The corporate wrongdoings that become a social problem have never ceased to occur. → Need to prevent damage through early correction.

### Amendment to Whistleblower Protection Act

#### Reinforcement of Response to Internal/External Report

1. **Facilitate Companies/Organizations to Correct their own Violations/Misconducts and Facilitate Whistleblowers to Make Internal Reports**
   - Obligate companies/organizations to **establish a system for responding to whistleblowing** (e.g. establishing an internal reporting channel, an investigation/correction rule etc.) The detailed content of obligations is to be decided by the guidelines [Article 11]
   - ※Obligate small and medium-sized business operators (300 employees or less) to make their best efforts

2. **Facilitate Whistleblowers to Report to an Administrative Organ etc.**
   - Conditions for being protected when reporting to an administrative organ [Article 3(ii)]
     - (Current) Where whistleblower has reasonable grounds to believe
     - (Amendment adding) Where document with her/his name etc. is submitted
   - Conditions for being protected when reporting to the press and other external parties [Article 3(iii)]
     - (Current) Damage to the human life or body
     - (Amendment adding) Damage to the property (irredeemable/serious)
     - (None) High possibility of leakage of information identifying the whistleblower
   - Obligate administrative organs (with the authority to impose dispositions or recommendations) to establish a system for responding to whistleblowing [Article 13(2)]

3. **Ensure Whistleblowers to be Protected**
   - **Scope of whistleblower** [Article 2(1) etc.]
     - (Current) Current employees
     - (Amendment adding) Retired employees (reporting within 1 year after resignation) and executives (obligated to investigate/correct before external whistleblowing)
   - **Scope of whistleblowing** [Article 2(3)]
     - (Current) Conducts to be criminally punished
     - (Amendment adding) Conducts to be administratively sanctioned
   - **Scope of protection** [Article 7]
     - (Current) Exempt from liability of compensation for damages incurred by whistleblowing

*To be enforced within 24 months after promulgation*