German Supply Chain Law facts

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applies to companies with registered office in Germany as of

> 3000 Employees → from 2023

> 1000 Employees → from 2024

~ 250 Employees → from 2025

Goal:
To prevent and eliminate human rights violations in the supply chain.

The entire supply chain is affected

Indirect and direct suppliers

Which regulations?

Human rights

Prohibitions

- Child labour
- Slavery
- Discrimination
- Environmental damage

Duties

- Occupational safety
- Fair wages
- Freedom of association

Environmental standards

Prohibitions

- Mercury use
- Persistent pollutants
- Export of hazardous waste

Duties

- Environmentally friendly handling of waste

Monitoring:

Federal Office for Economic Affairs and Export Control

Sanctions:

up to 8 million €

and exclusion from tenders

German Supply Chain Act duties

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The obligations of the German Supply Chain Act apply to the following parts of the supply chain

Company	Tier 1 suppliers	Tier 2-n suppliers
Policy statement		
Risk management		
Risk analysis		Risk monitoring
Documentation		
Annual report		
Complaints office		
Prevention measures		Specific prevention
Remedial actions		Remedy for violations

THE BIZPANDO PLATFORM

bizpando

Supply chain act - not a marathon, but a relay race

bizpando is the only platform where companies of all sizes collaborate to identify and share compliance along their supply chain.

unique Platform

- Developed for the supply chain act
- Saves costs
- Creates transparency
- Preserves anonymity
- Reveals risks

Transparency and anonymity combined

Basic functions completely for free

Sharing economy

For every company worldwide

THE PLATFORM: TWO STEPS

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1. Invite suppliers

2. Fill out questionnaire

Digital questionnaire result:
On track

Whistleblower Law facts

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applies to companies located in Europe from

> 250 Employees → from 2023

> 50 Employees → from 2024

Goal:
Whistleblower should be able to report legal violations as safely as possible

Based on the EU Whistleblower Protection Directive of 2019

Status of laws in EU countries

Monitoring:

Bundesamt für Justiz

Sanctions :

up to 1 million €

Whistleblower Law facts

bizpando

Based on the EU Whistleblower Protection Directive of 2019

applies to companies located in Europe

> 250 Employees → from 2023

> 50 Employees → from 2024

Goal:
Whistleblower should be able to report legal violations as safely as possible

Sanctions :

up to 1 million €

Monitoring: Bundesamt für Justiz

Whistleblower Law duties

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The following obligations exist for companies under the Whistleblower Protection Act

Whistleblower system:

- Unrestricted access
- Audit-proof documentation
- Written and verbal

Measures:

- Respond to notices with proper action
- Provide employees with understandable information

Responsibilities:

- Supervision by an independent and qualified person
- Enable physical meeting within a reasonable time frame

Attention:
Reversal of burden of proof
Whistleblowers do not have to fear any consequences under labor law. The procedural burden of proof is reversed in favor of the whistleblower in labor law proceedings.

Deadlines:

- Acknowledgement of receipt within 7 days
- Feedback within 3 months

Whistleblower:

- Preservation of confidentiality
- Anonymity and data protection
- No reprisals

Whistleblowing Law process

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bizpando Whistlehorn

Whistleblowing Law case management

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bizpando Whistlehorn

WHISTLEHORN EXTENSION

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Whistleblower Protection Act - easily implemented

The innovative whistleblower protection system is directly integrated into bizpando. Your company can choose whether to process the reported cases itself or to book an external service provider.

Compliance with legal deadlines

Anonymous chats

Efficient complaint management

Free trial

THE PLATFORM: GET STARTED NOW

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Supply Chain Act
Whistleblower Protection Act

01/01/2023

Every company can start immediately
for free with little effort

instead of

the time-consuming use
of a costly alternative system

bizpando.com