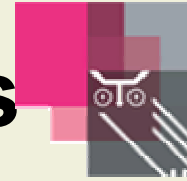


1. Definition: A Whistleblower is

- a non-anonymous source
- who gives information on irregularities and/or (criminal) wrongdoings
- from within a given organisation or institution
- to an authority of that organisation or institution.



2. Whistleblowing Environment

- **unambiguous environment of ethics and professional standards that take in for granted that**
 - **irregularities / wrongdoings are not tolerated and**
 - **will be followed up.**
- **establishment of disclosure procedures**
 - **to whom you report, how, etc.**
 - **record of interviews**



3. Whistleblower Protection

- **Yes, where requested / useful**
 - **as concerns the bona-fide whistleblowers**
 - **confidentiality of identity (possible limitations in criminal prosecution)**
 - **honestly describe the circumstances**
 - **protection against retaliation**