

WHISTLEBLOWER PROTECTION

SUMMARY INFORMATION

Who can report:

anyone who learns about illegal behavior in connection with work or other similar activity. Persons are excluded from notification according to § 2 par. 3 letters c) to g) and j)

What is reported:

violation or imminent violation according to valid and effective legislation

How to report:

via a communication channel ensuring the confidentiality of the information provided, the protection of the whistleblower and the reported person and their personal data. Anonymous reports will not be reports under the Act and will not be subject to statutory procedures.

What is the whistleblower protection and what is its purpose?

In 2019, Directive of the European Parliament and the of the EU Council 2019/1937 of 23 October 2019 on the protection of persons who report violations of Union law was adopted at the level of the European Union. According to this legislation, effective and comprehensive protection of whistleblowers, i.e. persons who report illegal activities in connection with work, is an essential element of the fight against corruption and part of a functioning rule of law. Whistleblowers not only save public and private funds, but can also contribute to the protection of public health, save lives, help prevent environmental disasters, etc. Individual member states have adopted their transposition laws in connection with the directive, in the Czech Republic it is Act No. 171/2023 Coll., on the protection of whistleblowers.

Protection of persons and personal data

Regarding the protection of personal data, as well as the protection of the whistleblower and the reported person, the procedure is in accordance with applicable legal regulations and internal regulations. If breach reporting is used, the whistleblower has the right to confidentiality and other protections. The whistleblower must be identified.

How the notification will be handled

Depending on the content of the notification, the authorized person will take appropriate steps and inform the notifier about the results of each notification, if possible. Feedback on the results of the notification is provided to the notifier within a period reasonable for evaluating its content and taking appropriate steps.

Communication channels (how to report violations)

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

Person concerned:

*Jana Mrkvičková
jmrkvickova@solpap.cz
+420 495 052 033*

Electronically at addresses:

*www.oznam.to PIN: J6Y9
www.oznamovatel.justice.cz*

In writing to the address:

*Whistleblowing
Solpap s.r.o.
Resslova 350
503 46
Třebechovice pod Orebem*