

Appendix A of TTI's HKEX ESG Guide

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Hong Kong

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong); Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong); Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong); Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong); Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong); Hazardous Chemicals Control Ordinance (Cap. 595 of the Laws of Hong Kong); Product Eco-Responsibility Ordinance (Cap. 603 of the Laws of Hong Kong); Mercury Control Ordinance (Cap. 640 of the Laws of Hong Kong); Ozone Layer Protection Ordinance (Cap. 403 of the Laws of Hong Kong); and Dumping at Sea Ordinance (Cap. 466 of the Laws of Hong Kong)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Employment Ordinance (Cap. 57 of the Laws of Hong Kong); Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong); Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong); Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong); Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong); Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong); Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong); Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong); Contracts (Rights of Third Parties) Ordinance (Cap. 623 of the Laws of Hong Kong); Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong); Protection of Wages on Insolvency Ordinance (Cap. 380 of the Laws of Hong Kong); and Labour Relations Ordinance (Cap. 55 of the Laws of Hong Kong)

Labour Standards – relating to preventing child and forced labour

Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong); Employment of Young Persons (Industry) Regulations (Cap. 57C of the Laws of Hong Kong); and Hong Kong Bill of Rights Ordinance (Cap.383 of the Laws of Hong Kong)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong); Occupational Safety and Health Regulation (Cap. 509A of the Laws of Hong Kong); and Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong)

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Sale of Goods Ordinance (Cap. 26 of the Laws of Hong Kong); Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong); Control of Exemption Clauses Ordinance (Cap. 71 of the Laws of Hong Kong); Unconscionable Contracts Ordinance (Cap. 458 of the Laws of Hong Kong); Unsolicited Electronic Messages Ordinance (Cap. 593 of the Laws of Hong Kong); Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong); Consumer Goods Safety Ordinance (Cap. 456 of the Laws of Hong Kong); Consumer Goods Safety Regulation (Cap. 456A of the Laws of Hong Kong); Electrical Products (Safety) Regulation (Cap.406G of the Laws of Hong Kong); Energy Efficiency (Labelling of Products) Ordinance (Cap. 598 of the Laws of Hong Kong); and Electricity Ordinance (Cap. 406 of the Laws of Hong Kong)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong); Independent Commission Against Corruption Ordinance (Cap. 204 of the Laws of Hong Kong); Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong); Drug Trafficking (Recovery of Proceeds) Ordinance (Cap. 405 of the Laws of Hong Kong); Organized and Serious Crimes Ordinance (Cap. 455 of the Laws of Hong Kong); United Nations (Anti-Terrorism Measures) Ordinance (Cap. 575 of the Laws of Hong Kong); The Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region (on the list of national laws in Annex III to the Basic Law of the Hong Kong Special Administrative Region of the People's Republic of China); and Instrument A406A Implementation Rules for Article 43 of the Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region

People's Republic of China

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

PRC Criminal Law (“中華人民共和國刑法”); PRC Administrative Penalties Law (“中華人民共和國行政處罰法”); PRC Civil Code (“中華人民共和國民法典”); PRC Environmental Protection Law (“中華人民共和國環境保護法”); Environmental Impact Assessment Law of the People's Republic of China (“中華人民共和國環境影響評價法”); PRC Atmospheric Pollution Prevention Law (“中華人民共和國大氣污染防治法”); PRC Water Pollution Prevention Law (“中華人民共和國水污染防治法”); PRC Noise Pollution Prevention Law (“中華人民共和國噪聲污染防治法”); PRC Prevention and Control of Environmental Pollution by Solid Wastes (“中華人民共和國固體廢物污染環境防治法”); PRC Prevention and Control of Soil Pollution Law (“中華人民共和國土壤污染防治法”); PRC Environmental Protection Tax Law (“中華人民共和國環境保護稅法”); PRC Promotion of Cleaner Production Law (“中華人民共和國清潔生產促進法”); PRC Recycling Economy Promotion Law (“中華人民共和國循環經濟促進法”); PRC Regulations on the Implementation of the Environmental Protection Tax Law (“中華人民共和國環境保護稅法實施條例”); Regulation on Administration of Pollutant Discharge Permits (“排污許可管理條例”); Regulations on the Administration of Environmental Protection for Construction Projects (“建設項目環境保護管理條例”); Administrative Regulations on the Recycle of Discarded Electrical and Electronic Products (“廢棄電器電子產品回收處理管理條例”); Measures for the Transfer Management of Hazardous Waste (“危險廢物轉移管理辦法”); Administrative Measures for the Statutory Disclosure of Environmental Information by Enterprises (“企業環境信息依法披露管理辦法”); Measures for the Administration of Pollutant Discharge Permits (for trial Implementation) (“排污許可管理辦法(試行)”); Interim Measures for Environmental Protection Acceptance of Construction Projects upon Completion (“建設項目竣工環境保護驗收暫行辦法”); Measures for the Administration of Emergency Response Plans (“突發事件應急預案管理辦法”); The Measures on Emergency Management of Emergent Environmental Incidents (“突發環境事件應急管理辦法”); Measures for the Archival Administration of Emergency Plans for Emergent Environmental Incidents by Enterprises and Public Institutions (for trial Implementation) (“企業事業單位突發環境事件應急預案備案管理辦法(試行)”); Administrative Measures for the Restricted Use of Hazardous Substances in Electrical and Electronic Products (“電器電子產品有害物質限制使用管理辦法”); Administrative Measures for the Prevention and Control of Environmental Pollution by Electronic Waste (“電子廢物污染環境防治管理辦法”); Measures for Environmental Administrative Penalty (“環境行政處罰辦法”); Measures for the Imposition of Consecutive Punishments on a Daily Basis by Environmental Protection Authorities (“環境保護主管部門實施按日連續處罰辦法”); Measures for the Imposition of Sealing up and Detaining by Environmental Protection Authorities (“環境保護主管部門實施查封、扣押辦法”); Measures for the Imposition of Restrictions on Production and Cessation of Production for Rectification by Environmental Protection Authorities (“環境保護主管部門實施限制生產、停產整治辦法”); Notice of the State Council on Issuing the Circular Economy Development Strategy and Near-Term Action Plan (“國務院關於印發循環經濟發展戰略及近期行動計劃的通知”); Notice on Issuing the Sewage Discharge Permit Commitment Sample, Sewage Discharge Permit Application Form and Sewage Discharge Permit Format (“關於發布排污許可證承諾書樣本、排污許可證申請表和排污許可證格式的通知”); Guidelines for Environmental Impact Assessment of Hazardous Wastes for Construction Projects (“建設項目危險廢物環境影響評價指南”); National Catalogue of Hazardous Wastes (2021 version) (“國家危險廢物名錄(2021年版)”); Hazardous Waste Exclusion Management List (2021 version) (“危險廢物排除管理清單(2021年版)”); and Category-based Administration Catalog for the Environmental Impact Assessment of Construction Projects (2021 Edition) (“建設項目環境影響評價分類管理名錄(2021年版)”)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

PRC Civil Code (“中華人民共和國民法典”); PRC Labour Law (“中華人民共和國勞動法”); PRC Labour Contract Law (“中華人民共和國勞動合同法”); PRC Social Insurance Law (“中華人民共和國社會保險法”); PRC Employment Promotion Law (“中華人民共和國就業促進法”); PRC Mental Health Law (“中華人民共和國精神衛生法”); PRC Mediation and Arbitration of Labor Disputes Law (“中華人民共和國勞動爭議調解仲裁法”); The Implementing Regulations of the PRC Labour Contract Law (“中華人民共和國勞動合同法實施條例”); Rules on the Employment of Disabled People (“殘疾人就業條例”); Regulations on the Administration of Housing Provident Fund (“住房公積金管理條例”); Regulations on Unemployment Insurance (“失業保險條例”); Regulations on Work-Related Injury Insurance (“工傷保險條例”); The Interim Regulations on the Collection and Payment of Social Insurance Premiums (“社會保險費徵收暫行條例”); Regulations on Employee's Paid Annual Leave (“職工帶薪年休假條例”); Measures for Publicizing Acts in Material Violation of Labour Protection Laws (“重大勞動保障違法行為社會公佈暫行辦法”); Implementing Measures for Regulations on Working Hours of Employees issued by the China State Council (“《國務院關於職工工作時間的規定》的實施辦法”); Implementing Measures for Enterprise Employee's Paid Annual Leave (“企業職工帶薪年休假實施辦法”); The Interim Measures on the Maternity Insurance of Employees of an enterprise (“企業職工生育保險試行辦法”); Measures for the Claiming and Granting of Unemployment Insurance (“失業保險金申請發放辦法”); Enterprise Annuity Rules (“企業年金辦法”); Measures for the Administration of Enterprise Annuity Fund (“企業年金基金管理辦法”); Tentative Measures on Participation in PRC Social Insurance of Foreigners Employed in China issued by the PRC Ministry of Human Resources and Social Security (“在中國境內就業的外國人參加社會保險暫行辦法”); Tentative Measures on Participation in PRC Social Insurance of Hong Kong, Macao and Taiwan Residents Employed in China (“香港澳門臺灣居民在內地(大陸)參加社會保險暫行辦法”); Measures for the Rating of Enterprise's Labour Security Compliance (“企業勞動保障守法誠信等級評價辦法”); Regulations on Employment Service and Employment Management (“就業服務與就業管理規定”); PRC Interim Provisions on the Administration of Resident Representative Offices of Foreign Enterprises (“中華人民共和國關於管理外國企業常駐代表機構的暫行規定”); PRC Interim Regulations on Wage Payments (“中華人民共和國工資支付暫行規定”); Regulations on Working Hours of Employees issued by the China State Council (“國務院關於職工工作時間的規定”); Special Provisions on Labour Protection for Female Employees released by the China State Council (“女職工勞動保護特別規定”); The Regulations on Management of Records of Enterprise Workers (“企業職工檔案管理工作規定”); Several Provisions on Implementation of PRC Social Insurance Law (“實施《中華人民共和國社會保險法》若干規定”); Provisions on the Period of Medical Treatment for Diseases or Non-Work-Related Injuries of Enterprise Employees (“企業職工患病或非因工負傷醫療期規定”); Regulations for Administration of the Employment of Foreigners in China (“外國人在中國就業管理規定”); The Interim Provisions on Labour Dispatch issued by the Ministry of Human Resources and Social Security of the PRC (“勞務派遣暫行規定”); Provisions of the Supreme People's Court on Several Issues Concerning Trial of Administrative Cases Relating to Work-related Injury Insurance (“最高人民法院關於審理工傷保險行政案件若干問題的規定”); The First Interpretation on Certain Issues regarding the Applicable Law for Trial of Labour Dispute Cases (“最高人民法院關於審理勞動爭議案件適用法律問題的解釋(一)”); The Judicial Interpretation on Several Issues on the Application of Law in Criminal Cases Regarding Refusal to Pay Labour Remuneration issued by the Supreme People's Court (“最高人民法院關於審理拒不支付勞動報酬刑事案件適用法律若干問題的解釋”); Opinions on Promoting the Integration of Maternity Insurance and Medical Insurance issued by the China State Council (“國務院辦公廳關於全面推進生育保險和職工基本醫療保險併實施的意見”); Opinions of Issuing and Distributing the Opinions on Several Issues concerning the Implementation of the PRC Labor Law by the Ministry of Labor (“勞動部關於貫徹執行《中華人民共和國勞動法》若干問題的意見”); Opinions of the Ministry of Human and Resources and Social Security on Several Issues Concerning the Implementation of the Regulation on Work-Related Injury Insurance (“人力資源社會保障部關於執行《工傷保險條例》若干問題的意見”); Opinions of the Ministry of Human and Resources and Social Security on Several Issues Concerning the Implementation of the Regulation on Work-Related Injury Insurance (II) (“人力資源社會保障部關於執行《工傷保險條例》若干問題的意見(二)”); Opinions of the Ministry of Labor and Social Security on Several Issues Concerning the Implementation of the Regulation on Work-Related Injury Insurance (“勞動和社會保障部關於實施《工傷保險條例》若干問題的意見”); Notice on Several Issues Related to Implementation of Labour Contract System by the Ministry of Labor (“勞動部關於實行勞動合同制度若干問題的意見”); Notice on reducing the contribution rates for social insurance jointly issued by the Ministry of Human Resources and Social Security and the Ministry of Finance (“人力資源社會保障部、財政部關於階段性降低社會保險費率的通知”); Notice on Further reducing the contribution rates for social insurance jointly issued by the Ministry of Human Resources and Social Security and the Ministry of Finance (“人力資源社會保障部、財政部關於繼續階段性降低社會保險費率的通知”); Notice on Further reducing the contribution rates for Unemployment insurance jointly issued by the Ministry of Human Resources and Social Security and the Ministry of Finance (“人力資源社會保障部、財政部關於階段性降低失業保險費率有關問題的通知”); Notice on Further Improving the Housing Fund Contribution Scheme to Reduce Enterprises' Costs jointly issued by the Ministry of Housing and Urban-Rural Development and the Ministry of Finance and the Central Bank (“住房城鄉建設部、財政部、人民銀行關於改進住房公積金繳存機制進一步降低企業成本的通知”); Circular on Further Regulating Recruitment Practices to Promote Female Employment (“關於進一步規範招聘行為促進婦女就業的通知”); Notice relating to the full implementation of the new work permit system jointly issued by the Foreign Expert Bureau, the Ministry of Human Resources and Social Security, the Ministry of Foreign Affairs and the Ministry of Public Security (“國家外國專家局、人力資源社會保障部、外交部、公安部關於全面實施外國人來華工作許可制度的通知”); Circular on Matters Concerning the Employment of Hong Kong, Macao and Taiwan Residents in the Chinese Mainland (“關於香港澳門臺灣居民在內地(大陸)就業有關事項的通知”); Circular of the Ministry of Human Resources and Social Security on Matters relating to the Employment of Hongkong, Macao and Taiwan Residents in the Chinese Mainland (“人力資源社會保障部辦公廳關於為香港澳門臺灣居民在內地(大陸)提供就業創業服務的通知”); Notice on the Promotion of Random Checks in the Regulation of Human Resources and Social Security Matters (“關於在人力資源和社會保障領域推廣隨機抽查規範事中事後監管的通知”); Notice on Comprehensive Plans for Reducing Social Insurance Contributions issued by the China State Council (“降低社會保險費率綜合方案”) and the implementing rules in support of the notice (“關於貫徹落實《降低社會保險費率綜合方案》的通知”)

B. Social (continued)

Labour Standards – relating to preventing child and forced labour	PRC Labour Law (“中華人民共和國勞動法”); PRC Protection of Minors Law (“中華人民共和國未成年人保護法”); PRC Employment Promotion Law (“中華人民共和國就業促進法”); Provisions on the Prohibition of Using Child Labour (“禁止使用童工規定”); and Regulations on the Special Protection of Minor Workers (“未成年工特殊保護規定”)
Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards	PRC Work Safety Law (“中華人民共和國安全生產法”); PRC Prevention and Control of Occupational Diseases Law (“中華人民共和國職業病防治法”); Regulations on Emergency Response to Production Safety Incidents (“生產安全事故應急條例”); Regulations on the Administration of Work Safety of Construction Projects (建設工程安全生產管理條例); Measures for the Administration of Contingency Plans for Work Safety Incidents (“生產安全事故應急預案管理辦法”); Measures for Regulating Three Simultaneous Work Related to the Protective Devices for Occupational Diseases of Construction Projects (“建設項目職業病防護設施“三同時”監督管理辦法”); Measures for Declaration of Project with Occupational Hazards (“職業病危害項目申報辦法”); Regulations on Diagnose and Identification of Occupational Diseases (“職業病診斷與鑒定管理辦法”); Measures for Supervision and Administration of Occupational Health of Employers (“用人單位職業健康監護監督管理辦法”); Administrative Provisions on Occupational Health in the Workplace (“工作場所職業衛生管理規定”); The State Administration of Work Safety promulgated the Interim Provisions on the Administration and Supervision of Work Safety in Confined Space of Industry and Commerce Enterprises (“工貿企業有限空間作業安全管理與監督暫行規定”); The Regulations on Administration of Occupational Health Records (“職業衛生檔案管理規範”); and Circular of the General Office of the State Administration of Work Safety on Issuing the Administrative Regulations on Regular Monitoring of Occupational Hazards by Employers (“國家安全監管總局辦公廳關於印發用人單位職業病危害因素定期檢測管理規範的通知”)
Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	PRC Civil Code (“中華人民共和國民法典”); PRC Product Quality Law (“中華人民共和國產品質量法”); PRC Advertising Law (“中華人民共和國廣告法”); PRC Import and Export Commodities Inspection Law (“中華人民共和國進出口商品檢驗法”); PRC E-commerce Law (“中華人民共和國電子商務法”); PRC Consumer Rights and Interests Protection Law (“中華人民共和國消費者權益保護法”); PRC Cybersecurity Law (“中華人民共和國網絡安全法”); PRC Standardization Law (“中華人民共和國標準化法”); PRC Energy Conservation Law (“中華人民共和國節約能源法”); PRC Data Security Law (“中華人民共和國數據安全法”); PRC Personal Information Protection Law (“中華人民共和國個人信息保護法”); Regulations on the Security Protection of Critical Information Infrastructure (“關鍵信息基礎設施安全保護條例”); The Implementing Regulations of PRC Standardization Law (“中華人民共和國標準化法實施條例”); Regulations of the Certification and Accreditation (“認證認可條例”); Measures for the Administration of Energy Efficiency Labels (“能源效率標識管理辦法”); The Measures for Supervision and Administration of the Quality of Imported Products in the Circulation Sector (“流通領域進口商品質量監督管理辦法”); Administration of Online Advertising Interim Measures (“互聯網廣告管理暫行辦法”); Measures for Penalties for Infringing upon the Rights and Interests of Consumers (“侵害消費者權益行為處罰辦法”); Interim Measures for the Administration of Product Quality Supervision by Random Inspection issued by State Administration for Market Regulation (“產品質量監督抽查管理暫行辦法”); Measures for Cybersecurity Reviews (“網絡安全審查辦法”); Administrative Regulations for Compulsory Product Certification (“強制性產品認證管理規定”); Interim Provisions on the Administration of Recalls of Consumer Goods issued by State Administration for Market Regulation (“消費品召回管理暫行規定”); Provisions on the Cyber Protection of Personal Information of Children (“兒童個人信息網絡保護規定”); Interpretations of the Supreme People’s Court and the Supreme People’s Procuratorate on Several Issues concerning the Application of Law in the Handling of Criminal Cases Involving Infringement of Citizens’ Personal Information (“最高人民法院、最高人民檢察院關於辦理侵犯公民個人信息刑事案件適用法律若干問題的解釋”); Opinions of the General Administration of Quality Supervision, Inspection and Quarantine on Several Issues Concerning the Implementation of the PRC Product Quality Law (“國家品質監督檢驗檢疫總局關於實施《中華人民共和國產品質量法》若干問題的意見”); Announcement on the Implementation of Personal Information Protection Certification (“關於實施個人信息保護認證的公告”); and Guideline for Internet Personal Information Security Protection issued by China’s Ministry of Public Security (“互聯網個人信息安全保護指南”)
Anti-corruption – relating to bribery, extortion, fraud and money laundering	PRC Criminal Law (“中華人民共和國刑法”); PRC Civil Code (“中華人民共和國民法典”); PRC Anti-Unfair Competition Law (“中華人民共和國反不正當競爭法”); PRC Anti-Money Laundering Law (“中華人民共和國反洗錢法”); Measures for the Administration of the Lists of Parties with Serious Violations of Law and Trust by Market Regulation Authorities (“市場監督管理嚴重違法失信名單管理辦法”); Provisional Regulations on the Prohibition of Commercial Bribery (“關於禁止商業賄賂行為的暫行規定”); and Interpretation of the Supreme People’s Court on Several Issues Concerning the Application of the PRC Anti-Unfair Competition Law (“最高人民法院關於適用《中華人民共和國反不正當競爭法》若干問題的解釋”); The Interpretation of the Supreme People’s Court and the Supreme People’s Procuratorate of Several Issues Concerning the Specific Application of the Law in the Handling of Criminal Bribe-Giving Cases (“最高人民法院、最高人民檢察院關於辦理行賄刑事案件具體適用法律若干問題的解釋”); and The Interpretations of the Supreme People’s Court and the Supreme People’s Procuratorate on Certain Issues Concerning the Applications of Law Handling Criminal Cases Involving Embezzlement and Bribery (“最高人民法院、最高人民檢察院關於辦理貪污賄賂刑事案件適用法律若干問題的解釋”)

Republic of Korea

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Environmental Technology and Industry Support Act
 Enforcement Decree of the Environmental Technology and Industry Support Act
 Enforcement Rule of the Environmental Technology and Industry Support Act

Act On The Allocation and Trading Of Greenhouse-gas Emission Permits
 Enforcement Decree of the Act on the Allocation and Trading of Greenhouse Gas Emission Permits

Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis
 Enforcement Decree of the Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis

Energy Act
 Enforcement Decree of the Energy Act
 Enforcement Rule of the Energy Act

Act on the Promotion of the Development, Use and Diffusion of New and Renewable Energy
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 Enforcement Rule of the Act on the Promotion of the Development, Use and Diffusion of New and Renewable Energy

Energy Use Rationalization Act
 Enforcement Decree of the Energy Use Rationalization Act
 Enforcement Rule of the Energy Use Rationalization Act

Framework Act on Water Management
 Enforcement Decree of the Framework Act on Water Management
 Enforcement Rule of the Framework Act on Water Management

Water Environment Conservation Act
 Enforcement Decree of the Water Environment Conservation Act
 Enforcement Rule of the Water Environment Conservation Act

Clean Air Conservation Act
 Enforcement Decree of the Clean Air Conservation Act
 Enforcement Rule of the Clean Air Conservation Act

Special Act on the Improvement of Air Quality in Air Quality Control Areas

Wastes Control Act
 Enforcement Decree of the Wastes Control Act
 Enforcement Rule of the Wastes Control Act

Act on the Promotion of the Conversion into a Circular Society (effective as of January 1, 2024)

Act on the Conservation and Use of Biological Diversity
 Enforcement Decree of the Act on the Conservation and Use of Biological Diversity
 Enforcement Rule of the Act on the Conservation and Use of Biological Diversity

Act On Registration and Evaluation of Chemical Substances
 Enforcement Decree of the Act On Registration and Evaluation of Chemical Substances
 Enforcement Rule of the Act on Registration and Evaluation of Chemical Substances

Chemical Substances Control Act
 Enforcement Decree of the Chemical Substances Control Act
 Enforcement Rule of the Chemical Substances Control Act

Consumer Chemical Products and Biocides Safety Control Act
 Enforcement Decree of the Consumer Chemical Products and Biocides Safety Control Act
 Enforcement Rule of the Consumer Chemical Products and Biocides Safety Control Act

Framework Act on Sustainable Development

Framework Act on Environmental Policy
 Enforcement Decree of the Framework Act on Environmental Policy

Environmental Pollution Damages Compensation and Recovery Act
 Enforcement Decree of the Environmental Pollution Damages Compensation and Recovery Act
 Enforcement Rule of the Environmental Pollution Damages Compensation and Recovery Act

Act on Resource Circulation of Electrical and Electronic Equipment and Vehicles
 Enforcement Decree of The Act on Resource Circulation of Electrical and Electronic Equipment and Vehicles

Act on the Promotion of Saving and Recycling of Resources
 Enforcement Decree Of The Act on the Promotion of Saving and Recycling of Resources

Act on the Integrated Management of Environmental Pollution Facilities
 Enforcement Decree of the Act on the Integrated Management of Environmental Pollution Facilities
 Enforcement Rule of the Act on the Integrated Management of Environmental Pollution Facilities

Act on the Control and Aggravated Punishment of Environmental Offenses
 Enforcement Decree of The Act on the Control and Aggravated Punishment of Environmental Offenses

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Labor Standards Act
Enforcement Decree of the Labor Standards Act
Enforcement Rule of the Labor Standards Act
Minimum Wage Act
Enforcement Decree of the Minimum Wage Act
Enforcement Rule of the Minimum Wage Act
Employment Insurance Act
Enforcement Decree of the Employment Insurance Act
Enforcement Rule of the Employment Insurance Act
National Health Insurance Act
Enforcement Decree of the National Health Insurance Act
Enforcement Rule of the National Health Insurance Act
Protection of Worker Participation & Cooperation Act
Enforcement Decree of the Protection of Worker Participation & Cooperation Act
Enforcement Rule of the Protection of Worker Participation & Cooperation Act
Employee Retirement Benefit Security Act
Enforcement Decree of the Employee Retirement Benefit Security Act
Enforcement Rule of the Employee Retirement Benefit Security Act
National Pension Act
Enforcement Decree of The National Pension Act
Enforcement Rule of The National Pension Act
Protection of Dispatched Workers Act
Enforcement Decree of The Protection of Dispatched Workers Act
Enforcement Rule of The Protection of Dispatched Workers Act
Fair Hiring Procedure Act
Enforcement Decree of the Fair Hiring Procedure Act
Enforcement Rule of the Fair Hiring Procedure Act
Act on the Prohibition of Discrimination Against Persons with Disabilities and Remedy Against Infringement of Their Rights
Enforcement Decree of the Act on the Prohibition of Discrimination Against Persons with Disabilities and Remedy Against Infringement of their Rights
Act on the Protection of Fixed-term and Part-time Employees
Enforcement Decree of the Act on the Protection of Fixed-term and Part-time Employees
Enforcement Rule of the Act on the Protection of Fixed-term and Part-time Employees
Act on the Protection of Temporary Agency Workers
Enforcement Decree of the Act on the Protection of Temporary Agency Workers
Enforcement Rule of the Act on the Protection of Temporary Agency Workers
Equal Employment Opportunity and Work-family Balance Assistance Act
Enforcement Decree of the Equal Employment Opportunity and Work-family Balance Assistance Act
Enforcement Rule of the Equal Employment Opportunity and Work-family Balance Assistance Act
Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion
Enforcement Decree of the Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion
Enforcement Rule of the Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion
Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities
Enforcement Decree of the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities
Enforcement Rule of the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities
Trade Union and Labor Relations Adjustment Act
Enforcement Decree of the Trade Union and Labor Relations Adjustment Act
Enforcement Rule of the Trade Union and Labor Relations Adjustment Act
Act on the Promotion of Employees' Participation and Cooperation
Enforcement Decree of the Act on the Promotion of Employees' Participation and Cooperation
Enforcement Rule of the Act on the Promotion of Employees' Participation and Cooperation

B. Social (continued)

Health and Safety –

relating to providing a safe working environment and protecting employees from occupational hazards

Occupational Safety and Health Act
 Enforcement Decree of the Occupational Safety and Health Act
 Enforcement Rule of the Occupational Safety and Health Act
 Rules on Occupational Safety and Health Standards
 Rules on Restriction on Employment of Harmful or Dangerous Work

Serious Accidents Punishment Act
 Enforcement Decree of The Serious Accidents Punishment Act

Industrial Accident Compensation Insurance Act
 Enforcement Decree of the Industrial Accident Compensation Insurance Act
 Enforcement Rule of the Industrial Accident Compensation Insurance Act

Act on the Safety Control of Hazardous Substances
 Enforcement Decree of the Act on the Safety Control of Hazardous Substances
 Enforcement Rule of the Act on the Safety Control of Hazardous Substances

High-Pressure Gas Safety Control Act
 Enforcement Decree of the High-Pressure Gas Safety Control Act
 Enforcement Rule of the High-Pressure Gas Safety Control Act

Product Responsibility –

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Civil Code

Framework Act on Product Safety
 Enforcement Decree of the Framework Act on Product Safety

Electrical Appliances and Consumer Products Safety Control Act
 Enforcement Decree of the Electrical Appliances and Consumer Products Safety Control Act
 Enforcement Rule of the Electrical Appliances and Consumer Products Safety Control Act

Act on Consumer Protection in Electronic Commerce Transactions
 Enforcement Decree of the Act on Consumer Protection in Electronic Commerce Transactions
 Enforcement Rule of the Act on Consumer Protection in Electronic Commerce Transactions

Standard Contract Regulations Act
 Enforcement Decree of the Standard Contract Regulations Act

Monopoly Regulation and Fair Trade Act
 Enforcement Decree of the Monopoly Regulation and Fair Trade Act
 Enforcement Rule of the Monopoly Regulation and Fair Trade Act

Product Liability Act

Act on Fair Labeling and Advertising
 Enforcement Decree of the Act on Fair Labeling and Advertising

Act on the Regulation of Standardized Contracts
 Enforcement Decree of the Act on the Regulation of Standardized Contracts

Fair Transactions in Subcontracting Act
 Enforcement Decree of the Fair Transactions in Subcontracting Act

Fair Transactions in Franchise Business Act
 Enforcement Decree of the Fair Transactions in Franchise Business Act

Fair Agency Transactions Act
 Enforcement Decree of the Fair Agency Transactions Act

Act On Fair Transactions in Large Retail Business
 Enforcement Decree of the Act on Fair Transactions in Large Retail Business

Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises
 Enforcement Decree of the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises
 Enforcement Rule of the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises

Framework Act on Consumers
 Enforcement Decree of the Framework Act on Consumers

Personal Information Protection Act
 Enforcement Decree of the Personal Information Protection Act

Act on Promotion of Information and Communications Network Utilization and Information Protection
 Enforcement Decree of the Act on Promotion of Information and Communications Network Utilization and Information Protection
 Enforcement Rule of the Act on Promotion of Information and Communications Network Utilization and Information Protection

Act on Promotion of Information and Communication Network Utilization and Information Protection
 Enforcement Decree of the Act on Promotion of Information and Communication Network Utilization and Information Protection
 Enforcement Rule of the Act on Promotion of Information and Communication Network Utilization and Information Protection

B. Social (continued)

Anti-corruption – relating to bribery, extortion, fraud and money laundering	Improper Solicitation and Graft Act
	Enforcement Decree of the Improper Solicitation and Graft Act
	Act on Regulation and Punishment of Criminal Proceeds Concealment
	Enforcement Decree of the Act on Regulation and Punishment of Criminal Proceeds Concealment
	Act on the Aggravated Punishment, etc. of Specific Crimes
	Enforcement Decree of the Act on the Aggravated Punishment, etc. of Specific Crimes
Whistleblower Protection Act	
Enforcement Decree of the Whistleblower Protection Act	

Taiwan

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

The Environmental Protection Basic Act (環境基本法)
 Climate Change Response Act (氣候變遷因應法)
 The Air Pollution Control Act (空氣污染防治法)
 The Noise Control Act (噪音管制法)
 The Soil and Groundwater Pollution Remediation Act (土壤及地下水污染整治法)
 The Water Pollution Control Act (水污染防治法)
 The Waste Disposal Act (廢棄物清理法)
 The Environmental Impact Assessment Act (環境影響評估法)
 The Public Nuisance Dispute Resolution Act (公害糾紛處理法)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

The Labour Standards Act (勞動基準法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labour Standards Act (處理違反勞動基準法事件統一裁罰基準)
 The Labour Pension Act (勞工退休金條例)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labour Pension Act (處理違反勞工退休金條例事件統一裁罰基準)
 The Labour Insurance Act (勞工保險條例)
 The National Health Insurance Act (全民健康保險法)
 The Regulations Governing the Deduction, Collection, and Payment of Supplemental Premiums for National Health Insurance (全民健康保險扣取及繳納補充保險費辦法)
 The Act for Worker Protection of Mass Redundancy (大量解僱勞工保護法)
 The Employment Service Act (就業服務法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Employment and Service Act (處理違反就業服務法事件統一裁罰基準)
 The Employment Insurance Act (就業保險法)
 The Labour Union Act (工會法)
 The Settlement Act for Labour Disputes (勞資爭議處理法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Settlement Act for Labour Disputes (處理違反勞資爭議處理法事件統一裁罰基準)
 The Middle-aged and Elderly Employment Promotion Act (中高齡者及高齡者就業促進法)
 The Collective Agreement Act (團體協約法)
 The Act of Gender Equality in Employment (性別工作平等法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Gender Equality in Employment Act (處理違反性別工作平等法事件統一裁罰基準)
 The Employee Welfare Fund Act (職工福利金條例)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Statute on the Employees' Welfare Fund (處理違反職工福利金條例事件統一裁罰基準)
 The Personal Data Protection Act (個人資料保護法)

Labour Standards – relating to preventing child and forced labour

The Labour Standards Act (勞動基準法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labour Standards Act (處理違反勞動基準法事件統一裁罰基準)
 The Act for Children and Youths Welfare and Rights Protection (兒童及少年福利與權益保障法)
 The Human Trafficking Prevention Act (人口販運防制法)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

The Vocational Safety and Health Act (職業安全衛生法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labour Safety and Sanitation Act (處理違反勞工安全衛生法事件統一裁罰基準)
 The Vocational Training Act (職業訓練法)
 Labour Occupational Accident Insurance and Protection Act (勞工職業災害保險及保護法)¹
 The Occupational Hazard Protection Act (職業災害勞工保護法)
 The Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Occupational Hazard Protection Act (處理違反職業災害勞工保護法事件統一裁罰基準)

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

The Civil Code (民法)
 The Fair Trade Act (公平交易法)
 The Consumer Protection Act (消費者保護法)
 The Commodity Labelling Act (商品標示法)
 Commodity Inspection Act (商品檢驗法)
 Autonomous Act for Consumer Protection (消費者保護自治條例)
 The Personal Data Protection Act (個人資料保護法)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The Anti-Corruption Act (貪污治罪條例)
 The Money Laundering Control Act (洗錢防制法)
 The Criminal Code of the Republic of China (中華民國刑法)
 Public Servants Services Act (公務員服務法)
 Public Servants Anti-Corruption Ethic Rules (公務員廉政倫理規範)

¹ This Act is a new law took effect on May 1, 2022 that expands the scope of protection for occupational-injured workers and consolidates the provisions pertaining to occupational injury insurance under the Labour Insurance Act and the provisions under the Occupational Hazard Protection Act. Please note that, unless otherwise provided in this new Act, the provisions relating to occupational injuries under the existing Labour Insurance Act and the provisions under the Occupational Hazard Protection Act are no longer apply.

Macau Special Administrative Region of The People's Republic of China (“Macau SAR”)

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Regulamento Administrativo n.º 14/2009 – Direcção dos Serviços de Protecção Ambiental (*Administrative Regulation No. 14/2009 – Bureau of Environmental Protection Services*)

Regulamento Administrativo n.º 34/2018 – Corpo de Polícia de Segurança Pública (*Administrative Regulation No. 34/2018 – Public Security Police Corps*)

MAIN REGULATIONS

Lei n.º 2/91/M – Enquadramento geral e princípios fundamentais da política de ambiente (*Law No. 2/91/M – General framework and fundamental principles of environmental policy*)

Decreto-Lei n.º 49/85/M – Estabelece os princípios gerais por que se norteia a intervenção da Administração no sector industrial, bem como as suas relações com os agentes económicos que nela operam (*Decree-Law No. 49/85/M – Establishes the general principles guiding the intervention of the Administration in the industrial sector, as well as its relations with the economic agents that operate in it*)

Regulamento Administrativo n.º 28/2004 – Regulamento Geral dos Espaços Públicos (*Administrative Regulation No. 28/2004 – General Regulation of Public Spaces*)

Aviso do Chefe do Executivo n.º 41/2004 – sobre a aplicação em Macau da Convenção de Estocolmo sobre Poluentes Orgânicos Persistentes, adoptada em Estocolmo, em 22 de Maio de 2001 (*Notice of the Chief Executive No. 41/2004 – on the application in Macau of the Stockholm Convention on Persistent Organic Pollutants, adopted in Stockholm, on 22 May 2001*)

Aviso do Chefe do Executivo n.º 12/2005 – sobre a aplicação em Macau da Convenção sobre o Procedimento de Prévia Informação e Consentimento para Determinados Produtos Químicos e Pesticidas Perigosos no Comércio Internacional, adoptada em Roterdão, em 10 de Setembro de 1998 (*Notice of the Chief Executive No. 12/2005 – on the application in Macao of the Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, adopted in Rotterdam, on 10 September 1998*)

Decreto-Lei n.º 11/99/M – regime jurídico do licenciamento industrial (*Decree-Law No. 11/99/M – legal regime for industrial licensing*)

Regulamento Administrativo n.º 22/2020 – Regime de gestão de resíduos de materiais de construção (*Administrative Regulation No. 22/2020 – Construction material waste management regime*)

Lei n.º 12/2022 – Regime jurídico do controlo de substâncias perigosas (*Law No. 12/2022 – Legal framework for the control of hazardous substances*)

Regulamento Administrativo n.º 38/2018 – Limites de emissão de poluentes atmosféricos dos estabelecimentos industriais de produção farmacêutica, de produção de laminados de cobre e de processamento de plástico (*Administrative Regulation No. 38/2018 – Emission limits of atmospheric pollutants from industrial establishments for pharmaceutical production, production of copper laminates and plastic processing*)

Regulamento Administrativo n.º 12/2014 – Limites de emissão de poluentes atmosféricos e normas de gestão de instalações dos estabelecimentos industriais de produção de cimento (*Administrative Regulation No. 12/2014 – Limits on the emission of atmospheric pollutants and management standards for facilities at industrial cement production establishments*)

Regulamento Administrativo n.º 28/2021 – Limites de emissão de poluentes atmosféricos das caldeiras dos estabelecimentos industriais e comerciais (*Administrative Regulation No. 28/2021 – Emission limits of atmospheric pollutants from boilers in industrial and commercial establishments*)

Lei n.º 7/2018 – Lei de bases de gestão das áreas marítimas (*Law No. 7/2018 – Basic Law for the Management of Maritime Areas*)

Despacho do Chefe do Executivo n.º 184/2018 – Delimita a orla costeira de Macau e aprova o Mapa com a delimitação da referida orla costeira (*Chief Executive Order No. 184/2018 – Delimits the coastline of Macau and approves the Map with the delimitation of said coastline*)

Decreto-Lei n.º 35/97/M – proibição de lançar ou despejar substâncias nocivas nas áreas de jurisdição marítima (*Decree-Law No. 35/97/M – Prohibition of launching or dumping harmful substances in maritime jurisdiction areas*)

Decreto-Lei n.º 62/95/M – regras a observar na produção e na importação e exportação de substâncias que empobrecem a camada de ozono (*Decree-Law No. 62/95/M – rules to be observed in the production and import and export of substances that deplete the ozone layer*)

Despacho do Chefe do Executivo n.º 45/2022 – aprovadas as substâncias químicas a que se refere a alínea a) do n.º 1 do artigo 2.º do Decreto-Lei n.º 62/95/M, doravante designadas por substâncias regulamentadas (*Chief Executive Order No. 45/2022 – lists the chemical substances referred to in para. a) of subsection 1 of section 2 of Decree-Law No. 62/95/M, hereinafter referred to as controlled substances*)

Despacho do Chefe do Executivo n.º 46/2022 – define o contingente anual importação das substâncias regulamentadas pelo Decreto-Lei n.º 62/95/M e sua distribuição (*Chief Executive Order No. 46/2022 – defines the annual import quota of substances regulated by Decree-Law No. 62/95/M and their distribution*)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Regulamento Administrativo n.º 12/2016 – Direcção dos Serviços para os Assuntos Laborais (*Administrative Regulation No. 12/2016 – Bureau of Labor Affairs Services*)

Portaria n.º 545/99/M – Designa a Direcção dos Serviços para os Assuntos Laborais como a autoridade competente para dar cumprimento às obrigações decorrentes das convenções internacionais da Organização Internacional do Trabalho no que se refere à sua execução em Macau (*Ordinance No. 545/99/M – Designates the Bureau of Labor Affairs Services as the competent authority to oversee compliance with the obligations arising from the international conventions of the International Labor Organization with regard to their execution in Macau*)

Regulamento Administrativo n.º 26/2008 – Normas de funcionamento das acções inspectivas do trabalho (*Administrative Regulation No. 26/2008 – Rules of labor inspection actions*)

Decreto-Lei n.º 60/89/M – Regulamenta a actividade do Departamento da Inspeção do Trabalho da Direcção dos Serviços para os Assuntos Laborais (*Decree-Law no. 60/89/M – Regulates the activity of the Department of Labor Inspection of the Bureau of Labor Affairs Services*)

MAIN LABOR REGULATIONS

Lei n.º 4/98/M – Lei de bases da política de emprego e dos direitos laborais (*Law No. 4/98/M – Framework Law on Employment Policy and Worker's Rights*)

Lei n.º 7/2008, alterada pela Lei n.º 8/2020 e republicada na íntegra pelo Despacho do Chefe do Executivo n.º 134/2020 – Lei das relações de trabalho (*Law No. 7/2008, amended by Law No. 8/2020 and republished by Chief Executive Order No. 134/2020 – Labor Relations Law*)

Lei n.º 9/2003 – Código de Processo do Trabalho (*Law No. 9/2003 – Labor Court Procedural Code*)

Regulamento Administrativo n.º 17/2004 – Regulamento sobre a proibição do trabalho ilegal (*Administrative Regulation No. 17/2004 – Regulation on the prohibition of illegal work*)

PRIVACY AND DATA PROTECTION

Lei n.º 8/2005 – Lei da Protecção de Dados Pessoais (*Law No. 8/2005 – Personal Data Protection Law*)

TAXATION

Lei n.º 2/78/M – Imposto profissional (*Law No. 2/78/M – professional tax law*)

SOCIAL SECURITY

Lei n.º 4/2010 – Regime da Segurança Social (*Law No. 4/2010 – Social Security Regime*)

Despacho do Chefe do Executivo n.º 357/2016 – Actualiza o montante mensal das contribuições para o Fundo de Segurança Social (*Chief Executive Order no. 357/2016 – Updates the monthly amount of contributions to the Social Security Fund*)

Despacho do Chefe do Executivo n.º 212/2019 – Altera os montantes das prestações a que se referem as alíneas 1) a 7) do n.º 1 do artigo 25.º da Lei n.º 4/2010 e o montante da pensão social (*Chief Executive Order No. 212/2019 – Amends the amounts of benefits referred to in paragraphs 1) to 7) of subsection 1 of section 25 of Law No. 4/2010 and the amount of the social pension*)

Lei n.º 7/2017 – Regime de previdência central não obrigatório (*Law No. 7/2017 – Non-mandatory central pension scheme*)

Despacho do Secretário para a Economia e Finanças n.º 6/2004 – Define o Regulamento dos Incentivos e Formação aos Desempregados (*Secretary for the Economy and Finance Order No. 6/2004 – Defines the Regulation of Incentives and Training for the Unemployed*)

DISCRIMINATION

Aviso do Chefe do Executivo n.º 62/2001 – Sobre a aplicação em Macau da Convenção n.º 100 da Organização Internacional do Trabalho Relativa à Igualdade de Remuneração Entre a Mão-de-Obra Masculina e a Mão-de-Obra Feminina em Trabalho de Igual Valor (*Chief Executive Notice No. 62/2001 – On the application in Macau of Convention No. 100 of the International Labor Organization on Equal Remuneration for Male and Female Labor in Work of Equal Value*)

Aviso do Chefe do Executivo n.º 66/2001 – Sobre a aplicação em Macau da Convenção n.º 111 da Organização Internacional do Trabalho Relativa sobre Discriminação em Matéria de Emprego e Profissão (*Chief Executive Notice No. 66/2001 – On the application in Macau of Convention No. 111 of the International Labor Organization on Discrimination in Respect of Employment and Occupation*)

Decreto-Lei n.º 52/95/M – Igualdade de oportunidades e de tratamento no emprego entre os trabalhadores de ambos os sexos (*Decree-Law No. 52/95/M – Equal opportunities and treatment in employment for workers of both sexes*)

Decreto-Lei n.º 33/99/M – Aprova o regime da Prevenção, Integração e Reabilitação da Pessoa Portadora de Deficiência (*Decree-Law No. 33/99/M – Approves the regime for the Prevention, Integration and Rehabilitation of Persons with Disabilities*)

Lei n.º 12/2018 – Regime jurídico de garantias dos direitos e interesses dos idosos (*Law No. 12/2018 – Legal regime guaranteeing the rights and interests of the elderly*)

MINORS

Aviso do Chefe do Executivo n.º 11/2002 – Sobre a aplicação em Macau da Convenção n.º 6 da Organização Internacional do Trabalho sobre o Trabalho Nocturno das Crianças na Indústria (*Chief Executive Notice No. 11/2002 – On the application in Macau of Convention No. 6 of the International Labor Organization on Children's Night Work in Industry*)

Aviso do Chefe do Executivo n.º 58/2002 – Sobre a aplicação em Macau da Convenção n.º 138 da Organização Internacional do Trabalho Relativa à Idade Mínima de Admissão ao Emprego (*Chief Executive Notice No. 58/2002 – On the application in Macau of Convention No. 138 of the International Labor Organization on the Minimum Age for Admission to Employment*)

Aviso do Chefe do Executivo n.º 10/2004 – Sobre a aplicação em Macau da Convenção n.º 182 da Organização Internacional do Trabalho relativa à interdição das piores formas de trabalho das crianças e à acção imediata com vista à sua eliminação (*Chief Executive Notice No. 10/2004 – On the application in Macau of Convention No. 182 of the International Labor Organization on the prohibition of the worst forms of child labor and immediate action to eliminate them*)

Despacho do Chefe do Executivo n.º 343/2008 – Aprova a “Lista de trabalhos condicionados a menores (*Chief Executive Order No. 343/2008 – Approves the “List of conditional jobs for minors”*)

Despacho do Chefe do Executivo n.º 344/2008 – Aprova a “Lista de trabalhos proibidos a menores (*Chief Executive Order No. 344/2008 – Approves the “List of forbidden jobs for minors”*)

MINIMUM WAGE

Lei n.º 7/2015 – Salário mínimo para os trabalhadores de limpeza e de segurança na actividade de administração predial (*Law No. 7/2015 – Minimum wage for cleaning and security workers in the building administration activity*)

Lei n.º 5/2020 – Salário mínimo para os trabalhadores (*Law No. 5/2020 – Minimum wage for workers*)

WORK ACCIDENTS AND OCCUPATIONAL DISEASES

Decreto-Lei n.º 40/95/M – Regime jurídico da reparação por danos emergentes de acidentes de trabalho e doenças profissionais (*Decree-Law No. 40/95/M – Legal regime for compensation for damages arising from work accidents and occupational diseases*)

FORCED LABOR

Aviso do Chefe do Executivo n.º 49/2001 – Sobre a aplicação em Macau da Convenção n.º 29 da Organização Internacional do Trabalho sobre o trabalho forçado ou obrigatório (*Chief Executive Notice No. 49/2001 – On the application in Macau of Convention No. 29 of the International Labor Organization on Forced or Compulsory Labor*)

Aviso do Chefe do Executivo n.º 63/2001 – Sobre a aplicação em Macau da Convenção n.º 105 da Organização Internacional do Trabalho sobre a abolição do trabalho forçado ou obrigatório (*Chief Executive Notice No. 63/2001 – On the application in Macau of Convention No. 105 of the International Labor Organization on the abolition of Forced or Compulsory Labor*)

Lei n.º 6/2008 – Combate ao crime de tráfico de pessoas (*Law No. 6/2008 – Combating the crime of human trafficking*)

B. Social (continued)

Hiring of foreign workers – relating to the procedures/ requirements for foreign workers (i.e., non-Macau SAR locals) to be hired to work in Macau SAR

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Regulamento Administrativo n.º 12/2016 – Direcção dos Serviços para os Assuntos Laborais; Departamento de Contratação de Trabalhadores Não Residentes (*Administrative Regulation No. 12/2016 – Bureau of Labor Affairs Services; Department for Hiring Non-Resident Workers*)
Regulamento Administrativo n.º 34/2018 – Corpo de Polícia de Segurança Pública; Departamento para os Assuntos de Residência e Permanência; Subdivisão de Trabalhadores Não Residentes (*Administrative Regulation No. 34/2018 Public Security Police Corps; Department for Residence and Stay Affairs; Non-Resident Workers Subdivision*)

MAIN REGULATIONS

Lei n.º 21/2009 – Lei da contratação de trabalhadores não residentes (*Law no. 21/2009 – Law on hiring non-resident workers*)
Regulamento Administrativo n.º 8/2010 – Regulamentação lei da contratação de trabalhadores não residentes (*Administrative Regulation No. 8/2010 – Regulation of the law on hiring non-resident workers*)
Regulamento Administrativo n.º 13/2010 – Regulamentação das condições ou encargos a estabelecer na autorização de contratação de trabalhadores não residentes (*Administrative Regulation No. 13/2010 – Regulation of the conditions or charges to be established in the authorization to hire non-resident workers*)
Despacho do Chefe do Executivo n.º 88/2010 – Fixa as condições mínimas de higiene e habitabilidade que o local de alojamento de trabalhadores não residentes deve satisfazer, bem como, no caso de pagamento em dinheiro, o respectivo montante mínimo (*Chief Executive Order No. 88/2010 – Sets the minimum conditions of hygiene and habitability that the accommodation of non-resident workers must satisfy, as well as, in the case of payment in cash, the respective minimum amount*)
Despacho do Chefe do Executivo n.º 89/2010 – Fixa o montante da taxa de contratação que o empregador deve pagar mensalmente por cada trabalhador não residente efectivamente contratado (*Chief Executive Order No. 89/2010 – Sets the amount of the hiring fee that the employer must pay monthly for each non-resident worker actually hired*)

Immigration and entry procedures – relating to the procedures/requirements for foreign persons, including foreign workers (i.e., non-Macau SAR locals) to enter Macau SAR

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Regulamento Administrativo n.º 34/2018 – Corpo de Polícia de Segurança Pública (*Administrative Regulation No. 34/2018 – Public Security Police Corps*)

MAIN REGULATIONS

Lei n.º 9/2002, alterada pelas Lei n.º 1/2017 e Lei n.º 26/2020 – Lei de Bases da Segurança Interna da Região Administrativa Especial de Macau (*Law No. 9/2002, amended by Law No. 1/2017 and Law No. 26/2020 – Basic Law on Internal Security of the Macau Special Administrative Region*)
Lei n.º 16/2021 – Regime jurídico do controlo de migração e das autorizações de permanência e residência na Região Administrativa Especial de Macau (*Law No. 16/2021 – Legal framework for migration control and permanence and residence permits in Macau*)
Regulamento Administrativo n.º 38/2021 – regime jurídico do controlo de migração e das autorizações de permanência e residência na Região Administrativa Especial de Macau (*Administrative Regulation No. 38/2021 – legal regime of migration control and stay and residence permits in Macau*)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Regulamento Administrativo n.º 12/2016 – Direcção dos Serviços para os Assuntos Laborais (*Administrative Regulation No. 12/2016 – Bureau of Labor Affairs Services*)
Portaria n.º 545/99/M – Designa a Direcção dos Serviços para os Assuntos Laborais como a autoridade competente para dar cumprimento às obrigações decorrentes das convenções internacionais da Organização Internacional do Trabalho no que se refere à sua execução em Macau (*Ordinance No. 545/99/M – Designates the Bureau of Labor Affairs Services as the competent authority to oversee compliance with the obligations arising from the international conventions of the International Labor Organization with regard to their execution in Macau*)
Regulamento Administrativo n.º 26/2008 – Normas de funcionamento das acções inspectivas do trabalho (*Administrative Regulation No. 26/2008 – Rules of labor inspection actions*)
Decreto-Lei n.º 60/89/M – Regulamenta a actividade do Departamento da Inspeção do Trabalho da Direcção dos Serviços para os Assuntos Laborais (*Decree-Law no. 60/89/M – Regulates the activity of the Department of Labor Inspection of the Bureau of Labor Affairs Services*)

MAIN REGULATIONS

Aviso do Chefe do Executivo n.º 78/2001 – Sobre a aplicação em Macau da Convenção n.º 148 da Organização Internacional do Trabalho relativa à Protecção dos Trabalhadores Contra os Riscos Profissionais Devidos à Poluição do Ar, ao Ruído e às Vibrações nos Locais de Trabalho (*Chief Executive Notice No. 78/2001 – On the application in Macau of Convention No. 148 of the International Labor Organization on the Protection of Workers Against Occupational Risks Due to Air Pollution, Noise and Vibrations in the Workplace*)
Aviso do Chefe do Executivo n.º 79/2001 – Sobre a aplicação em Macau da Convenção n.º 155 da Organização Internacional do Trabalho sobre a Segurança, a Saúde dos Trabalhadores e o Ambiente de Trabalho (*Chief Executive Notice No. 79/2001 – On the application in Macau of Convention No. 155 of the International Labor Organization About Occupational Safety, Health and the Work Environment*)
Aviso do Chefe do Executivo n.º 27/2003 – Sobre a aplicação em Macau da Convenção n.º 167 da Organização Internacional do Trabalho sobre a segurança e a saúde na construção (*Chief Executive Notice No. 27/2003 – On the application in Macau of Convention No. 167 of the International Labor Organization on safety and health in construction*)
Decreto-Lei n.º 57/82/M – Regulamento geral de segurança e higiene do trabalho nos estabelecimentos industriais (*Decree-Law No. 57/82/M – General regulation on safety and hygiene at work in industrial establishments*)
Lei n.º 2/83/M – Sanções aplicáveis à transgressão de normas legais ou regulamentares sobre segurança e higiene do trabalho nos estabelecimentos industriais (*Law No. 2/83/M – Sanctions applicable to transgression of legal norms or regulations on occupational safety and hygiene in industrial establishments*)
Portaria n.º 123/98/M – Aprova as instruções e o modelo de cartaz a afixar junto das instalações eléctricas dos estabelecimentos, respeitantes aos primeiros socorros a prestar em acidentes produzidos por correntes eléctricas (*Ordinance No. 123/98/M – Approves the instructions and the poster model to be affixed next to the electrical installations of establishments, regarding first aid to be provided in accidents caused by electrical currents*)
Decreto-Lei n.º 37/89/M – Regulamento geral de higiene e segurança do trabalho nos estabelecimentos comerciais, de escritórios e de serviços (*Decree-Law No. 37/89/M – General regulations on hygiene and safety at work in commercial, office and service establishments*)
Decreto-Lei n.º 13/91/M – Sanções pelo incumprimento do regulamento geral de higiene e segurança do trabalho nos estabelecimentos comerciais, de escritórios e de serviços (*Decree-Law No. 13/91/M – Sanctions for non-compliance with the general regulations on hygiene and safety at work in commercial, office and service establishments*)
Decreto-Lei n.º 44/91/M – Regulamento de higiene e segurança no trabalho da construção civil (*Decree-Law No. 44/91/M – Regulation of hygiene and safety at work in civil construction*)
Decreto-Lei n.º 67/92/M – Quadro legal sancionatório das infracções aos preceitos regulamentares sobre higiene e segurança no trabalho da construção civil (*Decree-Law No. 67/92/M – Legal framework sanctioning infractions to regulatory precepts on hygiene and safety at work in civil construction*)
Lei n.º 3/2014 – Regime do cartão de segurança ocupacional na construção civil (*Law No. 3/2014 – Occupational safety card regime in civil construction*)
Decreto-Lei n.º 34/93/M – Regime jurídico aplicável ao ruído ocupacional (*Decree-Law No. 34/93/M – Legal regime applicable to occupational noise*)
Decreto-Lei n.º 48/94/M – Regime sancionatório pelo incumprimento das disposições legais que regulam o ruído ocupacional (*Decree-Law No. 48/94/M – Penalty regime for non-compliance with legal provisions regulating occupational noise*)
Lei n.º 8/2014, alterada pela Lei n.º 9/2019 – Prevenção e controlo do ruído ambiental (*Law No. 8/2014, amended by Law No. 9/2019 – Prevention and control of environmental noise*)

B. Social (continued)

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Regulamento Administrativo n.º 45/2020 – Organização e funcionamento da Direcção dos Serviços de Economia e Desenvolvimento Tecnológico (*Administrative Regulation No. 45/2020 – Organization and functioning of the Bureau of Economic and Technological Development Services*)

Lei n.º 4/95/M – Conselho de Consumidores (*Law No. 4/95/M – Consumer Council*)

Decreto-Lei n.º 81/99/M, alterado e republicado pelo Regulamento Administrativo n.º 36/2021 – Serviços de Saúde de Macau (*Decree-Law No. 81/99/M, amended and republished by Administrative Regulation No. 36/2021 – Health Services Bureau of Macau*)

Despacho do Chefe do Executivo n.º 83/2007 – Gabinete para a Protecção de Dados Pessoais (*Chief Executive Order No. 83/2007 – Office for the Protection of Personal Data*)

CONSUMER PROTECTION

Lei n.º 9/2021 – Lei de protecção dos direitos e interesses do consumidor (*Law n.º 9/2021 – Law for the protection of consumer rights and interests*)

Lei n.º 6/96/M – regime jurídico das infracções contra a saúde pública e contra a economia (*Law No. 6/96/M – legal regime for offenses against public health and the economy*)

Lei n.º 3/2008 – Proibição da venda «em pirâmide» (*Law No. 3/2008 – Prohibition of “pyramid” sales*)

PRIVACY AND DATA PROTECTION

Lei n.º 8/2005 – Lei da Protecção de Dados Pessoais (*Law No. 8/2005 – Personal Data Protection Law*)

Lei n.º 13/2019 – Lei da cibersegurança (*Law No. 13/2019 – Cybersecurity Law*)

Lei n.º 11/2009 – Lei de combate à criminalidade informática (*Law No. 11/2009 – Law to combat computer crime*)

PRODUCT SAFETY

Regulamento Administrativo n.º 17/2008 – Regime Geral da Segurança dos Produtos (*Administrative Regulation No. 17/2008 – General Regime for Product Safety*)

Despacho do Chefe do Executivo n.º 61/2014 – Reconhece os critérios de segurança para as luminárias, aparelhos electrodomésticos, aparelhos audiovisuais, equipamentos de tecnologias de informação e instrumentos portáteis, bem como os critérios de segurança para brinquedos (*Chief Executive Order No. 61/2014 – Recognizes the safety criteria for light fixtures, household appliances, audiovisual equipment, information technology equipment and portable instruments, as well as the safety criteria for toys*)

Lei n.º 11/2021 – Lei da actividade farmacêutica no âmbito da medicina tradicional chinesa e do registo de medicamentos tradicionais chineses (*Law No. 11/2021 – Law on Pharmaceutical Activity in the Field of Traditional Chinese Medicine and Registration of Traditional Chinese Medicines*)

Lei n.º 12/2022 – Regime jurídico do controlo de substâncias perigosas (*Law No. 12/2022 – Legal framework for the control of hazardous substances*)

FOOD SAFETY

Lei n.º 5/2013 – Lei de segurança alimentar (*Law No. 5/2013 – Food Safety Law*)

Decreto-Lei n.º 50/92/M – rotulagem dos géneros alimentícios prontos a serem fornecidos ao consumidor final (*Decree-Law No. 50/92/M – labeling of foodstuffs ready to be supplied to the final consumer must comply*)

Despacho do Chefe do Executivo n.º 556/2009 – Publica os nomes específicos dos aditivos alimentares genéricos e as classes e subclasses funcionais, estabelecidas de acordo com a natureza de utilização dos aditivos alimentares (*Chief Executive Order No. 556/2009 – Publishes the specific names of generic food additives and the functional classes and subclasses, established according to the nature of use of food additives*)

Regulamento Administrativo n.º 11/2020 – Limites máximos de resíduos de pesticidas em géneros alimentícios (*Administrative Regulation No. 11/2020 – Maximum levels of pesticide residues in foodstuffs*)

Regulamento Administrativo n.º 23/2018 – Limites máximos de metais pesados contaminantes em géneros alimentícios (*Administrative Regulation No. 23/2018 – Maximum limits of heavy metal contaminants in foodstuffs*)

Regulamento Administrativo n.º 12/2018 – Normas relativas à utilização de edulcorantes em géneros alimentícios (*Administrative Regulation No. 12/2018 – Rules on the use of sweeteners in foodstuffs*)

Regulamento Administrativo n.º 30/2017 – Normas relativas à utilização de corantes alimentares em géneros alimentícios (*Administrative Regulation No. 30/2017 – Rules on the use of food coloring in foodstuffs*)

Regulamento Administrativo n.º 28/2016 – Requisitos relativos aos ingredientes nutritivos dos preparados para lactentes (*Administrative Regulation No. 28/2016 – Requirements relating to nutritional ingredients in infant formulas*)

Regulamento Administrativo n.º 13/2016 – Limites máximos de micotoxinas em alimentos (*Administrative Regulation No. 13/2016 – Maximum limits of mycotoxins in food*)

Regulamento Administrativo n.º 2/2016 – Limites de microrganismos patogénicos em produtos lácteos (*Administrative Regulation No. 2/2016 – Limits of pathogenic microorganisms in dairy products*)

Regulamento Administrativo n.º 16/2014 – Limites máximos de radionuclídeos nos géneros alimentícios (*Administrative Regulation No. 16/2014 – Maximum limits of radionuclides in foodstuffs*)

Regulamento Administrativo n.º 6/2014, alterado pelo Regulamento Administrativo n.º 3/2016, Lista de substâncias proibidas de usar nos géneros alimentícios (*Administrative Regulation No. 6/2014, amended by Administrative Regulation No. 3/2016, List of substances prohibited for use in foodstuffs*)

Regulamento Administrativo n.º 13/2013 – Limites máximos de resíduos de medicamentos veterinários nos alimentos (*Administrative Regulation No. 13/2013 – Maximum Residue Limits for Veterinary Medicines in foodstuffs*)

ADVERTISEMENT

Lei n.º 7/89/M – Estabelece o regime geral da actividade publicitária (*Law No. 7/89/M – Establishes the general regime for advertising activity*)

Decreto-Lei n.º 38/96/M – limites mínimos do seguro de responsabilidade civil referente à afixação de material de propaganda e publicidade (*Decree-Law No. 38/96/M – minimum limits of civil liability insurance regarding the posting of advertising and publicity material*)

Decreto-Lei n.º 12/93/M – Clarifica o alcance da expressão ‘área útil das unidades destinadas a venda’, a que se refere a alínea c) do n.º 1 do artigo 17.º da Lei n.º 7/89/M, de 4 de Setembro (*Decree-Law n.º 12/93/M – Clarifies the scope of the expression ‘useful area of the units intended for sale’, referred to in line c) of subsection 1 of section 17 of Law No. 7/89/M*)

Decreto-Lei n.º 30/95/M – Estabelece o regime legal da publicidade relativa a medicamentos (*Decree-Law No. 30/95/M – Establishes the legal regime for advertising of medicinal products*)

TOBACCO PRODUCTS

Lei n.º 5/2011, alterada e republicada pelo Despacho do Chefe do Executivo n.º 39/2018 – Regime de prevenção e controlo do tabagismo (*Law n.º 5/2011, amended and republished by Chief Executive Order No. 39/2018 – Smoking prevention and control regime*)

B. Social (continued)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

RELEVANT MACAU SAR GOVERNMENT DEPARTMENTS

Lei n.º 10/2000, alterada e republicada pela Lei n.º 4/2012 – Cria o Comissariado contra a Corrupção de Macau (*Law No. 10/2000, amended and republished by Law No. 4/2012 – Creates the Macau SAR Commission against Corruption*)

Despacho do Chefe do Executivo n.º 227/2006 – Cria o Gabinete de Informação Financeira (*Chief Executive Order No. 227/2006 – Creates the Macau SAR Financial Information Office*)

MAIN REGULATIONS

Lei n.º 10/2014 – Regime de prevenção e repressão dos actos de corrupção no comércio externo (*Law No. 10/2014 – Regime for the prevention and repression of acts of corruption in foreign trade*)

Lei n.º 19/2009 – Prevenção e Repressão da Corrupção no Sector Privado (*Law No. 19/2009 – Prevention and Repression of Corruption in the Private Sector*)
Regulamento Administrativo n.º 24/2010 – Estatuto dos titulares dos principais cargos da Região Administrativa Especial de Macau (*Administrative Regulation No. 24/2010 – Status of holders of the main offices of the Macau Special Administrative Region*)

Despacho do Chefe do Executivo n.º 451/2011 – Publica os «Princípio e critérios susceptíveis da recusa de autorização para o exercício de actividade privada após a cessação de funções por parte dos ex-titulares do cargo de Chefe do Executivo e dos principais cargos do Governo após cessação de funções» (*Chief Executive Order No. 451/2011 – Publishes the «Principle and criteria susceptible of the refusal of authorization for the exercise of private activity after the cessation of functions by the former holders of the position of Chief Executive and of the main positions»*)

Ordem Executiva n.º 112/2010 – Aprova as «Normas de conduta dos titulares dos principais cargos da Região Administrativa Especial de Macau» (*Executive Order No. 112/2010 – Approves the «Rules of Conduct for Holders of Main Offices in the Macao Special Administrative Region»*)

Lei n.º 22/2009 – Limitações impostas aos titulares do cargo de Chefe do Executivo e dos principais cargos do Governo após cessação de funções (*Law No. 22/2009 – Limitations imposed on holders of the Chief Executive and main Government positions after termination of office*)

Lei n.º 11/2003, alterada e republicada pela Lei n.º 1/2013 – Regime Jurídico da Declaração de Bens Patrimoniais e Interesses (*Law No. 11/2003, amended and republished by Law No. 1/2013 – Legal Regime for the Declaration of Assets and Interests*)

Lei n.º 2/2006, alterada e republicada pela Lei n.º 3/2017 – Prevenção e repressão do crime de branqueamento de capitais (*Law no. 2/2006, amended and republished by Law no. 3/2017 – Prevention and repression of the crime of money laundering*)

Lei n.º 3/2006, alterada e republicada pela Lei n.º 3/2017 – Prevenção e repressão dos crimes de terrorismo (*Law No. 3/2006, amended and republished by Law No. 3/2017 – Prevention and repression of crimes of terrorism*)

Regulamento Administrativo n.º 7/2006 – Aprova as medidas de natureza preventiva dos crimes de branqueamento de capitais e de financiamento ao terrorismo (*Administrative Regulation No. 7/2006 – Approves preventive measures against money laundering and terrorist financing crimes*)

Lei n.º 6/2016 – Regime de execução de congelamento de bens (*Law No. 6/2016 – Asset freezing enforcement regime*)

Lei n.º 6/97/M – Lei da Criminalidade Organizada (*Law No. 6/97/M – Organized Crime Law*)

Lei n.º 6/2017 – Controlo do transporte transfronteiriço de numerário e de instrumentos negociáveis ao portador (*Law no. 6/2017 – Control of the cross-border transport of cash and bearer negotiable instruments*)

Lei n.º 5/2017, alterada pela Lei n.º 1/2022 – Regime jurídico da troca de informações em matéria fiscal (*Law No. 5/2017, amended by Law No. 1/2022 – Legal regime for the exchange of information in tax matters*)

Despacho do Chefe do Executivo n.º 211/2017 – Norma Comum de Comunicação e os Procedimentos de Diligência Devida para informações sobre contas financeiras (*Chief Executive Order No. 211/2017 – Common Standard of Communication and Due Diligence Procedures for information on financial accounts*)

Código Penal de Macau, em especial: artigos 211 a 228 (burla; emissão de cheque sem provisão; extorsão; infidelidade; abuso de cartão de garantia ou de crédito; usura; frustração de créditos; Favorecimento de credores; etc.) artigo 332 (Favorecimento pessoal praticado por funcionário); artigos 336 a 350 (Crimes cometidos no exercício de funções públicas) (*Macau Penal Code, in particular: sections 211 to 228 (fraud; issuance of checks without funds; extortion; infidelity; abuse of guarantee or credit card; usury; frustration of credits; favoring creditors; etc.) section 332 (Personal favoring practiced by a public employee); sections 336 to 350 (Crimes committed in the exercise of public functions)*)

Estatuto dos Trabalhadores da Administração Pública de Macau, em especial: artigo 279 (dever de isenção de funcionários e agentes no exercício de funções públicas, que consiste em não retirar vantagens que não sejam devidas por lei, directas ou indirectas, pecuniárias ou outras, das funções que exercem, actuando com imparcialidade e independência em relação aos interesses e pressões particulares de qualquer índole, na perspectiva do respeito pela igualdade dos cidadãos) (*Macau Public Administration Workers Statute, in particular: section 279 (duty of impartiality of employees and agents in the exercise of public duties, which consists in not taking advantages that are not due by law, direct or indirect, pecuniary or otherwise, of the duties they carry out, acting impartially and independently in relation to particular interests and pressures of any kind, with a view to respecting the equality of citizens)*)

Vietnam

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Environment Protection Law, the law No. 72/2020/QH14 dated November 17, 2020 on environment protection of the National Assembly of Vietnam
 Water Resources Law, the law No. 17/2012/QH13 dated June 21, 2012 on water resources of the National Assembly of Vietnam
 Environment Tax Law, the law No. 57/2010/QH12 dated November 15, 2010 on environment tax of the National Assembly of Vietnam
 Decree No. 06/2022/ND-CP dated January 07, 2022 on mitigation of greenhouse gas (GHG) emissions and protection of ozone layer
 Decree No. 08/2022/ND-CP dated January 10, 2022 elaboration of several articles of the law on environmental protection
 Decree No. 45/2022/ND-CP dated July 07, 2022 on penalties for administrative environmental protection offences
 Decree No. 80/2014/ND-CP dated August 06th, 2014, on the drainage and treatment of wastewater
 Circular No. 02/2022/TT-BTNMT dated January 10, 2022 detailing a number of articles of law on environmental protection
 Decree No. 201/2013/ND-CP dated November 27, 2013 detailing the implementation a number of articles of the law on water resources
 Decree No. 53/2020/ND-CP dated May 05, 2020 on environmental protection fees on wastewater
 Circular No. 17/2022/TT-NHNN dated December 23, 2022 providing guidelines on environmental risk management in credit extension by credit institutions and foreign bank branches (*takes effect from June 01, 2023*)
 Circular No. 17/2022/TT-BTNMT dated November 15, 2022 methods for measurement, reporting, appraisal of reduction of greenhouse gas (GHG) emissions and GHG inventory development in waste management (*takes effect from February 15, 2023*)
 Circular No. 04/2015/TT-BXD dated April 03, 2015, guidance Decree No. 80/2014/ND-CP on drainage and wastewater treatment
 Circular No. 27/2014/TT-BTNMT dated May 30, 2014, regulating the registration for groundwater extraction, form of dossier for issue, extension, modification, re-issue of water resource permit
 Circular No. 31/2018 /TT-BTNMT dated December 26, 2018 stipulating the content and form of water resources report amended Circular No.27/2014/TT-BTNMT dated May 30, 2014

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Code, the Code No. 45/2019/QH14 dated November 20, 2019 on labor of the National Assembly of Vietnam
 Employment Law, the law No. 38/2013/QH13 dated November 16, 2013 on employment of the National Assembly of Vietnam
 Social Insurance Law, the law No. 58/2014/QH13 dated November 20, 2014, as amended by the Code No. 45/2019/QH14 dated November 20, 2019, on social insurance of the National Assembly of Vietnam
 Health Insurance Law, the law No. 25/2008/QH12 dated November 14, 2008 on health insurance of the National Assembly of Vietnam
 Enterprises law, the law No. 59/2020/QH14 dated June 17, 2020 on enterprises of the National Assembly of Vietnam
 Trade Union Law, the law No. 12/2012/QH13 dated June 20, 2012 on trade union of the National Assembly of Vietnam
 Implementation of Grassroots-Level Democracy Law, the law No. 10/2022/QH15 dated November 10, 2022 on implementation of grassroots-level democracy of the National Assembly of Vietnam
 Contractual Vietnamese Guest Workers Law, the law No. 69/2020/QH14 dated November 13, 2020 on Vietnamese guest workers
 Decree No. 145/2020/ND-CP dated December 14, 2020 elaboration of some articles of the labour code on working conditions and labour relations
 Decree No. 152/2020/ND-CP dated December 30, 2020 on foreign workers working in Vietnam and recruitment and management of Vietnamese workers working for foreign employers in Vietnam
 Decree No. 38/2022/ND-CP dated June 12, 2022 prescribing statutory minimum wages paid to employees working under employment contracts
 Decree No. 12/2022/ND-CP dated January 17, 2022 penalties for administrative violations against regulations on labour, social insurance, and Vietnamese guest workers
 Decree No. 135/2020/ND-CP dated November 18, 2020 on retirement age
 Decree No.143/2018/ND-CP dated October 15, 2018 elaborating on law on social insurance and law on occupational safety and hygiene regarding compulsory social insurance for employees who are foreign nationals working in Vietnam
 Decree No.115/2015/ND-CP dated November 11, 2015 guidance on the law on social insurance regarding compulsory social insurance
 Decree No. 112/2021/ND-CP dated December 10, 2021 details some articles and measures for implementation of Contractual Vietnamese Guest Workers Law
 Decree No. 28/2020/ND-CP dated administrative penalties for violations arising from labour, social insurance and sending Vietnamese workers abroad under contracts
 Circular 10/2020/TT-BLDTBXH dated November 12, 2020 elaborating and guiding certain articles of the labour code concerning employment contracts, collective bargaining council and jobs with hazards to reproductive function and children raising
 Circular 56/2017/TT-BYT dated December 29, 2017 guidelines for some articles on health of the law on social insurance and the law on occupational safety and hygiene, as amended and supplemented by Circular 18/2022/TT-BYT (*takes effect from February 15, 2023*)
 Circular No. 59/2015/TT-BLDTBXH dated 29 December 2015 detailing and guiding the implementation of some articles of the law on social insurance on compulsory social insurance, as amended and supplemented by Circular 06/2021/TT-BLDTBXH
 Circular No. 21/2021/TT-BLDTBXH dated December 15, 2021 detailing a number of articles of the law on Vietnamese guest workers
 Resolution 93/2015/QH13 dated June 22, 2015 on the implementation of the policy on lump-sum payment of social insurance benefits to employees

Labour Standards – relating to preventing child and forced labour

Labour Code, the Code No. 45/2019/QH14 dated November 20, 2019 on labor of the National Assembly of Vietnam
 Criminal Code, the criminal code No. 100/2015/QH13 dated November 27, 2015 and the law No. 12/2017/QH14 dated June 20, 2017 of the National Assembly of Vietnam
 Children Law, the Law No. 102/2016/QH13 dated April 05, 2016 on children of the National Assembly of Vietnam
 Enterprises Law, the law No. 59/2020/QH14 dated June 17, 2020 on enterprises of the National Assembly of Vietnam
 Decree 56/2017/ND-CP dated May 9, 2017 detailing a number of articles of the law on children
 Decree No.130/2021/ND-CP dated December 30, 2021 imposing penalties for administrative violations in social assistance and children affairs
 Decree No.12/2022/ND-CP dated January 17, 2022 penalties for administrative violations against regulations on labour, social insurance, and Vietnamese guest workers
 Circular No.09/2020/TT-BLDTBXH dated November 12, 2020 elaborating some articles of the labour code on minor workers

B. Social (continued)

Health and Safety –

relating to providing a safe working environment and protecting employees from occupational hazards

Labour Safety and Hygiene Law, the law No. 84/2015/QH13 dated June 25, 2015 on labour safety and hygiene of the National Assembly of Vietnam
Standards and technical regulations Law, the law No. 68/2006/QH11 of June 29, 2006 on standards and technical regulations of the National Assembly of Vietnam
Decree No. 39/2016/ND-CP dated May 15, 2016 detailing the implementation of some articles of the law on occupational safety and sanitation
Decree No. 44/2016/ND-CP dated May 15, 2016 details some articles of the law on occupational safety and sanitation, technical inspection of occupational safety, training of occupational safety and sanitation and monitoring of occupational environment
Decree No. 88/2020/ND-CP dated July 28, 2020 elaborating some articles of the law on occupational safety and health on compulsory insurance for occupational accidents and occupational diseases
Decree No. 58/2020/ND-CP dated May 27, 2020 regulating rates of compulsory insurance contributions to the occupational accident and disease benefit fund
Decree No. 143/2018/ND-CP dated October 15, 2018 elaborating on law on social insurance and law on occupational safety and hygiene regarding compulsory social insurance for employees who are foreign nationals working in Vietnam
Circular No. 19/2016/TT-BYT dated June 30, 2016 guidelines for occupational health and safety management
Circular No. 07/2016/TT-BLDTBXH dated May 15, 2016 regulation on occupational health and safety in producing and trading facilities
Circular No. 25/2013/TT-BLDTBXH dated October 18, 2013 guiding the implementation of the in-kind compensation regime for employees working in conditions with dangerous and toxic factors (*Shall be valid until February 28, 2023*)
Circular No. 24/2022/TT-BLDTBXH dated November 30, 2022 on prerequisites for employees working in dangerous, hazardous conditions (*takes effect from March 01, 2023 and substitute for Circular 25/2013/TT-BLDTBXH guiding the implementation of the in-kind compensation regime for employees working in conditions with dangerous and toxic factors*)
Circular No. 25/2022/TT-BLDTBXH dated November 30, 2022 regulations on supplying personal protection media in labour (*takes effect from April 01, 2023 and substitute for Circular 04/2014/TT-BLDTBXH guiding the implementation of the regime of supplying personal protection media*)
Circular No. 28/2021/TT-BLDTBXH dated December 28, 2021 elaborating certain articles of the law on occupational safety and hygiene in terms of benefits for workers suffering from occupational accidents or occupational diseases
Circular No. 29/2021/TT-BLDTBXH dated December 28, 2021 about work classification standards based on working conditions
Circular No. 13/2020/TT-BLDTBXH dated November 27, 2020 guiding collection, storage, consolidation, provision, publicizing and assessment of occupational accidents and technical difficulties causing serious loss of occupational safety and hygiene
Circular No. 11/2020/TT-BLDTBXH dated November 12, 2020 promulgating list of arduous, hazardous and dangerous occupations and works, and extremely arduous, hazardous and dangerous occupations and works
Circular No. 06/2020/TT-BLDTBXH dated August 20, 2020 promulgation of list of occupations bound by strict requirements for occupational safety and health
Circular No. 36/2019/TT-BLDTBXH dated December 30, 2019 promulgating the list of machinery, equipment, materials and substances subject to strict occupational safety and health requirements
Circular No. 56/2017/TT-BYT dated December 29, 2017 guidelines for some articles on health of the law on social insurance and the law on occupational safety and hygiene, as amended and supplemented by Circular 18/2022/TT-BYT
Circular No. 18/2022/TT-BYT dated November 22, 2022 amend and supplement Circular No. 56/2017/TT-BYT dated December 29, 2017 guidelines for some articles on health of the law on social insurance and the law on occupational safety and hygiene (*takes effect from February 15, 2023*)

Product Responsibility –

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Civil Code, the Civil Code no. 91/2015/QH13 dated November 24, 2015 of the National Assembly of Vietnam
Product Quality Law, the law No. 05/2007/QH12 dated November 21, 2007 on product quality management of the National Assembly of Vietnam
Customer Protection Law, the law No. 59/2010/QH12 dated November 17, 2010 on customer protection of the National Assembly of Vietnam
Commercial Law, the law No. 36/2005/QH11 dated June 14, 2005 on commerce of the National Assembly of Vietnam
Advertising Law, the law No. 16/2012/QH13 dated June 21, 2012 on advertising of the National Assembly of Vietnam
Standards and Technical Regulations Law, the law no. 68/2006/QH11 dated June 29, 2006 on standards and technical regulations of the National Assembly of Vietnam
Cyber Information Security Law, the law No. 86/2015/QH13 dated November 19, 2015 on cyber information security of the National Assembly of Vietnam
Criminal Code, the criminal code No. 100/2015/QH13 dated November 27, 2015 and the law No. 12/2017/QH14 dated June 20, 2017 of the National Assembly of Vietnam
Decree 43/2017/ND-CP dated April 14, 2017 on the label of goods, as amended and supplemented by 111/2021/ND-CP dated December 09, 2021
Decree 119/2017/ND-CP dated November 01, 2017 on penalties for administrative violations against regulations on standards, measurement and quality of goods, as amended and supplemented by Decree 126/2021/ND-CP dated December 30, 2021
Decree No. 99/2011/ND-CP dated October 27, 2011, detailing and guiding a number of articles of the Law on protection of consumer rights
Decree No. 98/2020/ND-CP dated August 26, 2020 prescribing penalties for administrative violations against regulations on commerce, production and trade in counterfeit and prohibited goods, and protection of consumer rights
Decree 132/2008/ND-CP dated December 31, 2008 detailing the implementation of a number of articles of the law on product and goods quality, as amended and supplemented by Decree 74/2018/ND-CP dated May 15, 2018

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Criminal Code, the criminal code No. 100/2015/QH13 dated November 27, 2015 and the law No. 12/2017/QH14 dated June 20, 2017 of the National Assembly of Vietnam
Anti-Corruption Law, the law No. 36/2018/QH14 dated November 20, 2018 on anti-corruption of the National Assembly of Vietnam
Cadres and State Officials Law, the law No. 22/2008/QH12 dated November 13, 2008, as amended by the law No. 52/2019/QH14 dated November 25, 2019, on cadres and state officials of the National Assembly of Vietnam
Public Employees Law, the law No. 58/2010/QH12 dated November 15, 2010, as amended by the law No. 52/2019/QH14 dated November 25, 2019, on public employees of the National Assembly of Vietnam
Anti-Money Laundering Law 2012, the law No. 07/2012/QH13 Of June 18, 2012 on Prevention Of Money Laundering (*shall be invalid on 28 February 2023*)
Anti-Money Laundering Law 2022, the law no.14/2022/QH15 dated November 15, 2022 on Anti-money laundering of National Assembly of Vietnam (*takes effects from 01 March 2023*)
Decree 112/2020/ND-CP dated September 18, 2020 on discipline handling of cadres, state officials and public employees
Decree 27/2012/ND-CP dated April 06, 2012 provisions on discipline handling of public employees and responsibilities for compensation and refund, as partly amended by Decree 112/2020/ND-CP dated September 18, 2020
Decree No. 59/2019/ND-CP dated July 01, 2019 elaborating on a number of articles and measures for implementation of The Law on Anti-Corruption, as amended and supplemented by Decree no. 134/2021/ND-CP dated December 30, 2021
Decree 88/2019/ND-CP dated November 14, 2019 penalties for administrative violations in monetary and banking sector, as amended and supplemented by Decree 143/2021/ND-CP dated December 31, 2021
Decree No. 143/2021/ND-CP dated December 31, 2021 on Amendments to Decree No. 88/2019/ND-CP on Penalties for administrative violations in monetary and banking sector
Decree 116/2013/ND-CP dated October 04, 2013 detailing implementation of a number of articles of law on anti-money laundering, as amended and supplemented by Decree 87/2019/ND-CP dated November 14, 2019
Decree No. 87/2019/ND-CP dated November 14, 2019 amending a number of Articles of the Government's Decree No. 116/2013/ND-CP dated October 04, 2013 detailing the implementation of a number of articles of the Anti-Money Laundering Law
Circular No. 35/2013/TT-NHNN dated December 31, 2013 guiding implementation of a number of provisions on prevention of money laundering, as amended and supplemented by Circular 20/2019/TT-NHNN dated November 14, 2019

Malaysia

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Environmental Quality Act 1974 Environmental Quality (Scheduled Wastes) Regulations 2005 Environmental Quality (Clean Air) Regulations 2014 Environmental Quality (Refrigerant Management) Regulations 2020
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B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and	Employment Act 1955 Employment Regulations 1957 Employment (Termination and Lay-Off Benefits) Regulations 1980 Employment (Part-Time Employees) Regulations 2010 Employment (Limitation of Overtime Work) Regulations 1980 Employees' Social Security Act 1969 Employees' Provident Fund Act 1991 Minimum Wages Order 2022 Persons with Disabilities Act 2008 Industrial Relations Act 1967 Minimum Retirement Age Act 2012
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Labour Standards – relating to preventing child and forced labour	Children and Young Persons (Employment) Act 1966
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Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards	Occupational Safety and Health Act 1994 Occupational Safety and Health (Control of Industrial Major Accident Hazards) Regulations 1996 Occupational Safety and Health (Notification of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease) Regulations 2004 Occupational Safety and Health (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulations 2000 Occupational Safety and Health (Safety and Health Officer) Regulations 1997 Occupational Safety and Health (Safety and Health Committee) Regulations 1996 Occupational Safety and Health (Noise Exposure) Regulations 2019
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Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Consumer Protection Act 1999 Trade Descriptions Act 2011
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Anti-corruption – relating to bribery, extortion, fraud and money laundering	Malaysian Anti-Corruption Commission Act 2009 Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001
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Thailand

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Enhancement and Conservation of National Environmental Quality Act 1992 (as amended in 2018)
Public Health Act 1992 (as amended in 2007 and 2017)
Hazardous Substances Act 1992 (as amended in 2001, 2008 and 2019)
Building Control Act 1979 (as amended in 1992, 2000, 2007, 2015 and 2017)
Industrial Estates Authority of Thailand Act 1979 (as amended in 1991, 1996, 2007 and 2019)
Factories Act 1992 (as amended in 2017 and 2019)
Town Planning Act 2019
Act on the Maintenance of the Cleanliness and Orderliness of The Country 1992 (as amended in 2017)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Protection Act 1998 (as amended in 2008, 2010, 2017 and 2019)
Compensation Act 1994 (as amended in 2018)
Labour Relations Act 1975 (as amended in 1991 and 2001)
Act on Establishment of Labour Courts and Labour Court Procedures 1979 (as amended in 2007 and 2015)
Labour Skills Development Act 2002 (as amended in 2014)
Foreigners Working Management Emergency Decree 2017 (as amended in 2018)
Social Security Act 1990 (as amended in 1994, 1999, 2015 and 2017)
Provident Fund Act 1987 (as amended in 1999, 2007, 2015 and 2017)

Labour Standards – relating to preventing child and forced labour

Labour Protection Act 1998 (as amended in 2008, 2010, 2017 and 2019)
Anti-Human Trafficking Act 2008 (as amended in 2015 and 2017)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Occupational Safety, Health and Environment Act 2011
Control of Occupational Diseases and Environmental Diseases Act 2019

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Consumer Protection Act 1979 (as amended in 1998, 2013 and 2019)
Direct Sales and Direct Marketing Act 2002 (as amended in 2007 and 2017)
Personal Data Protection Act 2019
Liability for Damages Arising from Unsafe Products Act 2008

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Penal Code (as amended in 1959, 1969, 1971, 1975, 1976, 1979, 1982, 1983, 1987, 1989, 1992, 1994, 1997, 2002, 2003, 2004, 2007, 2008, 2015, 2016, 2017, 2019 and 2021)
Organic Act on Anti-Corruption 2018
Anti-Money Laundering Act 1999 (as amended in 2008, 2009, 2013, 2015 and 2017)

Indonesia

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Law

Law No. 32 of 2009 on Environmental Protection and Management as amended by Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation

Government Regulation

Government Regulation No. 22 of 2021 on the Organization of Environmental Protection and Management

Presidential Regulation

President Regulation No. 98 of 2021 on the Implementation of Carbon Economic Value to Achieve Nationally Determined Contribution Targets and Control Over Greenhouse Gas Emissions in relation to National Development

Ministerial Regulation

Minister of Environment and Forestry Regulation No. 6 of 2021 on the Procedures and Requirements for Management of Hazardous and Toxic Waste
Minister of Environment and Forestry Regulation No. 19 of 2021 on the Procedures and Requirements for Management of Non-Hazardous and Toxic Waste
Minister of Environment and Forestry Regulation No. 21 of 2022 on Procedures for the Application of Carbon Economic Value

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

Law

Law No. 13 of 2003 on Manpower as amended by Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation
Law No. 40 of 2008 on the Elimination of Race and Ethnic Discrimination
Law No. 8 of 2016 on Persons with Disabilities
Law No. 21 of 1999 on the Ratification of ILO Convention No. 111 on Discrimination in respect of Employment and Occupation
Law No. 29 of 1999 on the Ratification of International Convention of The Elimination of All Forms of Racial Discrimination 1965

Government Regulation

Government Regulation No. 34 of 2021 on the Recruitment of Foreign Workers
Government Regulation No. 35 of 2021 on Temporary Employment Agreement, Outsourcing, Working Hours and Breaks, and Termination of Employment Relationships
Government Regulation No. 36 of 2021 on Wages

Ministerial Regulation

Minister of Manpower Regulation No. 1 of 2017 on Wage Structures and Scales

Labour Standards – relating to preventing child and forced labour

Law

Law No. 13 of 2003 on Manpower as amended by Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation
Law No. 19 of 1999 on the Ratification of ILO Convention No. 105 on The Abolition of Forced Labour
Law No. 1 of 2000 on the Ratification of ILO Convention No. 182 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour

Ministerial Decree

Minister of Manpower and Transmigration Decree No. KEP-235/MEN/2003 Year 2003 on Types of Work that are Hazardous to the Health, Safety or Morals of Children

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Law

Law No. 1 of 1970 on Occupational Safety

Government Regulation

Government Regulation No. 50 of 2012 on the Implementation of Occupational Safety and Health Management System
Government Regulation No. 88 of 2019 on Occupational Health
Minister of Manpower Regulation No. 5 of 2018 on Occupational Health and Safety in the Work Environment
Minister of Health Regulation No. 11 of 2022 on Healthcare Services for Occupational Diseases

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Law

Law No. 8 of 1999 on Consumer Protection
Law No. 32 of 2002 on Broadcasting as amended by Government Regulation in Lieu of Law No. 2 of 2022 on Job Creation

Government Regulation

Government Regulation No. 11 of 2005 on Organization of Broadcasting by Public Broadcasting Institutions as amended by Government Regulation No. 46 of 2021 on Post, Telecommunications and Broadcasting
Government Regulation No. 50 of 2005 on the Organization of Broadcasting by Private Broadcasting Institutions as amended by Government Regulation No. 46 of 2021 on Post, Telecommunications and Broadcasting
Government Regulation No. 71 of 2019 on the Organization of Electronic Systems and Transactions
Government Regulation No. 46 of 2021 on Post, Telecommunications and Broadcasting

Ministerial Regulation

Minister of Trade Regulation No. 50 of 2020 on Provisions on Business Licensing, Advertising, Guidance, and Supervision of Businesses in Trade through Electronic System

B. Social (continued)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Law

Law No. 11 of 1980 on Bribery Crimes
Law No. 31 of 1999 on the Eradication of Corruption Crimes as amended by Law No. 20 of 2001 on the Amendment of Law No. 31 of 1999, and partially revoked by Law No. 30 of 2002 on the Corruption Eradication Commission
Law No. 8 of 2010 on the Prevention and Eradication of Money Laundering Crimes
Law No. 7 of 2006 on the Ratification of the United Nations Convention Against Corruption, 2003
The Indonesian Criminal Code

Government Regulation

Government Regulation No. 43 of 2015 on Informant in the Prevention and Eradication of Money Laundering Crime as amended by Government Regulation No. 61 of 2021 on the Amendment of Government Regulation No. 43 of 2015
Government Regulation No. 2 of 2016 on the Procedures for Submission of Data and Information by Government Agencies and/or Private Institutions in the Prevention and Eradication of Money Laundering Crimes

Presidential Regulation

Presidential Regulation No. 102 of 2020 on Implementation of Supervision on Corruption Crime Eradication

Japan

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Basic Act on the Environment (環境基本法)
 Environmental Impact Assessment Act (環境影響評価法)
 Nature Conservation Act (自然環境保全法)
 Act on the Regulation of Manufacture and Evaluation of Chemical Substances (化学物質の審査及び製造等の規制に関する法律)
 Act on Preventing Environmental Pollution of Mercury (水銀による環境の汚染の防止に関する法律)
 Air Pollution Control Act (大気汚染防止法)
 Water Pollution Prevention Act (水質汚濁防止法)
 Law Concerning Special Measures for Conservation of Lake Water Quality (湖沼水質保全特別措置法)
 Noise Regulation Act (騒音規制法)
 Vibration Regulation Act (振動規制法)
 Act on the Prevention of Offensive Odors (悪臭防止法)
 Act on Industrial Water (工業用水法)
 Act on the Regulation of Extraction of Groundwater for Use in Buildings (建築物用地下水の採取の規制に関する法律)
 Soil Contamination Countermeasures Act (土壌汚染対策法)
 Act on Waste Disposal and Public Cleansing (廃棄物の処理及び清掃に関する法律)
 Act on Special Measures concerning Promotion of Proper Treatment of Polychlorinated Biphenyl Waste (ポリ塩化ビフェニル廃棄物の適正な処理の推進に関する特別措置法)
 Act on Regulation of Export and Import, etc. of Specified Hazardous Wastes, etc. (特定有害廃棄物等の輸出入等の規制に関する法律)
 Act on the Promotion of Effective Utilization of Resources (資源の有効な利用の促進に関する法律)
 Act on Recycling of Specified Household Equipment (特定家庭用機器再商品化法)
 Act on Promotion of Development of Specified Facilities for Industrial Waste Treatment (産業廃棄物の処理に係る特定施設の整備の促進に関する法律)
 Act on the Protection of the Ozone Layer Through the Control of Specified Substances, etc. and Other Measures (特定物質の規制等によるオゾン層の保護に関する法律)
 Act on Promotion of Global Warming Countermeasures (地球温暖化対策の推進に関する法律)
 Act on Rationalizing Energy Use (エネルギーの使用の合理化等に関する法律)
 Act on Special Measures Concerning the Promotion of New Energy Usage (新エネルギー利用等の促進に関する特別措置法)
 Act on Prevention of Marine Pollution and Maritime Disaster (海洋汚染等及び海上災害の防止に関する法律)
 Act on Rational Use and Appropriate Management of Fluorocarbons (フロン類の使用の合理化及び管理の適正化に関する法律)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labor Contracts Act (労働契約法)
 Labor Standards Act (労働基準法)
 Act on Improvement of Personnel Management and Conversion of Employment Status for Part-Time Workers and Fixed-Term Workers (パートタイム・有期雇用労働法)
 Act on Equal Opportunity and Treatment between Men and Women in Employment (雇用の分野における男女の均等な機会及び待遇の確保等に関する法律)
 Act to Facilitate the Employment of Persons with Disabilities (障害者の雇用の促進等に関する法律)
 Act on Stabilization of Employment of Elderly Persons (高齢者雇用安定法)
 Act on Employment Promotion, etc. of Youth (若者雇用促進法)
 Act on Comprehensively Advancing Labor Measures, and Stabilizing the Employment of Workers, and Enriching Workers' Vocational Lives (労働施策の総合的な推進並びに労働者の雇用の安定及び職業生活の充実等に関する法律)
 Act on Ensuring Wage Payment (賃金の支払の確保等に関する法律)
 Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律)
 Whistleblower Protection Act (公益通報者保護法)
 Act on the Promotion of Women's Active Engagement in Professional Life (女性の職業生活における活躍の推進に関する法律)
 Act for Measures to Support the Development of the Next Generation (次世代育成支援対策推進法)
 Act on Special Measures for Improvement of Working Hours Arrangements (労働時間等の設定の改善に関する特別措置法)
 Industrial Accident Compensation Insurance Act (労働者災害補償保険法)
 Employment Insurance Act (雇用保険法)
 Health Insurance Act (健康保険法)
 Employees' Pension Insurance Act (厚生年金保険法)
 Vocational Abilities Development Promotion Act (職業能力開発促進法)
 Act on Support for Employment of Specified Job Seekers through Provision of Job Training, etc. (職業訓練の実施等による特定求職者の就職の支援に関する法律)
 Immigration Control and Refugee Recognition Act (出入国管理及び難民認定法)
 Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (外国人の技能実習の適正な実施及び技能実習生の保護に関する法律)
 Act on Securing the Proper Operation of Worker Dispatching Businesses and Protecting Dispatched Workers (労働者派遣事業の適正な運営の確保及び派遣労働者の保護等に関する法律)
 Employment Security Act (職業安定法)
 Labor Union Act (労働組合法)

Labour Standards – relating to preventing child and forced labour

Labor Standards Act (労働基準法)
 Child Welfare Act (児童福祉法)

B. Social (continued)

Health and Safety –

relating to providing a safe working environment and protecting employees from occupational hazards

Industrial Safety and Health Act (労働安全衛生法)
 Labor Standards Act (労働基準法)
 Working Environment Measurement Act (作業環境測定法)
 Pneumoconiosis Act (じん肺法)
 Act on Special Measures concerning Carbon Monoxide Poisoning Illness due to Coal Mine Disaster (炭鉱災害による一酸化炭素中毒症に関する特別措置法)
 Industrial Accident Prevention Organizations Act (労働災害防止団体法)
 Act on Securing the Proper Operation of Worker Dispatching Businesses and Protecting Dispatched Workers (労働者派遣事業の適正な運営の確保及び派遣労働者の保護等に関する法律)
 Act on the Promotion of Safety and Health of Construction Workers (建設工事従事者の安全及び健康の確保の推進に関する法律)
 Act Promoting Measures to Prevent Death and Injury from Overwork (過労死等防止対策推進法)

Product Responsibility –

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Basic Act on Consumer Policies (消費者基本法)
 Product Liability Act (製造物責任法)
 Consumer Product Safety Act (消費者生活用製品安全法)
 Consumer Contract Act (消費者契約法)
 Act on Specified Commercial Transactions (特定商取引に関する法律)
 Installment Sales Act (割賦販売法)
 Act against Unjustifiable Premiums and Misleading Representations (不当景品類及び不当表示防止法)
 Act on Special Measures of the Civil Code Concerning Electronic Consumer Contracts and Electronic Acceptance Notice (電子消費者契約及び電子承諾通知に関する民法の特例に関する法律)
 Act on Regulation of Transmission of Specified Electronic Mail (特定電子メールの送信の適正化等に関する法律)
 Act on the Protection of Personal Information (個人情報保護に関する法律)
 Code of Civil Procedure (民事訴訟法)
 Civil Execution Act (民事執行法)
 Act on Special Measures Concerning Civil Court Proceedings for the Collective Redress for Property Damage Incurred by Consumers (消費者の財産的被害の集団的な回復のための民事の裁判手続の特例に関する法律)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Penal Code (刑法)
 Public Offices Election Act (公職選挙法)
 Political Funds Control Act (政治資金規正法)
 National Public Service Ethics Act (国家公務員倫理法)
 Act on Punishment of Mediation Profits and Losses (公職にある者等のあっせん行為による利得等の処罰に関する法律)
 Unfair Competition Prevention Act (不正競争防止法)
 Financial Instruments and Exchange Act (金融商品取引法)
 Act on Prevention of Transfer of Criminal Proceeds (犯罪による収益の移転防止に関する法律)
 Foreign Exchange and Foreign Trade Act (外国為替及び外国貿易法)
 Act on Special Measures concerning the Freezing of Property of International Terrorists Implemented by Japan in Accordance with United Nations Security Council Resolution No. 1267, etc. (国際連合安全保障理事会決議第千二百六十七号等を踏まえ我が国が実施する国際テロリストの財産の凍結等に関する特別措置法)
 Act on Punishment of Financing to Offences of Public Intimidation (公衆等脅迫目的の犯罪行為のための資金の提供等の処罰に関する法律)

Philippines¹

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Marine Pollution Decree of 1976 (Presidential Decree (“P.D.”) No. 979)
 The Water Code of the Philippines (P.D. No. 1067)
 Philippine Environment Code (P.D. No. 1152)
 Environmental Impact Assessment Law (P.D. No. 1586)
 Implementing Rules and Regulations (“IRR”) for the Philippine Environmental Impact Statement (EIS) System (Department of Environment and Natural Resources Administrative Order (“DAO”) No. 2003-30)
 Amending the Revised Rules and Regulations Implementing P.D. No. 1586 (DAO No. 1992-21)
 Toxic Substances And Hazardous Waste Management Act (Republic Act (“R.A.”) No. 6969)
 IRR of R.A. No. 6969 (DAO No. 1992-29)
 Clean Air Act Of 1999 (R.A. No. 8749)
 Amending Rule XIX of DAO No. 2000-81 (IRR of R.A. No. 8749) (DAO No. 2004-26)
 IRR for R.A. No. 8749 (DAO No. 2000-81)
 Ecological Solid Waste Management Act of 2000 (R.A. No. 9003), as amended by the Extended Producer Responsibility Act of 2022 (R.A. No. 11898)
 IRR of R.A. No. 9003 (DAO No. 2001-34)
 Clean Water Act (R.A. No. 9275)
 IRR of R.A. No. 9275 (DAO No. 2005-10)
 The Climate Change Act of 2009 (R.A. No. 9729)
 IRR of R.A. No. 9729 (Climate Change Commission Administrative Order No. 2010-01)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

Labor Code of the Philippines (P.D. No. 442 of 1974, as amended and renumbered)
 Omnibus Rules Implementing the Labor Code of the Philippines
 Rules Implementing Articles 106 to 109 of the Labor Code, as amended (D.O. No. 174-17)
 Amending the IRR of Book VI of the Labor Code of the Philippines, as amended (Department of Labor and Employment (“DOLE”) Department Order (“D.O.”) No. 147-15)
 Magna Carta for the Disabled (R.A. No. 7277)
 An Act Amending Republic Act No. 7277 (R.A. No. 9442)
 IRR of R.A. No. 9442
 Limited Portability Law (R.A. No. 7699)
 Universal Health Care Act (R.A. No. 7875), as amended by R.A. Nos. 9241, 10606, and 11223
 IRR of R.A. No. 11223
 Paternity Leave Act (R.A. No. 8187)
 IRR of R.A. No. 8187
 Migrant Workers and Overseas Filipino Act (R.A. No. 8042), as amended by R.A. No. 10022
 Omnibus Rules and Regulations Implementing R.A. No. 8042 as amended by R.A. No. 10022
 Revised Rules and Regulations Governing Recruitment and Placement for Local Employment (DOLE D.O. No. 141-14)
 Revised POEA Rules and Regulations Governing the Recruitment and Employment of Landbased Overseas Filipino Workers of 2016
 2016 Revised POEA Rules and Regulations Governing the Recruitment and Employment of Seafarers
 Solo Parents' Welfare Act of 2000 (R.A. No. 8972), as amended by the Expanded Solo Parents Welfare Act (R.A. 11861)
 IRR of R.A. No. 8972
 Anti-Violence Against Women and their Children Act (R.A. No. 9262)
 IRR of R.A. No. 9262
 Home Development Mutual Fund Law of 2009 (R.A. No. 9679)
 Magna Carta of Women (R.A. No. 9710)
 IRR of R.A. No. 9710
 An Act Expanding the Promotion of Breastfeeding (R.A. No. 10028)
 IRR of R.A. No. 10028
 An Act Expanding the Benefits and Privileges of PWDs (R.A. No. 10754)
 IRR of R.A. No. 10754
 An Act Institutionalizing Telecommuting as An Alternative Work Arrangement for Employees in the Private Sector (R.A. No. 11165)
 Revised IRR of R.A. No. 11165 (DOLE D.O. No. 237-22)
 Social Security Act of 2018 (R.A. No. 11199)
 IRR of R.A. No. 11199
 105-Day Expanded Maternity Leave Law (R.A. No. 11210)
 IRR of R.A. No. 11210
 Anti-Age Discrimination in Employment Act of 2016 (R.A. No. 10911)
 IRR of R.A. No. 10911 (DOLE D.O. No. 170-17)
 The Philippine Immigration Act of 1940 (Commonwealth Act No. 613)
 Revised Rules and Regulations for the Issuance of Employment Permits to Foreign Nationals (DOLE D.O. No. 221-21)

Labour Standards – relating to preventing child and forced labour

Labor Code of the Philippines (P.D. No. 442 of 1974, as amended and renumbered)
 Omnibus Rules Implementing the Labor Code of the Philippines
 Special Protection Against Child Abuse, Exploitation and Discrimination Act (R.A. No. 7610)
 Rules and Regulations for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child (R.A. No. 9231)
 Rules and Regulations Implementing Republic Act No. 9231, Amending R.A. 7610, as Amended (DOLE D.O. No. 65-04)
 Anti-Trafficking in Persons Act of 2003 (R.A. No. 9208), as amended by the Expanded Anti-Trafficking in Persons Act of 2012 (R.A. No. 10364) and the Expanded Anti-Trafficking in Persons Act of 2022 (R.A. No. 11862)

¹ Please note that this list contains only laws and main implementing regulations, and does not include issuances of government agencies (including local government units which have jurisdiction over the place of business of a person may have also issued ordinances on these matters), save for a few that have been mentioned here.

B. Social (continued)

Health and Safety –

relating to providing a safe working environment and protecting employees from occupational hazards

An Act Strengthening Compliance with Occupational Safety and Health Standards and Providing Penalties for Violations Thereof (R.A. No. 11058)
 IRR of R.A. No. 11058 (DOLE D.O. No. 198-18)
 DOLE Occupational Safety and Health Standards
 Anti-Sexual Harassment Act of 1995 (R.A. No. 7877)
 IRR of R.A. No. 7877 (Civil Service Commission ("CSC") Memorandum Circular ("M.C.") No. 30-95)
 Safe Spaces Act (R.A. No. 11313)
 IRR of R.A. No. 11313
 Comprehensive Dangerous Drugs Act of 2002 (R.A. No. 9165), as amended by R.A. No. 10640
 IRR of R.A. No. 9165, as amended
 AIDS Prevention and Control Act (R.A. No. 8504)
 Guidelines for the Implementation of HIV and AIDS Prevention and Control in the Workplace Program (DOLE D.O. No. 102-10)
 Code on Sanitation of the Philippines (P.D. No. 856)
 IRR of P.D. No. 856
 Fire Code of the Philippines (R.A. No. 9514)
 IRR of R.A. No. 9514
 Tobacco Regulation Act (R.A. No. 9211) in relation to Presidential Executive Order No. 26 (2017)
 Expanded Breastfeeding Promotion Act of 2009 (R.A. No. 10028)
 IRR of R.A. No. 10028
 Mental Health Act (R.A. No. 11036)
 IRR of R.A. No. 11036
 Other mandatory workplace policies
 Guidelines for the Implementation of a Workplace Policy and Program on Hepatitis B (DOLE Department Advisory No. 05-10)
 Guidelines for the Implementation of Policy and Program on Tuberculosis (TB) Prevention and Control in the Workplace (DOLE Department Order No. 73-05)
 Rationalizing the Implementation of Family Welfare Program (DOLE Department Order No. 56-03)
 Local Government Code of 1991 (Republic Act No. 7160)

Product Responsibility –

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

An Act To Regulate The Use of Duly Stamped or Marked Bottles, Boxes, Casks, Kegs, Barrels and Other Similar Containers (R.A. No. 623), as amended by R.A. No. 5700
 Consumer Act of the Philippines (R.A. No. 7394)
 Intellectual Property Code (R.A. No. 8293), as amended by R.A. Nos. 9150, 9502, and 10372
 Data Privacy Act (R.A. No. 10173)
 IRR of R.A. No. 10173
 Customs Modernization and Tariff Act (R.A. No. 10863)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Making It Punishable for Public Officials and Employees To Receive, and for Private Persons To Give Gifts on Any Occasion, Including Christmas (P.D. No. 46)
 Granting Immunity from Prosecution to Givers of Bribes and other Gifts and to their Accomplices in Bribery and other Graft Cases Against Public Officers (P.D. No. 749)
 Omnibus Election Code of the Philippines (Batas Pambansa Blg. 881)
 An Act Declaring Forfeiture in Favor of the State Any Property Found To Have Been Unlawfully Acquired By Any Public Officer or Employee and Providing for the Proceedings Thereof (R.A. No. 1379)
 Anti-Graft and Corrupt Practices Act (R.A. No. 3019), as amended by R.A. No. 3047 and P.D. No. 677
 Revised Penal Code (Act No. 3815), as amended by R.A. No. 10951
 Code of Conduct and Ethical Standards for Public Officials and Employees (R.A. No. 6713)
 Rules Implementing R.A. No. 6713
 Amendment to Rules Implementing R.A. No. 6713 (CSC M.C. No. 20-94)
 An Act Defining and Penalizing the Crime of Plunder (R.A. No. 7080), as amended by R.A. No. 7659
 Anti-Money Laundering Act of 2001 (Republic Act No. 9160), as amended by Republic Act Nos. 9194, 10167, 10365, and 10927
 2018 IRR of R.A. No. 9160
 Anti-Red Tape Act of 2007 (R.A. No. 9485), as amended by the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 (R.A. No. 11032)
 IRR of R.A. No. 9485 (CSC Resolution No. 081471)
 IRR of R.A. No. 11032 (CSC – ARTA [Anti-Red Tape Authority] – DTI [Department of Trade and Industry] Joint Memorandum Circular No. 001)
 Philippine Competition Act (R.A. No. 10667)
 IRR of R.A. No. 10667
 Revised Corporation Code (R.A. No. 11232)

Singapore

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Environment Protection and Management Act 1999 of Singapore (and all subsidiary legislation thereunder, including Environmental Protection and Management (Greenhouse Gases) Regulations 2022 of Singapore, Environmental Protection and Management (Hazardous Substances) Regulations of Singapore and Environmental Protection and Management (Trade Effluent) Regulations of Singapore); Environmental Public Health Act 1987 of Singapore (and all subsidiary legislation thereunder, including Environmental Public Health (Toxic Industrial Waste) Regulations of Singapore); Sewerage and Drainage Act 1999 of Singapore; Hazardous Waste (Control of Export, Import and Transit) Act 1997 of Singapore; Carbon Pricing Act 2018 of Singapore; Prevention of Pollution of the Sea Act 1990 of Singapore

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Employment Act 1968 of Singapore (and all subsidiary legislation thereunder, including Employment (Employment Records, Key Employment Terms and Pay Slips) Regulations 2016 of Singapore); Employment of Foreign Manpower Act 1990 of Singapore (and all subsidiary legislation thereunder, including Employment of Foreign Manpower (Work Passes) Regulations 2012 of Singapore); Central Provident Fund Act 1953 of Singapore; Child Development Co-Savings Act 2001 of Singapore; Retirement and Re-employment Act 1993 of Singapore; Tripartite Guidelines on Fair Employment Practices

Labour Standards – relating to preventing child and forced labour

Employment Act 1968 of Singapore (and all subsidiary legislation thereunder, including Employment (Children and Young Persons) Regulations of Singapore)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Workplace Safety and Health Act 2006 of Singapore (and all subsidiary legislation thereunder, including Workplace Safety and Health (General Provisions) Regulations of Singapore); Work Injury Compensation Act 2019 of Singapore (and all subsidiary legislation thereunder, including Work Injury Compensation Regulations 2020 of Singapore)

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Personal Data Protection Act 2012 of Singapore (and all subsidiary legislation thereunder, including Personal Data Regulations 2021 of Singapore); Consumer Protection (Trade Descriptions and Safety Requirements) Act 1975 of Singapore (and all subsidiary legislation thereunder, which are Consumer Protection (Safety Requirements) Regulations of Singapore and Consumer Protection (Consumer Goods Safety Requirements) Regulations 2011 of Singapore); Consumer Protection (Fair Trading) Act 2003 of Singapore; Sale of Goods Act 1979 of Singapore; Supply of Goods Act 1982 of Singapore; Sale of Goods (United Nations Convention) Act 1995 of Singapore; Unfair Contract Terms Act 1977 of Singapore; Misrepresentation Act 1967 of Singapore

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Prevention of Corruption Act 1960 of Singapore; Corruption, Drug Trafficking and Other Serious Crimes (Confiscation of Benefits) Act 1992 of Singapore; Organised Crime Act 2015 of Singapore; Terrorism (Suppression of Financing) Act 2002 of Singapore; Penal Code 1871 of Singapore; Companies Act 1967 of Singapore; Income Tax Act 1947 of Singapore; Securities and Futures Act 2001 of Singapore

Australia

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Federal

Clean Energy Regulator Act 2011 (Cth)
 Environmental Protection and Biodiversity Conservation Act 1999 (Cth)
 National Environment Protection Measures (Implementation) Act 1998 (Cth)
 National Environment Protection (Used Packaging Materials) Measure 2011 (Cth)
 National Greenhouse and Energy Reporting Act 2007 (Cth)
 National Greenhouse and Energy Reporting Regulations 2008 (Cth)
 Ozone Protection and Synthetic Greenhouse Gas Management Act 1989 (Cth)
 Ozone Protection and Synthetic Greenhouse Gas (Import Levy) Act 1995 (Cth)
 Ozone Protection and Synthetic Greenhouse Gas (Manufacture Levy) Act 1995 (Cth)
 Ozone Protection and Synthetic Greenhouse Gas Management Regulations 1995 (Cth)
 Recycling and Waste Reduction Act 2020 (Cth)

New South Wales

Contaminated Land Management Act 1997 (NSW)
 Environmentally Hazardous Chemical Act 1985 (NSW)
 Environmentally Hazardous Chemicals Regulation 2017 (NSW)
 Environmental Planning and Assessment Act 1979 (NSW)
 Local Government Act 1993 (NSW)
 Local Government (General) Regulation 2021 (NSW)
 Ozone Protection Act 1989 (NSW)
 Plastic Reduction and Circular Economy Act 2021 (NSW)
 Protection of the Environment Operations Act 1997 (NSW)
 Sydney Water Act 1994 (NSW)
 Sydney Water Regulation 2017 (NSW)
 Waste Avoidance and Resource Recovery Act 2001 (NSW)
 Water Management Act 2000 (NSW)

Victoria

Circular Economy (Waste Reduction and Recycling) Act 2021 (VIC)
 Dangerous Goods Act 1985 (VIC)
 Dangerous Goods (Storage and Handling) Regulations 2012 (VIC)
 Dangerous Goods (Transport by Road or Rail) Regulations 2018 (VIC)
 Environment Effects Act 1978 (VIC)
 Environment Protection Act 2017 (VIC)
 Flora and Fauna Guarantee Act 1988 (VIC)
 Local Government Act 1989 (VIC)
 Planning and Environment Act 1987 (VIC)
 Water Act 1989 (VIC)

Queensland

Environmental Protection Act 1994 (QLD)
 Environmental Protection Regulation 2019 (QLD)
 Local Government Act 2009 (QLD)
 Planning Act 2016 (QLD)
 Transport Operations (Road Use Management) Act 1995 (QLD)
 Transport Operations (Road Use Management – Dangerous Goods) Regulation 2018 (QLD)
 Waste Reduction and Recycling Act 2011 (QLD)
 Water Act 2000 (QLD)

South Australia

Dangerous Substances Act 1979 (SA)
 Dangerous Substances (Dangerous Goods Transport) Regulations 2008 (SA)
 Environment Protection Act 1993 (SA)
 Environment Protection Regulations 2009 (SA)
 Single-use and Other Plastic Products (Waste Avoidance) Act 2020 (SA)

Western Australia

Dangerous Goods Safety Act 2004 (WA)
 Dangerous Goods Safety (General) Regulations 2007 (WA)
 Dangerous Goods Safety (Road and Rail Transport of Non-explosives) Regulations 2007 (WA)
 Environmental Protection Act 1986 (WA)
 Environmental Protection Regulations 1987 (WA)
 Environmental Protection (Prohibited Plastics and Balloons) Regulations 2018 (WA)
 Local Government Act 1995 (WA)
 Planning and Development Act 2005 (WA)
 Waste Avoidance and Resource Recovery Act 2007 (WA)
 Water Services Act 2012 (WA)

Tasmania

Dangerous Goods (Road and Rail Transport) Act 2010 (TAS)
 Dangerous Goods (Road and Rail Transport) Regulations 2021 (TAS)
 Environmental Management and Pollution Control Act 1994 (TAS)
 Environmental Management and Pollution Control (General) Regulations 2017 (TAS)
 Waste and Resource Recovery Act 2022 (TAS)

Northern Territory

Dangerous Goods Act 1998 (NT)
 Dangerous Goods Regulations 1985 (NT)
 Environment Protection Act 2019 (NT)
 Environment Protection Regulations 2020 (NT)
 Environmental Offences and Penalties Act 1996 (NT)
 Waste Management and Pollution Control Act 1998 (NT)

Australian Capital Territory

Dangerous Goods (Road Transport) Act 2009 (ACT)
 Dangerous Goods (Road Transport) Regulation 2010 (ACT)
 Environment Protection Act 1997 (ACT)
 Environment Protection Regulation 2005 (ACT)
 Plastic Reduction Act 2021 (ACT)
 Waste Management and Resource Recovery Act 2016 (ACT)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Federal

Age Discrimination Act 2004 (Cth)
 Australian Securities and Investments Commission Act 2001 (Cth)
 Australian Human Rights Commission Act 1986 (Cth)
 Australian Human Rights Commission Regulations 2019 (Cth)
 Corporations Act 2001 (Cth)
 Criminal Code Act 1995 (Cth)
 Crimes Act 1914 (Cth)
 Disability Discrimination Act 1992 (Cth)
 Fair Work Act 2009 (Cth)
 Fair Work (Registered Organisations) Act 2009 (Cth)
 Fair Work Regulations 2009 (Cth)
 Fringe Benefits Tax Assessment Act 1986 (Cth)
 Industrial Relations (Consequential Provisions) Act 1988 (Cth)
 Paid Parental Leave Act 2010 (Cth)
 Paid Parental Leave Rules 2021 (Cth)
 Racial Discrimination Act 1975 (Cth)
 Sex Discrimination Act 1984 (Cth)
 Superannuation Guarantee (Administration) Act 1992 (Cth)
 Taxation Administration Act 1953 (Cth)
 Telecommunications (Interception and Access) Act 1979 (Cth)
 Workplace Gender Equality Act 2012 (Cth)
 Workplace Gender Equality (Matters in relation to Gender Equality Indicators) Instrument 2013 (No. 1) (Cth)
 Workplace Gender Equality (Minimum Standards) Instrument 2014 (Cth)
 Work Health and Safety Act 2011 (Cth)
 Work Health and Safety Regulations 2011 (Cth)
 Work Health and Safety (Work Health and Safety Consultation, Co-operation and Co-ordination) Code of Practice 2015 (Cth)

New South Wales

Anti-Discrimination Act 1977 (NSW)
 Criminal Records Act 1991 (NSW)
 Crimes (Domestic and Personal Violence) Act 2007 (NSW)
 Long Service Leave Act 1955 (NSW)
 Restraints of Trade Act 1976 (NSW)
 Surveillance Devices Act 2007 (NSW)
 Work Health and Safety Act 2011 (NSW)
 Work Health and Safety Regulations 2017 (NSW)
 Workplace Surveillance Act 2005 (NSW)

Victoria

Charter of Human Rights and Responsibilities Act 2006 (VIC)
 Equal Opportunity Act 2010 (VIC)
 Racial and Religious Tolerance Act 2001 (VIC)
 Long Service Leave Act 2018 (VIC)
 Occupational Health and Safety Act 2004 (VIC)
 Occupational Health and Safety Regulations 2017 (VIC)
 Spent Convictions Act 2021 (VIC)
 Surveillance Devices Act 1999 (VIC)
 Wage Theft Act 2020 (VIC)

Labour Standards – relating to preventing child and forced labour

Federal

Customs Act 1901 (Cth)
 Modern Slavery Act 2018 (Cth)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Federal

Work Health and Safety Act 2011 (Cth)
 Work Health and Safety Regulations 2011 (Cth)

New South Wales

Work Health and Safety Act 2011 (NSW)
 Work Health and Safety Regulations 2017 (NSW)

Victoria

Occupational Health and Safety Act 2004 (VIC)
 Occupational Health and Safety Regulations 2017 (VIC)
 Workplace Injury Rehabilitation and Compensation Act 2013 (VIC)

Queensland

Work Health and Safety Act 2011 (QLD)
 Work Health and Safety Regulation 2011 (QLD)

South Australia

Work Health and Safety Act 2012 (SA)
 Work Health and Safety Regulations 2012 (SA)

Queensland

Anti-Discrimination Act 1991 (QLD)
 Criminal Law (Rehabilitation of Offenders) Act 1986 (QLD)
 Human Rights Act 2019 (QLD)
 Industrial Relations Act 2016 (QLD)
 Invasion of Privacy Act 1971 (QLD)
 Work Health and Safety Act 2011 (QLD)
 Work Health and Safety Regulation 2011 (QLD)

South Australia

Civil Liability Act 1936 (SA)
 Equal Opportunity Act 1984 (SA)
 Long Service Leave Act 1987 (SA)
 Racial Vilification Act 1996 (SA)
 Spent Convictions Act 2009 (SA)
 Surveillance Devices Act 2016 (SA)
 Work Health and Safety Act 2012 (SA)
 Work Health and Safety Regulations 2012 (SA)

Western Australia

Criminal Code Act Compilation Act 1913 (WA)
 Equal Opportunity Act 1984 (WA)
 Long Service Leave Act 1958 (WA)
 Spent Convictions Act 1988 (WA)
 Surveillance Devices Act 1998 (WA)
 Work Health and Safety Act 2020 (WA)
 Work Health and Safety (General) Regulations 2022 (WA)

Tasmania

Annulled Convictions Act 2003 (TAS)
 Anti-Discrimination Act 1998 (TAS)
 Long Service Leave Act 1976 (TAS)
 Listening Devices Act 1991 (TAS)
 Work Health and Safety Act 2012 (TAS)
 Work Health and Safety Regulations 2022 (TAS)

Northern Territory

Anti-Discrimination Act 1992 (NT)
 Criminal Records (Spent Convictions) Act 1992 (NT)
 Long Service Leave Act 1981 (NT)
 Surveillance Devices Act 2007 (NT)
 Work Health and Safety (National Uniform Legislation) Act 2011 (NT)
 Work Health and Safety (National Uniform Legislation) Regulations 2011 (NT)

Australian Capital Territory

Discrimination Act 1991 (ACT)
 Human Rights Act 2004 (ACT)
 Listening Devices Act 1992 (ACT)
 Long Service Leave Act 1976 (ACT)
 Spent Convictions Act 2000 (ACT)
 Workplace Privacy Act 2011 (ACT)
 Work Health and Safety Act 2011 (ACT)
 Work Health and Safety Regulation 2011 (ACT)

Western Australia

Work Health and Safety Act 2020 (WA)
 Work Health and Safety (General) Regulations 2022 (WA)

Tasmania

Work Health and Safety Act 2012 (TAS)
 Work Health and Safety Regulations 2022 (TAS)

Northern Territory

Work Health and Safety (National Uniform Legislation) Act 2011 (NT)
 Work Health and Safety (National Uniform Legislation) Regulations 2011 (NT)

Australian Capital Territory

Work Health and Safety Act 2011 (ACT)
 Work Health and Safety Regulation 2011 (ACT)

B. Social (continued)

Product Responsibility –
relating to health and safety,
advertising, labelling and
privacy matters relating
to products and services
provided and methods
of redress

Federal
A New Tax System (Goods and Services Tax) Act 1999 (Cth)
Australian Consumer Law (Cth)
Circuit Layouts Act 1989 (Cth)
Circuit Layouts Regulations 1990 (Cth)
Commerce (Trade Descriptions) Act 1905 (Cth)
Commerce (Trade Descriptions) Regulation 2016 (Cth)
Competition and Consumer Act 2010 (Cth)
Competition and Consumer Regulation 2010 (Cth) Consumer Goods
(Button/Coin Batteries) Safety Standard 2020 (Cth)
Consumer Goods (Products Containing Button/Coin Batteries) Safety
Standard 2020 (Cth)
Copyright Act 1968 (Cth)
Copyright Regulations 2017 (Cth)
Copyright (International Protection) Regulations 1969 (Cth)
Customs Act 1901 (Cth)
Customs (Prohibited Exports) Regulations 1958 (Cth)
Customs (Prohibited Imports) Regulations 1956 (Cth)
Customs Regulation 2015 (Cth)
Customs Tariff Act 1995 (Cth)
Customs Tariff Regulations 2004 (Cth)
Designs Act 2003 (Cth)
Designs Regulations 2004 (Cth)
Do Not Call Register Act 2006 (Cth)
Patents Act 1990 (Cth)
Patents Regulations 1991 (Cth)
Personal Property and Securities Act 2009 (Cth)
Personal Property Securities Regulations 2010 (Cth)
Privacy Act 1988 (Cth)
Privacy Regulation 2013 (Cth)
Spam Act 2003 (Cth)
Spam Regulations 2021 (Cth)
Trade Marks Act 1995 (Cth)
Trade Marks Regulations 1995 (Cth)

New South Wales
Community Gaming Act 2018 (NSW)
Gas and Electricity (Consumer Safety) Act 2017 (NSW)

Victoria
Electricity Safety Act 1998 (VIC)
Gambling Regulation Act 2003 (VIC)

Queensland
Electrical Safety Act 2002 (QLD)
Lotteries Act 1997 (QLD)

South Australia
Energy Products (Safety and Efficiency) Act 2000 (SA)
Gaming Offences Act 1936 (SA)
Lotteries ACT 2019 (SA)
Lotteries Regulation 2021 (SA)

Western Australia
Electricity Act 1945 (WA)
Electricity Regulations 1947 (WA)
Gaming and Wagering Commission Act 1987 (WA)

Tasmania
Electricity Industry Safety and Administration Act 1997 (TAS)
Gaming Control Act 1993 (TAS)

Northern Territory
Electricity Reform Act 2000 (NT)
Gaming Control Act 1993 (NT)

Australian Capital Territory
Electricity Safety Act 1971 (ACT)
Lotteries Act 1964 (ACT)

Anti-corruption – relating to
bribery, extortion, fraud and
money laundering

Federal
Anti-Money Laundering and Counter-Terrorism Financing Act 2006 (Cth)
Criminal Code Act 1995 (Cth)
Crimes Act 1914 (Cth)
National Anti-Corruption Commission Act 2022 (Cth)
Proceeds of Crime Act 2002 (Cth)

New South Wales
Crimes Act 1900 (NSW)
Independent Commission Against Corruption Act 1988 (NSW)

Victoria
Crimes Act 1958 (VIC)

Queensland
Criminal Code Act 1899 (Qld)

South Australia
Criminal Law Consolidation Act 1935 (SA)

Western Australia
Criminal Code Act Compilation Act 1913 (WA)

Tasmania
Criminal Code Act 1924 (TAS)

Northern Territory
Criminal Code Act 1983 (NT)

Australian Capital Territory
Criminal Code 2002 (ACT)

New Zealand

A. Environmental

	Legislation	Regulations
Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Resource Management Act 1991	Resource Management (Exemption) Regulations 1996; Resource Management (Exemption) Regulations 2017; Resource Management (Measurement and Reporting of Water Takes) Regulations 2010; Resource Management (National Environmental Standard for Assessing and Managing Contaminants in Soil to Protect Human Health) Regulations 2011; Resource Management (National Environmental Standards for Air Quality) Regulations 2004; Resource Management (National Environmental Standards for Freshwater) Regulations 2020; Resource Management (National Environmental Standards for Sources of Human Drinking Water) Regulations 2007; Resource Management (National Environmental Standards for Storing Tyres Outdoors) Regulations 2021
	Waste Minimisation Act 2008	–
	Hazardous Substances and New Organisms Act 1996	–
	Climate Change Response Act 2002	Climate Change (Auctions, Limits, and Price Controls for Units) Regulations 2020
	Ozone Layer Protection Act 1996	Ozone Layer Protection Regulations 1996

B. Social

	Legislation	Regulations
Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and	Employment Relations Act 2000	–
	Human Rights Act 1993	–
	Minimum Wage Act 1983	Minimum Wage Order 2022
	Holidays Act 2003	–
	Parental Leave and Employment Protection Act 1987	Parental Leave and Employment Protection Regulations 2016
	Privacy Act 2020	–
	Fair Pay Agreements Act 2022	–
	Protected Disclosures (Protection of Whistleblowers) Act 2022	–
Labour Standards – relating to preventing child and forced labour	Crimes Act 1961	The United Nations Convention on the Worst Forms of Child Labour, 1999 (No. 182), ratified on 14 June 2001
	Education Act 1989	The United Nations Abolition of Forced Labour Convention, 1999 (No. 182), ratified on 14 June 1968
Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards	Health and Safety at Work Act 2015	Health and Safety at Work (General Risk and Workplace Management) Regulations 2016; Health and Safety at Work (Worker Engagement, Participation and Representation) Regulations 2016; Health and Safety at Work (Hazardous Substances) Regulations 2017; Health and Safety at Work (Major Hazard Facilities) Regulations 2016
Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Fair Trading Act 1986	–
	Consumer Guarantees Act 1993	–
	Electricity Act 1992	Electricity (Safety) Regulations 2010; Electricity (China Free Trade Agreement) Regulations 2008
	Privacy Act 2020	–
Anti-corruption – relating to bribery, extortion, fraud and money laundering	Crimes Act 1961	–
	Secret Commissions Act 1910	–

United States

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Federal Clean Air Act
 Federal Clean Water Act
 CERCLA (Comprehensive Environmental Response Compensation and Liability Act) aka Superfund
 RCRA (Resource Conservation and Recovery Act) most notably subtitles C,D and I
 Emergency Planning and Community Right to Know Act (EPCRA Reporting)
 Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)
 Toxic Substances Control Act of 1976
 National Environmental Policy Act (NEPA)
 Pollution Prevention Act
 NFPA – National Fire Protection Association Regulations
 IBC – International Building Codes and Local Codes
 Code of Federal Regulations (CFR) 19 US Customs and Border Protection
 CFR 40 EPA (Environmental Protection Agency) Environmental Protection
 CFR 44 Emergency Management (flood insurance etc)
 CFR 49 Department of Transportation (shipping, packaging etc) and other applicable laws and regulations

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Family Medical Leave Act (FMLA)
 Americans with Disabilities Act (ADA)
 Fair Labor Standards Act (FLSA)
 The Customs and Facilitations and Trade Enforcement Reauthorization Act of 2009 (Amends Tariff Act related to human trafficking and forced labor)
 Title VII Civil Rights Act of 1964, as amended, the Genetic Information Nondiscrimination Act of 2008 (GINA)
 The Equal Pay Act
 The Pregnancy Discrimination Act
 The Age Discrimination in Employment Act of 1967 (ADEA)
 Reconstruction Era Civil Rights Acts
 United States Executive Order 11246 and 11375, 42 U.S.C. § 1981, as amended, and § 1985
 Worker Adjustment and Retraining Notification Act (WARN Act)
 Employee Retirement Income Security Act (ERISA)
 Veteran's Employment and Training Service
 Consolidated Omnibus Budget Reconciliation Act of 1985
 Families First Coronavirus Response Act and other applicable laws and regulations

Labour Standards – relating to preventing child and forced labour

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

CFR 29 OSHA (Occupational Health and Safety Act) and other applicable laws and regulations

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

US Consumer Protection Safety Act (CPSA)
 Federal Trade Commission (FTC) and other applicable laws and regulations

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Foreign Corrupt Practices Act (1977) and other applicable laws and regulations

Canada

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Canadian Environmental Protection Act 1999
 Workplace Hazardous Materials Information Systems (WHMIS)
 Transportation of Dangerous Goods Act 1992
 Nuclear Safety and Control Act
 Canadian Environmental Assessment Act (CEAA) and other applicable laws and regulations

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Canadian Charter of Rights and Freedoms
 Canadian Human Rights Act
 Canada Labour Standards Regulations
 The Employment Equity Act
 The Human Rights Maturity Model and other applicable laws and regulations

Labour Standards – relating to preventing child and forced labour

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Provincial Occupational Health & Safety Act and other applicable laws and regulations

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Canada Consumer Product Safety Act (CCPSA) and other applicable laws and regulations

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Canadian Anti-Corruption Law and Compliance and other applicable laws and regulations

Mexico

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

General Law on Ecological Equilibrium and Environmental Protection 1988 (“LGEEPA”) and Amendments
 National Waters Law
 General Law on Wildlife
 General Law on the Prevention and Comprehensive Management of Waste
 General Law on Climate Change
 Federal Law on Environmental Liability
 The Law of the National Agency of Industrial Security and Environmental Protection for the Hydrocarbon Sector
 The General Law on Sustainable Forest Development
 The Law of Dumping in Mexican Marine Areas and other applicable laws and regulations

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Mexican Constitution
 Mexican Federal Labor Law
 Social Security Law
 National Workers Housing Fund Institute’s Law
 Federal Law to Prevent and Eliminate Discrimination
 Federal Law for Personal Data Protection Possessed by Private Persons and other applicable laws and regulations

Labour Standards – relating to preventing child and forced labour

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Mexican Federal Labor Law
 Law of Alimentary Assistance for Workers
 The Federal Regulation for Health, Safety, and the Work Environment
 General Regulation for the Inspection and Application of Sanctions for Violations of Labor Legislation
 Social Security Law and other applicable laws and regulations

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Federal Consumer Protection Law (“FCPL”) and other applicable laws and regulations

Anti-corruption – relating to bribery, extortion, fraud and money laundering

General Law of Administrative Responsibilities (“GLAR”)
 Constitutional Anti-Corruption Amendment, 2015
 General Law on Administrative Accountability and other applicable laws and regulations

Europe/EU*

B. Social

Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	<p>General Product Safety Directive Machinery Directive Regulation on market surveillance and compliance of products and amending Directive 2006/42 etc EMC Directive Low Voltage Directive Radio Equipment Directive Measurement Instruments Directive Pressure Equipment Directive Simple pressure vessels Directive Outdoor Noise Directive Equipment for explosive atmospheres Directive RoHS Directive Waste Electrical and Electronic Equipment Directive Waste Framework Directive Battery Directive Packaging and packaging waste Directive Ecodesign Directive Personal Protective Equipment regulation Medical Devices Regulation Textile Regulation Energy labelling Regulation Non Road Mobile Machines (NRMM) Regulation Regulation on the protection of species of wild fauna and flora by regulating trade therein Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation Classification, labelling and packaging of substances and mixtures (CLP) Regulation Persistent organic pollutants (POP) Regulation Biocide Regulation Detergent Regulation</p>
Anti-corruption – relating to bribery, extortion, fraud and money laundering	<p>Council of Europe Criminal Law Convention on Corruption (ETS 173) (signed 27 January 1999 and ratified 9 December 2003), implementation of this convention is monitored by the Group of States against Corruption (GRECO) Additional Protocol to the Criminal Law Convention on Corruption (ETS 191) (signed 15 May 2003 and ratified 9 December 2003) Council of Europe Civil Law Convention on Corruption (ETS 174) (signed on 8 June 2000 but not yet ratified) Convention on the Fight Against Corruption Involving Officials of the European Communities or Officials of Member States of the European Union (signed on 26 May 1997 and notification on 11 October 1999) Convention on the Protection of the European Communities Financial Interests and Protocols (signed on 26 July 1995 and which came into force on 17 October 2002)</p>
Whistleblower protection	European Directive on the protection of persons who report breaches of Union law

* Laws and regulations related to Product Safety are then transposed at the national levels.

Austria

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Environmental Information Act, BGBl. 1993/495 as last amended in BGBl. I 2018/74 [Umweltinformationsgesetz]
 Environmental Impact Assessment Act 2000, BGBl. 1993/697 as last amended in BGBl. I 2018/80 [Umweltverträglichkeitsprüfungsgesetz 2000]
 Trade Commerce and Industry Regulation Act, BGBl. 1994/194 as last amended in BGBl. I 2020/65 [Gewerbeordnung]
 Federal Waste Management Act 2002, BGBl. I 2002/102 as last amended in BGBl. I 2021/200 [Abfallwirtschaftsgesetz 2002]
 Waste Management Acts of the provinces
 Waste Register Ordinance 2020, BGBl. II 2020/049 [Abfallverzeichnisverordnung 2020]
 Water Act, BGBl. 1959/215 as last amended in BGBl. I 2018/73 [Wasserrechtsgesetz] and more than 35 regulations on water
 Clean-up of Contaminated Sites Law, BGBl. 1989/299 as last amended in BGBl. I 2019/104 [Altlastensanierungsgesetz]
 Directive on Funding Clean-Up of Contaminated Sites 2016 [Förderungsrichtlinien 2016 für die Altlastensanierung oder -sicherung]
 Forestry Act, BGBl. 1975/440 as last amended in BGBl. I 2016/56 [Forstgesetz]
 Chemicals Act, BGBl. I 1997/53 as last amended in BGBl. I 140/2020 [Chemikaliengesetz]
 Chemicals Ordinance, BGBl. II 2000/81 as last amended in BGBl. II 2018/179
 Administrative Penal Act, BGBl. 1991/52 as last amended in BGBl. I 2018/58 [Verwaltungsstrafgesetz]
 Criminal Act, BGBl. 1974/60 as last amended in BGBl. I 2021/242 [Strafgesetzbuch]
 Air Pollution Impact Act, BGBl. I 1997/115 as last amended in BGBl. I 2018/73 [Immissionsschutzgesetz – Luft]
 Federal Clean Air Act, BGBl. I 137/2002 as last amended in BGBl. I 2017/58 [Bundesluftreinhaltegesetz]
 Ozone Act, BGBl. 1992/210 as last amended in BGBl. I 2003/34 [Ozongesetz]
 Federal Act on a System for Trading Allowances, BGBl. I 2011/118 as last amended in BGBl. I 2020/142 [Emissionszertifikategesetz]
 Industrial Accident Ordinance, BGBl. II Nr. 229/2015 [Industrieunfallverordnung]
 Environmental Promotion Act BGBl. 1993/185 as last amended in BGBl. I 2021/202 [Umweltförderungsgesetz]
 Air Pollution Act for Boiler Facilities, BGBl. I 2013/127 as last amended in BGBl. I 2015/81 [Emissionsschutzgesetz für Kesselanlagen]
 Mineral Resources Act, BGBl. 1999/38 as last amended in BGBl. I 2021/86 [Mineralrohstoffgesetz]
 Federal Environmental Liability Act, BGBl. 2009/55 as last amended in BGBl. I 2018/74 [Bundes-Umwelthaftungsgesetz]
 Business Location Development Act, BGBl. I Nr. 110/2018 [Standort-Entwicklungs-Gesetz]
 Green Electricity Act, BGBl. I 75/2011 as last amended in BGBl. 150/2021 [Ökostromgesetz]
 Energy Control Law, BGBl. 110/2010 as last amended in BGBl. 150/2021 [Energie-Control-Gesetz]
 Building Acts of the provinces
 Nature conservation laws of the provinces
 Land Use Planning Acts of the provinces

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Austrian Civil Code, JGS Nr. 946/1811 as last amended in BGBl. I Nr. 2021/175. [ABGB]
 Trade, Commerce and Industry Regulation Act 1895, as last amended in BGBl. I Nr. 153/2017 [Gewerbeordnung]
 Works Constitution Act (WCA), BGBl. Nr. 22/1974 as last amended in BGBl. I Nr. 61/2021 [Arbeitsverfassungsgesetz – ArbVG] (available in German only)
 Employees (White-collar) Act (EA), BGBl. Nr. 292/1921 as last amended in BGBl. I Nr. 74/2019 [Angestelltengesetz AngG] (available in German only)
 Corporate Staff and Self-Employment Provision Act, BGBl. I Nr. 100/2002 as last amended in BGBl. I Nr. 199/2021 [Betriebliches Mitarbeiter und Selbständigenvorsorgegesetz]
 Maternity Protection Act, BGBl. Nr. 221/1979 (WV) idF BGBl. Nr. 577/1980 as last amended in BGBl. I Nr. 212/2021 [Mutterschutzgesetz]
 Paternity Leave Act, BGBl. Nr. 651/1989 as last amended in BGBl. I Nr. 153/2020 [Väter-Karenzgesetz]
 Equal Treatment Act, BGBl. I Nr. 66/2004 as last amended in BGBl. I Nr. 16/2020 [Gleichbehandlungsgesetz]
 Working Hours Act, BGBl. Nr. 461/1969 as last amended in BGBl. I Nr. 100/2018 [Arbeitszeitgesetz]
 Rest from Work Act, BGBl. Nr. 144/1983 as last amended in BGBl. I Nr. 22/2019 [Arbeitsruhegesetz]
 Disability Employment Act, BGBl. Nr. 22/1970 as last amended in BGBl. I Nr. 78/2021 [Behinderteneinstellungsgesetz]
 Labor Contract Law Adjustment Act, BGBl. Nr. 459/1993 as last amended in BGBl. I Nr. 213/2021 [Arbeitsvertragsrechts-Anpassungsgesetz]
 Leave Entitlement Act, BGBl. Nr. 390/1976 as last amended in BGBl. I Nr. 3/2013 [Urlaubsgesetz]
 Continued Remuneration Act, BGBl. Nr. 399/1974 as last amended in BGBl. I Nr. 100/2018 [Entgeltfortzahlungsgesetz]
 Employee Liability Act, BGBl. Nr. 80/1965 as last amended in BGBl. Nr. 61/2021 [Dienstnehmerhaftpflichtgesetz – DHG]
 Wage and Social Dumping Combating Act, BGBl. I Nr. 44/2016 as last amended in BGBl. I Nr. 174/2021 [Lohn- und Sozialdumping-Bekämpfungsgesetz]
 Personnel Leasing Act, BGBl. Nr. 196/1988 as last amended in BGBl. I Nr. 174/2021 [Arbeitskräfteüberlassungsgesetz AÜG]
 Foreign National Employment Act, BGBl. Nr. 218/1975 as last amended in BGBl. I Nr. 217/2021 [Ausländerbeschäftigungsgesetz]
 ROM I; REGULATION (EC) No 593/2008 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 17 June 2008 on the law applicable to contractual obligations (EC) No 593/2008

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Act of 1994 concerning OSH and related regulations (Employee Protection Act, BGBl. Nr. 450/1994 idF BGBl. Nr. 457/1995 as last amended in BGBl. I Nr. 100/2018 [ArbeitnehmerInnenschutzgesetz])
 Federal Labour Inspection Act, BGBl. Nr. 27/1993 as last amended in BGBl. I Nr. 100/2018 [Arbeitsinspektionsgesetz]
 Ordinance of the Federal Minister for Labour and Social Affairs concerning health surveillance at the workplace, BGBl. II Nr. 27/1997 as last amended in BGBl. II Nr. 550/2020 [VO Gesundheitsüberwachung am Arbeitsplatz]
 Display Screen Equipment Ordinance, BGBl. II Nr. 124/1998 [Bildschirmarbeitsverordnung]
 Maternity Protection Act, BGBl. Nr. 221/1979 (WV) idF BGBl. Nr. 577/1980 as last amended in BGBl. I Nr. 212/2021 [Mutterschutzgesetz]
 Federal Act on Child Labour and Young Workers, BGBl. Nr. 599/1987 as last amended in BGBl. I Nr. 61/2018 [Kinder- und Jugendlichen-Beschäftigungsgesetz 1987]

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Austrian Criminal Law Code BGBl. Nr. 60/1974, as last amended in BGBl. I Nr. 242/2021 [Strafgesetzbuch StGB]; especially Section 144 to Section 168d, Section 304 to Section 309
 First Anti-corruption Act 1964
 Second Anti-corruption Act 1982
 Criminal Law Reform 1987
 Corporate Criminal Liability Act 2005 BGBl. I Nr. 151/2005, as last amended in BGBl. I Nr. 26/2016 [Verbandverantwortlichkeitsgesetz]
 Substantive Law
 Sec 144, 145 – Extortion
 Sec 146 and the following Sec – Fraud
 Sec 165 – Money Laundering
 Sec 305 – Acceptance of a benefit
 Sec 306 – Preparation of corruption
 Sec 307 – Bribery
 Sec 307a – Granting of a benefit to a public official
 Sec 307b – Preparation of bribery
 Sec 308 – Illicit intervention

Belgium

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Law of 12 January 1993 regarding claims for the protection of the environment
 Directive 2010/75/EU on industrial emissions (IED)
 Flemish Environmental Permit Statute of 25 April 2014
 Flemish Statute of 28 June 1985 containing General Provisions on Environmental Policy
 The Walloon Environmental Permit Statute of 11 March 1999 (WEPS)
 Brussels Environmental Permit Statute of 5 June 1997

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Art 87-90bis Law of 10 April 1971 on accidents at work
 Act of 6 June 2010 introducing the Social Penal Code Ministerial Decree of 28 March 2003 on the organization and functioning of labour inspection
 Art 216-256 Law of 20 July 2006 which has actualized the labour inspection
 Collective Bargaining Agreements Act 1968
 Anti-discrimination Laws of 10 May 2007
 Bullying Law 2007
 Royal Decree of 11 February 2019 to determine the conditions for positive actions
 National Collective Bargaining Agreement 43

Labour Standards – relating to preventing child and forced labour

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

The Act of 4 August 1996 on Wellbeing of Workers at Work
 Code on Well-Being at Work
 Code of Economic Law (Book IX)
 Belgian law the framework Council Directive 89/391/EEC of 12 June 1989

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Governed by articles 246 et seq. (public bribery) and 504bis and ter (private bribery) of the Belgian criminal code (the BCC)
 Council of Europe Criminal Law Convention of 27 January 1999 on Corruption (ETS 173), known as the "GRECO Convention",
 and the Convention of 26 May 1997 against corruption involving EU officials
 Council of Europe's Group of States against Corruption (GRECO) in the report on their Third Evaluation Circle on Belgium published in May 2009
 Pot-Pourri II law

Czech Republic

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Act No. 114/1992 Coll., on the Protection of Nature and Landscape, as amended
 Act No. 289/1995 Coll., the Forest Act, as amended
 Act No. 100/2001 Coll., on Environmental Impact Assessment, as amended
 Act No. 541/2020 Coll., the Waste Act
 Act No. 254/2001 Coll., the Water Act, as amended
 Act No. 201/2012 Coll., the Air Protection Act, as amended
 Act No. 76/2002 Coll., on Integrated Prevention, as amended
 Act No. 383/2012 Coll., on the Conditions of Greenhouse Gas Emissions Allowance Trading, as amended
 Act No. 73/2012 Coll., on Substances that Deplete the Ozone Layer and Fluorinated Greenhouse Gases, as amended
 Act No. 25/2008 Coll., on the Integrated Environmental Pollution Register and the Integrated System of Compliance with Reporting Duty in Environmental Areas, as amended
 Act No. 477/2001 Coll., the Act on Packaging, as amended
 Government Order No. 401/2015 Coll., on the Indicators and Values of Permissible Pollution of Surface Water and Wastewater, Mandatory Elements of the Permits for Discharge of Wastewater into Surface Water and into Sewerage Systems, and on Sensitive Areas
 Government Regulation No. 352/2014 Coll., on Waste Management Plan of the Czech Republic for the period 2015-2024

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Act No. 262/2006 Coll., the Labour Code, as amended
 Act No. 2/1991 Coll., the Collective Bargaining Act, as amended
 Act No. 435/2004 Coll., the Employment Act, as amended
 Act No. 251/2005 Coll., the Labour Inspection Act, as amended
 Act No. 73/2011 Coll., the Labour Office Act, as amended
 Act No. 329/2011 Coll., on Benefits for People with Disabilities, as amended
 Act No. 589/1992 Coll., on Contributions to Social Security and State Employment Policy, as amended
 Act No. 48/1977 Coll., on Public Health Insurance, as amended
 Act No. 592/1992 Coll., on Premiums for General Health Insurance, as amended
 Act No. 326/1999 Coll., on the Residence of Aliens in the Territory of the Czech Republic, as amended
 Act No. 118/2000 Coll., on Protection of Employees against the Employer's Insolvency, as amended
 Act No. 198/2009 Coll., the Anti-Discrimination Act, as amended
 Act No. 89/2012 Coll., the Civil Code, as amended

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Act No. 309/2006 Coll., the Act Stipulating Further Requirements for Health and Safety at Work, as amended
 Act No. 187/2006 Coll., the Sickness Insurance Act, as amended
 Act No. 262/2006 Coll. on the Labour Code, as amended
 Act No. 258/2000 Coll. on Public Health Protection, as amended
 Act No. 373/2011 Coll., the Specific Healthcare Services Act, as amended

Denmark

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

The Danish Environmental Protection Act (EPA) (“Miljøbeskyttelsesloven”)
 The Danish Act on Chemical Substances and Products (“Kemikalie-loven”)
 The Danish Livestock Farming Environmental Approval Act (“Lov om husdyrbrug og anvendelse af gødning m.v.”)
 The Danish Environmental Damage Liability Act (“Miljøskadeerstatningsloven”)
 The Danish Planning Act (“Planloven”)
 The Danish Soil Contamination Act (“Jordforureningsloven”)
 The Danish Water Supply Act (“Vandforsyningsloven”)
 The Danish Marine Environment Protection Act (“Havmiljøbeskyttelsesloven”)
 The Danish Nature Protection Act (“Naturbeskyttelsesloven”)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

The Danish Employment Contracts Act (“Ansættelsesbevisloven”) (2010)
 The Danish Act on Employment Covenants (“Ansættelsesklau-sul-loven”) (2015)
 The Danish Working Time Act (“Arbejdstidsloven”) (2004)
 The Danish Childbirth Act (“Barselsloven”) (2021)
 The Danish Act on Maternity Equalisation in the Private Labour Market (“Barselsudligningsloven”) (2019)
 The Danish Data Protection Act (“Databeskyttelsesloven”) (2018)
 The Danish Part-Time Employment Act (“Deltidsloven”) (2018)
 The Danish Vocational Education Act (“Erhvervsuddannelsesloven”) (2021)
 The Danish Act on Employees’ Entitlement to Absence from Work for Special Family Reasons (“Familiefravær-loven”) (2006)
 The Danish Holiday Act (“Ferielloven”) (2021)
 The Danish Freedom of Association Act (“Foreningsfrihedsloven”) (2006)
 The Danish Act on Prohibition against Discrimination on the Labour Market (“Forskelsbehandlingsloven”) (2017)
 The Danish Salaried Employees Act (“Funktionærloven”) (2017)
 The Danish Act on the Use of Health Data (“Helbredsoplysningsloven”) (1996)
 The Danish Act on Informing and Consulting Employees (“Informations- og høringsloven”) (2005)
 The Danish Act on Equal Treatment of Men and Women as regards Access to Employment etc. (“Ligebehandlingsloven”) (2011)
 The Danish Equal Pay Act (“Ligelønsloven”) (2019)
 The Danish Act on Employees’ Inventions (“Lov om arbejdstagers opfindelser”) (2012)
 The Danish Trade Secrets Act (“Lov om forretningshemmeligheder”) (2018)
 The Danish Act on Employees’ Guarantee Fund (“Lov om Lønmodtagernes Garantifond”) (2011)
 The Danish Act on Collective Redundancies (“Masseafskedigelsesloven”) (2010)
 The Danish Social Pensions Act (“Pensionsloven”) (2021)
 The Danish Pension Savings Act (“Pensionsopsparingsloven”) (2020)
 The Danish Criminal Code (“Straffeloven”) (2021)
 The Danish Sickness Benefits Act (“Sygedagpengeloven”) (2021)
 The Danish Act on Fixed-Term Employment (“Tidsbegrænset ansættelse”) (2008)
 The Danish Act on Posting of Workers (“Udstationeringsloven”) (2021)
 The Danish Act on Temporary Agency Workers (“Vikarloven”) (2013)
 The Danish Act on Transfer of Undertakings (“Virksomhedsoverdragelsesloven”) (2002)
 The Danish Whistleblower Protection Act (“Whistleblowerloven”) (2021)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

The Danish Working Environment Act (“Arbejds-miljøloven”) (2021)
 The Danish Workers’ Compensation Act (“Arbejdsskadesikringsloven”) (2020)
 The Danish Liability in Damages Act (“Erstatningsansvarsloven”) (2018)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The Danish Criminal Code (“Straffeloven”)
 Act on Measures to Prevent Money Laundering and Financing of Terrorism (“Hvidvaskloven”)
 Code of Conduct in the Public Sector
 The United Nations Convention against Corruption
 The Council of Europe’s Criminal Law Convention on Corruption
 The Organisation for Economic Cooperation and Development Convention on Combating Bribery of Foreign Public Officials in International Business Transactions
 The Danish Whistleblower Protection Act (“Whistleblowerloven”)

Finland

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Environmental Protection Act (2014)
 Waste Act (Jätelaki). Governs general prevention of generation of waste and prevention of hazards and harm to human health and the environment.
 Water Act (Vesilaki). Governs water resource management and control.
 Nature Protection Act (Luonnonuojelulaki). Governs nature and landscape conservation.
 Act on Compensation for Environmental Damage (Laki ympäristövahinkojen korvaamisesta). Governs liability for environmental damage.
 Act on Remediation of Certain Environmental Damage (Laki eräiden ympäristölle aiheutuneiden vahinkojen korjaamisesta).
 Governs remediation of damages to biodiversity and certain water systems.
 Act on Environmental Impact Assessment Procedure (Laki ympäristövaikutusten arviointimenettelystä). Governs environmental impact assessment (EIA).
 Act on Environmental Impact Assessment of Plans and Programmes of the Authorities
 (Laki viranomaisten suunnitelmien ja ohjelmien ympäristövaikutusten arvioinnista). Governs EIA concerning certain plans and programmes.
 Land Use and Building Act (Maankäyttö- ja rakennuslaki). Governs land use and planning.
 Emission Trading Act (Päästökauppalaiki). Governs emissions trading.
 Act on the Use of the Kyoto Mechanisms (Laki Kioton mekanismien käytöstä). Governs emissions trading.
 Land Extraction Act (Maa-aineslaki). Governs the use and control of certain natural resources.
 Mining Act (Kaivoslaki). Governs the use and control of mining resources.
 Forest Act (Metsälaki). Governs the use and control of forest resources.
 Chemical Act (Kemikaalilaki). Governs hazardous substances control.
 Gene Technology Act (Geenitekniiikkalaki). Governs genetic engineering.
 Nuclear Energy Act (Ydinenergi laki). Governs nuclear power.
 Act on Operating Aid for Power Generation from Renewable Energy Sources (Laki uusiutuvilla energialähteillä tuotetun sähkön tuotantotuesta).
 Governs renewable energy/feed-in tariffs.
 Radiation Act (Säteilylaki). Governs radiation control.
 Act on the Coordination of Certain Environmental-related Permit Procedures (Laki eräiden ympäristöllisten lupamenettelyjen yhteensovittamisesta).
 Governs coordination mechanisms for the application and granting of authorizations relating to the environment.
 Act on the Organisation of River Basin Management and the Marine (Laki vesienhoidon ja merenhoidon järjestämisestä). Governs the management of water resources and marine areas.
 Climate Change Act (Ilmastolaki). Governs greenhouse gas emissions and adapting to climate change.
 Act on the Safe Handling and Storage of Dangerous Chemicals and Explosives (Laki vaarallisten kemikaalien ja räjähteiden käsittelyn turvallisuudesta).
 Governs handling of dangerous chemicals and explosives.
 Act on the Guarantee of Origin of Energy (Laki energian alkuperätakuista). Governs the guarantee of origin energy.
 Act on Permit Granting Processes and Certain Other Administrative Procedures for Renewable Energy Plants (Laki uusiutuvan energian tuotantolaitosten lupamenettelyistä ja eräistä muista hallinnollisista menettelyistä). Governs the permitting processes and certain other administrative procedures for renewable energy plants.

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Employment Contracts Act (2021)
 Non-discrimination Act (2014)
 Working Hours Act (2021)
 Act on Cooperation (2021)
 Data Protection Act (2020)
 Act on the Protection of Privacy in Working Life (2021)
 Annual Holidays Act (2021)

Labour Standards – relating to preventing child and forced labour

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Occupational Safety and Health Act (2021) – (Työturvallisuuslaki)
 Workers' Compensation Act (2021) (Työtapaturma- ja ammattitautilaki)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The Criminal Code of Finland
 Constitution of Finland
 Administrative Procedure Act
 Act on Equality between Women and Men
 Non-Discrimination Act
 Competition Act
 Act on Detecting and Preventing Money Laundering and Terrorist Financing

France

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Environment Code
 Forest Code
 Law dated 14 April 2006 on national parks, natural marine parks and regional natural parks
 Law of 30 December 1996 on air and the rational use of energy
 The French Constitution of 1958, including the 2004 Environmental Charter
 French Environmental Rules concerning the preservation of natural resources
 The monitoring of hazardous activities
 Environmental assessment and public information on projects
 The Mining Code
 The Energy Code
 The Public Health Code
 France is part of the EU ETS and has transposed the ETS Directive in Articles L. 229-5 and R.229-5 et seq of the French Environment Code
 Environment Assessment (Articles L. 122-1 and R. 122-2, Environment Code)
 Financial guarantees (Article R. 516-1, Environment Code)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

National sources:
 The preamble to the Constitution of 27 October 1946, along with the Declaration of the Rights of Man and of the Citizen of 26 August 1789 and the fundamental principles recognised by the laws of the Republic to which they refer; The organic laws submitted to the Constitutional Council before their enactment, the purpose of which is to complement the Constitution.
 The Constitution of 4 October 1958;
 The Labour Code, including Article L.1262-4 of the Labour Code
 The Social Security Code
 The Criminal Code
 Industry-wide Collective Bargaining Agreements (under French law, an industry-wide Collective Bargaining Agreement automatically applies to all companies comprised in its application scope).

International sources (non-exhaustive list):
 International conventions arising from the International Labour Organisation (ILO)
 European Convention for the Protection of Human Rights and Fundamental Freedoms;
 European treaties and secondary law, notably Articles 8(1) and 8(2) of the Rome I Regulation.

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

National sources:
 The Criminal Code;
 The Social Security Code;
 The Public Health Code;
 The Labour Code.

International sources (non-exhaustive list) :
 International conventions and recommendations arising from the International Labour Organisation (ILO);
 European treaties.

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The Criminal Code , notably Articles 432-11-1 and 432-11-2, 433- 1, 433-22, 433-23 and 432-17;
 Law of December 9, 2016 No 2016-1691 on "transparency, fight against corruption and the modernization of economic life" (so-called « Loi Sapin II »);
 The Labour Code, notably Article L. 1132-3-3.

Germany

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Emission control under the Federal Emission Control Act
 Waste control, disposal and management under the Closed Cycle Management Act
 Water control and management under the Federal Water Resources Act
 Soil conservation under the Federal Soil Protection Act
 Hazardous substances control under the Chemical Act
 Regulations Providing Sanctions for Infringements of Chemical Safety
 Regulations on Bans and Restrictions on the Placing on the Market of Substances, Preparations and Articles Hazardous Under the Chemicals Act
 Nature and landscape conservation under the Nature Protection and Landscape Conservation Act
 Waste Shipment Act – Law on Monitoring and Control of Transboundary Movements of Waste
 Fuel Emissions Trading Act
 Federal Climate Protection Act
 Packaging Act
 Radiation Protection Act
 Electrical and Electronic Equipment Act
 Plant Protection Act
 Waste Water Levy Act
 Environmental Liability Act
 Environmental Damage Act
 Act on the Protection against Non-Ionising Radiation Applied to Humans

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

BGB
 AGG
 AEntG
 Altersteilzeitgesetz
 AÜG
 ArbGG
 ArbSchG
 BBiG
 BetrAVG
 BetrVG
 BEEG
 BUrlG
 EntgTranspG
 EU-Grundrechtcharta
 BDSG
 DSGVO
 Drittelbeteiligungsgesetz
 Einkommensteuergesetz

Entgeltfortzahlungsgesetz
 Europäische
 Familienpflegezeitgesetz
 Gewerbeordnung
 GeschGehG
 Grundgesetz
 HeimarbeitsG
 Insolvenzordnung
 JArbSchG
 KindArbSchV
 KSchG
 LadenschlussG
 Lieferkettensorgfaltspflichtengesetz
 MitbestimmungsG
 MindestlohnG

Montan MitbestimmungsG
 MuSchG
 MuArbschV
 NachweisG
 PflegezeitG
 Rom I VO
 Schwarzarbeitsbekämpfungsgesetz
 SGB I-X
 SprecherausschutzG
 Teilhabestärkungsgesetz
 TVG
 TzBfG
 Umwandlungsgesetz
 Wahlordnung BetrVG
 Wissenschaftszeitvertragsgesetz
 ZPO

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

BGB
 ArbMedVV
 ArbSchutzG
 ArbStättV
 ArbZG
 ASiG
 BaustellV
 BetrSichV
 BetrVG
 BioStoffV
 ChemG
 ChemVerbotsV
 EU-Grundrechtcharta
 Entgeltfortzahlungsgesetz
 EMFV
 GefStoffV
 Gewerbeordnung
 Grundgesetz
 GSA Fleisch

HGB
 IfSG
 JArbSchG
 KindArbSchV
 LärmVibrations
 ArbSchV
 LastenhandhabV
 MuSchG
 MuArbschV
 PflegezeitG
 SARS-CoV-2-ArbSchV valid until 19.3.22
 SARS-CoV-2-Arbeitsschutzregel
 SARS-CoV-2-Arbeitsschutzstandard
 SARS-CoV-2-Arbeitsschutzstandard für das Baugewerbe
 SARS-CoV-2-Arbeitsschutz für die Gebäudereinigung
 StrlSchV
 SGB I-X

Anti-corruption – relating to bribery, extortion, fraud and money laundering

StGB
 GWG
 GmbHG
 AktG
 GG
 BGB
 GewO
 HGB
 Gesetz zur Bekämpfung der Korruption
 AO
 UWG
 IntBestG
 Strafrechtsübereinkommen über Korruption
 Übereinkommen der Vereinten Nationen gegen Korruption (UNCAC)
 EU-Antiterrorismusverordnung
 deutsches Außenwirtschaftsgesetz/AWG
 Zollverwaltungsgesetz
 Embargo-Verordnungen der EU
 ArbZG
 AGG
 Wertpapierhandelsgesetz(WpHG) § 80
 Kreditwesengesetz (KWG) § 25a ProdHaftG
 MiLoG

Hungary

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Act 1995 – LIII on the General Rules of Environmental Protection
 Act 1995 – LVII on Water Management
 Act 1996 – LIII on Nature Conservation
 Act 1998 – XXVII on Biotechnology Activities
 Act 2000 – XXV on Chemical Safety
 Act 2007 – LX on the implementation framework of the UN Framework Convention on Climate Change and the Kyoto Protocol thereof
 Act 2009 – XXXVII on Forests, their Protection and Forest Management
 Act 2012 – CLXXXV on Waste
 Government Decree No. 306/2010 on Air Protection
 Government Decree No. 14/2015 on the Conditions for the Performance of Activities related to Fluorinated Greenhouse Gases and Ozone-Depleting Substances

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Act 2020 – CXXXV on Services and Assistance to Promote Employment and on the Supervision of Employment
 Act 2019 – CXXII on Entitlements to Social Security Benefits and on Funding These Services
 Act 2019 – LXXX on Vocational Training
 Act 2012 – I on Labor Code
 Act 2011 – LXXIX on Public Education
 Act 2011 – CCIV on Higher Education
 Act 2003 – CXXV on Equal Treatment and Promotion of Equal Opportunities
 Act 2008 – XCIX on the support and special employment rules of performing arts organisations
 Act 1997 – LXXXIII on the Services of the Compulsory Health Insurance System
 Act 1995 – CXVII on Personal Income Tax
 Government Decree 12/2020 on the Implementation of the Act on Vocational Training

Labour Standards – relating to preventing child and forced labour

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Act 1997 – CLIV on Health (Hungarian)
 Act 1993 – XCIII on Labour Safety
 Decree No. 4/ 2009. (III. 27.) concerning medical device
 Joint SzCsM-EuM Decree No. 3/2002 – on Minimum Requirements for the Protection of Workers at Work
 ITM Decree No. 5/2020 (II.6.) on the protection of the health and safety of workers exposed to chemical agents

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Act 2012 – C on the Criminal Code
 Act 2017 – LIII on the Prevention and Combating of Money Laundering and Terrorist Financing
 Act 2021 – XLIII on the establishment and operation of a reporting framework connected to the identification tasks of financial and other service providers

Netherlands

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Nature Conservation Act, since 1 January 2017
 General Environmental Provisions Act (Wet algemene bepalingen omgevingsrecht)
 Environmental Management Act (Wet Milieubeheer)
 Water Act (Waterwet)
 Soil Protection Act (Wet Bodembescherming)
 Soil quality Decree (Besluit bodemkwaliteit)
 Soil Remediation Circulair 2013 (supplement to the Soil Protection Act)
 Waste collection Decree (Besluit inzamelen afvalstoffen)
 Battery Management Decree (Besluit beheer batterijen en accu's 2008)
 Discarded electric and elektronische equipment regulation (Regeling afgedankte elektrische en elektronische apparatuur)
 Activities Decree (Activiteitenbesluit Milieubeheer)
 Cadmium Decree 1999 – rules for the manufacture and sale of products containing cadmium
 Experiments on Animals Act 1997

Water Act (Waterwet 2008)
 Invoeringswet Waterwet Earth removal Act (Ontgrondingenwet)
 Wet beheer rijkswaterstaatswerken
 Noise Abatement Act (Wet Geluidhinder)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Civil Code, Book 7 Special agreements
 Extraordinary Labour Relations Decree
 Bankruptcy Act
 Unemployment Act
 Disability Insurance Act
 Collective Redundancy (Notification) Act
 Collective Agreements Act
 Collective Agreements (Declaration of Universally Binding and Non-Binding Status) Act
 Works Councils Act
 European Works Councils Act
 Involvement of Employees (European Companies) Act
 Social and Economic Council's Merger Code 2015
 Flexible Working Act
 Work and Care Act
 Equal Treatment Act
 Equal Treatment of Disabled and Chronically Ill People Act
 Equal Treatment in Employment (Age Discrimination) Act
 Equal Treatment (Men and Women) Act
 Work and Income (Capacity for Work) Act
 Sickness Benefits Act
 Placement of Personnel by Intermediaries Act
 Minimum Wage and Minimum Holiday Allowance Act
 Foreign Nationals (Employment) Act
 GDPR
 General Data Protection Regulation (Implementation) Act
 Trade Secrets Act
 Posted Workers in the European Union (Working Conditions) Act
 Convention on the Act applicable to contractual obligations
 Dismissal for Commercial Reasons (Implementing Rules) Decree
 Dismissal for long-term incapacity for work Decree
 Eligibility for Permanent Incapacity Benefit (Restrictions) Act
 Policy Rules on the Assessment Framework Policy Referred to in the Eligibility for Permanent Incapacity Benefit (Restrictions) Act
 Regulations governing the Procedure during the first and second Year of Illness
 Policies for gatekeeper's performance assessment
 Paid Parental Leave Act
 Gender Balance Act
 Working Beyond State Pension Age Act
 Lump Sum Payment, Early Retirement and Leave Savings Scheme Act

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Working Conditions Act of 18 March 1999, containing provisions to improve working conditions (Working Conditions Act)
 Working Conditions Decree
 The Working Conditions Regulation
 Act of November 23, 1995, containing provisions on working and resting hours
 Decision of December 4, 1995, laying down detailed rules on working and resting hours
 Major Accidents Legislation

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Dutch Criminal Code. Article 177 penalizes active bribery
 Article 363 penalizes passive bribery
 Dutch Penal Code (Wetboek van Strafrecht) specifically Sections 177, 178, 363 and 364 DPC
 Sections 136, 328ter and 328quater DPC regarding the offence of bribery of non-officials
 Section 162 DPC contains an obligation for public bodies and public officials to report public offences
 European and international conventions including: (i) the EU anti-corruption treaty (41997A0625(01) Official Journal C 195, 25/06/1997 P. 0002 – 0011) and the additional protocols; (ii) the Council framework decision 2003/568/JHA on combating corruption in the private sector (32003F0568 Official Journal L 192, 31/07/2003 P. 0054 – 0056); (iii) the OECD Anti-Bribery Convention dated 17 December 1997; (iv) the Criminal Law Convention on Corruption of the Council of Europe (ETS No. 173); and (vi) the United Nations Convention against corruption (No. 42146).
 The 2021 Recommendation for Further Combating Bribery of Foreign Public Officials in International Business Transactions.
 Money Laundering and Terrorist Financing (Prevention) Act
 House for Whistleblowers Act

Norway

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Pollution Control Act (1981) – Act 13 March 1981 no 6 – relating to protection against pollution and relating to waste
 The Product Control Act (1976)
 Product Liability Act (1988)
 The Greenhouse Gas Emission Trading Act (2004)
 Act on Radiation Protection and Use of Radiation 2000
 Animal Welfare Act 2009
 Cultural Heritage Act 1978
 Environmental Information Act 2003
 Finnmark Act (2005)
 Forestry Act 2005
 Nature Diversity Act (2009)
 Regulations Relating to Pollution Control (pollution regulations 2004)
 Regulations Relating to Restrictions on the Use of Chemicals and Other Products Hazardous to Health and the Environment (product regulations 2004)
 Svalbard Environmental Protection Act 2001
 Waste Regulations (2004)
 Water Resources Act 2000
 Watercourse Regulation Act 1917
 Wildlife Act 1981
 Regulation on Water Framework (2006)
 Marine Resource Act (2008)
 Act on Sustainable Finance Information (implementing EU Sustainable Reporting Directive and Taxonomy Directive, unknown when entering into force)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Working Environment Act / Arbeidsmiljøloven (2005)
 Regulations of the Working Environment Act, including specifically Internal Control Regulations / Forskrift om systematisk helse-, miljø- og sikkerhetsarbeid i virksomheter (Internkontrollforskriften) (1996), The Workplace Regulation / Forskrift om utforming og innretning av arbeidsplasser og arbeidslokaler (2013) and Regulations concerning Organisation, Management and Employee Participation / Forskrift om organisering, ledelse og medvirkning (2013) (other regulations apply when relevant for the sector)
 Act relating to holiday 1 and 17 May / Lov om 1. og 17. mai som høgtidsdager (1947)
 Act relating to Holidays / Ferieloven (1988)
 Regulation on working from home / Forskrift om arbeid i arbeidstakers hjem (2002)
 Act on Equality and Discrimination / Likestillings- og diskrimineringsloven (2017)
 Labour Market Act / Arbeidsmarkedsloven (2004)
 The National insurance Act / Folketrygdloven (1997)
 Act on Wage Guarantee / Lønngarantiloven (1973)
 Act on Temporary Redundancy / Permitteringslønnsloven (1988)
 Act on Industrial Injuries Benefit / Yrkeskadetrygdloven (1989)
 The Marketing Act / Markedsføringsloven (2009)
 Personal Data Act / Personopplysningsloven (2018)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Working Environment Act / Arbeidsmiljøloven (2005)
 Internal Control Regulations / Forskrift om systematisk helse-, miljø- og sikkerhetsarbeid i virksomheter (Internkontrollforskriften) (1996)
 The Workplace Regulation / Forskrift om utforming og innretning av arbeidsplasser og arbeidslokaler (2013)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Norwegian Penal Code (2005) Chapter 30, sections 387, 388 and 389 (incorporated in October 2015)
 Norwegian Civil Service Act (2017) Chapter 6, section 39
 Working Environment Act (2005)
 Bookkeeping Act (2004)
 The Public Procurement Act (2016)
 The Marketing Act (2009)
 Act relating to Measures to Combat Money Laundering and Terrorist Financing (the Anti-Money Laundering Act) (2018)

Poland

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Act of 27 April 2001 Environmental Protection Law (Ustawa z dnia 27 kwietnia 2001 r. Prawo ochrony środowiska)
 Act of 14 December 2012 on Waste (Ustawa z dnia 14 grudnia 2012 r. o odpadach)
 Regulation of the Minister of Climate of 2 January 2020 on the catalogue of wastes (Rozporządzenie Ministra Klimatu z dnia 2 stycznia 2020 r. w sprawie katalogu odpadów)
 Act of 20 July 1991 on Inspection for Environmental Protection (Ustawa z dnia 20 lipca 1991 r. o Inspekcji Ochrony Środowiska)
 Act of 21 August 1997 Animal Protection Act (Ustawa z dnia 21 sierpnia 1997 r. o ochronie zwierząt)
 Act of 3 October 2008 on Access to Information on the Environment and its Protection, Public Participation in Environmental Protection and Environmental Impact Assessments (Ustawa z dnia 3 października 2008 r. o udostępnianiu informacji o środowisku i jego ochronie, udziale społeczeństwa w ochronie środowiska oraz o ocenach oddziaływania na środowisko)
 Act of 13 April 2007 on the prevention of environmental damage and on its repair (Ustawa z dnia 13 kwietnia 2007 r. o zapobieganiu szkodom w środowisku i ich naprawie)
 Act of 16 April 2004 on the nature protection (Ustawa z dnia 16 kwietnia 2004 r. o ochronie przyrody)
 Act of 17 July 2009 on the system for managing emissions of greenhouse gases and other substances (Ustawa z dnia 17 lipca 2009 r. o systemie zarządzania emisjami gazów cieplarnianych i innych substancji).
 Act of 15 May 2015 on substances that deplete the ozone layer and certain fluorinated greenhouse gases (Ustawa z dnia 15 maja 2015 r. o substancjach zubożających warstwę ozonową oraz o niektórych fluorowanych gazach cieplarnianych).
 Act of 1 October 2021 on amending the Act – Environmental Protection Law and the Act on the system of managing emissions of greenhouse gases and other substances (Ustawa z dnia 1 października 2021 r. o zmianie ustawy – Prawo ochrony środowiska oraz ustawy o systemie zarządzania emisjami gazów cieplarnianych i innych substancji).

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Act of 26 June 1974 Labour Code (Ustawa z dnia 26 czerwca 1974 r. Kodeks pracy)
 Act of 13 March 2003 on special rules on termination of employment for reasons not attributable to employees (Ustawa z dnia 13 marca 2003 r. o szczególnych zasadach rozwiązywania z pracownikami stosunków pracy z przyczyn niedotyczących pracowników)
 Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of Persons with Disabilities (Ustawa z dnia 27 sierpnia 1997 r. o rehabilitacji zawodowej i społecznej oraz zatrudnianiu osób niepełnosprawnych)
 Act of 20 April 2004 on employment promotion and labour market institutions (Ustawa z dnia 20 kwietnia 2004 r. o promocji zatrudnienia i instytucjach rynku pracy)
 Act of July 14 1983 on the national archival resource and state archives (Ustawa z dnia 14 lipca 1983 r. o narodowym zasobie archiwalnym i archiwach)
 Act of 13 April 2007 on the National Labour Inspectorate (Ustawa z dnia 13 kwietnia 2007 r. o Państwowej Inspekcji Pracy)
 Act of 13 October 1998 on the social insurance system (Ustawa z dnia 13 października 1998 r. o systemie ubezpieczeń społecznych)
 Act of 17 December 1998 on pensions from the Social Insurance Fund (Ustawa z dnia 17 grudnia 1998 r. o emeryturach i rentach z Funduszu Ubezpieczeń Społecznych)
 Act of 25 June 1999 on cash benefits from social insurance in the event of sickness and maternity (Ustawa z dnia 25 czerwca 1999 r. o świadczeniach pieniężnych z ubezpieczenia społecznego w razie choroby i macierzyństwa)
 Act of 30 October 2002 on social insurance against accidents at work and occupational diseases (Ustawa z dnia 30 października 2002 r. o ubezpieczeniu społecznym z tytułu wypadków przy pracy i chorób zawodowych)
 Act of 7 October 1999 on the Polish Language (Ustawa z dnia 7 października 1999 r. o języku polskim)
 Act of 10 October 2002 on the minimum wage (Ustawa z dnia 10 października 2002 r. o minimalnym wynagrodzeniu za pracę)
 Regulation of the Council of Ministers of 14 September 2021 on the amount of the minimum wage and the amount of the minimum hourly rate in 2022 (Rozporządzenie Rady Ministrów z dnia 14 września 2021 r. w sprawie wysokości minimalnego wynagrodzenia za pracę oraz wysokości minimalnej stawki godzinowej w 2022 r.)
 Act of 9 July 2003 on hiring temporary workers (Ustawa z dnia 9 lipca 2003 r. o zatrudnianiu pracowników tymczasowych)
 Act of 4 October 2018 on Employee Capital Pension Plans (Ustawa z dnia 4 października 2018 r. o pracowniczych planach kapitałowych)
 Act of 20 April 2004 on Employee Pension Schemes (Ustawa z dnia 20 kwietnia 2004 r. o pracowniczych programach emerytalnych)
 Act of 10 May 2018 on Personal Data Protection (Ustawa z dnia 10 maja 2018 r. o ochronie danych osobowych)
 Act of 4 March 1994 on the Company Social Benefit Fund (Ustawa z dnia 4 marca 1994 r. o zakładowym funduszu świadczeń socjalnych)
 Act of 18 January 1951 on Public Holidays (Ustawa z dnia 18 stycznia 1951 r. o dniach wolnych od pracy)
 Act of 23 May 1991 on Trade Unions (Ustawa z dnia 23 maja 1991 o związkach zawodowych)
 Act of 7 April 2006 on Informing and Consulting the Employees (Ustawa z dnia 7 kwietnia 2006 r. o informowaniu pracowników i przeprowadzaniu z nimi konsultacji)
 Act of 2 March 2020 on specific solutions related to the prevention, counteraction and eradication of COVID-19, other infectious diseases and crisis situations caused by them (Ustawa z dnia 2 marca 2020 r. o szczególnych rozwiązaniach związanych z zapobieganiem, przeciwdziałaniem i zwalczaniem COVID-19, innych chorób zakaźnych oraz wywołanych nimi sytuacji kryzysowych)
 Regulation of the Minister of Labour and Social Policy of 7 August 2014 on the classification of professions and specialties for the needs of the labour market and the scope of its application (Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 7 sierpnia 2014 r. w sprawie klasyfikacji zawodów i specjalności na potrzeby rynku pracy oraz zakresu jej stosowania)
 Regulation of the Minister of Family, Labour and Social Policy of 30 December 2016 on the certificate of employment (Rozporządzenie Ministra Rodziny, Pracy i Polityki Społecznej z dnia 30 grudnia 2016 r. w sprawie świadectwa pracy)
 Regulation of the Minister of Family, Labour and Social Policy of 10 December 2018 on employee documentation (Rozporządzenie Ministra Rodziny, Pracy i Polityki

B. Social (continued)

	<p>Społecznej z dnia 10 grudnia 2018 r. w sprawie dokumentacji pracowniczej)</p> <p>Act of 12 December 2013 on Foreigners (Ustawa z dnia 12 grudnia 2013 r. o cudzoziemcach)</p> <p>Regulation of the Minister of Labour and Social Policy of 21 April 2015 on cases in which entrusting work to a foreigner on the territory of the Republic of Poland is permissible without the need to obtain a work permit (Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 21 kwietnia 2015 r. w sprawie przypadków, w których powierzenie wykonywania pracy cudzoziemcowi na terytorium Rzeczypospolitej Polskiej jest dopuszczalne bez konieczności uzyskania zezwolenia na pracę)</p> <p>Regulation of the Minister of Family Affairs, Labour and Social Policy of 20 December 2020 on determining the templates of social insurance and health insurance notifications, personal monthly reports and correcting personal monthly report, notifications of the payer of contributions, settlement declarations and correcting settlement declarations, notifications of data on work in special conditions or of a special character, information reports, declarations on the intention to submit information reports, and other documents (Rozporządzenie Ministra Rodziny, Pracy i Polityki Społecznej z dnia 20 grudnia 2020 r. w sprawie określenia wzorów zgłoszeń do ubezpieczeń społecznych i ubezpieczenia zdrowotnego, imiennych raportów miesięcznych i imiennych raportów miesięcznych korygujących, zgłoszeń płatnika składek, deklaracji rozliczeniowych i deklaracji rozliczeniowych korygujących, zgłoszeń danych o pracy w szczególnych warunkach lub o szczególnym charakterze, raportów informacyjnych, oświadczeń o zamiarze przekazania raportów informacyjnych oraz innych dokumentów)</p> <p>Regulation of the Minister of Labour and Social Policy of 29 May 1996 on the method for determining remuneration for the period of non-performance of work and the remuneration on the basis of which compensation, severance pay, compensatory allowances and other amounts due provided for in the Labour Code are calculated (Rozporządzenie Ministra Pracy i Polityki Socjalnej z dnia 29 maja 1996 r. w sprawie sposobu ustalania wynagrodzenia w okresie niewykonywania pracy oraz wynagrodzenia stanowiącego podstawę obliczania odszkodowań, odpraw, dodatków wyrównawczych do wynagrodzenia oraz innych należności przewidzianych w Kodeksie pracy)</p> <p>Regulation of the Council of Ministers of 3 April 2017 on the list of strenuous, dangerous or harmful works to the health of pregnant women and breastfeeding women (Rozporządzenie Rady Ministrów z dnia 3 kwietnia 2017 r. w sprawie wykazu prac uciążliwych, niebezpiecznych lub szkodliwych dla zdrowia kobiet w ciąży i kobiet karmiących dziecko piersią)</p> <p>Regulation of the Minister of Labour and Social Policy of 27 September 2018 on the definition of models of monthly and annual information on employment, education or activity for persons with disabilities (Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 27 września 2018 r. w sprawie określenia wzorów miesięcznych i rocznych informacji o zatrudnieniu, kształceniu lub o działalności na rzecz osób niepełnosprawnych)</p> <p>Regulation of the Minister of Labour and Social Policy of 29 January 2013 on the receivables to which an employee of a state or local government unit of the budgetary sphere is entitled on account of business travel (Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 29 stycznia 2013 r. w sprawie należności przysługujących pracownikowi zatrudnionemu w państwowej lub samorządowej jednostce sfery budżetowej z tytułu podróży służbowej)</p> <p>Regulation of the Minister of Labour and Social Policy of 15 May 1996 on the manner of excusing absences from work and granting exemptions to employees (Rozporządzenie Ministra Pracy i Polityki Socjalnej z dnia 15 maja 1996 r. w sprawie sposobu usprawiedliwiania nieobecności w pracy oraz udzielania pracownikom zwolnień od pracy)</p> <p>Regulation of the Minister of Health and Social Welfare of 30 May 1996 on conducting medical examinations of employees, the scope of preventive health care over employees and medical certificates issued for purposes provided for in the Labour Code (Rozporządzenie Ministra Zdrowia i Opieki Społecznej z dnia 30 maja 1996 r. w sprawie przeprowadzania badań lekarskich pracowników, zakresu profilaktycznej opieki zdrowotnej nad pracownikami oraz orzeczeń lekarskich wydawanych do celów przewidzianych w Kodeksie pracy)</p>
Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards	<p>Act of 24 June 1983 on Social Labour Inspection (Ustawa z dnia 24 czerwca 1983 r. o społecznej inspekcji pracy)</p> <p>Act of 27 June 1997 on Labour Medicine Service (Ustawa z dnia 27 czerwca 1997 r. o służbie medycyny pracy)</p> <p>Act of 24 August 1991 on fire protection (Ustawa z dnia 24 sierpnia 1991 r. o ochronie przeciwpożarowej)</p> <p>Regulation of the Minister of Labour and Social Policy of 26 September 1997 on general occupational safety and health regulations (Rozporządzenie Ministra Pracy i Polityki Socjalnej z dnia 26 września 1997 r. w sprawie ogólnych przepisów bezpieczeństwa i higieny pracy)</p> <p>Regulation of the Minister of Labour and Social Policy of 1 December 1998 on health and safety at work in posts equipped with screen monitors (Rozporządzenie Ministra Pracy i Polityki Socjalnej z dnia 1 grudnia 1998 r. w sprawie bezpieczeństwa i higieny pracy na stanowiskach wyposażonych w monitory ekranowe)</p> <p>Regulation of the Minister of Economy and Labour of 27 July 2004 on training in the field of occupational safety and health (Rozporządzenie Ministra Gospodarki i Pracy z dnia 27 lipca 2004 r. w sprawie szkolenia w dziedzinie bezpieczeństwa i higieny pracy)</p> <p>Regulation of the Minister of Economy of 30 October 2002 on the minimum safety and health requirements for the use of machinery by workers at work (Rozporządzenie Ministra Gospodarki z dnia 30 października 2002 r. w sprawie minimalnych wymagań dotyczących bezpieczeństwa i higieny pracy w zakresie użytkowania maszyn przez pracowników podczas pracy)</p> <p>Regulation of the Minister of Labour and Social Policy of 7 January 2009 on the statistical card of accidents at work (Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 7 stycznia 2009 r. w sprawie statystycznej karty wypadku przy pracy)</p> <p>Regulation of the Council of Ministers of 28 May 1996 on preventative meals and drinks (Rozporządzenie Rady Ministrów z dnia 28 maja 1996 r. w sprawie profilaktycznych posiłków i napojów)</p> <p>Regulation of the Minister of Family, Labour and Social Policy of 12 June 2018 on the maximum permissible concentrations and intensities of harmful factors for health in the working environment (Rozporządzenie Ministra Rodziny, Pracy i Polityki Społecznej z dnia 12 czerwca 2018 r. w sprawie najwyższych dopuszczalnych stężeń i natężeń czynników szkodliwych dla zdrowia w środowisku pracy)</p> <p>Regulation of the Minister of Health of 2 February 2011 on tests and measurements of factors harmful to health in the working environment (Rozporządzenie Ministra Zdrowia z dnia 2 lutego 2011 r. w sprawie badań i pomiarów czynników szkodliwych dla zdrowia w środowisku pracy)</p>
Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	<p>Act of 12 December 2003 on General Product Safety (Ustawa z dnia 12 grudnia 2003 r. o ogólnym bezpieczeństwie produktów)</p> <p>Law of 30 May 2014 on consumer rights (Ustawa z dnia 30 maja 2014 r. o prawach konsumenta)</p> <p>Act of 23 April 1964 Civil Code (Ustawa z dnia 23 kwietnia 1964 r. Kodeks cywilny)</p> <p>Act of 16 February 2007 on Consumer Protection (Ustawa z dnia 16 lutego 2007 r. o ochronie konkurencji)</p>
Anti-corruption – relating to bribery, extortion, fraud and money laundering	<p>Act of 6 March 2018. – Introductory provisions of the Act – Entrepreneurs' law and other acts concerning business activity (Ustawa z dnia 6 marca 2018 r. – Przepisy wprowadzające ustawę – Prawo przedsiębiorców oraz inne ustawy dotyczące działalności gospodarczej)</p> <p>Act of 11 September 2019. Public Procurement Law (Ustawa z dnia 11 września 2019 r. Prawo zamówień publicznych)</p> <p>Act of 6 September 2001 on access to public information (Ustawa z dnia 6 września 2001 r. o dostępie do informacji publicznej)</p> <p>Law of 1 March 2018 on anti-money laundering and terrorist financing (Ustawa z dnia 1 marca 2018 o przeciwdziałaniu praniu pieniędzy oraz finansowaniu terroryzmu)</p> <p>Act of 6 June 1997 Criminal Code (Ustawa z dnia 6 czerwca 1997 r. kodeks karny)</p> <p>Act of 10 September 1999 Fiscal Penal Code (Ustawa z dnia 10 września 1999 r. kodeks karny skarbowy)</p>

Romania

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Law 17/1990 on the Legal Status of Inland Waters, Territorial Sea, Contiguous Zone and Exclusive Economic Zone of Romania (further amended pursuant to Law 90/2021)

Government Decision 127/1994 regarding the establishment and sanctioning of some contraventions to the norms for the protection of the environment

Law 107/1996 regarding waters (further amended pursuant to Law 90/2021)

Law 111/1996 on the Safe Deployment, Regulation, Authorization and Control of Nuclear Activities

Law 255/1998 on the Protection of New Varieties of Plants

Government Emergency Ordinance 202/2002 on integrated coastal zone management

Law 289/2002 on forest protection curtains

Law 458/2002 on drinking water quality

Government Decision 856/2002 on waste management records and for the approval of the list of wastes, including hazardous waste

Law 85/2003 regarding mines (slightly amended pursuant to Law 222/2021 regulating measures in the area of the Ministry of Finance's powers of control and supplementing some normative act)

Law 360/2003 on the regime of dangerous chemical substances and preparations

Government Decision 124/2003 on the prevention, reduction and control of environmental pollution with asbestos

Law 238/2004 regarding crude oil (slightly amended pursuant to Law 222/2021 regulating measures in the area of the Ministry of Finance's powers of control and supplementing some normative act)

Government Emergency Ordinance 195/2005 on environmental protection (further amended pursuant to Law 90/2021)

Government Emergency Ordinance 196/2005 on the environmental fund (slightly amended pursuant to Government Ordinance 108/2021 on amending and supplementing Government Emergency Ordinance 196/2005 on the environmental fund and to Government Ordinance 136/2021 on amending Appendix 6 on Government Emergency Ordinance 196/2005 on the environmental fund)

Government Ordinance 2/2021 on waste storage (replaced Government Decision 349/2005 on waste storage)

Law 372/2005 on the energy performance of buildings

Law 407/2006 for hunting and hunting fund protection (further amended pursuant to Emergency Ordinance 81/2021)

Government Emergency Ordinance 81/2021 on the approval of immediate intervention methods for preventing and combating attacks of brown bear specimens on persons and their property, within the city, and on amending and supplementing some normative acts

Government Decision 735/2006 on the limitation of emissions of volatile organic compounds due to the use of organic solvents in certain paints, varnishes and vehicle surface refinishing products

Government Decision 780/2006 on establishing the trading scheme for greenhouse gas emission certificates

Government Emergency Ordinance 57/2007 on the regime of protected natural areas, conservation of natural habitats, wild flora and fauna (further amended pursuant to Law 90/2021)

Law 24/2007 on the regulation and management of green areas in the localities

Government Emergency Ordinance 68/2007 on environmental liability with reference to the prevention and repair of environmental damage

Government Ordinance 92/2021 on the waste regime (replaced Government Decision 235/2007 on the management of waste oils and Law 211/2011 on the waste regime)

Law 46/2008 on the Forestry Code

Government Decision 1061/2008 on the transport of hazardous and non-hazardous waste on the Romanian territory

Government Decision 1132/2008 on the regime of batteries and accumulators and waste batteries and accumulators

Law 220/2008 establishing the system for promoting the production of energy from renewable energy sources (slightly amended pursuant to Government Emergency Ordinance 143/2021 on amending and supplementing Law 123/2012 on electricity and gas, as well as for amending certain acts)

Law 171/2010 on the establishment and sanctioning of forest contraventions (further amended pursuant to Government Emergency Ordinance 119/2021)

Government Emergency Ordinance 119/2021 on amending and supplementing Law 171/2010 on the establishment and sanctioning of forest contraventions

Law 132/2010 on the selective collection of waste in public institutions

Government Emergency Ordinance 71/2010 on establishing the strategy for the marine environment

Law 104/2011 on air quality

Law 90/2021 on amending and supplementing legislation to transpose EU legal acts in the field of environmental protection (repealed Law 101/2011 for the prevention and sanctioning of some deeds relating to environmental degradation)

Government Emergency Ordinance 64/2011 on the geological storage of carbon dioxide

Government Decision 1000/2012 on the reorganization and functioning of the National Agency for Environmental Protection and of its subordinated public institutions

Government Decision 1005/2012 on the organization and functioning of the National Environmental Guard

Law 278/2013 on industrial emissions

Government Emergency Ordinance 34/2013 on the organization, management and exploitation of permanent meadows and for the amendment and supplementation of the Land Fund Law 18/1991 (slightly amended pursuant to Government Emergency Ordinance 130/2021 on fiscal measures, extension of time limits and amending and supplementing certain legislation)

Order 119/2014 for the approval of the Norms of hygiene and public health regarding the living environment of the population

Government Emergency Ordinance 5/2015 on waste electrical and electronic equipment

Law 249/2015 on the management of packaging and packaging waste (further amended pursuant to Government Ordinance 1/2021)

Government Ordinance 1/2021 on amending and supplementing Law 249/2015 management of packaging and packaging waste

Law 301/2015 on establishing the requirements for the protection of public health regarding radioactive substances in drinking water

Government Decision 570/2016 on the approval of the Program for the phasing out of discharges, emissions and losses of priority hazardous substances and other measures for the main pollutants

Government Emergency Ordinance 24/2017 on amending and supplementing Law 220/2008 establishing the system for promoting the production of energy from renewable energy sources and for amending certain normative acts

Mountain Law 197/2018

Law 188/2018 on the limitation of air emissions of certain pollutants from medium combustion plants

Law 292/2018 on assessing the impact of certain public and private projects on the environment

Law 293/2018 on the reduction of national emissions of certain air pollutants

Government Emergency Ordinance 80/2018 for establishing the conditions for the placing on the market of petrol and diesel, for the introduction of a mechanism for monitoring and reducing greenhouse gas emissions and for establishing the methods for calculating and reporting the reduction of greenhouse gas emissions

greenhouse and for amending and supplementing Law 220/2008 for establishing the system for promoting the production of energy from renewable energy sources

Law 74/2019 on the management of potentially contaminated and contaminated sites

Order 1150/2020 on the approval of the Procedure for the application of the annual visa of the environmental permit and the integrated environmental permit

Order 1946/2021 issued by the Ministry of Environment, Water and Forests on the approval of the Environmental assessment methodology for forestry facilities

Order 820/2021 issued by the Ministry of Environment, Water and Forests on the approval of the Procedure for issuing the greenhouse gas emissions permit for the period 2021-2030

Ordinance 10/2022 on the use of the Forest Land improvement Fund for the environmental assessment of the revised forestry facilities that overlap partially or totally over protected natural areas of Community interest

Government Decision 43/2020 on the organisation and functioning of the Ministry of Environment, Water and Forests

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Labor Code – Law no. 53/2003
 Decision no. 81/2020 on the organization and functioning of the Ministry of Labor and Social Protection
 Government Decision no. 836/2021 amending Government Decision no. 1133/2020 on establishing the limit of newly accepted foreign workers on the workforce market for the year 2021
 Law 202/2006 on the organization and functioning of the National Agency for Employment
 Law no. 165/2018 on granting value tickets
 Law 108/1999 on the establishment and organization of the Labor Inspection
 Law 156/2000 republished on the protection of Romanian citizens working abroad
 Law 168/1999 on conflict of labor conflicts
 Statute / law of civil servant. Law 188/1999
 The Unemployment Act 76/2002 on the unemployment insurance system and the stimulation of employment
 Law 346/2002 on insurance against accidents at work and occupational diseases
 Law 346/2004 on Stimulating the Establishment and Development of Small and Medium Enterprises
 Law 109/2005 on the establishment of indemnity for the self-employed activity of performers in Romania
 Law 279/2005 on apprenticeship at work
 Law 40/2011 amending and completing the Law 53 2003 – Labor Code
 Law 52/2011 on the carrying out of occasional activities by day-laborers
 Law 62/2011 of social dialogue
 Law 250/2013 for amending and completing the Law no. 76/2002 on the unemployment insurance system and the stimulation of employment and amending the Law no. 116/2002 on preventing and combating social marginalization
 Law no. 202/2002 on equal treatment between women and men
 Government Ordinance no. 137/2000 regarding the prevention and sanctions of all forms of discrimination
 Government Decision No. 905/2017 on the General Registry of Employees Record
 Order no. 64/2003 for the approval of the framework model of the individual employment agreement
 Government Emergency Ordinance no. 96/2003 on the maternity protection at the workplace
 Government Decision no. 4/2021 on establishing the minimum wage at national level for the year 2021
 Government Emergency Ordinance no. 114/2018 on instituting certain measures in the public investment domain and of certain fiscal-budgetary measures, amending and supplementing certain regulations and for extending certain terms
 Law no. 67/2006 on the protection of the rights of employees in case of transfer of an undertaking, unit or parts thereof
 Law no. 467/2006 on establishing the general framework for informing and consulting employees
 Government Ordinance no. 25/2014 on the employment and secondment of foreigners in Romania and on amending and supplementing some normative acts on the regime of foreigners in Romania
 Law no. 263/2010 on the unitary public pension system
 Government Emergency Ordinance no. 194/2002 on the regime of foreigners in Romania
 Law no. 81/2018 on the regulation of telework activity from occupational hazards
 Emergency Ordinance no. 36/2021 on the use of electronic signatures in the field of labor relations and amending and supplementing certain regulatory acts

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Law 319/2006 on Safety and Health at Work
 Law 487 of 2002 on mental health and the protection of persons with mental disorders
 Methodological norms of October 11, 2006 for the application of the provisions of the Law on safety and health at work no. 319/2006 Law no. 307/2006 on fire prevention

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Law no. 78 of 8 May 2000 for the prevention, detection and sanctioning of corruption
 Law no. 135/2010 on the Criminal Procedure Code
 Law no. 286 of 17 July 2009 on the Criminal Code of Romania
 Law no. 571 of 14 December 2004 on the protection of personnel in public authorities, public institutions and other units reporting violations of the law
 Order no. 62 of 13 June 2018 on the organization and conduct of corruption prevention activities within the Ministry of Internal Affairs
 The Constitution of Romania
 Law no. 129/2019 on the prevention and combating of money laundering and terrorist financing
 Law no. 315 of 28 December 2021 on the amendment and completion of Law no. 129/2019 for the prevention and combating of money laundering and terrorist financing, as well as for the amendment and completion of some normative acts
 Norm of 2 March 2021 applying the provisions of Law no.129/2019 for the prevention and combating of money laundering and terrorist financing, as well as for the amendment and completion of some normative acts, for the reporting entities supervised and controlled by the National Office for the Prevention and Combating of Money Laundering
 Order no. 380 of 15 September 2021 on the information of the National Office for The Prevention and Combating of Money Laundering by the reporting entities on inconsistencies regarding the beneficial ownership, pursuant to Article 19 para. (71) of Law no. 129/2019 for the prevention and combating of money laundering and terrorist financing, as well as for the amendment and completion of some normative acts
 Regulation no. 2/2019 of the National Bank of Romania on the prevention and combating of money laundering and terrorist financing
 Regulation no. 13/2019 of the Financial Supervisory Authority regarding the measures created for the prevention and combating of money laundering and terrorist financing through the financial sectors supervised by the Financial Supervisory Authority
 Application Norms for Law no. 129/2019 on the prevention and combating of money laundering and terrorist financing
 Law no. 160/2019 regarding the amendment of the article 12 of Law 78/2000 for the prevention, detection and sanctioning of corruption
 Law no. 283/2020 regarding the amendment of Law no. 78/2000 for the prevention, detection and sanctioning of corruption and for creation of other measures transposing Directive (EU) 2017 /1.371 of the European Parliament and of the Council of 5 July 2017 on the fight against fraud to the Union's financial interests by means of criminal law
 Instructions of the National Bank of Romania of 13.08.2019 on simplified and additional know your customer measures and factors that credit and financial institutions must take into account when assessing the risk of money laundering and terrorist financing associated with individual business relationships and transactions occasional
 Instructions of the National Bank of Romania of 13.08.2019 on the measures to be taken by payment service providers to detect missing or incomplete information related to the payer or payee and the procedures to be established to manage a transfer of funds lacking the necessary information
 Regulation no. 25/2020 of the Financial Supervisory Authority on the supervision of the implementation of international sanctions by the Financial Supervisory Authority and the entities regulated by it
 Government Emergency Ordinance no. 37/2019 for amending and supplementing Government Emergency Ordinance no. 202/2008 on the implementation of international sanctions.
 Governmental Decision no. 1269/2021 regarding the approval of the national anticorruption strategy for 2021-2025 and of the related documents.
 Regulation of 12 March 2021 on the registration of the reporting entity in the records of the National Office for The Prevention and Combating of Money Laundering
 Regulation of 12 April 2021 on the transmission of information to the National Office for Prevention and Combating of Money Laundering

Spain

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Royal Decree 1514/2009, of October 2, which regulates the protection of groundwater against pollution and deterioration.
 Royal Legislative Decree 1/2001, of July 20, approving the revised text of the Water Law, as amended by Royal Decree Law 4/2007. Measures for the protection of inland waters and the public hydraulic domain.
 Royal Decree 258/1989, of March 10, which establishes the general regulations on discharges of hazardous substances from land to sea. Law 22/1988, of July 28, of Costs. This law includes measures for the restoration and protection of the public marine-terrestrial domain.
 Order ARM / 2444/2008, of August 12, for the National Action Program to Combat Desertification.
 Order ITC / 3366/2010, of December 29, for the writing of data.
 Law 1/2005, of March 9, amended by Law 13/2019 and by Law 9/2020 in order to implement the Directive (UE) 2018/410
 Royal Decree 18/2019, of January 25, developing aspects related to the application of the greenhouse gas emission allowance trading scheme in the period 2021-2030.
 Royal Decree 317/2019, of April 26, 2019, which defines the mitigation measure equivalent to participation in the emissions trading scheme in the period of 2021-2025 and regulates certain aspects related to the exclusion of low emission facilities from the greenhouse gas emissions trading scheme.
 Law 40/2010, of December 29, on geological storage of CO2. The Directive of 2009/31 / EC of the European Parliament and of the Council, of April 23, 2009, was adapted to the industrial, geological and energy reality of Spain.
 Royal Decree 413/2014, of June 6, which regulates the activity of electricity production from renewable energy sources, cogeneration and waste.
 Royal Decree 1031/2007, of July 20, for the framework of participation in the flexibility mechanisms of the Kyoto Protocol (BOE nº 174 of 07/21/2007).
 Law 22/2011, of July 28, 2011, on waste and contaminated soils.
 Royal Decree 9/2005, of January 14, 2005, which establishes the list of potentially soil contaminating activities and the criteria and standards for the declaration of contaminated soils.
 Royal Decree 553/2020, of June 2, which regulates the transfer of waste within the State's territory.
 Law 34/2007, of November 15, 2007, on air quality and atmospheric production.
 Royal Decree 1042/2017, of December 22, on the limitation of emissions into the atmosphere of certain pollutants from medium combustion facilities and updating Annex IV of Law 34/2007, of November 15, on air quality and protection of the atmosphere.
 Royal Decree 100/2011, of January 28, which updates the catalog of activities potentially polluting the atmosphere and establishes the basic provisions for its application.
 Royal Decree 1089/2020, of December 9, implementing aspects relating to the adjustment of the free allocation of greenhouse gas emission rights in the period 2021-2030
 Royal Decree 106/2008, of February 1, of batteries and accumulators and the environmental management of their wastes, amended by Royal Decree 27/2021.
 Royal Decree 110/2015, of February 20, on waste of electric and electronic equipment, amended by Royal Decree 27/2021.

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

La Constitución Española – The Spanish Constitution
 Royal Legislative Decree 2/2015, of 23 of October, enacting the refunded text of the Statute of Workers (Estatuto de los trabajadores), last amendments by Royal Decree-law 32/2021, of 28 of December.
 Act No. 36/2011, of 10 of October, governing the labour jurisdiction.
 Royal Legislative Decree 8/2015, of 30 of October, enacting the refunded text of the General Social Security Act, last amendments by Law 21/2021, of 28 of December.
 Organic Act No. 11/1985, of 2 of August, for Union Freedom.
 Royal Legislative Decree 5/2000, of 4 of August, enacting the refunded text of Act for Infringements and Sanctions regarding Social Order, last amendments by Law 32/2021, of 28 of December.
 Royal Decree 901/2020, of 13 of October, governing the equality plan and its registration.
 Royal Decree 902/2020, of 13 of October, regarding equal pay between women and men.
 Applicable collective bargaining agreement.
 European Social Charter, ratified by instrument dated 29 April 2021.

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Labor Risk Prevention Law (LPRL) – Act No. 31/1995, of 8 of November, on labour risk prevention.
 Health and Safety Service – Real Decreto 39/1997, of 17 of January, enacting the Regulations for Health and Safety Services (Servicios de Prevención).
 Work places – Royal Decree 486/1997, of April 14, which meets the minimum conditions of safety and health in the workplace.
 Safety and health signage – Royal Decree 485/1997, of April 14, on minimum provisions regarding safety and health at work signaling.
 Noisy atmospheres – Law 37/2003, of November 17, of Noise.
 Royal Decree 286/2006, of March 10, on the protection of the health and safety of workers against the risks related to noise exposure.
 Electric Risk – Royal Decree 614/2001, of June 8, on the minimum provisions for the protection of the health and safety of workers against electrical risk.
 Technical guide for the evaluation and prevention of electrical risk.
 NOTE: this is just a practical criteria issued by the Work Health and Safety National Institute (Instituto Nacional de Seguridad y Salud en el Trabajo), not a regulation itself.
 Royal Decree 842/2002, of August 2, approving the Electrotechnical Regulation for Low Voltage.
 Royal Decree 1627/1997, of October 24, which establishes minimum safety and health provisions in construction works.
 Royal Decree 171/2004, of January 30, whereby article 24 of Law 31/1995, of November 8, on Prevention of Occupational Risks, is developed in the area of coordination of business activities

Sweden

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Animal Welfare Ordinance (2019:66) (Sw. Djurskyddsförordning)
 Forest Care Act (1979:429) (Sw. Skogsvårdslag)
 Heritage Conservation Act (1988:950) (Sw. Kulturmiljölag)
 Heritage Conservation Ordinance (1988:1188) (Sw. Kulturmiljöförordning)
 Ordinance concerning Environmentally Hazardous Activities and the Protection of Public Health (1998:899) (Sw. Förordning om miljöfarlig verksamhet och hälsoskydd)
 Ordinance on air quality (2010:477) (Sw. Luftkvalitetsförordning)
 Ordinance on Land and Water Management (1998:896) (Sw. Förordning om hushållning med mark- och vattenområden)
 Public Water Areas (Boundaries) Act (1950:595) (Sw. Lag om gräns mot allmänt vattenområde)
 Radiation Protection Act (2018:396) (Sw. Strålskyddslag)
 Swedish Environmental Code (1998:808) (Sw. Miljöbalken)
 Ordinance on Waste (2020:614) (Sw. Avfallsförordning)
 Greenhouse Gas Emissions Act (2020:1173) (Sw. Lag om vissa utsläpp av växthusgaser)
 Ordinance on Greenhouse Emissions (2020:1180) (Sw. Förordning om vissa utsläpp av växthusgaser)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

The Employment Protection Act (1982:80) (Sw. Anställningsskyddslagen)
 The Co-determination at the Workplace Act (1976:580) (Sw. Medbestämmandelagen)
 The Act on Employers' Set-off Rights (1970:215) (Sw. Lag om arbetsgivares kvittningsrätt)
 The Act on Employees' Right to Educational Leave (1974:981) (Sw. Lag om arbetstagares rätt till ledighet för utbildning)
 The Act on Leave for Conducting of Business (1997:1293) (Sw. Lag om rätt till ledighet för att bedriva näringsverksamhet)
 The Act on Leave for Urgent family Matters (1998:209) (Sw. Lag om rätt till ledighet av trängande familjeskäl)
 The Act on Leave for Trying New Work due to Sickness (2008:565) (Sw. Lag om rätt till ledighet för att på grund av sjukdom prova annat arbete)
 The Working Hours Act (1982:673) (Sw. Arbetstidslag)
 The Working Hours Ordinance (1982:901) (Sw. Arbetstidsförordningen)
 The Work Environment Act (1977:1160) (Sw. Arbetsmiljölag)
 The Discrimination Act (2008:567) (Sw. Diskrimineringslag)
 The Annual Leave Act (1977:480) (Sw. Semesterlag)
 The Parental Leave Act (1995:584) (Sw. Föräldredighetslagen)
 The Sick Pay Act (2002:293) (Sw. Lag om sjuklön)

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

The Social Insurance Act (2010:110) (Sw. Socialförsäkringsbalken)
 The Act on Prevention of Accidents (2003:778) (Sw. Lag om skydd mot olyckor)
 The Work Environment Act (1977:1160) (Sw. Arbetsmiljölag)
 Ordinance on Work Environment (1977:1166) (Sw. Arbetsmiljöförordning)
 Ordinance on notes of overtime, on-call time (1982:17) (Sw. Föreskrift om anteckningar om jourtid, övertid och mertid)
 Ordinance on use of protective gear (2006:4) (Sw. Föreskrift om användning av arbetsutrustning)
 Ordinance on use of personal protective gear (2001:3) (Sw. Föreskrift om användning av personlig skyddsutrustning)
 Ordinance on screen work (1998:5) (Sw. Föreskrift om arbete vid bildskärm)
 Ordinance on work adaption and rehabilitation (1994:1) (Sw. Förordning om arbetsanpassning)
 Ordinance on workspace (2020:1) (Sw. Föreskrift om arbetsplatsens utformning)
 Ordinance on ergonomics (2012:2) (Sw. Föreskrift om belastningsergonomi)
 Ordinance on loud noise (2005:16) (Sw. Föreskrift om buller)
 Ordinance on alone work (1982:3) (Sw. Föreskrift om ensamarbete)
 Ordinance on first aid and crisis management (1999:7) (Sw. Föreskrift om första hjälpen och krisstöd)
 Ordinance on Chemical work environmental risks (2011:19) Sw. Föreskrift om kemiska arbetsmiljörisiker)
 Ordinance on minor's work environment (2012:3) (Sw. Föreskrift om minderårigas arbetsmiljö)
 Ordinance on organisational and social work environment (2015:4) (Sw. Föreskrift om organisatorisk och social arbetsmiljö)
 Ordinance on systematic work environmental work (2001:1) (Sw. Föreskrift om systematiskt arbetsmiljöarbete)
 Ordinance on Medical checks at work (2019:3) (Sw. Förordning om medicinska kontroller i arbetslivet)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The Swedish Penal Code (1962:700), Chapter 10, Section 5 a-e (Sw. Brottsbalken 10 kap 5§ a-e)
 The Marketing Act (2008:486) (Sw. Marknadsföringslagen)
 The Anti-Money Laundering Act (2017:630) (Sw. Lag om åtgärder mot penningtvätt och finansiering av terrorism)
 The Money Laundering Offences Act (2014:307) (Sw. Lag om straff för penningtvättsbrott)
 The Whistleblower Protection Act (2021:890) (Sw. Lag om skydd för personer som rapporterar om missförhållanden)
 The Competition Act (2008:579) (Sw. Konkurrenslag)
 Public Procurement Act (2016:1145) (Sw. Lag om offentlig upphandling)
 Code of Business Conduct (August 2020) (Sw. Kod mot korruption I näringslivet)

Switzerland

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Swiss Federal Constitution (especially article 78)	Hydraulic Engineering Act
Federal Environmental Protection Act of 1983 (Umweltschutzgesetz, USG)	Luftreinhalte-Verordnung (LRV)
Federal Water Protection Act of 1991 (WPA)	Lärmschutz-Verordnung (LSV)
Federal Act on the Protection of Nature and Cultural Heritage of 1966 (NHG)	Nationalparkgesetz
Federal Forest Act of 1991 (Waldgesetz, WaG)	Noise Abatement Ordinance
Federal Agriculture Act of 1998 (AgricA)	Ordinance of 7 November 2007 on Parks of National Importance (Parks Ordinance, ParkO)
Federal Act on Non-Human Gene Technology (GTA)	Ordinance on Air Pollution
Ordinance on Avoidance and Disposal of Waste of 2015 (replacing the Technical Ordinance on Waste of 1990) (VWEA)	Ordinance of 5 July 2000 Beverage Containers (VGV)
Ordinance on Movement of Waste of 2005 (VeVA)	Verordnung über die Höhe der vorgezogenen Entsorgungsgebühr für Getränkeverpackungen aus Glas
Verordnung des UVEK über Listen zum Verkehr mit Abfällen	Verordnung über die Höhe der vorgezogenen Entsorgungsgebühr für Batterien
Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal	Verordnung über die Entsorgung von tierischen Nebenprodukten
Swiss Code of Obligations of 1911 (CO)	Ordinance on Environmental Impact Assessment
Swiss Civil Code (CC)	Ordinance on Hydraulic Engineering (WBV)
Federal Ordinance on the Register relating to Pollutant Release and the Transfer of Waste and of Pollutants in Waste Water (PRTR-V)	Ordinance on Plant Protection Products (PSMV)
Bundesgesetz vom 20. Juni 1986 über die Jagd und den Schutz wildlebender Säugetiere und Vögel (Jagdgesetz, JSG)	Ordinance on Railways Noise Abatement
Verordnung vom 29. Februar 1988 über die Jagd und den Schutz wildlebender Säugetiere und Jagdverordnung (JSV)	Ordinance relating to Impacts on the Soil (VBB0)
Bundesgesetz vom 22. Dezember 1916 über die Nutzbarmachung der Wasserkräfte (Wasserrechtsgesetz, WRG)	Ordinance relating to Protection from Non-ionizing Radiation (NISV)
Verordnung vom 2. Februar 2000 über die Nutzbarmachung der Wasserkräfte (Wasserrechtsverordnung, WRV)	Verordnung über die Rückgabe, die Rücknahme und die Entsorgung elektrischer und elektronischer Geräte (VREG)
Bundesgesetz vom 22. Juni 1877 über die Wasserbaupolizei	Ordonnance du 7 décembre 1998 concernant la sécurité des ouvrages d'accumulation (Ordonnance sur les ouvrages d'accumulation, OSOA)
Bundesgesetz vom 24. Januar 1991 über den Schutz der Gewässer (Gewässerschutzgesetz, GSchG)	Ordonnance sur la protection contre le bruit ((Lärmschutzverordnung) OPB)
Chemikaliengebührenverordnung (ChemGebV)	Ordonnance sur la protection de l'air (OPair)
Chemikalienverordnung (ChemV)	Ordonnance sur la taxe sur le CO2 (Ordonnance sur le CO2)
CO2-Gesetz	Ordonnance sur l'aménagement des cours d'eau (OACE)
Federal Act on Railways Noise Abatement	Ordonnance sur les atteintes portées aux sols (OSol)
Federal Law relating to Non-human Gene Technology	Ordonnance sur les emballages pour boissons (OEB)
Gentechnikgesetz (GTG)	Ordonnance sur les forêts (OFo)
Gewässerschutzgesetz (GSchG)	Pflanzenschutzmittelverordnung (PSMV)
Gewässerschutzverordnung (GSchV)	Safeguardsverordnung (SaV) vom 1. Juli 2021
	Verordnung vom 12. Februar 1918 über die Berechnung des Wasserzinses (Wasserzinsverordnung, WZV)
	Verordnung vom 25. Oktober 1995 über die Abgeltung von Einbussen bei der Wasserkraftnutzung (VAEW)
	Bundesgesetz vom 16. Juni 2017 über den Schutz vor Gefährdungen durch nichtionisierende Strahlung und Schall (NISSG)
	Verordnung vom 23. Dezember 1999 über den Schutz vor nichtionisierender Strahlung (NISV)
	Verordnung vom 27. Februar 2019 zum Bundesgesetz über den Schutz vor Gefährdungen durch nichtionisierende Strahlung und Schall (VNISSG)
	Verordnung des EDI vom 26. Juni 2020 über die Sachkundebestätigungen und Sachkundenachweise für Veranstaltungen mit Laserstrahlung
	Strahlenschutzgesetz vom 22. März 1991 (StSG)
	Strahlenschutzverordnung vom 26. April 2017 (StSV)
	Verordnung des UVEK vom 22. Mai 2007 über die Lärmemissionen von Geräten und Maschinen, die im Freien verwendet werden (Maschinenlärmverordnung, MaLV)
	Verordnung vom 5. Juni 2020 über Erleichterungen im Umweltrecht im Zusammenhang mit dem Coronavirus (Covid-19) (Covid-19-Verordnung Umweltrecht)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Federal Constitution
Swiss Code of Obligations (OR)
Swiss Civil Code (CC)
Swiss Labor Act (ArG), And corresponding Ordinances, especially ordinance no. 5 on the protection of juvenile workers (Jugendarbeitsschutzverordnung, ArGV 5)
Verordnung des WBF vom 4. Dezember 2007 über gefährliche Arbeiten für Jugendliche
Verordnung des WEBF vom 21. April 2011 über die Ausnahmen vom Verbot der Nacht- und Sonntagsarbeit während der beruflichen Grundbildung
Bundesgesetz über die Gleichstellung von Frau und Mann (Gleichstellungsgesetz)
Verordnung vom 21. August 2019 über die Überprüfung der Lohngleichheitsanalyse
Verordnung vom 22. Mai 1996 über Finanzhilfe nach dem Gleichstellungsgesetz
Bundesgesetz über die Beseitigung von Benachteiligungen von Menschen mit Behinderungen vom 13. Dezember 2002 (Behindertengleichstellungsgesetz, BehiG)
Bundesgesetz über Massnahmen zur Bekämpfung der Schwarzarbeit (Bundesgesetz gegen die Schwarzarbeit, BGSA)
Verordnung des WBF über die Unterstellung von Berufsarten unter die Stellenmeldepflicht im Jahr 2021
Verordnung vom 25. März 2020 über Massnahmen im Bereich der Stellenmeldepflicht im Zusammenhang mit dem Coronavirus (COVID-19-Verordnung Stellenmeldepflicht)
Verordnung vom 23. Juni 2021 über Massnahmen in der besonderen Lage zur Bekämpfung der Covid-19-Epidemie (Covid-19-Verordnung besondere Lage)
Bundesgesetz vom 6. Oktober 2000 über den Allgemeinen Teil des Sozialversicherungsrechts (ATSG)
Verordnung vom 11. September 2002 über den Allgemeinen Teil des Sozialversicherungsrechts (ATSV)

B. Social (continued)

Health and Safety –

relating to providing a safe working environment and protecting employees from occupational hazards

Swiss Labor Act (ArG) incl. Ordinances, especially ordinance 3 (Gesundheitsschutz ArGV 3)
 Accident Insurance Act (UVG)
 Ordinance on Accident Insurance (UVV)
 Verordnung des WBF über gefährliche und beschwerliche Arbeiten bei Schwangerschaft und Mutterschaft
 EKAS Directive 6508
 Verordnung vom 19. Dezember 1983 über die Verhütung von Unfällen und Berufskrankheiten (Verordnung über die Unfallverhütung, VUV)
 Verordnung vom 15. April 2015 über die Sicherheit und den Gesundheitsschutz der Arbeitnehmerinnen und Arbeitnehmer bei Arbeiten mit Überdruck
 Verordnung vom 29. Juni 2005 über die Sicherheit und den Gesundheitsschutz der Arbeitnehmerinnen und Arbeitnehmer bei Bauarbeiten (Arbeitervorordnung, BauAV)
 Verordnung vom 15. Juni 2007 über die Sicherheit und den Gesundheitsschutz der Arbeitnehmerinnen und Arbeitnehmer bei Verwendung von Druckgeräten (Druckgeräteverwendungsverordnung)
 Verordnung vom 5. April 1966 über die Verhütung von Unfällen und Berufskrankheiten bei der Erstellung und dem Betrieb von Lacktrocken- und Lackeinbrennöfen
 Verordnung vom 5. April 1966 über die Verhütung von Unfällen und Berufskrankheiten beim Spritzen von Farben oder Lacken
 Verordnung vom 25. August 1999 über den Schutz der Arbeitnehmerinnen und Arbeitnehmer vor Gefährdung durch Mikroorganismen (SAMV)
 Verfügung des EDI vom 26. Dezember 1960 über die technischen Massnahmen zur Verhütung von Berufskrankheiten, die durch chemische Stoffe verursacht werden
 Bundesbeschluss vom 9. Juni 1927 betreffend die Ratifikation des von der siebten Internationalen Arbeitskonferenz beschlossenen Übereinkommens über die Gleichbehandlung einheimischer und ausländischer Arbeitnehmer bei Entschädigung aus Anlass von Betriebsunfällen
 Verordnung vom 20. März 2020 über Massnahmen bei Erwerbsausfall im Zusammenhang mit dem Coronavirus (Covid-19-Verordnung Erwerbsausfall)
 Bundesgesetz vom 20. Dezember 1946 über die Alters- und Hinterlassenenversicherung (AHVG)
 Verordnung vom 31. Oktober 1947 über die Alters- und Hinterlassenenversicherung (AHVV)
 Bundesgesetz vom 19. Juni 1959 über die Invalidenversicherung (IVG)
 Verordnung vom 17. Januar 1962 über die Invalidenversicherung (IVV)
 Bundesgesetz vom 25. Juni 1982 über die obligatorische Arbeitslosenversicherung und die Insolvenzenschädigung (Arbeitslosenversicherungsgesetz, AVIG)
 Verordnung über die obligatorische Arbeitslosenversicherung und die Insolvenzenschädigung (Arbeitslosenversicherungsverordnung)
 Verordnung vom 20. März 2020 über Massnahmen bei Erwerbsausfall im Zusammenhang mit dem Coronavirus (Covid-19) (Covid-19-Verordnung Erwerbsausfall)
 Verordnung vom 20. März 2020 über Massnahmen im Bereich der Arbeitslosenversicherung im Zusammenhang mit dem Coronavirus (Covid-19) (Covid-19-Verordnung Arbeitslosenversicherung)
 Bundesgesetz vom 6. Oktober 2006 über Ergänzungsleistungen zur Alters-, Hinterlassenen- und Invalidenversicherung (ELG)
 Verordnung vom 15. Januar 1971 über die Ergänzungsleistungen zur Alters-, Hinterlassenen- und Invalidenversicherung (ELV)
 Bundesgesetz vom 25. Juni 1982 über die berufliche Alters-, Hinterlassenen- und Invalidenvorsorge (BVG)
 Verordnung vom 18. April 1984 über die berufliche Alters-, Hinterlassenen- und Invalidenvorsorge (BVV 2)
 Bundesgesetz über den Erwerbsersatz für Dienstleistende, bei Mutterschaft und bei Vaterschaft (Erwerbsersatzgesetz, EOG)
 Verordnung vom 24. November 2004 zum Erwerbsersatzgesetz (EOV)
 Verordnung vom 11. November 2020 über die Verwendung von Arbeitgeberbeitragsreserven als Massnahme im Bereich der beruflichen Vorsorge zur Bewältigung der Covid-19-Epidemie (Covid 19-Verordnung berufliche Vorsorge)
 Verordnung vom 26. Mai 1961 über die freiwillige Alters-, Hinterlassenen und Invalidenversicherung (VFV)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Swiss Criminal Code, especially Articles 146, 156, 260ter, 260quinquies, 305bis, 305ter 322ter to 322novies
 Anti-money laundering act of 10 October 1997 (Geldwäschereigesetz, GwG)
 Anti-money laundering ordinance FINMA of 3 June 2015 (Geldwäschereiverordnung-FINMA, GwV-FINMA)
 Ordinance on money laundering report office Switzerland of 25 August 2004 (Verordnung über die Meldestelle für Geldwäscherei, MGwW)
 1999 Council of Europe Criminal Law Convention on Corruption
 1997 Organisation for Economic Cooperation and Development Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, ratified on 31 May 2000
 1990 Council of Europe Convention on Laundering, Search, Seizure and Confiscation of Proceeds of Crime 2003
 United Nations Convention against Corruption on 24 September 2009

United Kingdom

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

Clean Neighbourhoods and Environment Act 2005
 Climate Change Act 2008
 Control of Pollution Act 1974
 Countryside and Rights of Way Act 2000
 Environmental Damage (Prevention and Remediation) (England) Regulations 2015 (ED Regulations)
 Environmental Permitting (England and Wales) Regulations 2010
 Environmental Permitting (England and Wales) Regulations 2016
 Environmental Protection Act 1990
 Natural Environment and Rural Communities Act 2006
 Pollution Prevention and Control Act 1999
 Wildlife and Countryside (Amendment) Act 1985
 Wildlife and Countryside Act 1981
 Health and Safety at Work etc. Act 1974
 Waste (England and Wales) Regulations 2011
 Radioactive Contaminated Land (Modification of Enactments)(England) Regulations 2006
 Contaminated Land (England) Regulations 2006

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

Disability Discrimination Act 1995
 Additional Paternity Leave Regulations 2010
 Agency Workers Regulations 2010
 Collective Redundancies and Transfer of Undertakings (Protection of Employees) (Amendment) Regulations 2014
 Employment Relations Act 1999
 Employment Rights Act 1996
 Employment Tribunals Act 1996
 Equality Act 2010
 Health and Safety at Work etc. Act 1974 (HASAWA)
 Human Rights Act 1998
 Mental Health Act 1983
 National Minimum Wage Act 1998
 Parental Leave (EU Directive) Regulations 2013
 Pensions Act 2008
 Pensions Act 2014
 Race Relations Act 1976
 Regulation of Investigatory Powers Act 2000
 Investigatory Powers Act 2016
 Shared Parental Leave Regulations 2014
 Trade Union and Labour Relations (Consolidation) Act 1992
 Transfer of Undertakings (Protection of Employment) Regulations 2006
 Collective Redundancies and Transfer of Undertaking (Protection of Employment) (Amendment) Regulations 2014
 Working Time Regulations 1998
 Modern Slavery Act (2015)
 Immigration Act 2016

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Confined Spaces Regulations 1997
 Control of Asbestos Regulations 2012
 Control of Major Accident Hazards Regulations 2015
 Control of substances hazardous to health (coshh) regulations 2002
 Control of substances hazardous to health (amendment) (COSHH) regulations 2004
 Control of Vibration at Work Regulations 2005
 Control of noise at work regulations 2005
 Gas Safety (Management) Regulations 1996
 Health and Safety (Display Screen Equipment) Regulations 1992
 Health and safety (First Aid) Regulations 1981
 Lifting Operations and Lifting Equipment Regulations 1998
 Management of Health and Safety at Work Regulations 1999
 Construction (Design and Management) Regulations 2015
 Manual Handling Operations Regulations 1992
 Personal protective equipment at work regulations 1992
 Ionising Radiations Regulations 1999 Ionising Radiations Regulations 2017
 Health and Safety (Miscellaneous Repeals, Revocations and Amendments) Regulations 2013
 Provision and Use of Work Equipment Regulations 1998
 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
 Safety Representatives and Safety Committees Regulations 1977 (as amended)
 Working Time Regulations 1998
 Workplace (Health, Safety and Welfare) Regulations 1992

B. Social (continued)

Product Responsibility –

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

Brexit amending legislation

Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019/696
 Product Safety and Metrology etc. (Amendment to Extent and Meaning of Market) (EU Exit) Regulations 2020/676
 The Product Safety and Metrology etc. (Amendment) Regulations 2021 together “**the Product Safety and Metrology Regulations**”.

The General Product Safety Regulations 2005, as amended, including by the Product Safety and Metrology Regulations.
 The Supply of Machinery (Safety) Regulations 2008, as amended, including by the Product Safety and Metrology Regulations.
 Electromagnetic Compatibility Regulations 2016, as amended, including by the Product Safety and Metrology Regulations.
 The Electrical Equipment (Safety) Regulations 2016, as amended, including by the Product Safety and Metrology Regulations.
 The Radio Equipment Regulations 2017, as amended, including by the Product Safety and Metrology Regulations.
 The Measuring Instruments Regulations 2016, as amended, including by the Product Safety and Metrology Regulations.
 The Pressure Equipment (Safety) Regulations 2016, as amended, including by the Product Safety and Metrology Regulations.
 The Simple Pressure Vessels (Safety) Regulations 2016, as amended, including by the Product Safety and Metrology Regulations.
 The Noise Emission in the Environment by Equipment for Use Outdoors Regulations 2001, as amended, including by the Product Safety and Metrology Regulations.

The Equipment and Protective Systems Intended for Use in Potentially Explosive Atmospheres Regulations 2016, as amended, including by the Product Safety and Metrology Regulations.
 The Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Regulations 2012, as amended, including by the Product Safety and Metrology Regulations.

The Waste (Circular Economy) (Amendment) Regulations 2020
 The Waste and Environmental Permitting etc. (Legislative Functions and Amendments etc.) (EU Exit) Regulations 2020
 The Waste (England and Wales) Regulations 2012, as amended.
 The Waste Electrical and Electronic Equipment Regulations 2013, as amended
 The Batteries and Accumulators (Placing on the Market) Regulations 2008, as amended
 The Waste Batteries and Accumulators Regulations 2009, as amended
 The Packaging (Essential Requirements) Regulations 2015, as amended
 The Producer Responsibility Obligations (Packaging Waste) Regulations 2007, as amended
 Energy labelling Regulation (Regulation (EU) 2017/1369) (Retained EU legislation)
 The Ecodesign for Energy-Related Products Regulations 2010, as amended
 The Ecodesign for Energy-Related Products and Energy Information (Amendment) (EU Exit) Regulations 2019 as amended
 The Eco-design for Energy-Related Products and Energy Information (Amendment) Regulations 2021
 Personal Protective Equipment regulation (Regulation (EU) 2016/425) (Retained EU Legislation)
 The Medical Devices Regulations 2002, as amended
 The Textile Products (Labelling and Fibre Composition) Regulations 2012, as amended
 Non Road Mobile Machines (NRMM) Regulation (Regulation (EU) 2016/1628) (Retained EU Legislation)
 Non-Road Mobile Machinery (Type-Approval and Emission of Gaseous and Particulate Pollutants) Regulations 2018 as amended
 Environment and Wildlife (Miscellaneous Amendments etc.) (EU Exit) Regulations 2020/1395
 Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation, (Regulation (EC) No 1907/2006) (Retained EU legislation)
 Classification, labelling and packaging of substances and mixtures (CLP) Regulation (Regulation (EC) No 1272/2008) (Retained EU legislation)
 The Chemicals (Health and Safety) and Genetically Modified Organisms (Contained Use) (Amendment etc.) (EU Exit) Regulations 2019 as amended
 The Chemicals (Health and Safety) and Genetically Modified Organisms (Contained Use) (Amendment etc.) (EU Exit) Regulations 2020
 Persistent Organic Pollutants Regulations 2007, as amended
 Biocide Regulation (Regulation (EU) No 528/2012) (Retained EU legislation)
 Detergent Regulation (Regulation (EC) No 648/2004) (Retained EU Legislation)

Anti-corruption – relating to bribery, extortion, fraud and money laundering

Foreign and domestic bribery laws
 Bribery Act 2010 (the 2010 Act)
 Active or passive bribery of a member, officer or servant of a public body under sections 1(1) and 1(2) of the Public Bodies Corrupt Practices Act 1889.
 Corrupt transactions with agents in the public or private sector under section 1(1) of the Prevention of Corruption Act 1906 (this Act is relied on most commonly by the UK authorities when prosecuting pre-July 2011 offences).
 Corrupt transactions in respect of the grant of honours under section 1 of the Honours (Prevention of Abuses) Act 1925
 Anti-Terrorism, Crime and Security Act 2001 (2001 Act)
 Proceeds of Crime Act 2002
 Serious Crime Act 2007
 Crime and Courts Act 2013
 Immigration Act 2014
 Sentencing Act 2020
 Company Directors Disqualification Act 1986
 Small Business, Enterprise and Employment Act 2015

United Arab Emirates

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

UAE Federal Law No. 24 of 1999 on the Protection and Development of the Environment
Cabinet Resolution No. 37 of 2001 Concerning the Executive Regulations of the Federal Law No. 24 of 1999 Concerning the Protection and Development of the Environment
UAE Federal Law No.12 of 2018 on Integrated Waste Management
Cabinet Decision No. 12 of 2006 regarding Air Pollution Protection
UAE Cabinet Resolution No. 33 of 2018 concerning the circulation of the waste oils
Federal Decretal Law No. 6 of 2009 on Peaceful Uses of Nuclear Energy
Ministerial Decree No. 55 of 2004 Regarding the Basic Regulations for Protection Against Ionizing Radiation
Ministerial Decree No. 57 of 2004 Regarding the Regulations for Radioactive Waste Management
Federal Decree No. 52 for the year 1990 for ratifying the Basel Convention concerning controlling the transport of dangerous trash and disposing of such materials across the boundaries
Federal Decree No. 77 of 2005 Regarding the Protocol on the Control of Marine Transboundary Movements and Disposal of Hazardous Wastes and Other Wastes
Federal Decree No. 88 of 2013 Ratifying the Amendment to the Basel Convention on the Control of Trans-Boundary Movements of Hazardous Wastes and their Disposal
Federal Decree No. 48 of 2009 Concerning the Accession of the State to the Joint Convention on the Safety of Spent Fuel Management and on the Safety of Radioactive Waste Management

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and

Labour Standards – relating to preventing child and forced labour

UAE Labour Law (Federal Decree Law No. 33 of 2021) Ministerial Decree No. (766) of 2015 on Rules and Conditions for granting a permit to a worker for employment by a new employer, issued 27 September 2015, clarifies and expands the circumstances in which a worker cannot face a labor ban in the UAE.
Ministerial Resolution No. (279) of 2020 Concerning the Employment Stability in Establishments of the Private Sector During the Application of Precautionary Measures to Control Novel Coronavirus Outbreak. This Decree is specific to the measures put in place during Covid-19, in an attempt to mitigate the risk of redundancies.
Ministerial Decree No. (31) of 2018 Concerning the Introduction of Part Time Employment Contracts.
Ministerial Decree No. (765) of 2015 on Rules and Conditions for the Termination of Employment Relations, issued 27 September 2015, clarifies the termination provisions for both unlimited and limited contracts.
Ministerial Decree No. (764) of 2015 on Ministry of Labour approved Standard Employment Contracts, issued 27 September 2015, creates a standard employment contract as well as the conditions for amending the contract through the Ministry of Human Resources and Emiratisation.
Federal Law No. 1 of 2015 amending some provisions of Federal Law No. 51 of 2006 on Combating Human Trafficking Crimes, signed 28 January 2015, criminalizes those who use deception, fraud, coercion, or even threats such as deportation to manipulate vulnerable people into exploitative labor conditions.
Ministerial Decree No. (788) of 2009 on Protection of Wages, issued 20 July 2009, creates a Wage Protection System (WPS) to address the issue of delayed or non-payment of salaries.
Ministerial Order No. 48/1 of 1980 on the formation of a Conciliation Board for the settlement of collective disputes, adopted 1980.
Council of Ministers Order No. 11 of 1982 to regulate proceeding and other rules necessary for the good progress of work before Conciliation Boards and Supreme Arbitration Board for the settlement of collective disputes, adopted 1982.
Ministerial Resolution No. 307 of 2003 on collective labor disputes, dated 31 May 2003.

Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

Occupational Health & Safety Management Systems
Ministerial Resolution No. 4/1 of 1981 on defining works that are hazardous or in which it is permissible to reduce the legally decided working hours, dated 6 January 1981.
Ministerial Resolution No. 27/1 of 1981 on determining remote areas as mentioned in the law regulation work relationships No. 8 of 1980, dated 19 April 1981.
Ministerial Resolution No. 37/2 of 1982 regarding the level of medical attention the employer is obliged to provide his workers, dated 17 July 1982.
Ministerial Resolution No. 32 of 1982 on determining prevention means and measures to protect workers from work hazards, adopted 1982.

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The United Arab Emirates (UAE) ratified the United Nations Convention against Corruption (the UNCAC) pursuant to Federal Decree No. 8 of 2006
The Federal Penal Code – Articles 234 to 239 of the UAE Penal Code
Federal Law No. 3 of 1987
Federal Decree-Law No. 11 of 2008 (also known as the 'Federal Human Resources Law') and more recently Dubai Law No. 37 of 2009 on the Procedures for the Recovery of Illegally Obtained Public and Private Funds (Financial Fraud Law).
Articles 234 to 239 of the Federal Penal Code have been amended to extend the bribery provisions to include bribery of foreign public officials Federal Law No. 2 of 2015 on Commercial Companies
The Arab Convention to Fight Corruption
Federal Decree-Law No. 20 of 2018 on Anti-Money Laundering, Combating the Financing of Terrorism and the Financing of Illegal Organizations
Cabinet Resolution No. 10 of 2019, on the Executive Regulations of Federal Decree Law No. 20 of 2018 Concerning Countering Money Laundering Crimes and Combating Terrorist Financing, and the Financing of Illegitimate Organizations

International anti-corruption conventions

B. Social

Anti-corruption – relating to bribery, extortion, fraud and money laundering

United Nations Convention against Corruption (signed 9 December 2003 and ratified 9 February 2006)
United Nations Convention against Transnational Organised Crime (signed 14 December 2000 and ratified 9 February 2006)
Organisation for Economic Co-operation and Development (OECD) Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (signed 17 December 1997 and ratified 14 December 1998) (OECD Convention)