




























Member States	Does this jurisdiction have existing domestic whistleblower legislation?	Has this jurisdiction implemented the Whistleblowing Directive?	Date of effect
 <u>Austria</u>			
 <u>Belgium</u>		✓	15/02/2023
 <u>Bulgaria</u>		✓	02/05/2023
 <u>Croatia</u>	✓	✓	23/06/2022
 <u>Cyprus</u>		✓	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
 <u>Germany</u>			
 <u>Greece</u>		✓	11/05/2023
 <u>Hungary</u>	✓		
 <u>Ireland</u>	✓	✓	21/07/2022
 <u>Italy</u>	✓		
 <u>Latvia</u>	✓	✓	04/02/2022
 <u>Lithuania</u>	✓	✓	15/02/2022

Member States	Does this jurisdiction have existing domestic whistleblower legislation?	Has this jurisdiction implemented the Whistleblowing Directive?	Date of effect
 <u>Luxembourg</u>			
 <u>Malta</u>	✓	✓	TBC
 <u>Netherlands</u>	✓	✓	TBC
 <u>Poland</u>			
 <u>Portugal</u>		✓	18/06/2022
 <u>Romania</u>	✓	✓	22/12/2022
 <u>Slovakia</u>	✓		
 <u>Slovenia</u>	✓		
 <u>Spain</u>			
 <u>Sweden</u>	✓	✓	17/12/2021