

	 AUSTRALIA	 BELGIUM	 CZECH REPUBLIC	 DENMARK	 ENGLAND	 FINLAND	 FRANCE	 GERMANY	 HUNGARY	 ITALY	 NETHERLANDS	 POLAND	 SPAIN
Personal liability of employees?	✓	✓	×	✓	×	×	✓	✓	✓	×	✓	✓	✓
Administrative fines? Maximum possible fine?	✓ AUD 500,000	✓ 10,000 €	×	✓ Over DKK 200,000	×	×	×	✓ 1,000,000 €	×	×	✓ 900,000 €	×	✓ 60,000 €
Criminal liability?	✓	×	✓	✓	✓	×	✓	×	✓	×	×	×	×
Prison penalties?	✓	×*	✓	✓	✓	×	✓	×*	✓	×	×	×*	×*
Companies' leniency applications may cover also their employees?	✓	✓	×	✓	✓	×	×	✓	✓*	×	✓	×	✓
Employees may submit a leniency application individually?	✓	✓	×	✓	✓	×	×	✓	×	×	✓	✓	✓

*Only for bid rigging.