

# IS LATVIA READY FOR THE WHISTLEBLOWERS LAW?

## NEW RULES AND BEST PRACTICES

At this joint conference both international and local experts will offer their insight into the introduction of the new Whistleblowers Law and its expected impact on organizations in Latvia, with a particular focus to private sector. The law, taking effect as of May 1, 2019, will require many companies to introduce certain whistleblowing mechanisms. The conference will explore what will be expected from companies to ensure compliance with the new legislation. In addition, the experience of a whistleblower and best practices of establishing proper internal whistleblowing mechanisms will be presented.

**Time:** March 28 from 14:00-18:00 (registration from 13:30)

**Location:** Riga Business School, Skolas 11

**The language of the event:** English

**Admission:** EUR 25 for members; EUR 50 for guests, admission free to public sector organizations. Seating is very limited and available on a first come first served basis.

**Hosts:** Transparency International Latvia, The American, British, Irish Latvian, Norwegian and Swedish Chambers of Commerce in Latvia

## PROGRAM

**Registration from 13:30**

### WELCOME

- **Ieva Bloma**, Manager of Alliance against Corruption in Latvia, Transparency International Latvia
- **Nancy Bikoff Pettit**, U.S. Ambassador to Latvia (TBC)
- **Claudio Rivera**, Associate Professor, Director of Bachelor Program, RBS

### SECTION1: Whistleblowing: the benefits and risks

**TIME: 14:10-15:20**

What is the general idea of whistleblowing mechanism and what is the regulatory goal of the recently adopted Law on Whistleblowing in Latvia? What regulatory requirements will be introduced by the Law? The role of the State Chancellery as the contact point for whistleblowers in Latvia will be explained.

The business standpoint on whistleblowing and newly introduced regulatory requirements of the Law. The legislation introduces a legal duty to establish internal whistleblowing system in organizations employing over 50 people. Are companies ready for the implications of the law, how will they ensure compliance and is there a risk of non-compliance?

### SPEAKERS

- **Inese Kuske**, Representative of the State Chancellery
- **Maris Vainovskis**, Partner at Eversheds Sutherland in Latvia; Chairman of Investment Protection and Court efficiency work group of the Foreign Investors Council of Latvia

### MODERATOR

- **Pauls Raudseps**, Commentator and Chairman of the Advisory Board of weekly news magazine "Ir"

**COFFEE BREAK & NETWORKING: 15:20-15:40**

## SECTION 2: The story of a whistleblower, followed by Q&A

TIME: 15:40-16:10

A whistleblower from Ireland will discuss Garda (Irish police) whistleblower scandal which took place in 2014 and ultimately led to the resignation of Ireland's then- Minister for Justice and Equality. Eugene will share his experience on what it means to blow the whistle on corruption and what the implications of whistleblowing are for the society.

### SPEAKER

- **Eugene Lyons**, Civil Servant and Former Executive Forsa, Irish Trade Union for public service staff (Ireland)

## SECTION 3: Best practices on establishing whistleblowing mechanisms: how is it done and how your organization could benefit from whistleblowing?

TIME: 16:10-17:20

Practical cases from real companies on establishing internal mechanisms and codes of conduct that provide guidance within the company on how to deal with the situations that are either unethical and/or might involve potential harm to the public.

### SPEAKERS

- **Evita Gosa**, Legal Director and Management Board Member, CEMEX (Latvia)
- **Francis Harman**, Chairman, InC Blue Group (USA)
- **Debora Pavila**, Partner of VILGERTS (Latvia)

### MODERATOR

- **Janis Veide**, Legal Consultant, Transparency International Latvia

WINE & NETWORKING: 17:20-18:00

