

## How to respond to disadvantages as a result of whistleblowing

### 1. Before whistleblowing

- ▶ It would be better to take steps to address issues within the organization.

It is desirable to address issues within the organization. However, if the organization doesn't have any will to do so and disadvantages to the position of the whistleblower are expected, s/he can report the matter to any outside institution including the ACRC.

- ▶ Please be careful when use the phone and computer at the workplace.

Records of phone numbers to which you made a call can be reported, and the identity of the whistleblower can be found because of the record of reporting on the ACRC website in case the email account and computer of the whistleblower are accessed by the organization.

### 2. After Whistleblowing

#### Before disclosure of identity

- ▶ Please be careful not to be suspected when contacting the ACRC

You should be careful not to be suspected when you have a conversation on the phone or in person with the ACRC for initial investigation.

- ▶ Behave as usual when you are suspected as the whistleblower.

When you feel anxious with colleagues and fear of disadvantages and bullying as you are suspected as the whistleblower, it would be better to behave in a determined and imposing manner.

- ▶ Don't be embarrassed or reveal your knowledge on the matter when the ACRC investigates into the whistleblowing case.

If you look embarrassed or close to the ACRC investigator over the course of investigation into the corruption reporting case or the protection of the whistleblower, you can be suspected as the whistleblower.

#### After disclosure of identity

- ▶ You would be better to refrain from excessively complain on disciplinary action or suspension of duty.

Excessive complaining on disadvantageous action as a result of whistleblowing can serve as attributable reasons for disciplinary action or judicial action.

- ▶ Keep calm and respond to disadvantageous measures and claims of the organizations in a careful and prudent manner.

You should remain alert to any measures taken by the organization, and it would be better to secure evidence such as by documenting the measures on a daily basis.

#### After disadvantageous action is taken

- ▶ You should request protection measure for the whistleblower to the ACRC

When you submit an application for other remedial procedures including appeals or remedy for unfair dismissal, you should inform the ACRC and request help from the Commission.

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## Protection and Reward for Whistleblower of Corruption

We protect you<sup>+</sup>  
when  
you follow  
your conscience



*Don't worry and make a report.*

Corruption  
report  
Counseling **1398**



**ACRC** Anti-Corruption & Civil Rights Commission  
Addressing Civil Complaints - Preventing Corruption - Resolving Appeals

“Whistleblowers are not retaliated as a result of your corruption reporting with confidentiality, guarantee of position and physical protection.”

## Confidentiality

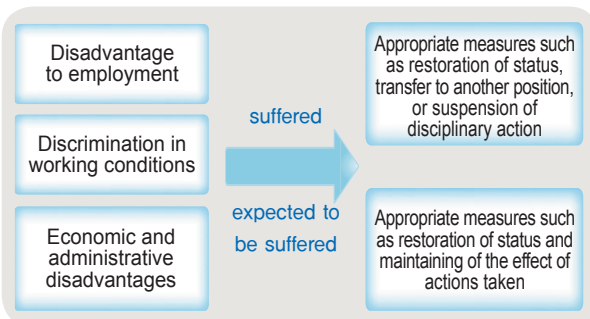
Your personal information remains confidential.

- Your identity shall not be disclosed or indicated without your consent.
- Investigators and other related officials who disclose the identity of a whistleblower without consent shall be subject to disciplinary action or criminal punishment.

## Guarantee of Position

You are not subject to any disadvantage or discrimination as a result of your whistleblowing.

- If the whistleblower suffers disadvantage, we impose negligence penalty or take disciplinary action.
- If your whistleblowing triggers...



## Physical protection

- We provide protective measures to those who are potentially under threat to the safety of themselves, families and relatives as a result of their whistleblowing activities.

Types of physical protection	protection in a certain facility for a certain period	Commissioner General of the Korea National Police Agency Chief of the local police agency Chief of the competent police station
	guarding service for a certain period	
	escort service	
	regular patrolling around the residence	
	other measures for physical protection	

## Medical Support / Legal Aid

- We provide medical treatment without charge to whistleblowers who suffer psychological discomfort and stress.
- In case of a lawsuit as a result of whistleblowing, we provide financial and/or other support for litigation process.

## Mitigation of culpability and penal provisions

- If a report on corruption reveals the whistleblower's own crime or illegal activities, punishment for the crime may be mitigated or remitted.
- Even though a corruption report violates the work-related confidentiality obligation, the whistleblower is not deemed to have violated such obligation.

Punishment for those who retaliate are as follows:

- If a person who put the whistleblower at a disadvantage fails to meet the requests of the ACRC, then s/he will be sentenced not more than one year in prison or be fined not more than KRW 10 million.
- Any person who disadvantages or discriminates against a whistleblower in terms of his/her public position or working conditions shall be punishable with not more than KRW 10 million in fines for negligence.

## Reward and Award

We provide an award and/or reward for whistleblowing.

- When a corruption whistleblowing case results in the recovery of revenue for public organizations, a reward of up to KRW 2 billion is provided.

■ Criteria for Pay Rewards (Example)

Benefits Incurred	Rewards (Maximum)
KRW 100 million	KRW 20 million
KRW 500 million	KRW 76 million
KRW 2 billion	KRW 226 million
KRW 45.4 billion	KRW 2 billion

\* Benefits Incurred : The value of the recovered or increased revenues or the reduced costs of a public organization or such value in time of the establishment of legal relations related to that matter.

- If a person reports an act of corruption to enhance public interest, then s/he may receive an award of up to KRW 100 million.
- If a person who received pecuniary advantage or gifts reports his/her own act of corruption, then, s/he may receive an award of up to KRW 200 million.

