

CERHA HEMPEL

LEGAL ALERT

Bulgaria



Amendments to the Whistleblowing Act

Amendments to the Bulgarian transposition of the EU Whistleblowing Directive were adopted in May 2025. This client alert provides an overview of the most significant changes.

Abolition of shared reporting channels for employers

Article 14 of the Bulgarian Whistleblowing Act has been amended to remove the possibility for private sector employers to use a common internal reporting channel created at the economic group level as it was deemed contrary to the objective of the Directive by the European Commission. Following this change, employers are now required to establish and maintain their own internal reporting channels.

The local whistleblowing authority is expected to provide guidelines on the future application of these rules.

Expansion of protected categories

The definition of “*whistleblower*” has been expanded to include service providers at any stage of contractual negotiations. This means that not

only employees and former employees, but also individuals in pre-employment or pre-contractual contexts (e.g., job applicants or prospective service contractors) are now entitled to full protection under the Act if they report breaches discovered during the selection process or other pre-contractual phases.

The amendments clarify that volunteers and paid or unpaid interns also benefit from whistleblower protection.

Legal professionals

The Whistleblowing Act has been amended to better align with the Directive regarding legal professional privilege. The changes narrow the exemption from whistleblower protection to only cover the confidentiality of communications between lawyers and their clients.

Oral reporting

With the amended Article 15, oral reports, which were previously documented solely by filling out a standardised form, may also be recorded on a durable medium with the whistleblower’s explicit consent to ensure future retrieval and verification.

Removal of time limitations

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The two-year limitation period for initiating proceedings based on whistleblower reports has been removed. Previously, reports concerning breaches that occurred more than two years ago

could be dismissed automatically. Under the revised rules, all reports, regardless of when the alleged breach occurred, must be reviewed.

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