

There is still no end to misconduct by enterprises in recent years, becoming a social problem. → Need to **prevent damage** by **early rectification**.

(1) Facilitating rectification of misconduct of an enterprise by the enterprise itself, and making it easy to report with peace of mind

- Obliging enterprises to **establish a system necessary for** appropriately dealing with internal reports, etc. (such as establishment of contact points, investigations, and rectification measures) Details will be set out in the Guidelines. [\[Article 11\]](#)
 - * Small and medium sized enterprises (with 300 employees or fewer) are obliged to make efforts.
- Introducing **administrative measures** (advice, guidance, recommendation and publication when recommendation is not followed) to ensure the effectiveness of the measures [\[Article 15 and Article 16\]](#)
- Obliging those who are engaged in internal investigations, etc. to **maintain the confidentiality of information** identifying the whistleblower (introducing criminal punishment for a violation of the obligation) [\[Article 12 and Article 21\]](#)

(2) Facilitating reports to administrative organs, etc.

- Requirements for Reports to Administrative Organ with Authority [\[Article 3, item \(ii\)\]](#)

(Existing provisions)	(Amended provisions)
Reports in the case of reasonable grounds to believe	Adding the case of reports with submission of a document stating the whistleblower's name, etc.
- Requirements for Reports to News Organs, etc. [\[Article 3, item \(iii\)\]](#)

(Existing provisions)	(Amended provisions)
Danger to life or body	Adding damage to property (irreparable or material)
(none)	Adding the case of high possibility of leakage of information identifying the whistleblower
- Establishing Systems, etc. Necessary for Appropriately Dealing with Whistleblowing disclosures at Administrative Organs with Authority [\[Article 13, paragraph \(2\)\]](#)

Enhancing effectiveness of internal and external reports

(3) Facilitating protection of whistleblowers

- Persons to Be Protected [\[Article 2, paragraph \(1\), etc.\]](#)
- Reports to Be Protected [\[Article 2, paragraph \(3\)\]](#)
- Contents of Protection [\[Article 7\]](#)

(Existing provisions)	(Amended provisions)
Worker	Adding retirees (within one year after retirement) and officers (in principle, efforts must be made to take investigative and rectification measures in advance)

(Existing provisions)	(Amended provisions)
Object of criminal punishment	Adding objects of administrative penalties

(Existing provisions)	(Amended provisions)
(none)	Adding exemption from liability for damages caused by reports