



Kateřina Nešpůrková

Counsel

Kateřina Nešpůrková specialises in internal investigations, compliance, and whistleblowing. She combines more than 15 years of experience as a commercial and transactional lawyer with experience leading internal investigations into sensitive matters at multinational corporations and major Czech business groups.

Kateřina focuses primarily on escalated matters reviewed at board, audit committee and senior management level, including allegations of breaches of anti-corruption rules, procurement fraud, misuse of company assets, conflicts of interest, and a broad range of workplace misconduct matters. She leads a team of compliance lawyers providing clients with a full investigation service, from the initial assessment of whistleblowing reports and the preservation of evidence through to the final report, including legal qualification of the findings, risk assessment and recommendations for remedial

measures.

Kateřina takes a practical, business-focused approach to investigations. She works closely with colleagues across other practice areas, including employment, criminal, regulatory, tax and data privacy law, so that clients get a complete picture of risk across every affected area. In more complex cases requiring the analysis of large volumes of data, she uses e-discovery tools and H&P's proprietary AI solutions developed in-house. Kateřina previously worked as a commercial and transactional lawyer at Linklaters and Wilsons, advising clients in the real estate, pharmaceutical, hi-tech and FMCG sectors. This background gives her a strong understanding of the commercial context behind the matters she investigates.

She initiated and continues to shape [FairWhistle](#) – a comprehensive whistleblowing solution that combines an internal reporting system, technology, outsourced whistleblowing officer services, and related investigation services.

"My goal is to help clients manage legal, regulatory and reputational risks in sensitive situations and translate investigation findings into practical risk management measures."

Projects

- Conducting an internal investigation escalated by a whistleblowing report within an international gaming group, assessing compliance and governance implications across the group, recommending remedial measures, and advising on subsequent steps during the pre-litigation phase;
- Conducting an internal investigation in the Czech subsidiary of a multinational group, escalated through the global speak-up system, involving the analysis of extensive datasets using H&P's AI tools, coordination with the client's global compliance team, and recommendations for remedial measures;
- Conducting a sensitive internal investigation within an international FMCG group running in parallel with proceedings conducted by public authorities, balancing the interests of the whistleblower and the external proceedings, assessing risks and coordinating the investigation;
- Providing ongoing advice to dozens of Czech and multinational clients on the implementation and localisation of ethical lines, from process design and outsourced administration (including the role of the whistleblowing officer) to conducting related internal investigations;
- Acting as Interim General Counsel for a multinational hi-tech group, strengthening compliance management, mapping legal risks, and standardising key contractual documentation.

Membership in professional associations

Czech Bar Association

Languages

Czech, English, French

Education

Charles University, Faculty of Law, Prague, Czech Republic (1998), Mgr. (Master of Laws)
Radboud University Nijmegen, the Netherlands (2001), LL.M.

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