ordered by European Commission
- Solely focusing on public procurement
- Estimates economic benefits of whistleblowing protection in the EU
- Between € 5.6 and 9.6 billion annually



Benefits of a good speak-up culture

Association of Certified Fraud Examiners (2022)

- 5% Average revenue loss due to fraud
- 42% of all frauds are discovered through reporters
- Most of the reporters are
 - 1) Employees (55%)
 - 2) Clients (18%)
 - 3) Anonymous (16%)
 - 4) Suppliers (10%)
- Costs/benefits: you do the math!



George Washington University

Companies with more internal whistleblowing reports have:

- Fewer external whistleblower reports
- Fewer litigation costs (20,4 %)
- Fewer material lawsuits (6,9 %)
- Increased return on assets (2,8 %)



Higher ROA

Companies with higher hotline usage have ROA up to 2.8% higher than similar companies with lower hotline usage.

Stubben/Welch

Seems to be confirmed in Dutch thesis



Benefits of a good speak-up system

- Identify and address problems early
- Fewer investigation & litigation costs
- Fewer fines
- Fewer management time spent on problems
- Better reputation, attract employees, suppliers, clients
- Transparency/organizational justice will increase the trust
- Stimulates the sharing of knowledge and ideas
- Better, more creative work environment

#Fraud
#Corona
#MeToo
#BlackLivesMatter
#ModernSlavery
#Health&Safety
#Corruption
#Environment
#MoneyLaundering
#Treating Customers Fairly
#Greatplacetowork
#Culture
#Trust
#Compliance
#Creativity
#Ethics



Why do people not report internally?

- They are afraid
 - Of the consequences (retaliation)
 - Their identity will not be kept confidential
- They don't trust the reporting procedure
- They think nothing will happen/change
- They don't know how to report





Some good practices

- Short, easy to understand, reporting procedure
- Make it easily accessible to anyone
- Enable anonymous reporting (use external software)
- Protect reporters, conduct solid, independent investigations
- Communicate often with all parties involved
- Speak-up but also to listen-up (train management)
- Handle similar cases similarly / organizational fairness
- Provide feedback: what happens with reports?
- Celebrate reporters





Unleash the power of a good speak-up culture



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National Compliance Award 2019