

Publicly Traded Companies - Whistleblower Hotline Requirements

Whether a whistleblower hotline reporting program is required by your company or not, today's business and regulatory standards approach whistleblower hotlines as an expected tool to complement a well-rounded ethics and compliance program.

Some regulatory requirements stipulate that publicly traded organizations are mandated to have a whistleblower policy and procedure in place. The US requirements of **Sarbanes-Oxley** and **Canada's Multilateral Instrument 51-110** state that a publicly traded organization must address and manage:

- The receipt, retention and treatment of complaints received by the issuer regarding accounting, internal accounting controls, or auditing matters
- The confidential, anonymous submission by employees of the issuer of concerns regarding questionable accounting or auditing matters

Protect Company Assets and Employees with a Whistleblower Hotline

Independent whistleblower reporting hotlines provide employees with a way to alert their employer to, and reduce the possibility of, inappropriate or illegal behaviour. A whistleblower reporting hotline provides a safe and anonymous way for employees to provide insight to management and allows all parties to put measures in place to limit liability, and the potential for claims of retaliation.

Avoid Ethical and Legal Violations

The regulatory environment is often changing and many companies operate in a market that is competitive, and highly scrutinized. With no effective mechanism in place for employees to report ethical or legal violations, those violations can significantly grow to a point where the organization could face serious repercussions both legally and financially.

Meet Regulatory Requirements

Ethics and Compliance professionals are constantly navigating the complex world of regulations to ensure their companies are compliant. It's important they keep on top of regulations like the Foreign Corrupt Practices Act (FCPA), Sarbanes-Oxley Act (SOX), Multilateral Instrument 51-110 (Canada), and the U.K. Bribery Act, as well as other regulations like HIPAA, and GDPR.

Minimize Damaging Exposure

Organizations the world over can be the subject of highly publicized scrutiny due to fraudulent activity that has been ignored. When companies behave negligently, customers' perceptions and purchasing decisions will be adversely affected. Leadership understands this, but they may get caught off guard by how far-reaching the aftershocks of a scandalous situation can be.

Protection of Whistleblowers

Section 806 of Sarbanes-Oxley stipulates the protection of whistleblowers at covered employers, who disclose corporate fraud or violating any rule or regulation of the SEC. Who is protected under the whistleblower protection provision of the Sarbanes-Oxley Act?

- Any employee, or employee of a contractor or sub-contractor employee of a publicly traded company that reports what they believe is fraud
- Employees of any subsidiary or affiliate of a publicly-traded company whose financial information is included in the consolidated financial statements of such company
- Employees of contractors or subcontractors of public companies, including the attorneys and accountants who prepare public companies' SEC filings

WhistleBlower Security specializes in delivering flexible and modern 24/7/365 integrated Hotline and Case Management Whistleblower Reporting Services for publicly traded organizations around the globe.



Global Ethics Hotline Services

We offer a robust Global Hotline Service to provide your organization with a trustworthy ethics reporting process, ensuring employees, customers and suppliers feel safe and secure when reporting ethics and compliance related issues.



Data Privacy & Security

WhistleBlower Security's data servers are located in Canada, providing clients with strong data privacy and security capabilities, meeting worldwide privacy standards.



Global Capabilities

We offer broad language capabilities and quality translation services to serve global audiences, ensuring the reports are accurately captured and delivered for investigation.



Case Management

Our *IntegrityCounts™* Case Management application is a modern, highly intuitive system providing your organization with simple, customizable web-based confidential ethics reporting system that increases employee engagement to nurture a culture of ethics and integrity.



Customization

Whether large or small, we offer practical customization options to meet the unique needs of your organization.



Speedy Implementation and Quality Service

Our high quality and attentive implementation process helps to get your organization up and running quickly with ongoing support available when you need it.

FOR MORE INFORMATION

Contact WhistleBlower Security at 1-888-921-6875, email us at info@whistleblowersecurity.com, or visit our website at www.whistleblowersecurity.com

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