

## Guidance

Your organization should maintain an indexed list of relevant compliance obligations and other requirements such as standards and procedures in connection with identified environmental aspects by referencing the minimum acceptable legal, industry standards and technical specifications against the associated equipment and operating routines at our facility. Information in the register for each requirement includes but is not limited to:

1. Title and description of the compliance obligation and other requirement;
2. Description of how the obligation or requirement applies and whether relevant licenses or approvals are required;
3. Title and description of supporting documents that demonstrate compliance;
4. How compliance is verified.

This document is reviewed and updated for adequacy, both for new regulations and updated regulations, on a quarterly basis and communicated to relevant staff whose responsibilities affect compliance.

A compliance rating has been given to indicate how your organization complies with each item of applicable environmental legislation. The compliance risk scoring is as follows:

Low	Compliant without the need for further action
Moderate	Compliant but requires on-going management
Serious	Noncompliant and requires corrective action
Critical	Breach or impending breach envisaged
N/A	Not applicable to the organization

Legal requirements are reviewed for applicability on a regular basis with assistance from the automatic emails received whenever legislation is updated or is newly published. Nonconformities resulting from the legal compliance audits are recorded, actioned and tracked.

Legal Requirements Register

Determine which needs and expectations of interested parties are to become requirements, and determine the legal requirements related to your identified health and safety hazards. These may arise from mandatory requirements; applicable laws and regulations, voluntary commitments such as organizational and industry standards; contractual relationships; principles of good governance and community; and ethical standards.

Ref.	Interested Party	Process or Activity	Expectation	OHS Hazard	Type of Commitment	Legal or Other Requirement	Link to Guidance	Compliance Status	Risk Indicator	Risks	Opportunities	Action	Objectives	Target Date
CO1	Workers	Process 1	Appropriate equipment, facilities and training for using chemicals	Use of chemicals in manufacturing processes	Regulatory	Control of Substances Hazardous to Health (Amendment) Regulations 2004	<a href="https://www.legislation.gov.uk/ukxi/2004/338/6/made">https://www.legislation.gov.uk/ukxi/2004/338/6/made</a>	Compliant without the need for further action	Low	Need to carry out COSHH assessments	Ensure full compliance	Ensure COSHH sheets, risk assessments etc. are available at point of potential incident. Risk assessments of hazardous substances and defined appropriate controls	Carry out a review of all hazardous products to ensure MSDS are available and up-to-date	Q2 2025
CO2	Community	Process 2	Minimize impacts on climate change	Climate Change Levy is offset by a 0.3% reduction in employer's National Insurance contributions	Voluntary	Climate Change Levy Regulations 2021	<a href="https://www.legislation.gov.uk/ukxi/2021/675/contents/made">https://www.legislation.gov.uk/ukxi/2021/675/contents/made</a>	Noncompliant and requires corrective action	Serious	Fine/breach of law	Ensure full compliance	Monitor energy use and take steps to minimize consumption, in order to reduce bills and the financial impact of the Climate Change Levy.		
CO3	Workers	Process 3	Waste storage must be safe, secure, provide no risk to people or the environment	Enforces the Duty of Care requirements for waste handling and storage.	Regulatory	Waste (England & Wales) (Amendment) Regulations 2014	<a href="https://www.legislation.gov.uk/ukxi/2011/988/contents/made">https://www.legislation.gov.uk/ukxi/2011/988/contents/made</a>	Compliant but requires on-going management	Moderate	Fine/breach of law	Maintain full compliance	Waste must be transferred to properly licensed waste contractors and a Waste Transfer Note must be provided and kept for minimum 2 years.	Make sure all waste containers used are suitable and secure and in good condition.	
CO4	Regulators	Process 6	Ensure gas systems on site are safely installed, maintained and safe to use		Regulatory	Gas Safety (Installation and Use) Regulations 1994-2018	<a href="https://www.legislation.gov.uk/ukxi/2018/139/contents/made">https://www.legislation.gov.uk/ukxi/2018/139/contents/made</a>	Breach or impending breach envisaged	Critical	Fine/breach of law	Ensure full compliance	Gas safety engineers service reports and Gas Safe register		
CO5	Workers	Process 5	Ensure appropriate equipment, facilities and trained personnel are available to ensure first aid can be given to employees if they are injured or become ill at work		Regulatory	Health and Safety (First Aid) Regulations 1981 ACOP L74	<a href="https://www.legislation.gov.uk/ukxi/1981/917/contents/made">https://www.legislation.gov.uk/ukxi/1981/917/contents/made</a>	Compliant but requires on-going management	Moderate	Fine/breach of law	Maintain full compliance	Undertake First Aid training and retain training documentation		
CO6	HSE	Process 3	Requirement to notify certain occupational injuries, diseases and dangerous occurrences to the HSE		Regulatory	Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013	<a href="https://www.legislation.gov.uk/ukxi/2013/147/1/made">https://www.legislation.gov.uk/ukxi/2013/147/1/made</a>	Noncompliant and requires corrective action	Serious	Fine/breach of law	Ensure full compliance	Accident/ Incident reporting, HSE accident forms, accident investigations and accident interviews		
CO7	Workers	Process 7	Ensure task involving manual handling are risk assessed and avoid hazardous handling where practicable and controls are in place to reduce risks		Regulatory	Management of Health and Safety at Work Regulations 2003	<a href="http://www.legislation.gov.uk/ukxi/1992/2793/contents/made">http://www.legislation.gov.uk/ukxi/1992/2793/contents/made</a>	Compliant but requires on-going management	Moderate	Fine/breach of law	Ensure full compliance	Risk assessments and training		
CO8	Workers	Process 8	Ensure fire safety compliance		Regulatory	Regulatory Reform (Fire Safety) Order 2005	<a href="http://www.legislation.gov.uk/ukxi/2005/1541/contents/made">http://www.legislation.gov.uk/ukxi/2005/1541/contents/made</a>	Compliant but requires on-going management	Moderate	Fine/breach of law	Maintain full compliance	Smoking Policy, availability of fire fighting equipment		
CO9	Investors	Process 3	Increasing investor demand for participation in voluntary schemes	Use of f-gases in air conditioning units	Voluntary	Ozone-Depleting Substances (Qualifications) Regulations 2009	<a href="https://www.legislation.gov.uk/ukxi/2009/216/contents/made">https://www.legislation.gov.uk/ukxi/2009/216/contents/made</a>	Compliant without the need for further action	Low	Lack of resources required to participate	Improve rating agency/analyst score therefore opening up more investment	Undertake a cost benefit analysis of participating in scheme	Adopt principles of Regulations SI 2015/310	Scheme registration by Q2 2024
CO10		Process 2			Voluntary	Climate Change Levy Regulations 2021	<a href="https://www.legislation.gov.uk/ukxi/2021/675/contents/made">https://www.legislation.gov.uk/ukxi/2021/675/contents/made</a>	Breach or impending breach envisaged	Critical					
CO11		Process 9			Voluntary	Control of Asbestos in the Air Regulations 1990	<a href="https://www.legislation.gov.uk/ukxi/1990/556/contents/made">https://www.legislation.gov.uk/ukxi/1990/556/contents/made</a>	Not applicable to the organization	N/A					
CO12		Process 10			Regulatory	Climate Change Levy Regulations 2021	<a href="https://www.legislation.gov.uk/ukxi/2021/675/contents/made">https://www.legislation.gov.uk/ukxi/2021/675/contents/made</a>	Compliant but requires on-going management	Moderate					

## Legislation Schedule

The occupational health and safety legislation listed below was updated March 23, 2024.

Legislation Title	Link to Legislation Text
Acetylene Safety (England and Wales and Scotland) Regulations 2014	<a href="https://www.legislation.gov.uk/uksi/2014/1639/contents/made">https://www.legislation.gov.uk/uksi/2014/1639/contents/made</a>
Adventure Activities (Enforcing Authority) Regulations 2004	<a href="https://www.legislation.gov.uk/uksi/2004/1359/made">https://www.legislation.gov.uk/uksi/2004/1359/made</a>
Adventure Activities (Licensing) (Designation) Order 2007	<a href="https://www.legislation.gov.uk/uksi/2007/447/made">https://www.legislation.gov.uk/uksi/2007/447/made</a>
Adventure Activities Licensing (Amendment) Regulations 2007	<a href="https://www.legislation.gov.uk/uksi/2007/446/made">https://www.legislation.gov.uk/uksi/2007/446/made</a>
Adventure Activities Licensing (Amendment) Regulations 2008	<a href="https://www.legislation.gov.uk/uksi/2008/1973/made">https://www.legislation.gov.uk/uksi/2008/1973/made</a>
Adventure Activities Licensing Regulations 2004	<a href="https://www.legislation.gov.uk/uksi/2004/1309/made">https://www.legislation.gov.uk/uksi/2004/1309/made</a>
Agriculture (Metrication) Regulations 1981	<a href="https://www.legislation.gov.uk/uksi/1981/1414/made">https://www.legislation.gov.uk/uksi/1981/1414/made</a>
Agriculture (Safety, Health and Welfare Provisions) Act 1956 Regulations 1975	<a href="https://www.legislation.gov.uk/uksi/1975/46/made">https://www.legislation.gov.uk/uksi/1975/46/made</a>
Agriculture (Tractor Cabs) (Amendment) Regulations 1990	<a href="https://www.legislation.gov.uk/uksi/1990/1075/made">https://www.legislation.gov.uk/uksi/1990/1075/made</a>
Anti-Pollution Works Regulations 1999	<a href="https://www.legislation.gov.uk/uksi/1999/1006/contents/made">https://www.legislation.gov.uk/uksi/1999/1006/contents/made</a>
Biocidal Products (Health and Safety) (Amendments) Regulation 2022	<a href="https://www.legislation.gov.uk/en/uksi/2022/1291/contents/made">https://www.legislation.gov.uk/en/uksi/2022/1291/contents/made</a>
Biocidal Products and Chemicals (Appointment of Authorities and Enforcement) Regulations 2013	<a href="https://www.legislation.gov.uk/uksi/2013/1506/made">https://www.legislation.gov.uk/uksi/2013/1506/made</a>
Borehole Sites and Operations Regulations 1995	<a href="https://www.legislation.gov.uk/uksi/1995/2038/made">https://www.legislation.gov.uk/uksi/1995/2038/made</a>
Building Regulations 2000	<a href="https://www.legislation.gov.uk/uksi/2000/2531/contents/made">https://www.legislation.gov.uk/uksi/2000/2531/contents/made</a>
Chemicals (Health and Safety) and Genetically Modified Organisms (Contained Use) Regulations 2020	<a href="https://www.legislation.gov.uk/uksi/2020/1567/contents/made">https://www.legislation.gov.uk/uksi/2020/1567/contents/made</a>
Chemicals (Health and Safety) Trade and Miscellaneous Amendments Regulations 2022	<a href="https://www.legislation.gov.uk/en/uksi/2022/1037/contents">https://www.legislation.gov.uk/en/uksi/2022/1037/contents</a>
Classification, Labelling and Packaging of Chemicals (Amendments to Secondary Legislation) Regulations 2015	<a href="https://www.legislation.gov.uk/uksi/2015/21/contents/made">https://www.legislation.gov.uk/uksi/2015/21/contents/made</a>
Clean Air Act 1993	<a href="https://www.legislation.gov.uk/ukpga/1993/11/contents">https://www.legislation.gov.uk/ukpga/1993/11/contents</a>
Climate Change Levy Regulations 2021	<a href="https://www.legislation.gov.uk/uksi/2021/675/contents/made">https://www.legislation.gov.uk/uksi/2021/675/contents/made</a>
Confined Spaces Regulations 1997	<a href="https://www.legislation.gov.uk/uksi/1997/1713/made">https://www.legislation.gov.uk/uksi/1997/1713/made</a>
Construction (Design and Management) Regulations 2015	<a href="https://www.legislation.gov.uk/uksi/2015/51/contents/made">https://www.legislation.gov.uk/uksi/2015/51/contents/made</a>
Contaminated Land (England)(Amendment) Regulations 2012	<a href="https://www.legislation.gov.uk/uksi/2012/263/contents">https://www.legislation.gov.uk/uksi/2012/263/contents</a>
Control of Artificial Optical Radiation at Work Regulations 2010	<a href="https://www.legislation.gov.uk/uksi/2010/1140/made">https://www.legislation.gov.uk/uksi/2010/1140/made</a>
Control of Asbestos in the Air Regulations 1990	<a href="https://www.legislation.gov.uk/uksi/1990/556/contents/made">https://www.legislation.gov.uk/uksi/1990/556/contents/made</a>
Control of Asbestos Regulations 2012	<a href="https://www.legislation.gov.uk/uksi/2012/632/made">https://www.legislation.gov.uk/uksi/2012/632/made</a>
Control of Electromagnetic Fields at Work Regulations 2016	<a href="https://www.legislation.gov.uk/uksi/2016/588/contents/made">https://www.legislation.gov.uk/uksi/2016/588/contents/made</a>
Control of Lead at Work Regulations 2002	<a href="https://www.legislation.gov.uk/uksi/2002/2676/made">https://www.legislation.gov.uk/uksi/2002/2676/made</a>
Control of Major Accident Hazards Regulations 2015	<a href="https://www.legislation.gov.uk/uksi/2015/483/contents/made">https://www.legislation.gov.uk/uksi/2015/483/contents/made</a>
Control of Noise at Work Regulations 2005	<a href="https://www.legislation.gov.uk/uksi/2005/1643/made">https://www.legislation.gov.uk/uksi/2005/1643/made</a>
Control of Pesticides Regulations 1986	<a href="https://www.legislation.gov.uk/uksi/1986/1510/contents/made">https://www.legislation.gov.uk/uksi/1986/1510/contents/made</a>
Control of Pollution (Oil Storage) Regulations 2001	<a href="https://www.legislation.gov.uk/uksi/2001/2954/contents">https://www.legislation.gov.uk/uksi/2001/2954/contents</a>
Control of Pollution Act (COPA) 1974	<a href="https://www.legislation.gov.uk/ukpga/1974/40/contents">https://www.legislation.gov.uk/ukpga/1974/40/contents</a>
Control of Substances Hazardous to Health (Amendment) Regulations 2004	<a href="https://www.legislation.gov.uk/uksi/2004/3386/made">https://www.legislation.gov.uk/uksi/2004/3386/made</a>
Control of Vibration at Work Regulations 2005	<a href="https://www.legislation.gov.uk/uksi/2005/1093/made">https://www.legislation.gov.uk/uksi/2005/1093/made</a>
Dangerous Goods in Harbour Areas Regulations 2016	<a href="https://www.legislation.gov.uk/uksi/2016/721/made">https://www.legislation.gov.uk/uksi/2016/721/made</a>
Dangerous Substances (Notification and Marking of Sites) Regulations 1990	<a href="https://www.legislation.gov.uk/uksi/1990/304/made">https://www.legislation.gov.uk/uksi/1990/304/made</a>
Dangerous Substances and Explosive Atmospheres Regulations 2002	<a href="https://www.legislation.gov.uk/uksi/2002/2776/made">https://www.legislation.gov.uk/uksi/2002/2776/made</a>
Deposit and Return Scheme for Scotland Amendment Regulations 2023	<a href="https://www.legislation.gov.uk/ssi/2023/334/contents/made">https://www.legislation.gov.uk/ssi/2023/334/contents/made</a>
Diving at Work Regulations 1997	<a href="https://www.legislation.gov.uk/uksi/1997/2776/made">https://www.legislation.gov.uk/uksi/1997/2776/made</a>
Electricity and Gas (Energy Company Obligation) Order 2023	<a href="https://www.legislation.gov.uk/uksi/2023/873/contents/made">https://www.legislation.gov.uk/uksi/2023/873/contents/made</a>
Electricity at Work Regulations 1989 Wiring Regulations (BS7671) 17th Edition	<a href="https://www.legislation.gov.uk/uksi/1989/635/made">https://www.legislation.gov.uk/uksi/1989/635/made</a>

## Legislation Updates

Legislation should be checked monthly against legislation updates and communicated to relevant staff whose responsibilities or actions can affect compliance.

The introduction of new legislation and changes to current legislation is principally monitored through following sources of information:

- HSE

<https://www.hse.gov.uk/guidance/index.htm>
- Croner

<https://croner.co.uk/>
- Barbour

<https://barbour-ehs.com/>
- Government legislation

<https://www.legislation.gov.uk/>

Date	Legislation	Update Source	Comments	Compliance Update	Compliant

Compliance Summary Charts

