

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
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### **13. Can non-disclosure agreements (NDAs) be used to keep the fact and substance of an investigation confidential?**



#### Brazil

Author: *Patricia Barboza, Maury Lobo*  
at CGM

Yes, NDAs may be executed to reinforce the confidentiality obligations outlined in the company's policies and reinforced in interviews.

Last updated on 14/09/2023



#### Netherlands

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at De Brauw Blackstone Westbroek

Yes, NDAs can be used for this purpose. However, employers in the Netherlands often rely on general confidentiality obligations that the relevant employee already has to adhere to vis-à-vis their employer, for example in the employment agreement or collective labour agreement, if applicable. It is good practice to reiterate the confidential nature of any interview and its contents, and the existence of the investigation as such, to avoid any alleged confusion as to the confidential nature of investigative procedures later on.

Last updated on 15/09/2022



#### Switzerland

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In addition to the above-mentioned statutory confidentiality obligations, separate non-disclosure agreements can be signed. In an internal investigation, the employee should be expressly instructed to maintain confidentiality.

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