

# Workplace Law

## Compliance and internal investigations

We provide conceptual advice on implementing an efficient compliance structure and measures to prevent compliance incidents. As a preliminary step, we conduct compliance audits and screenings to comprehensively analyze existing structures and systems. This ensures optimum risk assessment and minimization of existing risks.

Our advice includes the design and introduction of codes of ethics and whistleblower guidelines, taking into account the co-determination rights of the works council.

Specialist advice in these areas often raises issues extending beyond labor law and data protection law, so we have established a compliance task force together with other specialists in antitrust, corporate and criminal law.

In addition, we regularly advise on investigating compliance violations under labor law and the relevant penalties. To ensure optimum preparation for possible litigation, we conduct internal investigations with the required discretion and confidentiality, or support the internal organizational units responsible for such investigations. In doing so, we assess documents and data in accordance with data protection regulations, conduct interviews with the persons involved and secure evidence that can be used in court.

Coordination of the communication strategy, both internally vis-à-vis supervisory bodies, employee representatives and employees, and externally, is also part of our range of advisory services.

Specifically, we focus on:

- Screening and compliance audit
- Implementing compliance structures
- Introducing compliance policies
- Cooperation with specialists in antitrust, corporate and criminal law
- Conducting internal investigations and providing support
- Assessment of investigation results
- Securing evidence that can be used in court
- Coordinating internal and external communication strategies
- Penalizing compliance violations