Member States		Does this jurisdiction have existing domestic whistleblower legislation?	Has this jurisdiction implemented the Whistleblowing Directive?	Date of effect
	<u>Austria</u>		✓	25/02/2023
	<u>Belgium</u>		✓	15/02/2023
	<u>Bulgaria</u>		✓	02/05/2023
	Croatia	✓	✓	23/06/2022
	Cyprus		✓	04/04/2022
	<u>Czechia</u>			
	<u>Denmark</u>		✓	17/12/2021
	<u>Estonia</u>			
	<u>Finland</u>		✓	01/01/2023
	<u>France</u>	✓	✓	02/09/2022
	Germany			
	Greece		✓	11/05/2023
	Hungary	<b>√</b>		
	<u>Ireland</u>	<b>√</b>	✓	21/07/2022
	<u>Italy</u>	<b>√</b>	✓	30/03/2023
	<u>Latvia</u>	<b>√</b>	✓	04/02/2022
	<u>Lithuania</u>	<b>√</b>	✓	15/02/2022

Member States		Does this jurisdiction have existing domestic whistleblower legislation?	Has this jurisdiction implemented the Whistleblowing Directive?	Date of effect
	Luxembourg			
	<u>Malta</u>	✓	✓	TBC
	<u>Netherlands</u>	✓	✓	18/02/ 2023
	<u>Poland</u>			
(B)	<u>Portugal</u>		✓	18/06/2022
	<u>Romania</u>	✓	✓	22/12/2022
#	<u>Slovakia</u>	$\checkmark$		
•	Slovenia	✓		
	<u>Spain</u>		√	13/03/2023
•	Sweden	✓	✓	17/12/2021