



HRemia

The confidential AI assistant for the workplace.

One private assistant. Your people use it to ask about policy, the law and their own records, complete their training, find support and speak up safely. The organisation gains answers that cite their source, documented training and a reporting channel designed to support compliance with the EU Whistleblower Directive, open even to people who have no account. **Support, not surveillance.**

Example exchange. An employee, in private, in their own language.

How many days of leave do I have left this year? And does my sick leave from March count against it?

You have **9 days** of annual leave left for 2026, including 4 carried over from 2025. Your sick leave in March (3 days, certificate received) is a separate category and does not reduce it.

Your leave record, updated 2 Sep 2026

Article 48, Annual leave

● Stored separately and encrypted. HR and managers cannot open this conversation. ^{n-1, n-3}

Answers cite the articleⁿ⁻⁸

and cannot cite one that is not in your documents.

Anonymity is a database ruleⁿ⁻²

an anonymous report cannot hold a name, even by mistake.

Legal deadlines, built inⁿ⁻⁶

7 days to acknowledge, 3 months for feedback; shorter deadlines on escalation.

For: HR, Legal, Compliance, Operations and executive buyers. **Scope:** policy, legal and personal-record answers, wellbeing support, named and anonymous reporting (in the app, or on a public page that needs no account) with case management and a toolkit for the designated reports officer, training with quizzes drafted from your own documents, announcements and notifications, short in-app breaks, privacy-preserving analytics and compliance infrastructure. It is not a medical device, a therapy replacement, a surveillance tool or an automated employment-decision system. Codes [n-n] refer to the Legal & Technical Compliance Annex.

Why organisations choose it now

Psychological safety, trusted reporting and reliable answers to everyday HR questions are operational and legal priorities that directly affect an organisation's reputation. The EU Whistleblower Directive (2019/1937), as transposed into national law, requires employers with 50 or more staff to run an internal reporting channel with fixed deadlines. The EU AI Act requires an AI system that talks with people to make clear that it is an AI. Employees may also hesitate to ask questions if they are unsure who will see them.

46%

of EU citizens reported an emotional or psychosocial problem in the previous 12 months

≈€0.9tn

lost productivity worldwide from depression and anxiety, each year (WHO)

≈€60bn

annual cost of poor mental health to UK employers (Deloitte)

20%

of employees worldwide engaged at work in 2025 (Gallup)

What employees experience

- Ask about policies, procedures and the law in their own language, with answers that cite the exact article^{¶-8} in the organisation's documents.
- Ask about their own records: leave balances, carry-over, sick-leave status, job grade, start date and who handles what. Answers come from HR records and are visible only to the employee^{¶-4}.
- Talk through workload, pressure, conflict or family stress with a calm assistant that suggests practical next steps, without making a diagnosis.
- Complete assigned training with an AI coach that knows the material, take the quiz and receive a certificate.
- Submit a named or anonymous report, in the app or on the organisation's public page without an account^{¶-15}, and follow it through a case page or a reference number and access code, with a clear date for the next update.
- Know that nobody in HR or management can open the conversation. That is a database rule^{¶-1}, not a promise.
- Read company news in their own language and take a few minutes' break with a short game or a breathing exercise.

What the organisation receives

- Fewer repetitive questions for HR, with consistent answers that cite their sources.
- An internal reporting channel designed to support compliance with the Directive^{¶-6}: acknowledgement within 7 days, feedback within 3 months, escalation with a recorded reason to the reports officer (or the DPO if none is designated) and an audit trail the application cannot edit.
- Case management for named and anonymous reports, with internal notes kept apart from what the reporter sees, and exclusive access for the designated reports officer^{¶-13}.
- Department-level insights and pulse surveys with small groups suppressed^{¶-11}: no figure for fewer than five people.
- Documented training: quizzes marked on the platform, pass marks, certificates and completion reports.
- A compliance pack: DPIA record, a recorded retention period, DSAR export, AI-usage governance and a whistleblowing compliance centre with an evidence pack^{¶-19}.
- Announcements that reach every department in each person's language, with read confirmation when HR asks for it.

Built for the realities of EU work

Public administration

Staff regulations are indexed article by article; leave, records and the reporting channel work from day one.

Hospitals and care

Shift staff, sensitive disclosures, sick leave handled without storing a diagnosis.

Hospitality and retail

Seasonal, multilingual teams on a phone: no desk, no intranet.

Logistics and industry

Safety concerns reach the case queue the moment they are sent, anonymously if needed.

Multi-site and multi-country

Ten languages, one audit trail, reporting texts that follow each company's country^{¶-16}.

Where HRemia differs

Organisations may use separate tools for training, employee wellbeing, HR questions and reporting concerns. HRemia brings these capabilities together in one platform, combining private conversations, answers with source references and database-level safeguards for anonymity. The table outlines typical features of each category; individual providers' capabilities vary.

	HRemia	Whistleblowing platforms	HR chatbots	Wellbeing apps	LMS and survey tools
Answers cite the exact article ⁿ⁻⁸ of your policy or the law; a check removes any article number not verified against the source text.	●	○	◐	○	○
Answers from the employee's own records leave balances and carry-over, sick-leave status, job grade, start date and who handles what.	●	○	●	○	○
HR and managers cannot read the chat ^{n-1, n-3} stored separately and encrypted; the HR side of the application has no permission to read it.	●	○	○	●	○
Anonymity is a database rule ⁿ⁻² an anonymous report cannot contain the reporter's identity; the database rejects the record.	●	◐	○	○	○
Two-way anonymous mailbox, public page ⁿ⁻¹⁵ reference plus access code, a tracking page and a public page per company; no account needed.	●	●	○	○	○
Legal deadlines for every case ⁿ⁻⁶ 7 days to acknowledge and 3 months for feedback under the Directive; escalation shortens these to 48 hours and 30 days and moves the case to the reports officer or, if none, the DPO.	●	◐	○	○	○
A toolkit for the reports officer ^{n-13, n-17} exclusive access, conflict-of-interest withdrawal, a special file, closing with an outcome.	●	●	○	○	○
Audit trail that cannot be edited ⁿ⁻⁷ the app can add entries but never change or delete them; database permissions enforce this, not policy.	●	◐	○	○	○
Training with an AI coach that knows the course quizzes marked on the platform, pass mark, certificate, no separate LMS.	●	○	○	○	●
Quizzes drafted from your own documents each correct answer is backed by a quotation from the source; only questions HR publishes reach employees.	●	○	○	○	◐
Insights with small-group suppression ⁿ⁻¹¹ no figure for any group below the minimum (default 5).	●	○	○	◐	●
Ten languages, in the right tone with a check that flags answers drifting into the wrong alphabet.	●	◐	◐	◐	◐
Keeps working when a model fails ⁿ⁻¹⁰ several model endpoints in sequence; switching is seamless for the employee.	●	○	◐	○	○

● built in ◐ partly, or as an add-on ○ not typical of the category

Category descriptions are drawn from the vendor comparison and product pages listed under Sources (S9 to S12). HRemia's column describes live system functionality, verified against the release code of September 2026.

How it works in practice

See how HRemia verifies references, keeps conversations private, protects anonymity and says plainly that it is an AI.

Answers that cite articles and remove unverified references^{Π-8}

Documents are indexed article by article, excluding publishers' introductory notes, so a question about sick leave retrieves the provision and not the footnote. The assistant drafts an answer with citations. A check then compares every article number with the source text and removes any number it cannot verify before it is displayed. A second check removes unsupported legal assurances such as "there is no obligation" or "nobody can force you", in Greek and English.

The employee sees a source label naming the document and the article, and can check the answer against that text.

Article 54, Sick leave

Article 48, Annual leave

Internal policy: Remote work, section 3

An article number that cannot be verified against the source text is removed before the answer is displayed.

Anonymity as a database rule^{Π-2}

An anonymous report cannot contain the reporter's identity: no account, name, contact or IP address, and the access code is kept only as an argon2 hash. Neither full HR permissions nor a software error can attach a name or account to it later: the database rejects the record. Internal notes never appear on the reporter's tracking page.

```
CONSTRAINT anonymity_invariant CHECK (
  (kind = 'anonymous' AND reporter_user_id IS NULL
   AND (reporter_access_hash IS NOT NULL
        OR source = 'officer'))
  AND reporter_name IS NULL
  AND reporter_contact IS NULL)
OR (kind = 'named' AND ...)
```

The anonymous branch of the rule on the reports table; the named branches are shortened. The application can add audit entries, never change or delete them^{Π-7}.

Memory the employee controls^{Π-12}

Off by default: the assistant remembers nothing between conversations. An employee who switches memory on keeps a short list of facts they stated themselves, such as their shift, and can read, edit or delete each note, or erase them all, at any time. No judgements about emotions, health or personality; encrypted, behind the same database wall as the chats.

Memory **off until you switch it on**

Your notes **up to 25 · view, edit, delete**

The Memory page lists every note; the employee can switch memory off at any time.

Personal records, each with its source^{Π-4}

Leave balances, carry-over, sick-leave status, employment records (job grade, start date, position) and the staff responsibilities directory are drawn from HR data; the assistant shows each employee only their own. Each item shows its source and when HR last updated it. Sick-leave records show only that leave was granted and whether a certificate was received, never the reason.

Annual leave 2026	20 entitled + 4 carried over · 15 taken · 9 left
Carried over from 2025	4 days
Sick leave, March	3 days · certificate received
Reason	not stored (GDPR Art. 9)
Source: leave record, updated by HR on 2 Sep 2026.	

An assistant that says what it is^{Π-9}

A permanent note under every chat says it is an AI, not a doctor or therapist, and that a person can always help. It is instructed to say it is an AI whenever asked, however often, and never to sign as a person. When someone mentions a conversation it cannot see, it says so instead of guessing. No emotion recognition, no employment decisions.

"Am I talking to a real person?"

"No, I am an AI assistant. If you would like to talk to a person, HR or the organisation's reporting channel is there for you."

Example reply.

Continues working when a model fails^{Π-10}

The assistant uses several AI models from established providers, in order of priority. If a model reaches its usage limit, fails or does not begin responding, the next model answers the same message without disrupting the employee's experience. Models are tested through blind comparative evaluation on real legal texts. An alphabet check flags replies that use the wrong writing system.

primary > secondary > fallback

HRemia's platform and data are hosted in the EU, in Germany, with document search on the same servers^{Π-5}; replies come from established AI providers on business terms, with no training on your data, named in the sub-processor list. Ten interface languages: English, Greek, German, French, Arabic, Italian, Spanish, Bulgarian, Turkish, Romanian.

The reporting channel, end to end

From a public page with no account to the officer's special file and the evidence an auditor asks for. Legal texts follow the company's country: the Directive, or a national version where one exists.

A public page, no account needed^{Π-15, Π-16}

Each company has its own page, on by default, for everyone the Directive protects who has no login: former staff, applicants, contractors, suppliers. Five short steps, most questions optional; named or anonymous, with a meeting request. The page explains the deadlines, when protection applies and how to report externally.

Address	hremia.eu/en/speak-up/your-company
Reference	HRM-7K2P-Q9XW
Access code	shown once · copy, save, print
External channel	the competent authority in your country

Not indexed by search engines; no IP address is stored with the report^{Π-2}. With the two codes the reporter follows the case and sees the dates owed.

Built-in legal deadlines^{Π-6}

Deadlines are computed for each case, never later than the law allows: 7 days to acknowledge, feedback within 3 months of the acknowledgement. The acknowledgement is a dated act with its author and means, shown in the reporter's thread. Escalation needs a written reason, shortens the deadlines and moves the case to the reports officer or a deputy, or to the DPO if nobody is designated.

7 days

to acknowledge, from receipt

3 months

to give feedback, from the acknowledgement

48 hours

to acknowledge, after escalation

30 days

to give feedback, after escalation

The reports officer's exclusive access^{Π-13, Π-19}

Once designated, only the reports officer and deputies can open case content; the database enforces it, and only the officer in post can change the designation. A handler with a conflict of interest withdraws and sees nothing more of the case; only another handler can lift it, and the record stays on file. The officer's term and own declaration of eligibility are kept with the designation.

Reports officer	A. Weber · term to 30 Sep 2027
Deputies	2 · eligibility declared

Until someone is designated, every HR administrator and DPO handles reports, as before.

One special file, however the report arrived^{Π-17}

Letters, emails, calls, voice messages and meetings are registered in the same file, with the real time of receipt. For an oral report, the reporter checks the minutes online, asks for corrections and confirms them, or signs or refuses on paper, and the refusal is recorded. Confirmed minutes also serve as the acknowledgement.

Registered as **HRM-4XQ2-8JMN**

Received **letter · 2 Sep 2026, 11:40**

Draft

Sent

Correction

Confirmed

The special file prints by year, with dates and codes only, never case text.

Outcome, referral, a report about the officer^{Π-17, Π-18}

Closing needs a message to the reporter and an outcome, including the legal grounds for archiving; a case can be reopened when new evidence arrives, and the earlier outcome stays on the trail. For a referral, the file is exported with the reporter shown as "Reporter A", and each referral and reply is logged. A report about the officer can only be registered and forwarded to the external channel, and the reporter is told.

Outcome	Archived · no serious indications
Referral	competent authority · reply recorded
Export	pseudonymised · on the case trail

Compliance centre and evidence pack^{Π-19, Π-20}

A live checklist shows what is in place and what is missing; what the platform cannot see, such as the website link or the DPIA, the company states with a date, on the audit trail. Twelve-month figures hide any category under five cases. An A4 poster with QR code and a website button come ready.

Required items **10 of 11 in order**

Acknowledged on time **100% · 9 cases**

Evidence pack **printable · no case content**

Poster and button **A4 with QR · website code**

What stays with the organisation: designating the reports officer, adopting the internal procedure, carrying out the DPIA, a prominent link on its website and the information posted at the workplace. Protection of reporters depends on the conditions in Article 6 of the Directive. HRemia acts as processor.

Platform modules

Module	What it does	Why it matters
AI assistant ^{Π-9}	Multilingual private chat: policy and legal questions, supportive reflection, risk triage and next-step guidance, with documents and photos attached to a question. It says it is an AI whenever asked.	People ask earlier, before pressure becomes absence, conflict or resignation.
Policy and law answers ^{Π-8}	Upload handbooks, policies and applicable law; the assistant answers from the source text with verified article citations in the employee's language.	Consistent answers that everyone can check against the source text; fewer repetitive questions to HR.
Personal records ^{Π-4}	Leave entitlements, balances, history and carry-over; holiday calendar; leave requests; employment record; staff responsibilities directory.	Common, recurring HR questions are answered privately, using the organisation's records.
Training and AI coach	Courses from your documents, mandatory or optional; an AI coach that stays within the course; quiz questions drafted from a policy and checked against it before HR publishes them; marking, pass marks and certificates.	Documented compliance training (ISO 37002, anti-harassment, GDPR) without a separate LMS.
Wellbeing profile ^{Π-1}	Encrypted support preferences and agreed next steps, visible only to the employee. Not a performance score.	Personalised support with sensitive data minimised and protected.
Breaks ^{Π-11}	Six short activities in each person's language, within a daily allowance set by the company; HR sees company totals only, never who took a break.	A few minutes' rest during the working day, without anyone monitoring it.
Named and anonymous reporting ^{Π-15}	Guided reports approved before submission; a public page per company, no account needed; anonymous two-way messaging with a reference number and access code; a case page for named reports.	A reporting channel employees return to because they receive a response.
Case management ^{Π-17, Π-18}	Triage, assignment, internal notes, legal deadlines, escalation with a reason, a special file for letters, emails, calls and meetings, closure with an outcome and a message to the reporter, pseudonymised referral, an audit trail that cannot be edited.	Case handling designed to support compliance with the Directive, with the records to show it.
Reports officer pack ^{Π-13, Π-19}	Exclusive access for the officer and deputies, term and eligibility, conflict-of-interest withdrawal, compliance centre and evidence pack, poster with QR code, website button.	Shows what is in place and what is missing.
Insights and pulse surveys ^{Π-11}	Department trends, recurring themes from reports and surveys, anonymous pulse surveys, action plans and follow-up, all with small-group suppression.	See where the work environment needs attention, without reading anyone's conversation.
Announcements and notifications ^{Π-14}	Posts to the whole company or selected departments, translated and checked for each reader; read confirmation and event replies; a notification centre, with push encrypted end to end and email, both respecting quiet hours.	Company news reaches every shift in each reader's language, and a missed alert is still waiting in the app.
Compliance pack	DPIA record, a recorded retention period, DSAR export, AI-usage governance, audit viewer.	Supports GDPR compliance, AI transparency and internal reporting obligations.
Administration	Multi-company platform; HR administrators per company; roles, departments and department heads; one settings page for language, time zone, quiet hours and breaks; CSV import of staff records; invoice billing and a usage overview.	Setup completed within days; no payment gateway or card data on the platform.
Resilience and languages ^{Π-10}	Several models from established providers, in order of priority; data stored in the EU; ten interface languages, with the assistant's tone adapted to each.	Service continues when a provider is unavailable, across every shift and site.

Beyond the chat: training, news and breaks

The same principles apply here as throughout HRemia: quiz questions drawn from your own documents, each person's own language, and no one at the company sees who takes a break.

Quizzes drafted from your own documents

HR uploads a policy or selects one from the policy library, and HRemia drafts multiple-choice questions from that text alone. The correct answer must be backed by a quotation from the text, and a second AI check, which sees only the source passage, must confirm that exactly one option is correct; questions that fail are discarded. HR can edit, delete or replace any question, and only published questions reach employees, in their own language where a checked translation exists.

Who approves overtime?

The line manager, in advance

Any member of the HR team

The payroll department

No approval is needed

Overtime requires the line manager's prior approval.

Draft

HR review

Published

Each question keeps its supporting quotation. Up to 30 per run.

Announcements and a notification centre^{Π-14}

HR and management post to the whole company or to selected departments; department heads post only to their own. Each post is translated automatically into the reader's language and checked; if a translation fails the check, the original is shown. HR can ask readers to confirm they have read a post, and posts about events can collect replies and offer a calendar file. Everything stays in the notification centre, so a missed alert is still waiting in the app. Push and email link back to it and respect the company's quiet hours, unless HR marks a post as urgent.

Safety briefing, Thursday at 10:00

Audience

Nursing, Emergency

Confirmed as read

41 of 52

Event replies

34 attending · 6 not attending

Reminder

one email after 3 days if not confirmed

On a locked screen, notifications about reports or decisions on health-related leave show only "You have a new update..."

Breaks: a few minutes to switch off^{Π-11}

Six short activities in each person's language: a change-counting game, a word game, a quiz ladder, a 6×6 sudoku, memory cards and guided breathing. The company sets the minutes per day and per break, and the platform enforces them. Who took a break, and for how long, is kept only in a temporary counter for two days and is never shown to the company; HR sees totals only, from days on which at least five people took a break.

Change

Word guess

Quiz ladder

Mini sudoku

Memory cards

Breathing

Today

8 of 10 minutes left

The quiz ladder can include up to three questions from courses the employee has already completed, never from one they have yet to complete.

Each person's language, one settings page

Each employee chooses one of the ten languages, or HR sets it when adding staff; from then on the interface, quizzes, announcements, games, push notifications, and urgent and reminder emails follow it. One company settings page holds the defaults for language, time zone, quiet hours and breaks; HR can set a different language or break allowance for an individual on the People page.

Company language

Greek

Time zone

Europe/Athens

Quiet hours

20:00–08:00 and weekends

Breaks

10 minutes a day, up to 5 per break

English

Ελληνικά

Deutsch

Français

العربية

Italiano

Español

Български

Türkçe

Română

How rollout works

- 1

Configure

Companies, departments, roles, policy and legal documents, leave entitlements, reporting routes, privacy notices.
- 2

Launch

Employee communication, manager briefing, confidentiality FAQs and an end-to-end test of anonymous reporting.

- 3

Listen

Employees use the assistant and the reporting channel. HR sees a case only when an employee submits one; dashboards show group figures, never an individual.
- 4

Improve

Monthly insight review, action plans, follow-up surveys, case-trend review, board-ready evidence.

A report, step by step

What someone who reports sees, from the poster on the wall to the reports officer's desk: no account and nothing to install.

1 Scan the poster or click the website button

A ready A4 poster with the company's own QR code, and a button for its website ⁿ⁻²⁰.



2 The company's page opens on the form

No account, no login, not listed by search engines; for staff, former staff, applicants and suppliers alike ⁿ⁻¹⁵.

A mobile app screenshot of the report form. The URL is 'hremia.eu/en/speak-up/northwind'. It shows 'Step 1 of 5'. The title is 'The matter'. Below it, a text box says 'A few questions about your connection to the matter. For anything you would rather keep to yourself, choose "Prefer not to say".' Then, a question 'What is your connection to the organisation?' is followed by a list of radio button options: 'I work there', 'I used to work there', 'I applied for a job there', 'Contractor or freelancer', 'Supplier, or I work for one', 'Trainee, intern or volunteer', 'Shareholder or board member', and 'Something else'.

3 Guided questions, most of them optional

Only a summary and a description are required. Named or anonymous; files can be attached, stripped of location and author data.

A mobile app screenshot of the guided questions section. It shows 'Step 2 of 5'. The title is 'A short summary (required)' with a text box containing 'One line, for example: invoices approved for goods that never arrived.' Below it is a text box with 'Forklift safety checks signed off without t'. Then, a question 'What happened? (required)' is followed by a text box containing 'In the warehouse the daily forklift checklists are signed at the end of the week without the checks being carried out. I have seen it three times this month.' Below that is a question 'When did it happen?' with a text box containing 'September, most Fridays'. At the bottom is a question 'Is it still going on?'.

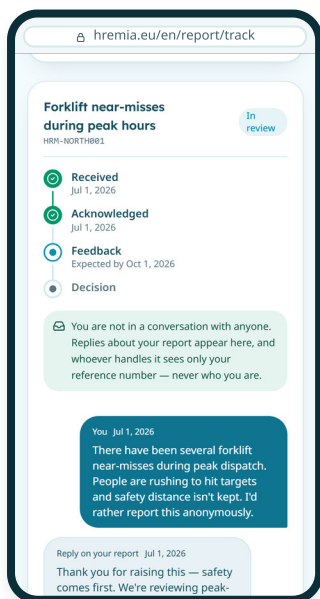
4 A reference number and an access code

Shown once, to copy, save or print. An anonymous report keeps no name, contact or IP address ⁿ⁻².

A mobile app screenshot of the confirmation screen. It shows 'Step 3 of 5'. The title is 'Your report has been sent'. Below it, a text box says 'It has reached the person or team the organisation has appointed to receive reports. With the two codes below you can read the replies and answer questions on the tracking page.' Then, two boxes show the 'Reference' 'HRM - VDKR - N7JY' and the 'Access code' '523D - T84B - ZC5G', both with 'Copy' buttons. At the bottom, a red warning box says 'The codes are shown only this once. Nobody can recover them for you — not those handling your report, not Hremia. Without them you cannot open your report.'

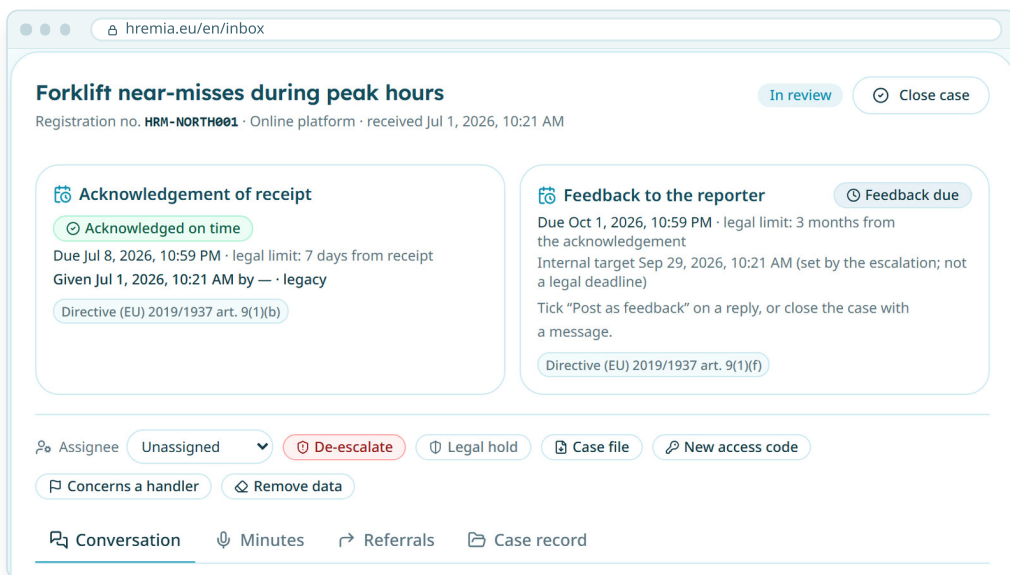
5 Follow the case, talk to the officer

With the two codes: the acknowledgement, the date feedback is due, every reply, and answers that stay anonymous ⁿ⁻⁶.



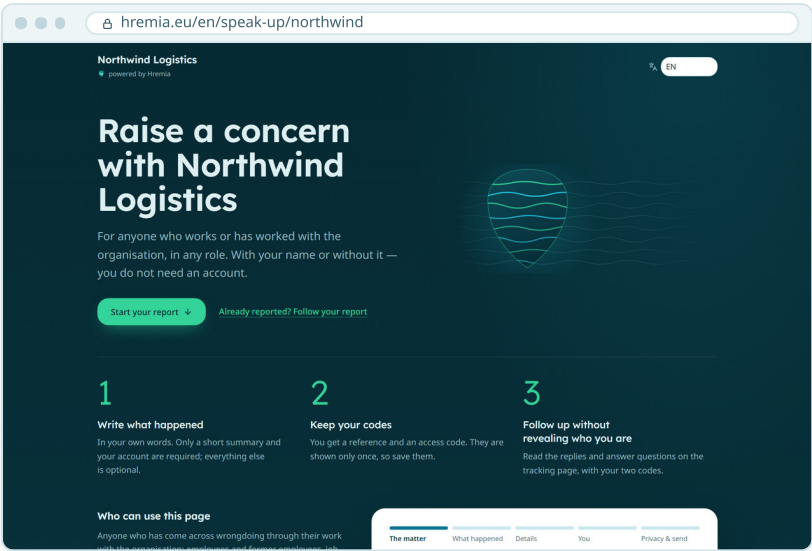
6 The reports officer works the case

Once an officer is designated, only the officer and deputies can open the case ⁿ⁻¹³. Both legal clocks sit on it, 7 days to acknowledge and 3 months to give feedback ⁿ⁻⁶, with its registration number in the special file ⁿ⁻¹⁷.



One channel, every language, across Europe

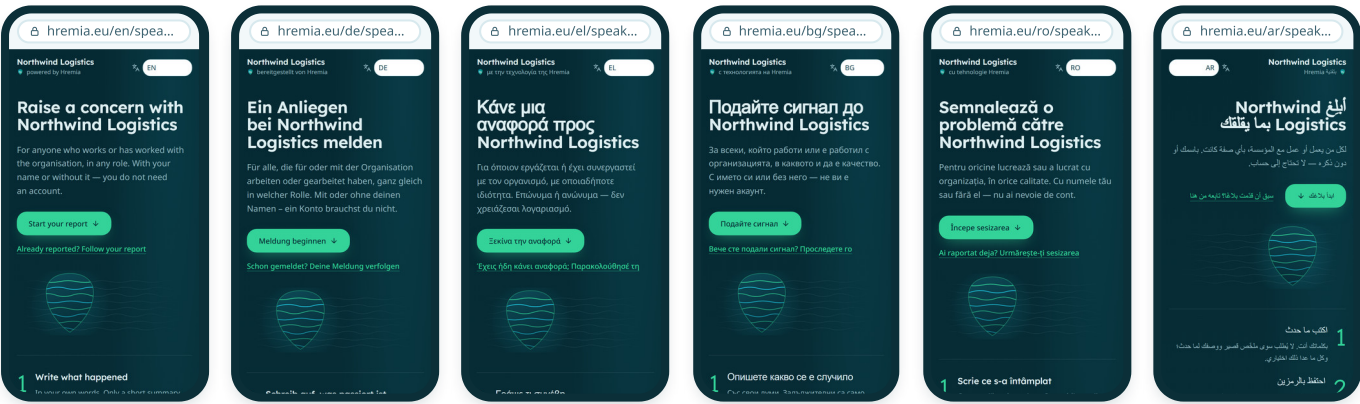
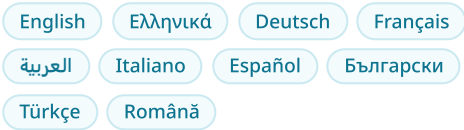
Staff, former staff and suppliers do not all read the same language. The reporting page, the form and the tracking page come in ten languages, Arabic included, written right to left.



The same page on a computer: the company's name, three steps, then the form. The address on the poster and the website button lead here.

Ten languages, one special file

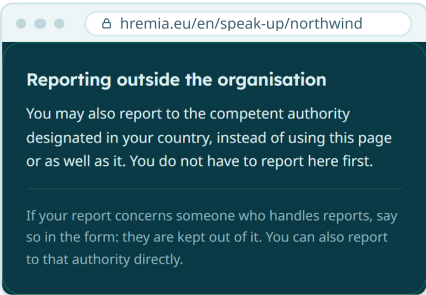
Whatever language the reporter chooses, the report lands in the same inbox and the same special file ^{Π-17}, and the answers go back to the same tracking page. The reporter picks the language on the page; nothing needs to be set up per language.



English Deutsch Ελληνικά Български Română العربية right to left

The company's country decides the law ^{Π-16}

The legal texts on the page follow where the company is established, never the language the reader picked. Where HRemia carries a national version, the page names that country's law, deadlines and external authority. Elsewhere it explains the Directive and points to the competent authority designated in the reader's country, rather than risk a wrong address.



Northwind Logistics in English: the external channel under the Directive.



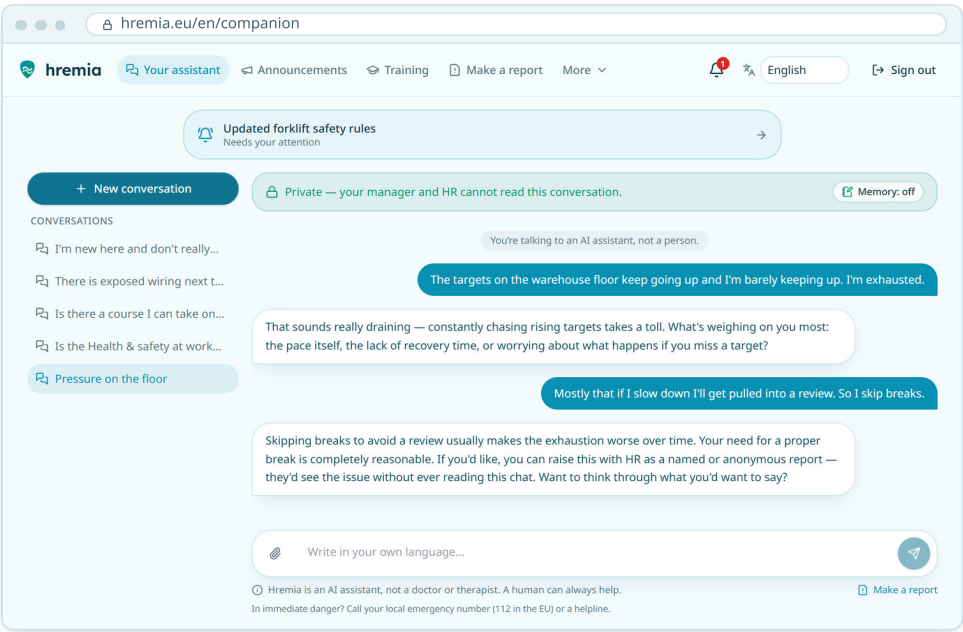
The same company in Greek: another language, the same law, the same authority.

For employees and HR

The same care on both sides of the channel: an assistant that says what it is, a memory the employee controls, and a compliance centre that shows HR what is in place and what is missing.

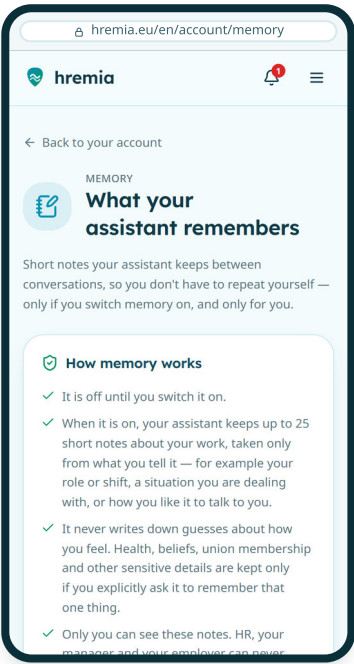
An assistant that says it is an AI ^{Π-9}

Every conversation, new or reopened, starts with “You’re talking to an AI assistant, not a person”, and a note under the chat says a human can always help. The bar above says who cannot read it ^{Π-1, Π-3}; the Memory chip shows whether memory is on.



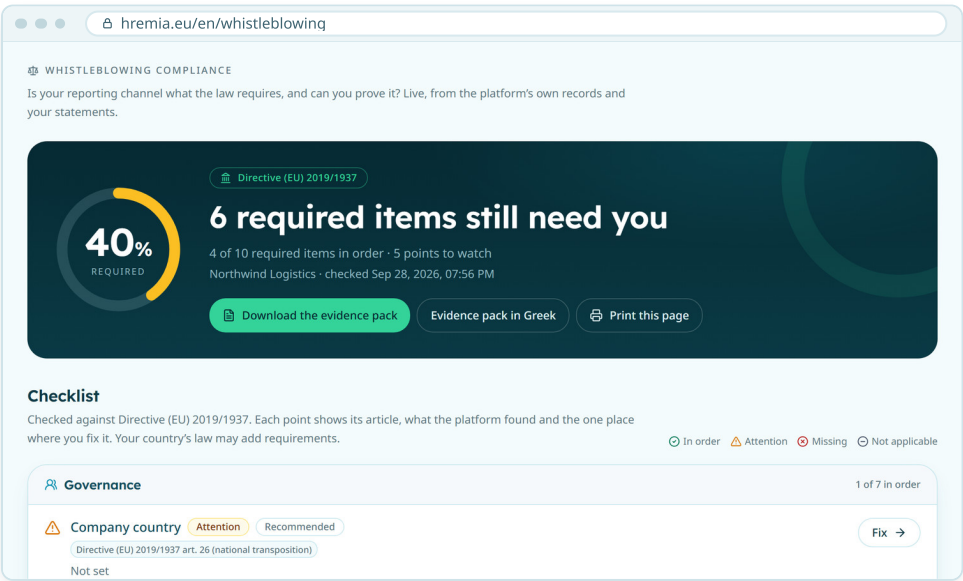
What your assistant remembers ^{Π-12}

Off until the employee switches it on; then up to 25 short notes that only the employee can see, correct or delete.



Whistleblowing compliance centre ^{Π-19}

A live checklist against the law that applies to the company: each point shows its article, what the platform found and the one place to fix it.



Ready for HR on day one ^{Π-20}

- An A4 poster with QR code and a website button for the public page.
- An evidence pack that prints without any case content.
- Twelve-month figures that hide any category under five cases.
- A retention period per company, with automatic deletion when it runs out and a legal hold for cases under investigation.
- Evidence files on reports, cleaned of location and author details and stored encrypted.

The business case, in six dimensions

People and HR

- Earlier detection of workload, manager, bullying and conflict issues.
- Aims to reduce absence and presenteeism by helping employees feel heard.
- HR capacity freed: intake, triage, policy and record questions handled around the clock, in ten languages.
- Accessible to frontline and deskless staff across all sites.

Compliance and legal

- EU Whistleblower Directive: channel, deadlines, acknowledgement, escalation, special file and audit trail.
- GDPR by design: Article 9 minimisation, DSAR export, a recorded retention period, DPIA record.
- EU AI Act transparency^{Π-9}: the assistant says it is an AI whenever asked; people make employment decisions; AI use is logged.
- ISO 45003 psychosocial-risk evidence and CSRD social-disclosure data.

Risk and reputation

- Signs of harassment or bullying and safety concerns are identified before problems escalate.
- Concerns can be resolved discreetly, reducing the risk of public escalation.
- Documented fulfilment of the duty of care and a functioning reporting channel provide evidence if a claim is made.

Financial

- Aims to cut the cost of attrition, absence, grievances and settlements.
- Aims to recover productivity lost to disengagement and unresolved stress.
- Predictable subscription with usage limits; consolidates listening, wellbeing, speak-up and training in one platform.

Employer brand and ESG

- “Every employee can speak in confidence” is a meaningful advantage in recruitment.
- Supports workplace-certification applications and ISO 45003 alignment.
- Auditable social-performance evidence for ESG, investors and supplier audits.

Culture and strategy

- Credible and meaningful: privacy first, to build trust.
- A monthly cycle of measurement, action and reassessment.
- Board-ready narrative and evidence, without surveillance.

Trust and safeguards

Safeguard	How it is enforced
Private by default ^{Π-1, Π-3, Π-4}	Messages are encrypted with a key per company (AES-256-GCM); HR's side of the application cannot read them, and handlers see a case only when someone reports. Encrypted, not anonymised: as processor, HRemia can technically access data under strict control.
Anonymity by database rule ^{Π-2}	An anonymous report cannot hold a reporter's identity; the database rejects it. Internal notes never reach the tracking page.
No automated employment decisions ^{Π-9}	The system does not recommend dismissal, discipline, promotion or performance actions. Any decision on a case is taken by a person.
Sensitive-data controls	Article 9 data minimised and separated; sick leave kept without a reason; retention set per company (default 24 months; automatic deletion, legal hold for cases); DSAR export on request.
Small-group suppression ^{Π-11}	No figure for any group below the minimum size (default 5, set per company); smaller groups are withheld entirely and shown only as a count of suppressed groups.
Audit trail that cannot be edited ^{Π-7}	Audit entries can be added but never changed or deleted by the application; the database permissions do not allow it.
Responsible AI ^{Π-5, Π-9, Π-10}	The assistant says it is an AI whenever asked; it uses no emotion recognition and makes no employment decisions. Data is stored in the EU; replies come from established AI providers named in the sub-processor list.
Private breaks ^{Π-11}	Who took a break, and for how long, is kept only in a temporary counter for two days and never shown to the company; HR sees totals from days on which at least five people took a break.
Quiet hours ^{Π-14}	By default, push and email are not sent from 20:00 to 08:00 or at weekends (set per company); only posts that HR marks as urgent are sent at once. On a locked screen, notifications about reports or decisions on health-related leave show only “You have a new update...”.

A workplace that visibly cares

Adopting HRemia sends a credible public message: the organisation takes wellbeing, psychological safety and a reporting channel designed to support compliance with the Directive seriously. Because HRemia is private by design, that message feels sincere and meaningful.

Show it, don't just say it

- An active confidential channel demonstrates care, beyond a statement of values.
- Turns wellbeing commitments into measurable, documented action.
- Sets you apart for candidates, employees, clients and investors alike.

Where it shows up

- Careers pages, job ads and onboarding.
- ESG and CSRD reports, investor decks.
- Responses to client enquiries and tender requirements concerning supplier conduct.

Lines your organisation can use

Here, every voice is heard.

Your wellbeing has a voice here.

Speak freely. You will be heard.

Psychological safety, by design, for everyone here.

A workplace where it is safe to speak.

We don't just say we care. We make it safe to speak.

A culture built on being heard.

Heard in confidence, every time.

Or co-brand the commitment: "Powered by HRemia, because every voice matters." "We listen, in confidence, with HRemia." "A calmer place to work, with HRemia."

Ready to give your people a calm place to be heard?

The 40-minute demo uses a sample company with real policies, realistic leave records, the public reporting page and a live demonstration of anonymous case management.

Book a demo demo@hremia.eu

Proposal and rollout sales@hremia.eu

Why HRemia? HRemia takes its name from ηρεμία, the Greek word for calm. It offers a calm, confidential space where your people can speak freely and be heard, so concerns are addressed early and fairly. Calm by design. GDPR by design. Never surveillance.

Selected sources

S1 WHO, Mental health at work: 15% of working-age adults live with a mental disorder; depression and anxiety cost about €0.9tn a year in lost productivity.

S2 European Commission, comprehensive approach to mental health: 46% of EU citizens.

S3 Deloitte UK: poor mental health costs UK employers about €60bn a year.

S4 Gallup, State of the Global Workplace 2026: 20% engagement.

S5 GDPR Article 9, special categories of personal data. **S6** GDPR Article 22, solely automated decision-making.

S7 EU AI Act (Regulation (EU) 2024/1689), Article 50: people must be told when they are interacting with an AI system.

Client brochure. Not legal, medical, psychological or financial advice.

S8 EU Whistleblower Directive 2019/1937: conditions for protection (art. 6), internal reporting channels, 7-day acknowledgement and 3-month feedback (art. 8–9), record keeping (art. 18).

S9 Whistlelink, "Best whistleblowing software 2026". **S10** Elker, "Best whistleblowing software 2026, 15 vendors compared".

S11 Moveworks, "Best AI assistants for enterprise HR teams in 2026"; Alignify, "Best AI HR assistants 2026".

S12 People Insight, "60 wellbeing apps"; Unmind and Headspace for Work product pages describing their analytics for HR.

Sources consulted or rechecked September 2026. Vendor claims change; category descriptions reflect that date.