

Whistleblowing policy

Last modified on 26 November 2025

The whistleblowing policy that is explained in this document, is not intended to report a suspicion of money laundering and terrorism financing in accordance with the law of 18 September 2017 on the prevention of money laundering and terrorist financing and on the restriction of the use of cash . Other channels are available for his purpose. They can be found on the website of CTIF-CFI : www.ctif-cfi.be.

CTIF-CFI's whistleblowing policy has been adopted in accordance with the Law of 8 December 2022¹ and the Royal Decree of 20 October 2023².

1. What is a breach of integrity

An integrity violation is an act or omission that threatens or violates the public interest and that :

- constitutes a breach of directly applicable European provisions, laws, decrees, circulars, internal rules and internal procedures applicable to federal public authorities and their staff members and/or
- poses a risk to the life, health or safety of persons or to the environment and/or
- demonstrates a serious failure in professional obligations or in the proper management of a federal public authority

A breach of integrity also includes consciously ordering or advising to commit an integrity violation.

What does **not** constitute a breach of integrity :

- harassment, violence at work, and unwanted sexual behavior at work.
- Discrimination based on age, gender, racism or xenophobia

Other channels are available for this purpose (such as UNIA, prevention advisor and persons designated with regard to psychosocial risks at work and workplace well-being).

¹ Law of 8 December 2022 on Reporting Breaches of Professional Integrity in the Federal Public Sector

² Royal Decree of 23 October 2023 concerning the elements of the procedures and follow-up of internal reports

2. Who can be a whistleblower

Whistleblowers are natural persons who have obtained information about breaches of integrity in a work-related context, regardless of whether they work in the private or public sector.

A work-related context means that the whistleblower has a professional relationship with CTIF-CFI. They are :

- Employees, but also ex-employees or future employees (during recruitment procedures or pre-contractual negotiations)
- Self-employed
- Persons belonging to the administrative, management, or supervisory body of CTIF-CFI
- Paid or unpaid interns
- Anyone who works under the supervision and direction of contractors, subcontractors and suppliers of CTIF-CFI

3. Reporting channels

a) Internal reporting channel

The Federal Audit has been designated as the internal reporting channel for CTIF-CFI :
<https://audit.fed.be>

b) External reporting channel

The external reporting channel of CTIF-CFI is the Federal Ombudsman :
www.federaalombudsman.be