

Whistleblower Protection Act

What is it?

A law that protects employees against reprisals when reporting violations of legal regulations by their employer in the course of their professional activities.

This means that whistleblowers will not suffer any disadvantages when reporting a violation of rules and laws by the company.

Who can be a whistleblower?

Employees, including former employees, applicants, interns and temporary employees, self-employed persons who provide services, freelancers, contractors, subcontractors, suppliers and their employees.

Examples of violations that can be reported:

- Criminal offences
- Data protection violations
- Occupational safety violations
- Environmental protection violations
- Financial misconduct such as bribery, tax evasion or money laundering
- Violations of the Minimum Wage Act
- Violations of the Working Hours Act
- Other violations of federal and state laws

Who can I contact in such a case?

You are free to choose whether to contact an internal or external reporting office.

Internally: Sandra Pfeifer-Lauxmann

Externally: External reporting offices have been set up at the Federal Office of Justice, the Federal Cartel Office and the Federal Financial Supervisory Authority, among others.

In addition, external reporting channels of the European Commission, the European Anti-Fraud Office and the European Commission's Whistleblower Hotline.

Further information is available from the [external reporting office at the Federal Office of Justice](#).

How can I report internally?

- By email: hinweis@engel-natur.de
- By telephone: +49 7121 – 387 87 –92
- In person

How are whistleblowers protected?

Confidentiality: The identity of the whistleblower and the persons concerned will be treated confidentially by the reporting offices (internal + external).

Prohibition of reprisals: Employers may not take any negative measures (dismissal, salary reduction, transfer) in response to a report.