



How whistleblowing helps companies

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Potential benefits

- Protects companies
- The ultimate internal control
- Democracy and freedom of speech in action

Potential challenges

- Trouble makers with self-interest at heart
- Genuine whistleblowers reluctant to come forward
- Protecting the accused

Question

How can we improve whistleblowing?

- Financial incentives
- Guaranteed protections
- Make it compulsory

Procedures

Internal

- Size of company

External

- Competent authorities

Practical tips for implementation

- Categories of wrongdoing for internal reports
- Who can report
- How to report
- Relationship with external reports
- Investigations
- ,Any limitations on confidentiality
- Whether to allow anonymity
- Rights of the accused
- Feedback to whistleblower and accused
- Optimum number of reports
- Whistleblowers' Champion
- Sanctions for those who offend the policy
- Employment contracts and settlement agreements

Whistleblowing in Indonesia

- 2006 Law on Witness and Victim's Protection
- Code of Good Corporate Governance
- Law No. 31 of 1999 on the Eradication of Corruption
- IFC Corporate Governance Manual

