

## **Who is LegalTegrity?**

LegalTegrity GmbH is a German Legal Tech company based in Frankfurt and was founded in September 2019 by compliance professional Dr Thomas Altenbach (CEO), organisational development specialist Pia Michel (COO) and Maraja Fistanic, MBA (CMO), an expert in marketing in the legal sector. The company offers a digital whistleblowing solution as a software-as-a-service product and specialises in particular in small and medium-sized enterprises. LegalTegrity currently employs 17 people in Frankfurt am Main.

## **Why is LegalTegrity so important?**

Whistleblowers can help companies to expose internal misconduct, minimise risks and avoid fines and sanctions. Accordingly, they do not only contribute to the protection of the company from financial damage caused by compliance incidents, but also prevent the loss of reputation of the company concerned.

According to a new [EU directive](#), all companies with more than 50 employees must have a whistleblower system for employees, customers, service providers and suppliers from December 2021, which ensures the protection of whistleblowers by preserving anonymity. So far, however, the introduction of a whistleblower solution in German SMEs has often failed due to financial and personnel capacities and consequently due to a lack of practicable solutions. Another major problem is the lack of awareness of the issue of whistleblower resolution in concrete terms and compliance in general. Because of the lack of awareness, the priority is also correspondingly low. But now SMEs are under pressure due to the directive and urgently need a simple, affordable and secure solution. LegalTegrity offers the appropriate solution.

## **What does LegalTegrity do?**

LegalTegrity is an expert in compliance. In this context, the start-up offers a software-as-a-service (SaaS) solution to protect whistleblowers. It also supports SMEs in communicating the introduction and use of the solution internally. The application is available as a plug & play solution without complex IT integration and can be used immediately after booking. It is GDPR-compliant and securely located in the Deutsche Telekom cloud.

The SaaS solution for whistleblowers works like a digital safe deposit box with two access points: One anonymous access for employees and one access for the management or a legal advisor. The re-access to a submitted whistleblower works with a combination of PIN and access code to ensure anonymity. The information can be submitted online or by telephone. After verification by a trusted third party, the whistleblower is informed of the result.

The employees of SMEs are the ones closest to important processes in the day-to-day work. In the event of a violation, they are therefore the ones who provide the information. As this does not normally happen often, the LegalTegrity solution is designed to be very user-friendly and intuitive. It was developed in collaboration with experts in visual design and user experience of software in such a way that no prior knowledge is required. This way, companies can ensure that employees can use this solution without any hesitation when they need to.

### What does LegalTegrity stand for?

The company LegalTegrity stands for integrity, empathy, agility, entrepreneurial responsibility and for software "Made in Germany". LegalTegrity's goal is to always offer state-of-the-art solutions and to fully exploit the potential of digital technologies.

Employers who use LegalTegrity's software solution to protect whistleblowers are setting an example for a working culture characterised by integrity and transparency. Employees no longer need to fear possible repressions if they can simply report misconduct anonymously online. On the other hand, this increases the chance for the employer that misconduct will be reported more quickly and more frequently and that damage to the company will be prevented. Both make the company more attractive as an employer.

### Overview company data

Name	LegalTegrity
Gründungsdatum	September 2019
Type of company	GmbH
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