

iGlobal Law 2024 Annual Alert : Hungary

Legal Change	Effective Date	Action required
<p>Implementation of Whistleblowing Directive</p> <p>The following employers have to operate an internal whistleblowing system with the following deadlines:</p> <ul style="list-style-type: none"> - Employers with 249+ employees: from July 24th 2023; - Employers with 50-249 employees: from December 17th 2023. <p>Please beware that certain specific times of employers have to operate a whistleblowing system regardless of the number of their employees, such as banks, law firms, all service providers with AML-obligations etc.</p>	<p>July 24th, 2023, December 17th, 2023</p>	<p>No change from January 2024, but new employers on the Hungarian market should take the changes compared to January 2023 into consideration.</p>
<p>Changes in the Act on Occupational Health and Safety</p> <p>Employers must keep records of carcinogenic, mutagenic substances and substances toxic for reproduction. The records should include the name, date and place of birth of the employee, the name of the substance causing exposure, the worker's daily, weekly and annual exposure time, and measured or estimated exposure concentrations per substance.</p>	<p>April 1st, 2024</p>	<p>For employers where exposure to said substances might occur, the preparation of records is required.</p>