

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
*Clare Fletcher at Slaughter and May*

## 12. Can the identity of the complainant, witnesses or sources of information for the investigation be kept confidential?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

See question 11, there is no protection of anonymity as the process must be transparent to the parties involved.

Last updated on 15/09/2022

### Netherlands

Author: *Barbara Kloppert, Mirjam Kerkhof, Roel de Jong*  
at De Brauw Blackstone Westbroek

Such information can usually be kept confidential in an internal investigation, subject to potential disclosure obligations (see question 25). As indicated in question 10, depending on the nature and subject matter of an investigation, the identity of employees involved and investigative findings shall be shared with an employer on a need-to-know basis only. Specific requirements apply to the protection of the identity of whistleblowers since the Whistleblower Directive was implemented into Dutch law.

Last updated on 27/11/2023

## Contributors

### Finland

Anu Waaralinna  
Mari Mohsen

*Roschier*



## Netherlands

Barbara Kloppert

Mirjam Kerkhof

Roel de Jong

*De Brauw Blackstone Westbroek*

[www.internationalemploymentlawyer.com](http://www.internationalemploymentlawyer.com)