

# Appendix A of TTI's HKEX ESG Guide Content Index

## Contents

---

<b>1</b>	Hong Kong
<b>1</b>	People's Republic of China
<b>3</b>	Korea
<b>4</b>	Taiwan
<b>5</b>	Macau
<b>6</b>	Vietnam
<b>7</b>	Malaysia
<b>8</b>	Thailand
<b>9</b>	Australia
<b>10</b>	New Zealand
<b>11</b>	United States
<b>12</b>	Canada
<b>13</b>	Mexico
<b>14</b>	Europe/EU
<b>15</b>	Austria
<b>16</b>	Belgium
<b>17</b>	Czech Republic
<b>18</b>	Denmark
<b>19</b>	Finland
<b>20</b>	France
<b>21</b>	Germany
<b>22</b>	Hungary
<b>23</b>	Netherlands
<b>24</b>	Norway
<b>25</b>	Poland
<b>27</b>	Romania
<b>29</b>	Spain
<b>30</b>	Sweden
<b>31</b>	Switzerland
<b>33</b>	United Kingdom
<b>35</b>	United Arab Emirates
<b>35</b>	International Anti-Corruption Conventions

## 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 1992 (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)

### 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 Scheme 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)

**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); and Energy Efficiency (Labelling of Products) Ordinance (Cap.598 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); Organised 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); and 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)

## 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 Environmental Protection Law (“中華人民共和國環境保護法”); 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 Environmental Noise Pollution Prevention Law (“中華人民共和國環境噪聲污染防治法”); 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”) Environmental Protection Tax Law (“環境保護稅法”); Recycling Economy Promotion Law (“循環經濟促進法”) Regulations on the Implementation of the Environmental Protection Tax Law (“環境保護稅法實施條例”); Regulation on Prevention and Control of Air Pollution in Shanghai (“上海市大氣污染防治條例”); Regulations of Shanghai Municipality of Environmental Protection (“上海市環境保護條例”); Regulations of Guangdong Province on Environmental Protection (“廣東省環境保護條例”); Guangdong Provincial Regulations on Prevention and Control of Atmospheric Pollution (“廣東省大氣污染防治條例”); Measures for the Disclosure of Environmental Information by Enterprises and Public Institutions (“企業事業單位環境信息公開辦法”); 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 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”); Regulation on Administration of Pollutant Discharge Permits (“排污許可管理條例”); Environmental Impact Assessment Law of the People's Republic of China (“環境影響評價法”); Regulations on the Administration of Environmental Protection for Construction Projects (“建設項目環境保護管理條例”); The Measures on Emergency Management of Emergent Environmental Incidents (“突發環境事件應急管理辦法”); The Integrated Emission Standards for Air Pollutants (GB16297-1996) (“大氣污染物綜合排放標準 (GB16297-1996)”); Jiangsu Provincial Regulations on Prevention and Control of Atmospheric Pollution (“江蘇省大氣污染防治條例”); Integrated Wastewater Discharge Standard (GB8978-1996) (“污水綜合排放標準 (GB8978-1996)”); Measures for the Administration of Pollutant Discharge Permits (for trial Implementation) (“排污許可管理辦法(試行)”); Measures for the Control of Pollution from Electronic Information Products (“電子信息產品污染控制管理辦法”); 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”); PRC Civil Code (“中華人民共和國民法典”); Measures for Environmental Supervision (“環境監察辦法”); and PRC Criminal Law (“中華人民共和國刑法”)

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

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 Employment Promotion Law (“中華人民共和國就業促進法”); PRC Interim Provisions on the Administration of Resident Representative Offices of Foreign Enterprises (“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”); The Regulations on Management of Records of Enterprise Workers (“企業職工檔案管理工作規定”); 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”); PRC Social Insurance Law (“中華人民共和國社會保險法”); The Interim Regulations on the Collection and Payment of Social Insurance Premiums (“社會保險費徵繳暫行條例”); The Interim Measures on the Maternity Insurance of Employees of an enterprise (“企業職工生育保險試行辦法”); Regulations on Work-Related Injury Insurance (“工傷保險條例”); Unemployment Insurance Regulations (“失業保險條例”); Guangdong Province Labour Maternity Insurance Regulation (“廣東省職工生育保險規定”); 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 (“關於階段性降低社會保險費率的通知”); 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”); Regulations on the Administration of Housing Provident Fund (“住房公積金管理條例”); 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 (“關於改進住房公積金繳存機進進一步降低企業成本的通知”); The Shanghai Municipal Management Measures on Housing Fund Contributions (“上海市住房公積金繳存管理辦法”); The Shanghai Municipal Management Measures on Withdrawing Housing Fund Deposits (“上海市住房公積金提取管理辦法”); The Shanghai Municipal Management Measures on Personal Loans from the Housing Fund (“上海市住房公積金個人住房貸款管理辦法”); Enterprise Annuity Rules (“企業年金辦法”); Regulations on Working Hours of Employees (“關於職工工作時間的規定”) issued by the China State Council and its Implementing Measures (“實施辦法”); Regulations on Employee's Paid Annual Leave (“職工帶薪年休假條例”); Special Provisions on Labour Protection for Female Employees (“女職工勞動保護特別規定”) released by the China State Council; Implementing Measures of Guangdong Province for Regulations on the Labour Protection of Female Employees (“女職工勞動保護特別規定”); Notice on Standardizing Decision-making on Administrative Penalties under the Shenzhen Regulations on the Promotion of Sex Equality (“關於深圳市規範《深圳經濟特區性別平等促進條例》有關行政處罰自由裁量標準的公告”) issued by the Shenzhen Municipal Human Resources and Social Security Bureau; Special Provisions of Jiangsu Province for Labour Protection of Female Employees (“江蘇省女職工勞動保護特別規定”); Circular on Several Issues Related to Implementation of Labour Contract System (“關於實行勞動合同制度若干問題的通知”); Regulations on Work-Related Injury Insurance (“工傷保險條例”); PRC 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 on Standards for the Medical Treatment Periods of Employees in Shanghai Who Contract Illnesses or Sustain Non-work-related Injuries During the Performance of Their Employment Contracts (“關於本市勞動者在履行勞動合同期間患病或者非因工負傷的醫療期標準的規定”); Regulations for Administration of the Employment of Foreigners in China (“外國人在中國就業管理規定”); 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 (“關於全面實施外國人來華工作許可制度的通知”); Decision on Abolishing the Administrative Provisions on the Employment of Taiwan, Hong Kong and Macao Residents in the Chinese Mainland (“關於廢止〈臺灣香港澳門居民在內地就業管理規定〉的決定”) and the 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”); Regulations on Employment Service and Employment Management (“就業服務與就業管理規定”); PRC Civil Code (“中華人民共和國民法典”); PRC Mental Health Law (“中華人民共和國精神衛生法”); The Implementing Regulations of the PRC Labour Contract Law (“勞動合同法實施條例”); 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”); The Guangdong Province Regulations on Enterprise Collective Contracts (“廣東省企業集體合同條例”); The Regulation of Shanghai Municipality on Collective Contracts (“上海市集體合同條例”); 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”); 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”); The Implementation Measures for Protecting Financial Consumers' Rights and Interests (“金融消費者權益保護實施辦法”) issued by the People's Bank of China; The Opinions on Regulating Certain Issues regarding Labour Dispatch in Shanghai (“關於規範本市勞務派遣用工若干問題意見”) and the Shanghai Municipality Provisions regarding the Filing of the Adjustment Plan on the Use of Labour by Entities Using Dispatched Workers (“上海市勞務派遣用工單位調整用工方案備案辦法”) issued by the Shanghai Labour authorities; The Notices Regarding the Adjustment Plan on the Use of Labour by Entities Using Workers (“關於開展用工單位調整勞務派遣用工方案備案的通知”) issued by Suzhou Labour authorities; 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)”); Measures for the Rating of Enterprises' Labour Security Compliance (“企業勞動保障守法誠信等級評價辦法”); Opinions on Promoting the Integration of Maternity Insurance and Medical Insurance issued by the China State Council (“關於全面推進生育保險和職工基本醫療保險合併實施的意見”); 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”); Interim Measures for Participation in Social Insurance by Hong Kong, Macao and Taiwan Residents in the Mainland (“香港澳門台灣居民在內地(大陸)參加社會保險暫行辦法”) issued by the PRC Ministry of Human Resources and Social Security; Circular on Implementing Several Measures to Support the Deepening of Reform and Innovation in Pilot Free Trade Zones (“廣東省人民政府關於印發支持自由貿易試驗區深化改革創新若干措施分工方案的通知”) issued by the Guangdong Province government 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”); The Implementing Opinion on the Suspension of School and Work in Extreme Weather (“上海市關於本市應對極端天氣停課安排和停工處理的實施意見”) issued by the local Shanghai government; PRC Cybersecurity Law (“中華人民共和國網絡安全法”); National Standards governing the protection of personal information (GB/T 35273-2020 Information Security Technology – Personal Information Security Specification (“國家標準GB/T 35273-2020《信息安全技術個人信息安全規範》”); Guideline for Internet Personal Information Security Protection (“互聯網個人信息安全保護指南”) issued by China's Ministry of Public Security; Personal Information Protection Law (“個人信息保護法”); Data Security Law (“數據安全法”); Regulations of Guangdong Province on Population and Family Planning (Amended in 2021) (“廣東省人口與計劃生育條例(2021修正)”) and The Measures of Guangdong Province on Implementation of the Special Provisions on Labour Protection for Female Employees (“廣東省實施《女職工勞動保護特別規定》辦法”)

**Labour Standards** – relating to preventing child and forced labour child and forced labour

PRC Protection of Minors Law (“中華人民共和國未成年入保護法”); Provisions on the Prohibition of Using Child Labour (“禁止使用童工規定”) Regulations on the Special Protection of Minor Workers (“未成年工特殊保護規定”); and PRC Employment Promotion Law (“中華人民共和國就業促進法”)

**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 the Work Safety of Guangdong Province (“廣東省安全生產條例”); Guangzhou Municipal Administrative Provisions on Occupational Health Monitoring (“廣州市職業衛生監督管理規定”); 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 (“工質企業有限空間作業安全管理與監督暫行規定”); The Administrative Standards on Regular Monitoring of Occupational Hazards by Employers (“用人單位職業病危害因素定期檢測管理規範”); 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”); The Regulations on Administration of Occupational Health Records (“職業衛生檔案管理規範”); Regulations on Emergency Response to Production Safety Incidents (“生產安全事故應急條例”); and Regulations on Diagnose and Identification of Occupational Diseases (“職業病診斷與鑒定管理辦法”)

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

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”); The Measures for Supervision and Administration of the Product Quality in the Circulation Sector (“流通領域商品品質監督管理辦法”); Administration of Online Advertising Interim Measures (“互聯網廣告管理暫行辦法”); 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”); 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”); PRC Standardization Law (“中華人民共和國標準化法”); Regulations of the Certification and Accreditation (“認證認可條例”); Administrative Regulations for Compulsory Product Certification (“強制性產品認證管理規定”); The Energy Conservation Law (“節約能源法”); Measures for the Administration of Energy Efficiency Labels (“能效效率標識管理辦法”) Interim Provisions on the Administration of Recalls of Consumer Goods (“消費品召回管理暫行規定”) issued by State Administration for Market Regulation; and Interim Measures for the Administration of Product Quality Supervision by Random Inspection (“產品品質監督抽查管理暫行辦法”) issued by State Administration for Market Regulation

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

PRC Criminal Law (“中華人民共和國刑法”); PRC Anti-Unfair Competition Law (“中華人民共和國反不正當競爭法”); 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應用法律若干問題的解釋”); 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”); Provisional Regulations on the Prohibition of Commercial Bribery (“關於禁止商業賄賂行為的暫行規定”); Interim Measures for the Administration of the List of Dishonest Enterprises Committing Serious Illegal Activities (“嚴重違反失信企業名單暫行管理辦法”); and PRC Anti-Money Laundering Law (“中華人民共和國反洗錢法”)

## Korea

### A. Environmental

<p><b>Emissions</b> – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste</p>	<p>Clean Air Conservation Act;                  Special Act for Air Quality Improvement in Air Pollution Control Areas;                  Water Environment Conservation Act;                  Waste Control Act;                  Framework Act on Environmental Policy;                  Environmental Pollution Damages Compensation and Recovery Act;                  Act on the Allocation and Trading of Greenhouse-Gas Emission Permits;                  Act on Resource Circulation of Electrical and Electronic Equipment and Vehicles;                  Act on the Promotion of Saving and Recycling of Resources;                  Act on the Integrated Management of Environmental Pollution Facilities; and                  Act on the Control and Aggravated Punishment of Environmental Offenses</p>
-------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

### B. Social

<p><b>Employment</b> – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and</p>	<p>Labor Standards Act;                  Minimum Wage Act;                  Employment Insurance Act;                  National Health Insurance Act;                  Industrial Accident Compensation Insurance Act;                  Act on the Equal Employment for Both Genders;                  Gender Equality Employment &amp; Work-Family Balance Support Act;                  Protection of Dispatched Workers Act;                  Protection of Worker Participation &amp; Cooperation Act;                  Protection of Fixed-Term &amp; Part-time Employees Act;                  Trade Union and Labor Relations Adjustment Act;                  Employee Retirement Benefit Security Act;                  National Pension Act; and                  Personal Information Protection Act</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p><b>Labour Standards</b> – relating to preventing child and forced labour</p>	<p>Labor Standards Act</p>
---------------------------------------------------------------------------------	----------------------------

<p><b>Health and Safety</b> – relating to providing a safe working environment and protecting employees from occupational hazards</p>	<p>Industrial Safety and Health Act; and Occupational Safety and Health Act</p>
---------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------

<p><b>Product Responsibility</b> – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress</p>	<p>Civil Code;                  Product Liability Act;                  Framework Act on Product Safety;                  Consumer Basic Act;                  Fair Labeling and Advertising Act;                  Electrical Appliances and Consumer Products Safety Control Act;                  Environmental Technology and Industry Support Act;                  Monopoly Regulation and Fair Trade Law;                  Act on Consumer Protection in Electronic Commerce Transactions;                  Standard Contract Regulations Act;                  Personal Information Protection Act; and                  Act on Promotion of Information and Communication Network Utilization and Information Protection</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p><b>Anti-corruption</b> – relating to bribery, extortion, fraud and money laundering</p>	<p>Criminal Code;                  Act on the Aggravated Punishment, etc. of Specific Crimes;                  Act on the Prohibition of Improper Solicitation and Provision/Receipt of Money and Valuables;                  Whistleblower Protection Act; and                  Act on Regulation and Punishment of Concealment of Crime Proceeds</p>
--------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## Taiwan

### 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 Basic Act (環境基本法);  
Air Pollution Control Act (空氣污染防治法);  
Water Pollution Control Act (水污染防治法);  
Waste Disposal Act (廢棄物清理法);  
Environmental Impact Assessment Act (環境影響評估法);  
Public Nuisance Dispute Resolution Act (公害糾紛處理法);  
Soil and Groundwater Contamination Control Act (土壤及地下水污染整治法); and  
Greenhouse Gas Reduction and Management Act (溫室氣體減量及管理法)

### 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

Labor Standards Act (勞動基準法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Standards Act (處理違反勞動基準法事件統一裁罰基準); Labor Pension Act (勞工退休金條例); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Pension Act (處理違反勞工退休金條例事件統一裁罰基準); Statute on the Employees' Welfare Fund (職工福利金條例); 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); Protective Act for Mass Redundancy of Employees (大量解僱勞工保護法); Labor Insurance Act (勞工保險條例); National Health Insurance Act (全民健康保險法); 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); Employment Insurance Act (就業保險法); Labor Union Act (工會法); Settlement Act for Labor Disputes (勞資爭議處理法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Settlement Act for Labor Disputes (處理違反勞資爭議處理法事件統一裁罰基準); Employment and Service Act (就業服務法); 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); Gender Equality in Employment Act (性別工作平等法); 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); and Personal Data Protection Act (個人資料保護法)

**Labour Standards** – relating to preventing child and forced labour

Labor Standards Act (勞動基準法); and Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Standards Act (處理違反勞動基準法事件統一裁罰基準)

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

Occupational Safety and Health Act (職業安全衛生法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Safety and Sanitation Act (處理違反勞工安全衛生法事件統一裁罰基準); Occupational Hazard Protection Act (職業災害勞工保護法); and 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

Consumer Protection Act (消費者保護法);  
Commodity Labeling 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); and  
Personal Data Protection Act (個人資料保護法)

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

Taiwan Criminal Code (刑法);  
Statute for Punishments for Corruption (貪污治罪條例);  
Public Servants Services Act (公務員服務法); and  
Public Servants Anti-Corruption Ethic Rules (公務員廉政倫理規範)

## Macau

### A. Environmental

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

Environmental Law (Law no. 2/91/M);  
Measures to Control and Minimize the Use of Substances Destructive to the Ozone Layer (Decree-Law no. 62/95/M); and  
Prohibition Against Discharging Harmful Substances in Marine Jurisdictions (Decree-Law no. 35/97/M)

### 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 Relations Law (Law no. 7/2008);  
Act on the Employment Policy and Labour Rights (Law no. 4/98/M);  
Regulation on the Prohibition of Illegal Work (Law no. 17/2004);  
Non-Resident Workers Employment Law (Law no. 21/2009);  
Regulation on the Non-Resident Workers Employment Law (Administrative Regulation no. 8/2010);  
Personal Data Protection Act (Law no. 8/2005);  
Professional Tax Law (Law no. 2/78/M); and  
Law on Minimum Wage for Employee (Law no. 5/2020)

**Labour Standards** – relating to preventing child and forced labour

List of jobs restrained to minors (Chief Executive Order no. 343/2008); and  
List of jobs prohibited to minors (Chief Executive Order no. 344/2008)

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

General Regulations on Health and Safety on industrial work environment (Decree-Law no. 57/82/M);  
General Regulation on Health and Safety in a non-industrial work environment (Decree-Law 37/89/M);  
Legal regime applicable to occupational noise (Decree-Law no. 34/93/M); and  
Legal regime for compensation for damages arising from labour accidents and occupational diseases (Decree-Law no. 40/95/M)

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

Consumer Protection Law (Law no. 12/88/M);  
Macau Advertising Law (Law no. 7/89/M);  
General Contract Clauses (Law no. 17/92/M); and  
General Regulations on Product Safety (Administrative Regulation no. 17/2008)

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

Macau Criminal Code (Decree-Law no. 58/95/M);  
Organized Crime Legal Regime (Law no. 6/97/M);  
Organic Law on the Commissioner Against Corruption of the Macau Special Administrative Region (Law no. 10/2000);  
Law on Prevention and Suppression of Money Laundering Crimes (Law no. 2/2006);  
Law on Prevention and Suppression of Terrorism Crimes (Law no. 3/2006);  
Preventive Measures Regarding Money-Laundering and Terrorist Financing Crimes (Administrative Regulation no. 7/2006);  
Prevention and Suppression of Bribery in the Private Sector (Law no. 19/2009); and  
Foreign Trade Corruption Law (Law no. 10/2014)

## 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. 55/2014/QH13 dated June 23, 2014 on environment protection of the National Assembly of Vietnam; and Environment Tax Law, The law No. 57/2010/QH12 dated November 15, 2010 on environment tax of the National Assembly of Vietnam

### 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 Law, The law No. 38/2013/QH13 dated November 16, 2013 on employment of the National Assembly of Vietnam; Labor Code, The code No. 45/2019/QH14 dated November 20, 2019 on labor 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; and 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;

**Labour Standards** – relating to preventing child and forced labour

Labor Code, The code No. 45/2019/QH14 dated November 20, 2019 on labor of the National Assembly of Vietnam; and 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

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

Labor Safety and Hygiene Law, The law No. 84/2015/QH13 dated June 25, 2015 on labor safety and hygiene of the National Assembly of Vietnam

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

Product Quality Law, The law No. 05/2007/QH12 dated November 21, 2007 on product quality management of the National Assembly of Vietnam; Consumer Protection Law, The law No. 59/2010/QH12 dated November 17, 2010 on consumer 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; and 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** – relating to bribery, extortion, fraud and money laundering

Anti-Corruption Law, The law No. 36/2018/QH14 dated November 20, 2018, as amended by the law No. 59/2020/QH14 dated June 17, 2020, 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; and 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

## 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; and  
 Environmental Quality (Refrigerant Management) Regulations 2020

### 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;  
 Industrial Relations Act 1967;  
 Employees' Social Security Act 1969;  
 Employees Provident Fund Act 1991;  
 Persons with Disabilities Act 2008;  
 Employment (Part-Time Employees) Regulations 2010;  
 Personal Data Protection Act 2010;  
 Minimum Retirement Age Act 2012;  
 Minimum Wages Order 2020; and

**Labour Standards** – relating to preventing child and forced labour

Children and Young Persons (Employment) Act 1966

**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 (Safety and Health Officer) Regulations 1997;  
 Occupational Safety and Health (Use and Standards of Exposure of Chemicals Hazardous to Health) Regulations 2000; and  
 Occupational Safety and Health (Notification of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease) Regulations 2004

**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; and  
 Trade Descriptions Act 2011

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

Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001; and  
 Malaysian Anti-Corruption Commission Act 2009



## 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, B.E. 2535 (1992); Hazardous Substance Act, B.E. 2535 (1992); and Act on the Maintenance of the Cleanliness and Orderliness of the Country, B.E. 2535 (1992)

### 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

Establishment of Labour Courts and Labour Court Procedures Act, B.E. 2522 (1979); Social Security Act, B.E. 2533 (1990); Workmen's Compensation Act, B.E. 2537 (1994); and Labour Protection Act, B.E. 2541 (1998)

**Labour Standards** – relating to preventing child and forced labour

Labour Relation Act, B.E. 2518 (1975)

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

Occupational Safety, Health and Environment Act, B.E. 2554 (2011); and Royal Decree on Managing the Work of Aliens B.E. 2560 (2017)

**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, B.E. 2522 (1979); and Liability for Damages Arising from Unsafe Products Act, B.E. 2551 (2008)

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

Anti-Money Laundering Act, B.E. 2542 (1999); and Organic Act on Counter Corruption, B.E. 2561 (2018)

## Australia

### A. Environmental

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

**Commonwealth**

Clean Energy Regulator Act 2011  
 Environmental Protection and Biodiversity Conservation Act 1999  
 National Environment Protection Measures (Implementation) Act 1998  
 National Environment Protection (Used Packaging Materials) Measure 2011  
 National Greenhouse and Energy Reporting Act 2007  
 National Greenhouse and Energy Reporting Regulations 2008  
 Ozone Protection and Synthetic Greenhouse Gas Management Act 1989  
 Ozone Protection and Synthetic Greenhouse Gas Management Regulations 1995  
 Product Emissions Standards Act 2017

**New South Wales**

Contaminated Land Management Act 1997  
 Environmentally Hazardous Chemical Act 1985  
 Environmentally Hazardous Chemicals Regulation 2017  
 Environmental Planning and Assessment Act 1979  
 Ozone Protection Act 1989  
 Protection of the Environment Operations Act 1997  
 Sydney Water Act 1994  
 Sydney Water Regulation 2017  
 Waste Avoidance and Resource Recovery Act 2001  
 Water Management Act 2000

**Victoria**

Dangerous Goods Act 1985  
 Dangerous Goods (Storage and Handling) Regulations 2012  
 Environment Effects Act 1978  
 Environment Protection Act 1970  
 Planning and Environment Act 1987  
 Water Act 1989

### 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

**Commonwealth**

Age Discrimination Act 2004  
 Australian Human Rights Commission Act 1986  
 Disability Discrimination Act 1992  
 Fair Work Act 2009  
 Fair Work (Registered Organisations) Act 2009  
 Fair Work Regulations 2009  
 Freedom of Information Act 1982  
 Fringe Benefits Tax Assessment Act 1986  
 Industrial Relations (Consequential Provisions) Act 1988  
 Paid Parental Leave Act 2010  
 Privacy Act 1988  
 Privacy Regulation 2013  
 Racial Discrimination Act 1975  
 Sex Discrimination Act 1984  
 Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021  
 Superannuation Guarantee (Administration) Act 1992  
 Treasury Laws Amendment (2019 Tax Integrity and Other Measures No. 1) Act 2019  
 Workplace Gender Equality Act 2012

**New South Wales**

Anti-Discrimination Act 1977  
 Criminal Records Act 1991  
 Long Service Leave Act 1955  
 Workplace Surveillance Act 2005

**Victoria**

Equal Opportunity Act 2010  
 Racial and Religious Tolerance Act 2001  
 Freedom of Information Act 1982  
 Long Service Leave Act 1992  
 Surveillance Devices Act 1999  
 Wage Theft Act 2020

**Queensland**

Anti-Discrimination Act 1991  
 Right to Information Act 2009  
 Industrial Relations Act 2016  
 Invasion of Privacy Act 1971

**South Australia**

Equal Opportunity Act 1984  
 Racial Vilification Act 1996  
 Freedom of Information Act 1991  
 Long Service Leave Act 1987  
 Surveillance Devices Act 2016

**Western Australia**

Equal Opportunity Act 1984  
 Freedom of Information Act 1992  
 Long Service Leave Act 1958  
 Surveillance Devices Act 1998

**Tasmania**

Anti-Discrimination Act 1998  
 Long Service Leave Act 1976  
 Right to Information Act 2009  
 Listening Devices Act 1991

**Northern Territory**

Anti-Discrimination Act 1992  
 Information Act 2002  
 Long Service Leave Act 1981  
 Surveillance Devices Act 2007

**Australian Capital Territory**

Discrimination Act 1991  
 Human Rights Act 2004  
 Freedom of Information Act 2016  
 Long Service Leave Act 1976  
 Workplace Privacy Act 2011

**Labour Standards** – relating to preventing child and forced labour

Modern Slavery Act 2018 (Cth)

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

Work Health and Safety Act (Cth); Work Health and Safety Act 2011 (NSW); Work Health and Safety Regulations 2017 (NSW); Work Health and Safety Regulations 2012 (SA); Occupational Safety and Health Act 1984 (WA); Occupational Safety and Health Act 2004 (VIC); and Occupational Health and Safety and Other Legislation Amendment Act 2021 (VIC)

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

Australian Consumer Law (Cth); Competition and Consumer Act 2010 (Cth); Privacy Act 1988 (Cth); Privacy Regulation 2013 (Cth); Spam Act 2003 (Cth); Fair Trading Act 1987 (NSW); Gas and Electricity (Consumer Safety) Act 2017 (NSW); Electricity Safety Act 1998 (VIC); Electrical Safety Act 2002 (QLD); Energy Products (Safety and Efficiency) Act 2000 (SA); Electricity Regulations 1947 (WA); Electricity Industry Safety and Administration Act 1997 (TAS); Electricity Reform Act 2000 (NT); Electricity Safety Act 1971 (ACT); and Payment Times Reporting Act 2020 (Cth)

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

Criminal Code Act 1995 (Cth); Crimes Act 1914 (Cth); Crimes Act 1900 (NSW); Crimes Act 1958 (VIC); Criminal Code Act 1899 (QLD); Criminal Code Act Compilation Act 1913 (WA); Criminal Law Consolidation Act 1935 (SA); Criminal Code Act 1924 (TAS); Criminal Code 2002 (ACT); Criminal Code Act 1983 (NT); Independent Commission Against Corruption Act 1988 (NSW); and Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2019 (Cth)

## New Zealand

### A. Environmental

**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 Amendment Act 2020;  
 Waste Minimisation Act 2008;  
 Hazardous Substances and New Organisms Act 1996;  
 Climate Change Response Act 2002;  
 Climate Change Response (Emissions Trading Reform) Amendment Act 2020; and  
 Ozone Layer Protection Act 1996

### 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 Relations Act 2000;  
 Holidays Act 2003;  
 Minimum Wage Act 1983;  
 Wages Protection Act 1983;  
 Parental Leave and Employment Protection Act 1987;  
 Human Rights Act 1993;  
 KiwiSaver Act 2006;  
 The Privacy Act 2020; and  
 Accident Compensation Act 2001

**Labour Standards** – relating to preventing child and forced labour

The UN Convention on the Worst Forms of Child Labour, 1999 (No. 182), ratified on 14 June 2001;  
 The UN Abolition of Forced Labour Convention, 1999 (No. 182), ratified on 14 June 1968;  
 The International Covenant on Economic, Social and Cultural Rights, ratified on 28 December 1978;  
 Education Act 1989; and  
 Crimes Act 1961

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

Health and Safety at Work Act 2015

**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;  
 Fair Trading Amendment Act 2021;  
 Consumer Guarantees Act 1993; and  
 Electricity (Safety) Regulations 2010

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

Crimes Act 1961;  
 Secret Commissions Act 1910; and  
 Anti-Money Laundering and Countering Financing of Terrorism Act 2009

## 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)

### 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

**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)

**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)

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

Foreign Corrupt Practices Act (1977)

## Canada

### A. Environmental

<b>Emissions</b> – 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)
------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

### B. Social

<b>Employment</b> – 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
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Labour Standards** – relating to preventing child and forced labour

<b>Health and Safety</b> – relating to providing a safe working environment and protecting employees from occupational hazards	Provincial Occupational Health & Safety Act
--------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------

<b>Product Responsibility</b> – 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)
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------

<b>Anti-corruption</b> – relating to bribery, extortion, fraud and money laundering	Canadian Anti-Corruption Law and Compliance
-------------------------------------------------------------------------------------	---------------------------------------------

## 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

### 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

**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

**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”)

**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

## Europe/EU\*

### B. Social

<p><b>Product Responsibility</b> – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress</p>	<p>General Product Safety Directive  Machinery Directive  Regulation on market surveillance and compliance of products and amending Directive 2006/42 etc  Electromagnetic Compatibility (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>
<p><b>Anti-corruption</b> – relating to bribery, extortion, fraud and money laundering</p>	<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); and  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>

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

## Austria

## A. Environmental

<b>Emissions</b> – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	<p>Environmental Information Act, BGBl. 1993/495 as last amended in BGBl. I 2018/74 [Umwelthinformationsgesetz];  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. 2003/34 [Ozongesetz];  Federal Act on a System for Trading Allowances, BGBl. I 2011/118 as last amended in BGBl. I 2020/142 [Emissionszertifikatgesetz];  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</p>
------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## B. Social

<b>Employment</b> – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and	<p>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</p>
<b>Health and Safety</b> – relating to providing a safe working environment and protecting employees from occupational hazards	<p>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]</p>
<b>Anti-corruption</b> – relating to bribery, extortion, fraud and money laundering	<p>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</p>



## 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

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

### B. Social

<p><b>Employment</b> – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and</p> <p><b>Labour Standards</b> – relating to preventing child and forced labour</p>	<p>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</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p><b>Health and Safety</b> – relating to providing a safe working environment and protecting employees from occupational hazards</p>	<p>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</p>
---------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## 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 ("Ansættelsesklausul-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 ("Familiefraværsløven") (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 ("Straffeløven") (2021)  
 The Danish Sickness Benefits Act ("Sygedagpengeløven") (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 ("Straffeløven")  
 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 (Luonnonsuojelulaki). 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 (Ydinenergialaki). 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

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).

**Labour Standards** – relating to preventing child and forced labour

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

<b>Emissions</b> – 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

<b>Employment</b> – 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-Grundrechtecharta BDSG DSGVO Dritteteilungsgesetz Einkommensteuergesetz	Entgeltfortzahlungsgesetz Europäische Familienpflegezeitgesetz Gewerbeordnung GeschGehG Grundgesetz HeimarbeitsG Insolvenzordnung JArbSchG KindArbSchV KSchG LadenschlussG Mitbestimmungsg MindestlohnG	Montan Mitbestimmungsg MuSchG MuArbschV NachweisG PflegezeitG Rom I VO Schwarzarbeitsbekämpfungsgesetz SGB I-X SprecherausschutzG Teilhabestärkungsgesetz TVG TzBfG Umwandlungsgesetz Wahlordnung BetrVG Wissenschaftszeitvertragsgesetz ZPO
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>Health and Safety</b> – 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-Grundrechtecharta 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
--------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>Anti-corruption</b> – 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 GWG
-------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## 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  
 (Ontgrondingwet)  
 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  
 General Data Protection Regulation  
 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

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

## B. Social

<b>Employment</b> – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and	<p>Working Environment Act / Arbeidsmiljøloven (2005)</p> <p>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)</p> <p>Act relating to holiday 1 and 17 May / Lov om 1. og 17. mai som høgtidsdager (1947)</p> <p>Act relating to Holidays / Ferieloven (1988)</p> <p>Regulation on working from home / Forskrift om arbeid i arbeidstakers hjem (2002)</p> <p>Act on Equality and Discrimination / Likestillings- og diskrimineringsloven (2017)</p> <p>Labour Market Act / Arbeidsmarkedsloven (2004)</p> <p>The National insurance Act / Folketrygdløven (1997)</p> <p>Act on Wage Guarantee / Lønngarantiløven (1973)</p> <p>Act on Temporary Redundancy / Permitteringslønnsloven (1988)</p> <p>Act on Industrial Injuries Benefit / Yrkesskadetrygdloven (1989)</p> <p>The Marketing Act / Markedsføringsloven (2009)</p> <p>Personal Data Act / Personopplysningsloven (2018)</p>
<b>Labour Standards</b> – relating to preventing child and forced labour	
<b>Health and Safety</b> – relating to providing a safe working environment and protecting employees from occupational hazards	<p>Working Environment Act / Arbeidsmiljøloven (2005)</p> <p>Internal Control Regulations / Forskrift om systematisk helse-, miljø- og sikkerhetsarbeid i virksomheter (Internkontrollforskriften) (1996)</p> <p>The Workplace Regulation / Forskrift om utforming og innretning av arbeidsplasser og arbeidslokaler (2013)</p>
<b>Anti-corruption</b> – relating to bribery, extortion, fraud and money laundering	<p>Norwegian Penal Code (2005) Chapter 30, sections 387, 388 and 389 (incorporated in October 2015)</p> <p>Norwegian Civil Service Act (2017) Chapter 6, section 39</p> <p>Working Environment Act (2005)</p> <p>Bookkeeping Act (2004)</p> <p>The Public Procurement Act (2016)</p> <p>The Marketing Act (2009)</p> <p>Act relating to Measures to Combat Money Laundering and Terrorist Financing (the Anti-Money Laundering Act) (2018)</p>

## 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)

## B. Social (continued)

**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

Regulation of the Minister of Labour and Social Policy of 7 August 2014 on the classification of professions and specialities 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 Społecznej z dnia 10 grudnia 2018 r. w sprawie dokumentacji pracowniczej)

Act of 12 December 2013 on Foreigners (Ustawa z dnia 12 grudnia 2013 r. o cudzoziemcach)

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)

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)

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)

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)

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)

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)

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)

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)

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

Act of 24 June 1983 on Social Labour Inspection (Ustawa z dnia 24 czerwca 1983 r. o społecznej inspekcji pracy).

Act of 27 June 1997 on Labour Medicine Service (Ustawa z dnia 27 czerwca 1997 r. o służbie medycyny pracy)

Act of 24 August 1991 on fire protection (Ustawa z dnia 24 sierpnia 1991 r. o ochronie przeciwpożarowej)

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)

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)

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)

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)

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)

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).

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)

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).

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

Act of 12 December 2003 on General Product Safety (Ustawa z dnia 12 grudnia 2003 r. o ogólnym bezpieczeństwie produktów)

Law of 30 May 2014 on consumer rights (Ustawa z dnia 30 maja 2014 r. o prawach konsumenta)

Act of 23 April 1964 Civil Code (Ustawa z dnia 23 kwietnia 1964 r. Kodeks cywilny)

Act of 16 February 2007 on Consumer Protection (Ustawa z dnia 16 lutego 2007 r. o ochronie konkurencji).

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

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)

Act of 11 September 2019. Public Procurement Law (Ustawa z dnia 11 września 2019 r. Prawo zamówień publicznych)

Act of 6 September 2001 on access to public information (Ustawa z dnia 6 września 2001 r. o dostępie do informacji publicznej)

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)

Act of 6 June 1997 Criminal Code (Ustawa z dnia 6 czerwca 1997 r. kodeks karny)

Act of 10 September 1999 Fiscal Penal Code (Ustawa z dnia 10 września 1999 r. kodeks karny skarbowy)

## 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

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. Anställningskyddslagen)  
 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)

**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 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 (LSV)
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) (VVEA)	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 (VBBö)
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 la nature et du paysage (OPN)
Chemikalienverordnung (ChemV)	Ordonnance sur la protection de l'air (OPair)
CO2-Gesetz	Ordonnance sur la taxe sur le CO2 (Ordonnance sur le CO2)
Federal Act on Railways Noise Abatement	Ordonnance sur l'aménagement des cours d'eau (OACE)
Federal Law relating to Non-human Gene Technology	Ordonnance sur les atteintes portées aux sols (OSol)
Gentechnikgesetz (GTG)	Ordonnance sur les emballages pour boissons (OEB)
Gewässerschutzgesetz (GSchG)	Ordonnance sur les forêts (OFo)
Gewässerschutzverordnung (GSchV)	Pflanzenschutzmittelverordnung (PSMV)
	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 WBF 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)



**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 (Barbeiterverordnung, 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, MGwV)  
 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

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

### B. Social

<p><b>Employment</b> – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and</p> <p><b>Labour Standards</b> – relating to preventing child and forced labour</p>	<p>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</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p><b>Health and Safety</b> – relating to providing a safe working environment and protecting employees from occupational hazards</p>	<p>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</p>
---------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**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

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)