

# Workplace Investigations

## Contributing Editors

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

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



#### Greece

Author: *Angeliki Tsatsi, Anna Pechlivanidi, Pinelopi Anyfanti, Katerina Basta*  
at Karatzas & Partners

NDAs are an option, especially to outline in detail the obligations of the persons conducting the investigation, which is also provided for in law. On the other hand, NDAs will not prevent persons involved from providing information to the competent authorities in the context of criminal or other similar procedures, where they must do so by law. Moreover, they may not protect confidentiality if persons who report breaches of Union law decide to make an external or public report, according to the provisions of L. 4990/2022.

Last updated on 03/04/2023



#### Philippines

Author: *Rashel Ann C. Pomoy*  
at Villaraza & Angangco

The practice of stipulating matters to ensure adherence to confidentiality is not uncommon. As such, NDAs are executed as a means of added protection for both the company and the employees involved.

Last updated on 26/01/2023



#### Switzerland

Author: *Laura Widmer, Sandra Schaffner*  
at Bär & Karrer

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.

Last updated on 15/09/2022

## Contributors



### Greece

Angeliki Tsatsi  
Anna Pechlivanidi  
Pinelopi Anyfanti  
Katerina Basta  
*Karatzas & Partners*



### Philippines

Rashel Ann C. Pomoy  
*Villaraza & Angangco*



### Switzerland

Laura Widmer  
Sandra Schaffner  
*Bär & Karrer*

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