



## PROTECTED DISCLOSURES ANNUAL REPORT 2025

The Protected Disclosures Act 2014 as amended by the Protected Disclosures (Amendment) Act 2022, protects workers in the public, private and not-for-profit sectors from retaliation if they speak up about wrongdoing in the workplace. Persons who make protected disclosures, sometimes referred to as whistleblowers, are protected by this law. They should not be treated unfairly or lose their job because they have made a protected disclosure. The EPA has in place internal reporting channels and procedures for the reporting of wrongdoings by its workers.

Pursuant to Statutory Instrument No. 339 of 2014, the Director General of the EPA, is prescribed to be the recipient of disclosures of relevant wrongdoings in relation to all matters relating to the protection of the environment in the State. The EPA also has external reporting channels and procedures pursuant to this statutory provision.

Section 22 of the Protected Disclosures Act 2014 (as amended) requires the publication of an Annual Report each year relating to the number of protected disclosures made in the preceding year and any actions taken in response to such disclosures.

From 1st January 2025 to 31st December 2025, the EPA confirms the following with respect to;

- disclosures reported to EPA as an Employer, under Section 6 of the Act and;
- disclosures reported to EPA as a Prescribed Person, from parties external to the EPA.

Reporting Year 2024	Disclosures reported to EPA as an Employer	Disclosures reported to EPA as a Prescribed Person
<b>Methods of Receiving Reports</b>		
Number of reports received through the EPA's established reporting channel(s)	0	11
Number of reports received from another prescribed person/body	0	1
Number of reports received from the Protected Disclosures Commissioner	0	2
<b>Total</b>	<b>0</b>	<b>14</b>
<b>Transmission Onward to other body/organisation for Investigation</b>		
Number of reports received by EPA which were transmitted onwards	0	4
<b>EPA Investigative Process</b>		
Number of investigations initiated by the EPA	0	6
Number of reports awaiting initial assessment by EPA as of year-end	0	0
Number of investigations/proceedings carried over from the preceding year	0	0
Number of investigations/proceedings closed by the EPA during the year	0	14
Number of investigations/proceedings remaining open as of year-end	0	0
<b>Outcome</b>		
In all of the reported cases of wrongdoing set out above, the EPA utilised the wide range of enforcement powers available to it, including statutory powers contained in environmental law.		
No financial fraud/damages were identified in any of the investigated cases of disclosure of wrongdoing. However, all cases involved some level of environmental damage.		