

Whistleblower protection

Summary information

- Who can report:
Anyone who becomes aware of a violation in the context of their work or other similar activity. Persons under Section 2(3)(c) to (g) and (j) are excluded from reporting.
- What to report:
A violation or threatened violation under the applicable and effective legislation.
- How to report:
By a communication channel ensuring the confidentiality of the information provided, the protection of the whistleblower and the person reported and their personal data; anonymous reports are not accepted.

What is and what is the purpose of whistleblower protection?

In 2019, Directive (EU)2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of whistleblowers was adopted at the level of the European Union. Under this legislation, effective and comprehensive protection of whistleblowers, i.e. persons who report work-related misconduct, is an essential element of the fight against corruption and part of a functioning rule of law. Whistleblowers not only save public and private money, but can also help protect public health, save lives, help prevent environmental disasters, etc. Individual Member States have adopted transposition laws in connection with the Directive, in the Czech Republic this is Act No 171/2023 Coll., on the protection of whistleblowers.

Protection of persons and personal data

The protection of personal data, as well as the protection of the whistleblower and the person being reported, is governed by the applicable legal provisions and internal regulations. In the case of the use of whistleblowing, the whistleblower has the right to confidentiality and other protection. The whistleblower must be identified.

How the report will be processed

Depending on the content of the report, the person responsible shall take appropriate action and, where possible, inform the whistleblower of the outcome of each report. Feedback on the outcome of the report shall be provided to the whistleblower within a reasonable period of time to evaluate its content and take appropriate action.

Communication channels (how to report violations)

Use one of the following channels to make an announcement, but primarily use www.oznam.to.

Competent person:
Veronika Janatová
janatovav@halla.cz
+420 777 410 592

Ludmila Zvolánková
zvolankoval@halla.cz
+420 778 493 037

Electronically at:
www.oznam.to PIN: R8Y2
www.oznamovatel.justice.cz

In writing to:
Whistleblowing
Halla, a.s.
Litvínovská 288/11
190 00 Praha