

TTI's HKEX ESG Guide Content Index

Item	Questions/Required Disclosure	Remarks	Report Section	Page No.
Environment				
Aspect A1: Emissions				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas (GHG) emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.		Environmental Management	P.86
KPI A1.1	The types of emissions and respective emissions data.		Air and GHG Emissions	P.91
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		Air and GHG Emissions	P.90
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		Material Management	P.93
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).		Material Management	P.93
KPI A1.5	Description of measures to mitigate emissions and results achieved.		Air and GHG Emissions	P.90
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.		Material Management	P.93
Aspect A2: Use of Resources				
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.		Environmental Management	P.86-87
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).		Energy Consumption	P.88
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).		Water Management	P.92

Item	Questions/Required Disclosure	Remarks	Report Section	Page No.
Environment				
Aspect A2: Use of Resources				
KPI A2.3	Description of energy use efficiency initiatives and results achieved.		Energy Consumption	P.89
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.		Water Management	P.92
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.		Material Management – Packaging Materials	P.95
Aspect A3: The Environment and Natural Resources				
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.		Environment – Overview and Highlights, Biodiversity, Material Management, Environmental Awareness and Action in our Offices	P.86, P.93 and P.95
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.		Environment – Overview and Highlights, Biodiversity, Material Management, Environmental Awareness and Action in our Offices	P.86, P.93 and P.95
Social – Employment and Labour Practices				
Aspect B1: Employment				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.		Equal Employment Opportunities Benefits and Work Environment	P.97-101
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.		Employee Demographics	P.96-97
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Data not available for 2018 on employee turnover rate		

Item	Questions/Required Disclosure	Remarks	Report Section	Page No.
Social – Employment and Labour Practices				
Aspect B2: Health and Safety				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.		Occupational Health and Safety	P.100
KPI B2.1	Number and rate of work-related fatalities.		Occupational Health and Safety	P.100
KPI B2.2	Lost days due to work injury.	Data not available for 2018		
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.		Occupational Health and Safety	P.100-101
Aspect B3: Development and Training				
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.		Training and Development	P.101
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Data available for male and female training in HK and PRC	Training and Development	P.101
KPI B3.2	The average training hours completed per employee by gender and employee category.		Training and Development	P.101
Aspect B4: Labour Standards				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.		Human and Labor Rights, Supply Chain Management	P.98 and P.102-103
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.		Human and Labor Rights, Supply Chain Management	P.98 and P.102-103
KPI B4.2	Description of steps taken to eliminate such practices when discovered.		Human and Labor Rights, Supply Chain Management	P.98 and P.102-103

Item	Questions/Required Disclosure	Remarks	Report Section	Page No.
Social – Operating Practices				
Aspect B5: Supply Chain Management				
General Disclosure	Policies on managing environmental and social risks of the supply chain.		Supply Chain Management – Overview and Highlights, Human and Labor Rights, Conflict Minerals	P.98 and P.102-104
KPI B5.1	Number of suppliers by geographical region.	Data not available		
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.		Supply Chain Management	P.102-104
Aspect B6: Product Responsibility				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.		Customer Responsibility	P.105
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.		Customer Responsibility	P.105
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Consolidated data on product and service related complaints is not available for 2018		
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.		Customer Responsibility	P.105
KPI B6.4	Description of quality assurance process and recall procedures.		Customer Responsibility	P.105
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.		Customer Responsibility	P.105

Item	Questions/Required Disclosure	Remarks	Report Section	Page No.
Social – Operating Practices				
Aspect B7: Anti-corruption				
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		Anti-corruption and Code of Conduct	P.85
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.		Legal Compliance	P.85
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.		TTI Compliance Hotline	P.85
Social – Community				
Aspect B8: Community Investment				
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.		Investing in our Communities	P.106
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).		Investing in our Communities	P.106-110
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.		Investing in our Communities	P.106

Appendix A of TTI's HKEX ESG Guide Content Index

Contents

7	Hong Kong
8	People's Republic of China
9	Australia
10	New Zealand
11	United States
12	Canada
13	Europe/EU
14	Austria
15	Belgium
16	Czech Republic
16	Denmark
17	Finland
18	France
19	Germany
20	Hungary
21	Netherlands
22	Norway
23	Poland
24	Romania
25	Spain
26	Sweden
27	Switzerland
28	United Kingdom
29	United Arab Emirates
29	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)

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)

Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong); Hong Kong Bill of Rights Ordinance (Cap.383 of the Laws of Hong Kong)

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. KPI

Occupational Health and Safety Ordinance (Cap. 509 of the Laws of Hong Kong); Occupational Safety and Health Regulation (Cap. 509A of the Laws of Hong Kong); 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 Description 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); Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong); Consumer Goods Safety Ordinance (Cap. 456 of the Laws of Hong Kong); Consumer Goods Safety Regulation (Cap. 456A of the Laws of Hong Kong); Electrical Products (Safety) Regulation (Cap.406G of the Laws of Hong Kong); Energy Efficiency (Labeling 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)

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”); 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”); Interim Provisions for the Administration of Pollutant Discharge License (“排污許可證管理暫行規定”); Environmental Impact Assessment Law of the People's Republic of China (“環境影響評價法”); Administrative Regulations on 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)”); 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 (“電子訊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 General Principles of Civil Law (“中華人民共和國民法總則”)

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

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 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 (“社會保險費徵收暫行條例”); 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制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 Labor 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 Labor 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 Labor 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 Tort Liability Law (“中華人民共和國侵權責任法”); 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”); Notice on Further Specifying Recruitment and Promoting Women Employment (“人力資源社會保障部、教育部等九部門關於進一步規範招聘行為促進婦女就業的通知”)

PRC Protection of Minors Law (Revised in 2012) (“中華人民共和國未成年人保護法(2012年修訂)”); Circular of the Ministry of Labor on Promulgating the Regulations on the Special Protection of Minor Workers (“未成年工特殊保護規定”); 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. KPI

PRC Work Safety Law (“中華人民共和國安全生產法”); PRC Prevention and Control of Occupational Diseases Law (Revised in 2017) (“中華人民共和國職業病防治法(2017年修訂)”); 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 (“工貿企業有限空間作業安全管理與監督暫行規定”); The Six Regulations of Enterprise Safe Production Risk Announcement (“企業安全生產風險公告六條規定”); The Eight-point Regulations on Occupational Hazard Prevention and Control by Employers (“用人單位職業病危害防治八條規定”); 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”); The Eight Provisions on Production Safety of Labor Intensive Manufacturing Enterprises (“勞動密集型加工企業安全生產八條規定”); 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”)

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 (“中華人民共和國網路安全法”); 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 (“能源效率標識管理辦法”)

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罰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罰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”); PRC Anti-Money Laundering Law (“中華人民共和國反洗錢法”)

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
 Commerce (Trade Descriptions) Regulation 2016
 Commerce (Trade Descriptions) Act 1905
 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

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 2011
 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

Labour Standards – relating to preventing child and forced labour

Commonwealth

Age Discrimination Act 2004
 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 Reform Act 1993
 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
 Superannuation Guarantee (Administration) Act 1992
 Workplace Gender Equality Act 2012

Modern Slavery Act 2018 (Cth)

New South Wales

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

Victoria

Equal Opportunity Act 2010
 Freedom of Information Act 1982
 Long Service Leave Act 1992
 Racial and Religious Tolerance Act 2001

Queensland

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

South Australia

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

Western Australia

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

Tasmania

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

Northern Territory

Anti-Discrimination Act 2015
 Information Act 2017
 Long Service Leave Act 2015

Australian Capital Territory

Discrimination Act 1991
 Freedom of Information Act 1989
 Long Service Leave Act 1976
 Workplace Privacy Act 2011

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

Work Health and Safety Act (Cth); Work Health and Safety Act 2011 (NSW); Work Health and Safety Regulations 2011 (NSW); Work Health and Safety Regulations 2012 (SA); Occupational Safety and Health Act 1984 (WA)

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); Privacy Act 1988 (Cth); Privacy Regulation 2013 (Cth); Spam Act 2003 (Cth); Gas and Electricity (Consumer Safety) Act 2017 (NSW); Electricity Safety Act 1998 (VIC); Electrical Safety Act 2002 (QLD); Invasion of Privacy Act 1971 (QLD); Energy Products (Safety and Efficiency) Act 2000 (SA); Electricity Regulations 1947 (WA); Electricity Industry Safety and Administration Act 1997 (TAS); Electricity Reform Act 2016 (NT); Electricity Safety Act 1971 (ACT)

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

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); Criminal Code Act 1995 (Cth); Crimes Act 1914; Independent Commission Against Corruption Act 1988 (NSW)

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; Waste Minimisation Act 2008; Hazardous Substances and New Organisms Act 1996; Climate Change Response Act 2002; 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 1993; Accident Compensation Act 2001

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; Crimes Act 1961 Fair Trading Act 1986; Consumer Guarantees Act 1993; Electricity (Safety) Regulations 2010

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. KPI

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; Consumer Guarantees Act 1993; Electricity (Safety) Regulations 2010

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

Crimes Act 1961; Secret Commissions Act 1910; 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)
 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
 The Pregnancy Discrimination Act
 The Age Discrimination in Employment Act of 1967 (ADEA)
 Genetic Information Nondiscrimination Act of 2008 (GINA)

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. KPI

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)

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

Foreign Corrupt Practices Act (1977)

Canada

A. Environmental

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

Canadian Environmental Protection Act
Workplace Hazardous Materials Information Systems (WHMIS)

B. Social

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

Canadian Charter of Rights and Freedoms
Provincial Human Rights Code

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. KPI

Provincial Occupational Health & Safety Act

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

Canada Consumer Product Safety Act (CCPSA)

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

Canadian Anti-Corruption Law and Compliance

Europe/EU*

B. Social

Product Responsibility

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

General product safety Directive
 Machinery Directive
 EMC Directive
 Low Voltage Directive
 Radio Equipment Directive
 Measurement Instruments Directive
 Pressure Equipment Directive
 Outdoor Noise Directive
 RoHS Directive
 Waste Electrical and Electronic Equipment Directive
 Battery Directive
 Packaging and packaging waste Directive
 Ecodesign Directive
 Personal Protective Equipment regulation
 Energy labelling Regulation
 Non Road Mobile Machines (NRMM) Regulation
 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

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

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).

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

Austria

A. Environmental

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

Environmental Information Act
 Environmental Impact Assessment Act of 2005
 Environmental Impact Assessment Act 2000, BGBl 1993/697 idF BGBl I 2009/87;
 Trade Act, BGBl 1994/194 idF BGBl I 2010/66;
 Federal Waste Management Act 2002, BGBl I No 2002/102 idF BGBl I 2009/115;
 Waste Management Acts of the provinces;
 Waste Register Ordinance, BGBl II 2003/570, idF BGBl II 2008/498;
 Water Act, BGBl 1959/215 idF BGBl I 2011/14 and more than 35 regulations on water;
 Clean-up of Contaminated Sites Law, BGBl 1987/79 idF BGBl I 2009/52;
 Directive on Funding Clean-Up of Contaminated Sites 2008;
 Forest Act, BGBl 1975/440 idF BGBl I 2007/55;
 Chemicals Act, BGBl I 1997/53 idF BGBl I 2009/88;
 Chemicals Ordinance, BGBl II 2000/81 idF BGBl II 2008/393;
 Public Administration Criminal Law, BGBl 1991/52 idF BGBl I 2009/135;
 Criminal Act, BGBl 1974/60 idF BGBl I 2010/38;
 Air Pollution Impact Act, BGBl I 1997/115 idF BGBl I 2010/77;
 Ozone Act, BGBl 1992/210 idF BGBl 2003/34;
 Federal Act on a System for Trading Allowances, BGBl 2004/46 idF BGBl 2010/111;
 Industrial Accident Ordinance, BGBl II 2002/354 idF 2010/14;
 Environmental Subsidies Act, BGBl 1993/185 idF BGBl 2009/52;
 Air Pollution Act for Boiler Facilities, BGBl 150/2004 idF 2010/65;
 Mineral Resources Act, BGBl 1999/38 idF 2010/65;
 Federal Environmental Liability Act, BGBl 2009/55;
 Building Acts of the provinces;
 Nature conservation laws of the provinces;
 Land Use Planning Acts of the provinces;

B. Social

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

Works Constitution Act [WCA], 14 December 1973, as last amended in April 2013 (BGBl. I Nr. 71/2013) (Arbeitsverfassungsgesetz – ArbVG, available in German only)
 Employees (White-collar) Act [EA] of 11 May 1921, as last amended in December 2015 (BGBl. I Nr. 58/2010) (Angestelltengesetz AngG, available in German only)
 Corporate Staff and Self-Employment Provision Act, (BGBl. I Nr. 100/2002), last amended in December 2016 (BGBl. I Nr. 118/2016) [Betriebliches Mitarbeiter und Selbständigenvorsorgegesetz]

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. KPI

“Act of 1994 concerning OSH and related regulations
 Federal Labour Inspection Act
 Ordinance No.1997/27 of the Federal Minister for Labour and Social Affairs concerning health surveillance at the workplace
 Maternity Protection Act
 Federal Act on Child Labour and Young Workers from 1987”

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

Section 304 to Section 308 of the Austrian Criminal Law Code (Strafgesetzbuch or StGB).
 First Anti-corruption Act 1964
 Second Anti-corruption Act 1982
 Criminal Law Reform 1987
 Corporate Criminal Liability Act 2005
 Substantive Law
 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
 Sec 165 – Money Laundering

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 28 June 1985 (FEPS)
 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
 Law of 16 November 1972 on labour inspection
 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 Law 2007;
 Bullying Law 2007
 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. KPI

The Act of 4 August 1996 on Wellbeing of Workers at Work
 The Royal Decree of 27 March 1998
 The Act of 9 February 1994 on the safety of products and services
 Belgian law the framework Council Directive 89/391/EEC of 12 June 1989

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

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

Czech Republic

A. Environmental

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

Act 1991 – 2 Collective Bargaining Act
 Act 1992 – 114 on the protection of nature and Landscape
 Act 1995 – 289 Forest Act
 Act 2001 – 100 on environmental impact assessment
 Act 2001 – 185 on Waste
 Act 2001 – 254 Water Act
 Act 2002 – 521 on integrated pollution prevention and control (amendment)
 Act 2005 – 7 amending Act No. 185/2001 – Coll. on waste and on amendment to some other laws
 Regulation 2003 on the Waste Management Plan of the Czech Republic

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 No. 262/2006 Coll., the Labour Code, as amended
 Act No. 2/1991 Coll., the Collective Bargaining Act, as amended
 No. 435/2004 Coll., the Employment Act, as amended
 No. 251/2005 Coll., the Labour Inspection Act, as amended
 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 social security insurance 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

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. KPI

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
 Act No. 258/2000 on public health protection
 Zákon o veřejném zdravotním pojištění 48/1997 Sb.
 Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci 309/2006 Sb.

Denmark

A. Environmental

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

Danish Environmental Protection Act (1973)
 Danish Livestock Farming Environmental Approval Act.
 The Planning Act (1993)
 The Act on Chemical Substances and Products (1980)
 The Soil Contamination Act (2000)
 The Water Supply Act (1999)

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

Ansættelsesbevisloven (2010)
 Ansættelsesklauuloven (2015)
 Barselloven (2019)
 Barselsudligningsloven (2006)
 Databeskyttelsesloven (2018)
 Deltidsloven (2018)
 Ferieloven (2015)
 Forskelsbehandlingsloven (2017)
 Funktionærloven (2017)
 Lov om forretningshemmeligheder (2018)
 Ligebehandlingsloven (2011)
 Ligelønsloven (2019)
 Pensionsloven (2017)
 Pensionsopsparingsloven (1996)
 Staffelloven (2018)
 Sygedagpengeloven (2004)

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. KPI

Arbejds miljøloven (2018)
 Arbejdsskadesikringsloven (2017)

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

Danish criminal code
 Act on Measures to Prevent Money Laundering and Financing of Terrorism
 Code of Conduct in the Public Sector (UNODC 2016)
 Denmark Anti-Corruption Code of Conduct 2004 – UNODC

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 (1973)
 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 (Päästökauppalaki). 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 (Geeniteknikkalaki). Governs genetic engineering.
 Nuclear Energy Act (Ydinenergilaki). Governs nuclear power.
 Act on Operating Aid for Power Generation from Renewable Energy Sources (Laki uusiutuville energialähteillä tuotetun sähkön tuotantotuesta).
 Governs renewable energy/feed-in tariffs.
 Radiation Act (Säteilylaki). Governs radiation control.

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 (2018)
 Non-discrimination Act (2014)
 Working Hours Act (2014)
 Personal Data Act (2007)
 Act on Cooperation within Undertakings (2013)
 Data Protection Act (2018)
 Working Life Act (2018)
 Annual Holidays Act (2016)

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. KPI

Occupational Safety and Health Act (2013) – (Työturvallisuuslaki)
 Workers' Compensation Act (2015) (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"

France

A. Environmental

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

“Code de l’environnement
Code forestier
Loi du 14 avril 2006 relative aux parcs nationaux, aux parcs naturels marins et aux parcs naturels régionaux
Loi du 30 décembre 1996 sur l’air et l’utilisation rationnelle de l’énergie
2004 Environmental Charter (which is part of the Constitution).
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 Code (Article R. 122-2, Environment Code)
Garanties financières (Article R. 516-1, Environment Code)”

B. Social

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

Labour Standards – relating to preventing child and forced labour

“The Labour Code
Article L.1262-4 of the Labour Code
(Article 8(1), Rome I
(Article 8(2), Rome I
Constitution of 4 October 1958;
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.”

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

“Penal Code Ordinance No. 2005-759 of 4 July 2005
Commission de la sécurité des consommateurs (CSC)”

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

“Article 432-11 and Article 433-1 of the French Criminal Code
French Criminal Code, Articles 432-11, 1
French Criminal Code Articles 433- 1, 1; 433-22 and 433-23; 432-11, 1; and 432-17”

Germany

A. Environmental

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

Emission control under the Federal Emission Control Act
 Waste control, disposal and management under the Closed Cycle Management Act
 Water control and management under the Federal Water Resources Act
 Soil conservation under the Federal Soil Protection Act
 Hazardous substances control under the Chemical Act
 Regulations Providing Sanctions for Infringements of Chemical Safety
 Regulations on Bans and Restrictions on the Placing on the Market of Substances, Preparations and Articles Hazardous Under the Chemicals Act
 Nature and landscape conservation under the Nature Protection and Landscape Conservation Act
 Waste Shipment Ac -) Law on Monitoring and Control of Transboundary Movements of Waste

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

BGB	Entgeltfortzahlungsgesetz	Montan MitbestimmungsG
AGG	Europäische Betriebsrätegesetz	MuschG
Altersteilzeitgesetz	Familienpflegezeitgesetz	MuArbschV
ANÜ Gesetz	Feiertage	NachweisG
ArbGG	Gewerbeordnung	PflegezeitG
ArbSchutzG	Grundgesetz	Rom I VO
BIG	Grundrechte Charta	Schwarzarbeitsbekämpfungsgesetz
Betriebsrentengesetz	HGB	SGB I-X
BtrVG	HeimarbeitszeitG	Sprecherausschutz G
Bundeselterngeld und ETZGesetz	Inssolvenzordnung	TVG
BurlG	JASG	TzBfG
Charta der Grundrechte	KindArbSchG	Umwandlungsegezt
BDSG	KschG	Wahlordnung BtrVG
DSGVO	LadenschlussG	Währungsuniongesetz
Drittelbeteiligungsgesetz	Mitbestimmungs	Wissenschaftszeitvertragsgesetz
Einkommensteuergesetz	MindestlohnG	ZPO

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

BGB	HGB
ArbSchutzG	JASG
BtrVG	KindArbSchG
Charta der Grundrechte	MuschG
Entgeltfortzahlungsgesetz	MuArbschV
Gewerbeordnung	PflegezeitG
Grundgesetz	SGB I-X
Grundrechte Charta	GewO

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

StGB
 GWG
 GmbHG
 AktG
 GG
 BGB
 GewO
 HGB
 Gesetz zur Bekämpfung der Korruption
 AO
 UWG
 IntBestG
 Strafrechtsübereinkommen über Korruption
 Übereinkommen der Vereinten Nationen gegen Korruption (UNCAC) i
<https://www.hannover.ihk.de/internationalzoll/ein-und-ausfuhrbestimmungen/weitere-hinweiselinks/sanktions-terroristen/terrorismusbekaempfung-betrifft-unternehmen.html>
 EU-Antiterrorismusverordnung
 deutschem Außenwirtschaftsgesetz/AWG
 Zollverwaltungsgesetz
 Embargo-Verordnungen der EU
 ArbZG
 AGG
 Umweltgesetzbuch
 Wertpapierhandelsgesetz(WpHG) § 80
 Kreditwesengesetz (KWG) § 25a
 ProdHaftG
 MinLG

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 1976 – II on the protection of the human environment. (Hungarian)
 Act 1995 – LIII on the General Rules of Environmental Protection
 Act 1995 – LIII on the General Rules of Environmental Protection.
 Act 1995 – LVII on water management.
 Act 1996 – LIII on Nature Conservation (hungarian)
 Act 1996 – LIV on forests and their protection. (Hungarian)
 Act 1998 – XXVII on biotechnology activities
 Act 2000 – XLIII on waste management
 Act 2000 – XXV on chemical safety (Hungarian)
 Act 2007 – LX on the implementation framework of the UN Framework Convention on Climate Change and the Kyoto Protocol thereof
 Act 2009 – XXXVII on Forest Conservation and Forest Management (Hungarian)

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 1992 – XXII on Labor Code
 Act 1993 – LXXIX on Public Education
 Act 1993 – LXXVI on vocational training
 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
 Government Decree 362/2004 on the Equal Treatment Authority and the Detailed Rules of its Procedure

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. KPI

Act 1997 – CLIV on health. (hungarian)
 Decree No. 16/ 2006. (III. 27.) concerning medical devices

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

Act no. 4/1978 Criminal code
 Act 2007 – CXXXVI on the Prevention and Combating of Money Laundering and Terrorist Financing

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, 1 January 2017
 General Environmental Law Act (Wet algemene bepalingen omgevingsrecht).
 Environmental Management Act (Wet Milieubeheer).
 Water Act (Waterwet).
 Nature Protection Act 1998 (Natuurbeschermingswet 1998).
 Flora and Fauna Act (Flora- en faunawet).
 Soil Protection Act (Wet Bodembescherming).
 Activities Decree (Activiteitenbesluit Milieubeheer).
 Boswet
 Cadmium Decree 1999 - rules for the manufacture and sale of products containing cadmium
 Environment Protection Act
 Environmental Management Act 2004
 Experiments on Animals Act 1997
 Flora en faunawet

Groundwater Act
 Invoeringswet Waterwet
 Marine Pollution Act
 Natuurbeschermingswet 1998
 Ontgrondingenwet
 Soil Protection Act
 Waterleidingbesluit
 Waterleidingwet
 Waterwet 2008
 Wet beheer rijkswaterstaatswerken
 Wet Bodembescherming
 Wet Geluidhinder
 Wet milieubeheer
 Wet verontreiniging van oppervlaktewateren

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

Labour Law – The Netherlands
 Civil Code, Book 7, Special agreements – The Netherlands
 Order of October 5, 1945, establishing the Extraordinary Decree on Labour Relations in 1945 – The Netherlands
 Bankruptcy Act – The Netherlands
 Unemployment Act – The Netherlands
 Disability Insurance Act – The Netherlands
 Act of March 24, 1976, establishing rules concerning reporting of collective dismissals – The Netherlands
 Act of 24 December 1927 laying down detailed rules of the Collective Agreement – The Netherlands
 Act of May 25, 1937, on declaration of universal or non-universal application of provisions in collective agreements – The Netherlands
 Act of January 28, 1971, establishing new rules regarding the participation of employees in the company works through works councils – The Netherlands
 Act of January 23, 1997 implementing Directive No. 94/45/EC of the Council of the European Union of September 22, 1994 concerning the establishment of a European Works Council or a procedure in enterprises or companies with participation of the working community for the informing and consulting of employees (Act on European Works Councils) – The Netherlands
 Decision on entry of Social-Economical Council (SEC) – Merger Code 2000 into force – The Netherlands
 Act of February 19, 2000, to protect the right to adapt working hours (Act adjusting working hours) – The Netherlands
 Act of 16 November, 2001 laying down rules for the creation of a new balance between work and care in the broadest sense (Work and Care Act) – The Netherlands
 Act of March 2, 1994, laying down general rules for protection against discrimination on grounds of religion, belief, political opinion, race, sex, nationality, heterosexual or homosexual orientation or marital status – The Netherlands
 Act of March 1, 1980, adapting the Dutch legislation to the Council Directive of the European Communities on 9 February, 1976 on equal treatment of men and women – The Netherlands
 Act of April 3, 2003 laying down the Act on equal treatment on grounds of disability or chronic illness – The Netherlands
 Act of May 14, 1998, containing rules for the non-public employment intermediation and the provision of labour force (Act on labour allocation through intermediaries) – The Netherlands
 Act of November 27, 1968, containing regulations on minimum wages and minimum holiday allowance – The Netherlands
 Act of December 21, 1994, fixing the Aliens Employment Act – The Netherlands
 Act of July 6, 2000, containing rules on the protection of personal data (Personal Data Protection Act) – The Netherlands
 Convention on the Act applicable to contractual obligations – The Netherlands
 Dismissal Decision – The Netherlands
 Act of March 18, 1999, containing provisions to improve working conditions (Act on Working Conditions, 1998) – The Netherlands
 Act of November 23, 1995, containing provisions on working and resting hours – The Netherlands
 Decision of December 4, 1995, laying down detailed rules on working and resting hours – The Netherlands
 Regulation procedure in first year of illness – The Netherlands
 Policies for gatekeeper's performance assessment – The Netherlands 27

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

Working Conditions Act of 18 March 1999, containing provisions to improve working conditions (Working Conditions Act)
 Working Conditions Decree
 The Working Conditions Regulation
 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 (v) the United Nations Convention against corruption (No. 42146).

Norway

A. Environmental

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

Pollution Control Act (1983)
 The Product Control Act (1976)
 The Greenhouse Gas Emission Trading Act (2004)
 Water Resources Act (2000)
 Environment Information Act (2003)
 Act 13 March 1981 no 6 – relating to protection against pollution and relating to waste.
 Last amended by Act 10 December 1999 no 83
 Act on Radiation Protection and Use of Radiation 2000
 Animal Welfare Act 1974
 Cultural Heritage Act 1978
 Environmental Information Act 2003
 Finnmark Act (2005)
 Forestry Act 2005
 Greenhouse Gas Emission Trading Act 2004
 Nature Conservation Act 1970
 Pollution Control Act (Norway)
 Pollution Control Act of 13 March 1981 No.6
 Regulations Relating to Pollution Control (pollution regulations)
 Regulations Relating to Restrictions on the Use of Chemicals and Other Products Hazardous to Health and the Environment (product regulations)
 Svalbard Environmental Protection Act 2001
 Waste Regulations (Norway)
 Water Resources Act 2000
 Watercourse Regulation Act 1917
 Wildlife Act 1981

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

Arbeidsmiljøloven (2018)
 Lov om 1. og 17. mai som høgtidsdager (2018)
 Ferieloven (2018)
 Forskrift om arbeid i arbeidstakers hjem (2018)
 Likestillings- og diskrimineringsloven (2018)
 Arbeidsmarkedsloven (2019)
 Folketrygdloven (2019)
 Lønnsgarantiloven (2014)
 Permitteringslønnsloven (2019)
 Yrkeskadetrygdloven (2019)
 Markedsføringsloven (2018)
 Permitteringslønnsloven (2019)
 Personopplysningsloven (2018)

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

Arbeidsmiljøloven (2018)
 Lag om arbeidskadeførsøkring

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

Norwegian Penal Code Chapter 30, sections 387, 388 and 389 (incorporated in October 2015)
 Norwegian Civil Service Act Chapter 3, section 20
 Working Environment Act
 Bookkeeping Act
 The Public Procurement Act
 The Marketing Act

Poland

A. Environmental

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

Ustawa z dnia 27 kwietnia 2001 r. Prawo ochrony środowiska.
Zákon o odpadech a o změně některých dalších zákonů 185/2001 Sb.
Vyhláška o Katalogu odpadů 93/2016 Sb.
Act 1991 on Inspection for Environmental Protection
Act 1997 Poland Animal Protection Act
Act 2000 on Access to Information on the Environment and Its Protection and on Environmental Impact Assessments
Act 2001 on Waste

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

Ustawa z dnia 26 czerwca 1974 r. Kodeks pracy.
Ustawa z dnia 13 marca 2003 r. o szczególnych zasadach rozwiązywania z pracownikami stosunków pracy z przyczyn niedotyczących pracowników
Ustawa z dnia 27 sierpnia 1997 r. o rehabilitacji zawodowej i społecznej oraz zatrudnianiu osób niepełnosprawnych
Ustawa z dnia 20 kwietnia 2004 r. o promocji zatrudnienia i instytucjach rynku pracy
Ustawa z dnia 14 lipca 1983 r. o narodowym zasobie archiwalnym i archiwach
Ustawa z dnia 13 kwietnia 2007 r. o Państwowej Inspekcji Pracy
Ustawa z dnia 13 października 1998 r. o systemie ubezpieczeń społecznych.
Ustawa z dnia 17 grudnia 1998 r. o emeryturach i rentach z Funduszu Ubezpieczeń Społecznych
Ustawa z dnia 25 czerwca 1999 r. o świadczeniach pieniężnych z ubezpieczenia społecznego w razie choroby i macierzyństwa
Ustawa z dnia 30 października 2002 r. o ubezpieczeniu społecznym z tytułu wypadków przy pracy i chorób zawodowych.
Ustawa z dnia 7 października 1999 r. o języku polskim
Ustawa z dnia 10 października 2002 r. o minimalnym wynagrodzeniu za pracę
Rozporządzenie Rady Ministrów z dnia 11 września 2018 r. w sprawie wysokości minimalnego wynagrodzenia za pracę oraz wysokości minimalnej stawki godzinowej w 2019 r.
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
Rozporządzenie Ministra Rodziny, Pracy i Polityki Społecznej z dnia 30 grudnia 2016 r. w sprawie świadectwa pracy
Rozporządzenie Ministra Rodziny, Pracy i Polityki Społecznej z dnia 10 grudnia 2018 r. w sprawie dokumentacji pracowniczej
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
Rozporządzenie Ministra Rodziny, Pracy i Polityki Społecznej z dnia 20 grudnia 2018 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
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.
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
Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 20 grudnia 2012 r. w sprawie określenia wzorów miesięcznych i rocznych informacji o zatrudnieniu, kształceniu lub o działalności na rzecz osób niepełnosprawnych
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
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.
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. KPI

USTAWA z dnia 24 sierpnia 1991 r. O ochronie przeciwpożarowej
Rozporządzenie Ministra Pracy i Polityki Socjalnej z dnia 26 września 1997 r. w sprawie ogólnych przepisów bezpieczeństwa i higieny pracy.
Rozporządzenie Ministra Pracy i Polityki Socjalnej z dnia 1 grudnia 1998 r. w sprawie bezpieczeństwa i higieny pracy na stanowiskach wyposażonych w monitory ekranowe
Rozporządzenie Ministra Gospodarki i Pracy z dnia 27 lipca 2004 r. w sprawie szkolenia w dziedzinie bezpieczeństwa i higieny pracy
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
Rozporządzenie Ministra Pracy i Polityki Społecznej z dnia 7 stycznia 2009 r. w sprawie statystycznej karty wypadku przy pracy

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

Ustawa z dnia 6 marca 2018 r. – Przepisy wprowadzające ustawę – Prawo przedsiębiorców oraz inne ustawy dotyczące działalności gospodarczej
ZÁKON O VEREJNÝCH ZAKÁZKÁCH 137/2006
Zákon o svobodném přístupu k informacím 106/1999 Sb.
Zákon o finanční kontrole 320/2001

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
 Law 107/1996 regarding waters
 Law 111/1996 on the Safe Deployment, Regulation, Authorization and Control of Nuclear Activities
 Law 214/2011 for the organization, management and exploitation of meadows
 Law 255/1998 on the Protection of New Varieties of Plants
 Law 178/2000 on cosmetics
 Law 289/2002 on forest protection curtains
 Law 458/2002 on drinking water quality
 Law 85/2003 regarding mines
 Law 238/2004 regarding oil
 Law 347 of 2004 regarding mountain
 Law 407 2006 for hunting and hunting protection
 Law 24 2007 updated and republished. Law on the regulation and management of green areas in the localities
 Law 46 2008 Forestry Code
 Law 220/2008 establishing the system for promoting the production of energy from renewable energy sources
 Law 171/2010 updated – The law on forest contraventions and sanctioning them
 Law 132/2010 on the selective collection of waste in public institutions
 Law 211/2011 on waste regime

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
 Law 202/2006 on the organization and functioning of the National Agency for Employment
 Law 142/1998 on the issue of meal vouchers
 Norms for the enforcement of Law no. 142/1998 on the granting of mass 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 193/2006 on the granting of gift vouchers and crèche vouchers
 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

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

Law 319/2006 on Safety and Health at Work
 Law 487 of 2002 on mental health and the protection of persons with mental disorders

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

OMAI 256 of 2011 on the procedure for testing the professional integrity of M.A.I.
 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

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 Costas. This law includes measures for the restoration and protection of the public marine-terrestrial domain.
 The public use of the sea is guaranteed taking into account a control of the level of quality of the coasts of the sea and waters.
 Order ARM / 2444/2008, of August 12, for the National Action Program to Combat Desertification.
 Between 2011/2012, the individual allocation of greenhouse gases to the facilities included in the National Plan for the allocation of greenhouse gas emission allowances was approved.
 Order ITC / 3366/2010, of December 29, for the writing of data.
 Law 13/2010, of July 5, which modifies Law 1/2005, of March 9, which regulates the greenhouse gas emission rights trading regime, to improve and expand general scheme for trading emission rights and including aviation in it.
 Law 40/2010, of December 29, on geological storage of CO2. The Law 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 1565/2010, of November 19, which regulates and modifies the aspects related to the activity of production of electric energy under the special regime (BOE nº 283 of 11/23/2010). The bonus that is seen by the sale of energy that occurs in photovoltaic solar power plants is modified.
 Royal Decree 1614/2010, of December 7, which regulates and modifies the elements related to the activity of production of electric energy from solar thermal and wind energy (BOE nº 298, of 08/12/2010).
 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).
 Royal Decree 1370/2006, of November 24, approving the National Plan for the Allocation of Greenhouse Gas Emission Allowances 2008-2012 (BOE No. 282 of 11/25/2006). Modified by Royal Decree 1030/2007, of July 20 (BOE nº 174 of 07/21/2007), modified, in turn, by Royal Decree 1402/2007, of October 29 (BOE nº 260 of 30 / 10/2007).
 Order PRE / 3420/2007, of November 14, approves the assignment of individual rights to emit greenhouse gases.

B. Social

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

Labour Standards – relating to preventing child and forced labour

La Constitución Española – The Spanish Constitution
 Statute of the Workers (Estatuto de los trabajadores) approved by Royal Legislative Decree 1/1995, of 24 of March
 Labour Procedure Law, Act No. 36/2011, (Ley 36/2011, de 10 de octubre, reguladora de la jurisdicción social)
 General Social Security Act;
 Organic Act for Union Freedom;
 Act for Violations and Sanctions regarding Social Order; and
 Applicable collective bargaining agreement.

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

Labor Risk Prevention Law (LPRL) – Real Decreto 39/1997
 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.8
 Noisy atmospheres – Law 37/2003, of November 17, of Noise.9
 Royal Decree 286/2006, of March 10, on the protection of the health and safety of workers against the risks related to noise exposure.10
 Royal Decree 1316/1989, of October 27, on the protection of workers from the risks arising from exposure to noise during work (in which it is valid until February 15, 2008) .11
 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.12
 Technical guide for the evaluation and prevention of electrical risk.13
 Royal Decree 842/2002, of August 2, approving the Electrotechnical Regulation for Low Voltage.14
 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
 Health and Safety Act

Sweden

A. Environmental

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

The Swedish Environmental Code (1999) – replaced and consolidated 15 previous Acts on the environment
 Animal Welfare Ordinance
 Forest Act 2004
 Heritage Conservation Act (Sweden) (1988:950)
 Heritage Conservation Ordinance (1988:1188)
 Ordinance concerning Environmentally Hazardous Activities and the Protection of Public Health (1998:899)
 Ordinance on Environmental Quality Standards on Ambient Air (2001:527)
 Ordinance on Land and Water Management (1998:896)
 Plant Protection Ordinance (2006:1010)
 Public Water Areas (Boundaries) Act (SFS 1950:595)
 Radiation Protection Act (1988:220)
 Swedish Environmental Code (1998:808)

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

Anställningsskyddslagen (2018)
 Lag om arbetsgivares kvittningsrätt (2018)
 Lag om arbetstagares rätt till ledighet för utbildning (2018)
 Arbetstidslag (2018)
 Arbetstidsförordning (2018)
 Arbetsmiljölagen (2018)
 Diskrimineringslag (2018)
 Dataskyddslagen (2018)
 Semesterlag ((2009)
 Föräldreledighetslagen (2019)
 Lag om sjuklön (2019)

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. KPI

Arbetsmiljölagen (2018)
 Arbetsmiljöförordning ((2018)
 Socialförsäkringsbalken (2019)

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

Swedish Penal Code, Chapter 10, Section 5 a-e
 Marketing Act
 the Anti-Money Laundering Act (August 2017)
 Money Laundering Offences Act (July 2014)
 Swedish Whistleblowing Act (2016/749)
 The Competition Act (2008/579)
 Public Procurement Act (2016/1145)
 Code of Business Conduct (November 2014)

Switzerland

A. Environmental

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

Federal Environmental Protection Act of 1983 (EPA)
 Federal Water Protection Act of 1991 (WPA)
 Federal Act on the Protection of Nature and Cultural Heritage of 1966 (NCHA)
 Federal Forest Act of 1991 (ForA)
 Federal Agriculture Act of 1998 (AgricA)
 Federal Act on Non-Human Gene Technology (GTA)
 Swiss Civil Code of 1907 (CC)
 Ordinance on Avoidance and Disposal of Waste of 2015 (replacing the Technical Ordinance on Waste of 1990)
 Ordinance on Movement of Waste of 2005
 Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
 Swiss Code of Obligations of 1911 (CO)
 Civil Code (CC)
 Federal Ordinance on the Register relating to Pollutant Release and the Transfer of Waste and of Pollutants in Waste Water (PRTR-V)
 Bundesgesetz vom 1. Juli 1966 über den Natur- und Heimatschutz (NHG)
 Bundesgesetz vom 20. Juni 1986 über die Jagd und den Schutz wildlebender Säugetiere und Vögel (Jagdgesetz, JSG)
 Bundesgesetz vom 22. Dezember 1916 über die Nutzbarmachung der Wasserkräfte (Wasserrechtsgesetz, WRG)
 Bundesgesetz vom 22. Juni 1877 über die Wasserbaupolizei
 Bundesgesetz vom 24. Januar 1991 über den Schutz der Gewässer (Gewässerschutzgesetz, GSchG)
 Bundesgesetz vom 4. Oktober 1991 über den Wald (Waldgesetz, WaG)
 Bundesgesetz über den Natur- und Heimatschutz
 Chemicals Ordinance (ChemO)
 Chemikaliengebührenverordnung (ChemGebV)
 Chemikalienverordnung (ChemV)
 CO₂-Gesetz
 Environmental Protection Act (Switzerland) (EPA)
 Federal Act of 7 October 1983 on the Protection of the Environment (Environmental Protection Act, EPA)
 Federal Act on the Protection of Waters (GSchG)
 Federal Act on Railways Noise Abatement
 Federal Law on the reduction of CO₂ emissions
 Federal Law relating to Non-human Gene Technology
 Federal Law relating to the Protection of the Environment
 Gentechnikgesetz (GTG)
 Gewässerschutzgesetz (GSchG)
 Gewässerschutzverordnung (GSchV)

Hydraulic Engineering Act
 Jagdgesetz (JSG)
 Jagdverordnung (JSV)
 Luftreinhalte-Verordnung (LRV)
 Lärmschutz-Verordnung (LSV)
 Nationalparkgesetz
 Natur- und Heimatschutzgesetz (NHG)
 Noise Abatement Ordinance
 Ordinance of 7 November 2007 on Parks of National Importance (Parks Ordinance, ParkO)
 Ordinance on Air Pollution
 Ordinance on Beverage Containers (VGV)
 Ordinance on Environmental Impact Assessment
 Ordinance on Hydraulic Engineering (WBV)
 Ordinance on Plant Protection Products (PSMV)
 Ordinance on Railways Noise Abatement
 Ordinance relating to Impacts on the Soil (VBo)
 Ordinance relating to Protection from Non-ionizing Radiation (NISV)
 Ordonnance du 7 décembre 1998 concernant la sécurité des ouvrages d'accumulation (Ordonnance sur les ouvrages d'accumulation, OSOA)
 Ordonnance sur la chasse (OChP)
 Ordonnance sur la protection contre le bruit (OPB)
 Ordonnance sur la protection contre le rayonnement non ionisant (ORNI)
 Ordonnance sur la protection de la nature et du paysage (OPN)
 Ordonnance sur la protection de l'air (OPair)
 Ordonnance sur la protection des eaux (OEaux)
 Ordonnance sur la taxe sur le CO₂ (Ordonnance sur le CO₂)
 Ordonnance sur l'aménagement des cours d'eau (OACE)
 Ordonnance sur les atteintes portées aux sols (OSol)
 Ordonnance sur les emballages pour boissons (OEB)
 Ordonnance sur les forêts (OFo)
 Ordonnance sur les produits chimiques (OChim)
 Pflanzenschutzmittelverordnung (PSMV)
 Technical Ordinance on Waste (TVA)
 Umweltschutzgesetz (USG)
 Verordnung vom 12. Februar 1918 über die Berechnung des Wasserzinses (Wasserzinsverordnung, WZV)
 Verordnung vom 2. Februar 2000 über die Nutzbarmachung der Wasserkräfte (Wasserrechtsverordnung, WRV)
 Verordnung vom 25. Oktober 1995 über die Abgeltung von Einbussen bei der Wasserkraftnutzung (VAEW)

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 new Swiss Federal Constitution
 The individual labor contract law
 The Swiss Code of Obligations (OR)
 Civil Code (CC), 1811, as last amended in Jun 2016 (BGBl. I Nr. 43/2016)
 [Allgemeines bürgerliches Gesetzbuch (ABGB), available in German only]

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

Swiss Work Act was originally based on the Factory Act from 1877
 Work Act (ArG)
 Accident Insurance Act (UVG)
 EKAS Directive 6508

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

Swiss Criminal Code, Articles 322ter to 322quater.
 1999 Council of Europe Criminal Law Convention on Corruption
 1997 Organisation for Economic Cooperation and Development Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, ratified on 31 May 2000
 1990 Council of Europe Convention on Laundering, Search, Seizure and Confiscation of Proceeds of Crime
 2003 United Nations Convention against Corruption on 24 September 2009

United Kingdom

A. Environmental

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

Clean Neighbourhoods and Environment Act 2005
 Climate Change Act 2008
 Control of Pollution Act 1974
 Countryside and Rights of Way Act 2000
 Environmental Damage (Prevention and Remediation) (England) Regulations 2015 (ED Regulations).
 Environmental Permitting (England and Wales) Regulations 2010.
 Environmental 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 Management Licensing Regulations 1994
 Radioactive Contaminated Land (Modification of Enactments)(England) Regulations 2006
 Contaminated Land (England) Regulations 2000

B. Social

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

Labour Standards – relating to preventing child and forced labour

Disability Discrimination Act, 1995
 Additional Paternity Leave Regulations 2010
 Agency Workers Regulations 2011
 Collective Redundancies and Transfer of Undertakings (Protection of Employees)(Amendment) Regulations 2014
 Employment Relations Act 1999
 Employment Rights Act 1996
 Employment Tribunals Act 1996
 Equal Pay Act of 1970
 Equality Act 2010
 Health and Safety at Work etc. Act 1974 (HASAWA)
 Humans Right Act 1998
 Mental Health Act 1983
 National Minimum Wage Act 1988
 Parental Leave (EU Directive) Regulations 2013
 Pensions Act 2008
 Race Relations Act, 1976
 Regulatory Investigatory Powers Act 2000
 Sex Discrimination Act, 1975
 Statutory Shared Parental Leave Regulations 2014
 Trade Union and Labour Relations (Consolidation) Act 1992
 Transfer of Undertakings (Protection of Employment) Regulations 2006
 Working Time Regulations Act 1998
 Modern Slavery Act (2015)

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

Confined Spaces Regulations 1997
 Control of Asbestos Regulations 2012
 Control of legionella bacteria in water systems
 Control of Major Accident Hazards Regulations 1999 (as amended)
 Control of substances hazardous to health (coshh) regulations 2002
 Control of Vibration at Work Regulations 2005
 Controlling 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
 Manual Handling Operations Regulations 1992
 Personal protective equipment at work regulations 1992
 Provision and Use of Work Equipment Regulations 1998
 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995
 Safety Representatives and Safety Committees Regulations 1977 (as amended) 1996
 Working Time Regulations 1998
 Workplace (Health, Safety and Welfare) Regulations 1992

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.
 Prevention of Corruption Act 1906/1916
 Anti-Terrorism, Crime and Security Act 2001 (2001 Act)
 Proceeds of Crime Act 2002
 Crime and Courts Act 2013
 Company Directors Disqualification Act 1986

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

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 Law No 8 of 1980
 Federal Law No. 24 of 1981, dated 07 November 1981
 Federal Law No. 15 of 1985, dated 15 December 1985
 Federal Law No. 12 of 1986, dated 27 October 1986
 Federal Law No. 14 of 1999, dated 17 October 1999
 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 27 2015, clarifies and expands the circumstances in which a worker cannot face a labor ban in the UAE.
 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 Labour.
 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 nonpayment 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. KPI

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

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);