

The corporate wrongdoing that become a social problem have never ceased to occur. → **Need to prevent damage through early rectification.**

## ① Facilitate Companies/Organizations to Correct their own Violations/Misconducts and Facilitate Whistleblowers to Report their Employers

- Obligate companies/organizations to **establish a system for responding to whistleblowing** (e.g. establishing a point of contact, an investigation/rectification rule etc.)  
The detailed content obligations is to be decided by the guidelines **【Article 11】**  
※obligate small and medium-sized businesses operators (300 employees or less) to make their best efforts
- Introduce **administrative measures** (advice/guidance, recommendation and disclosure of company's name) in order to ensure effectiveness of above mentioned obligations **【Article 15,16】**
- Obligate person in charge of handling of whistleblowings to **protect the confidentially of the information** identifying the whistleblower (and introduce criminal penalty for breach of this obligation) **【Article 12,21】**

## ② Facilitate Whistleblowers to Report to an Administrative Organs etc.

- Conditions for being protected when reporting to an administrative organ **【Article 3(ii)】**

(Current)	(Amendment adding)
Where whistleblower has reasonable grounds to believe	Where document with their names etc. is submitted
- Conditions for being protected when reporting to the other **【Article 3(iii)】**

(Current)	(Amendment adding)
Where damage to the human life or body	<b>Damage to the property</b> (irredeemable/serious)
(None)	a 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)】**

### Reinforcement of Response to Internal/External Report

## ③ Ensure Whistleblowers to be Protected

- Scope of whistleblower **【Article 2(1) etc.】**

(Current)	(Amendment adding)
Current worker	<b>Those who quitted</b> (within 1 year after resignation) <b>and executives</b> (obligated to investigate/rectify before external whistleblowing)
- Scoped whistleblowing **【Article 2(3)】**

(Current)	(Amendment adding)
Conducts to be criminally punished	Conducts to be <b>administratively sanctioned</b>
- Scope of protection **【Article 7】**

(Current)	(Amendment adding)
(None)	<b>Exempt from liability for damages</b> incurred by whistleblowing

\*Enforcement planned within 24 months after promulgation