

invites you to the

## HR Compliance Summit 2021

### We build on compliance!

October 6th, 2021 | on-line; free participation

Join us at an event for HR compliance practitioners, HR directors, corporate lawyers and board members.

We will explain, in simple and practical terms, how to make sure that your business builds on compliance.

Our panelists will share:

- how to build a sense of compliance within the organization; and
- how to deal with mental and societal barriers (stigma of whistleblowing as “snitching”, historically conditioned distrust towards management; personal relationships and related obligations, etc.);
- how to use the new whistleblowing legislation as a way for your organization to build trust with employees, and an increased commitment to compliance.

PCS and Littler work with thousands of companies from around the world. Our clients and colleagues come from many countries with vast experience in implementing effective corporate compliance mechanisms. We aim to share this unique knowledge with you during the event.

Panels:

- **Personal data** – Can we ask about vaccination status? Require testing? Promote vaccines?
- **Social media** – What restrictions can employers impose on what employees publish about the company?
- **Trade unions relations** – How to work together without the risk of impeding union activity? Managing this well is not only the right, but also the obligation of management.
- **Whistleblowing** – Plain and simple: what do you need to do by December 17, 2021?
- **Global mobility** – How to legally employ foreigners in Poland? How to legally employ workers outside Poland?
- **Remote bullying** – What to do when an employee working fully remotely raises such an allegation? How to avoid it?
- **Unequal treatment** – Is awarding benefits based on vaccination status unlawful discrimination?

Together with our international panelists from Littler Global, we will share proven, practical solutions from abroad, and discuss whether a bounty system for whistleblowers is really a good idea. **Philip Berkowitz** will join our event from the US, **Alison Sneddon** from the UK, and Germany will be represented by **Matthias Pallentin**.



**We invite you to participate!**

The number of places is limited.  
Applications will be processed in order they are received.

- 9.00-9.15 **HR Compliance is a must-have. The highest standard of management and good Employer Branding**  
*Welcome & Opening. How do you build a compliant company, and how to require employees to join the effort in the age of social media? | Sławomir Paruch, Karolina Kanclerz*
  - 📣 9.15-9.45 **Whistleblowers and the internal reporting system - find out about your problems before others do**  
*Early detection of irregularities is a competitive advantage that guarantees safety. We must act before December 17, 2021 - what are the minimum legal requirements, and what are the market leaders doing? | Karolina Kanclerz, Bartosz Tomanek*
  - 📣 10.00-10.30 **United with unions. Properly managing relations with trade unions is key responsibility of every organization**  
*Not being too lenient does not have to mean that union activities are impeded. How to set boundaries so that trade unions represent the public interest and not their own? | Robert Stępień, Michał Bodziony*
  - 📣 10.45-11:15 **HR Compliance in times of COVID-19**  
*Remote and hybrid working, OHS, vaccinations, testing, social distancing, masks and returning to office. How do you reconcile regulations, employee preferences and common sense? | Sławomir Paruch, Agnieszka Nicińska*
  - 📣 12.00-12.30 **Vaccination status is fair game. What else is? Pandemic data compliance rules**  
*Personal data can be processed if the purpose is to protect life and public health. | Paweł Sych, Karolina Kanclerz*
  - 📣 12.45-13.15 **Global mobility - HR compliance principles in the context of international employment**  
*How to legally employ foreigners in Poland? How to legally employ workers outside Poland? | Karolina Schiffter, Tomasz Rogala*
  - 📣 13.30-14.00 **Bullying, discrimination, exclusion, and mental health. Wellbeing in the era of remote working**  
*Health prevention serves to promote appropriate mindset and fosters long-term employment. | Karolina Kanclerz, Bartosz Tomanek*
  - 📣 14.15-14.45 **(ENG) Traitors or heroes? Protecting and managing whistleblowers**  
*Best practices from around the world: recommendations by Littler US, UK and Germany. Philip Berkowitz (Littler – US) , Alison Sneddon (GQ|Littler – UK) and Matthias Pallentin (vangard|Littler – Germany) | Moderator - Marcin Sanetra*
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- 15.00 **Closing of the conference.**

**Discussion:** Not only do we share knowledge, but we are also curious about your own experiences. After each panel, extra 15 minutes will be provided for discussion across separate meeting rooms.



Sławomir Paruch  
attorney at law, partner

For over 20 years, Sławomir has been advising entrepreneurs on HR matters as one of the most eminent experts on the Polish labour law in Poland, a specialist in litigation, collective labour disputes, corporate restructuring, as well as collective and individual dismissals. He specialises in cases involving trade unions as well as those related to mobbing, discrimination, overtime, and non-competition agreements. An expert on the rules of remuneration and financial incentives for employees.



Karolina Kanclerz  
attorney at law, partner

Head of Wrocław Office. She has an extensive experience in providing regular legal service to business entities, combining interdisciplinary experience with a business approach. Provides comprehensive support for HR departments and compliance, including employment restructuring, hiring and dismissal of top-managers. Using several years of trial experience, she leads clients during harassment and discrimination investigation. She shares her knowledge teaching at MBA studies as well as giving lectures at conferences and workshops.



Bartosz Tomanek  
advocate, senior lawyer

Head of Gdańsk Office. Bartosz Tomanek comprehensively supports employers in the field of broadly understood HR law, i.e. individual and collective labour law, hiring based on civil law contracts as well as in the employment & labour aspects of M&A transactions. Bartosz also advises employers on compliance issues. He specialises in supporting internal investigations, in particular concerning mobbing, discrimination, harassment or managerial abuses. He supports entrepreneurs in implementing internal whistleblowing regulations – Bartosz holds the Approved Whistleblowing Compliance Officer certificate.



Robert Stępień  
attorney at law, partner

Head of Kraków Office Nearly 10 years of experience in the practice of HR law, in particular in the field of hiring and dismissing employees (individual and group), hiring temporary employees and outsourcing services, shaping relations with trade unions as well as implementing and resolving collective labor agreements and other internal sources of labor law. He conducts training and workshops in the field of HR law.



Michał Bodziony  
junior lawyer

He navigates Clients through their daily HR business. His strong suit is supporting businesses in shaping relations with trade unions and in matters related to protecting employers' personal rights, restructuring, implementing remote work and anti-crisis solutions. Author of numerous publications and practical commentaries on HR law.



Agnieszka Nicińska  
trainee attorney at law, lawyer

Advises employers on current issues in the field of broadly understood HR law, in particular on hiring and dismissal of employees, shaping relationships with trade unions, working time, inability to work and sick leave, as well as the creation of agreements and regulations regarding non-competition, unfair competition and conflict interests. Author of numerous publications on labour law.



Paweł Sych  
attorney at law, senior lawyer

Head of Data Protection Team. He has been associated with labor law since his studies, where he defended thesis at the Department of Labor Law and Social Policy under the guidance of prof. dr. hab. Krzysztof Wojciech Baran. He is a specialist in the field of personal data protection, collective redundancies, equal treatment in employment and relations with trade unions. In addition, he is engaged with dispute resolution, both amicably and in court. He has been a speaker at national conferences re: personal data protection and labor law.



Karolina Schiffter  
advocate, partner

Karolina has over twelve years of experience in handling labour law cases. A valued expert in the field of immigration law and employee relocations, she has built one of the largest immigration and global mobility teams operating within a law firm in Poland. Karolina regularly publishes articles in daily newspapers and scientific journals in addition to being an active member of international organisations, regularly invited as a speaker to international conferences.



Tomasz Rogala  
attorney at law, senior lawyer

Head of Global Mobility&Immigration Team. Has over 8 years of professional experience in the area of employment and immigration law advisory. Has managed projects concerning international worker mobility, including intra-corporate transfers and postings, as well as projects concerning local hiring of foreign nationals in Poland. Has represented clients in immigration proceedings before immigration authorities, appellate bodies and courts. Has provided comprehensive advice to clients on all HR aspects of employment of foreigners and held seminars and trainings on the subject. Author of press publications and commentaries on matters related to the employment of foreigners.



Marcin Sanetra  
attorney at law, senior lawyer

Marcin is an attorney-at-law with eight years of experience in advising corporate clients on HR law matters. As a Senior Lawyer, he is a part of PCS' Wrocław team. Marcin recently returned to practice in Poland after spending two years in the US, where he completed, with honors, the LLM program at the New York University. Upon graduation, he passed the New York Bar Exam, and remained in New York for an additional year to work as a Research Scholar at NYU's Program on Corporate Compliance and Enforcement. Marcin joined PCS Littler to use his transatlantic experience and become a familiar point of contact for US clients.

## Panelists



Philip M. Berkowitz  
partner



Philip M. Berkowitz is a Shareholder in Littler, working from their New York office. Philip serves as the U.S. practice co-chair of Littler's International Employment Law Practice Group and co-chair of the Financial Services Industry Group. He advises multinational and domestic companies in a wide range of industries on employment-related matters. He has significant experience advising multinational companies regarding U.S. and overseas employment and executive compensation practices. He represents employers in individual and class action lawsuits and arbitrations, and he appears in U.S. federal and state courts and before administrative agencies and international arbitration tribunals.



Matthias Pallentin  
advocate, senior lawyer



Matthias Pallentin is an attorney working as Senior Associate at vanguard/Littler in Hamburg. Matthias advises major international companies, mainly from the US, in all matters related to HR compliance and international employment law. As per his Client's recommendations, he always provides advice in a prudent and mediative manner and, due to his empathetic nature, always has the interests and perspectives of all participants in mind.



Alison Sneddon  
attorney at law,  
senior lawyer



Alison Sneddon is an attorney working as Senior Associate at GQ/Littler in London. She advises across a range of matters, often with a cross-border element. These include senior exits, team moves, restrictive covenants, whistleblowing frameworks and investigations, complex grievance and disciplinary matters and staff reorganizations. Alison is particularly experienced at managing investigations into sensitive conduct, culture and whistleblowing concerns. Prior to her role at GQLittler, Alison was in-house Employment Counsel and a Whistleblowing Committee member of a global financial services organisation.

## Unique knowledge

During the conference, we will share with you our knowledge in the field of *HR compliance*. Our speakers and panelists are experts in labor law, with many years of experience.



## Up-to-date topics

We will debate current issues in the field of *HR compliance* and share practical solutions, based on our own experiences, and backed by global experts.



## Inspirations and opportunities

HR Compliance Summit 2021 is a multidimensional source of practical knowledge for all businesses interested in implementing or updating their HR compliance and whistleblowing procedures.



## Real solutions

We will instruct you on how to solve actual, practical problems, and what tools to use to do so.



## Elite networking

We encourage all of you to share your own insights, and to ask questions in debates with experts.



## Supplementary reading & materials

When the Summit concludes, you will receive additional supplementary materials to read and consult.

