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	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	https://www.legislation.gov.uk/uksi/2004/338 6/made	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	https://www.legislation.gov.uk/uksi/2021/675 /contents/made	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	https://www.legislation.gov.uk/uksi/2011/988 /contents/made	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.		
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	https://www.legislation.gov.uk/uksi/2018/139 /made	Breach or impending breach envisaged	Critical	Fine/breach of law	Ensure full compliance	Gas safety engineers service reports and Gas Safe register		
COS	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 ACOF L74	https://www.legislation.gov.uk/uksi/1981/917 /made	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	https://www.legislation.gov.uk/uksi/2013/147 1/made	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	http://www.legislation.gov.uk/uksi/1992/2793 /contents/made	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	http://www.legislation.gov.uk/uksi/2005/1541 /contents/made	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	https://www.legislation.gov.uk/uksi/2009/216/ /contents/made	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	https://www.legislation.gov.uk/uksi/2021/675_/contents/made	Breach or impending breach envisaged	Critical					
CO11		Process 9			Voluntary	Control of Asbestos in the Air Regulations 1990	https://www.legislation.gov.uk/uksi/1990/556 /contents/made	Not applicable to the organization	N/A					
CO12		Process 10			Regulatory	Climate Change Levy Regulations 2021	https://www.legislation.gov.uk/uksi/2021/675 /contents/made	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	https://www.legislation.gov.uk/uksi/2014/1639/contents/made
Adventure Activities (Enforcing Authority) Regulations 2004	https://www.legislation.gov.uk/uksi/2004/1359/made
Adventure Activities (Licensing) (Designation) Order 2007	https://www.legislation.gov.uk/uksi/2007/447/made
Adventure Activities Licensing (Amendment) Regulations 2007	https://www.legislation.gov.uk/uksi/2007/446/made
Adventure Activities Licensing (Amendment) Regulations 2008	https://www.legislation.gov.uk/uksi/2008/1973/made
Adventure Activities Licensing Regulations 2004	https://www.legislation.gov.uk/uksi/2004/1309/made
Agriculture (Metrication) Regulations 1981	https://www.legislation.gov.uk/uksi/1981/1414/made
Agriculture (Safety, Health and Welfare Provisions) Act 1956 Regulations 1975	https://www.legislation.gov.uk/uksi/1975/46/made
Agriculture (Tractor Cabs) (Amendment) Regulations 1990	https://www.legislation.gov.uk/uksi/1990/1075/made
Anti-Pollution Works Regulations 1999	https://www.legislation.gov.uk/uksi/1999/1006/contents/made
Biocidal Products (Health and Safety) (Amendments) Regulation 2022	https://www.legislation.gov.uk/en/uksi/2022/1291/contents/made
Biocidal Products and Chemicals (Appointment of Authorities and Enforcement) Regulations 2013	https://www.legislation.gov.uk/uksi/2013/1506/made
Borehole Sites and Operations Regulations 1995	https://www.legislation.gov.uk/uksi/1995/2038/made
Building Regulations 2000	https://www.legislation.gov.uk/uksi/2000/2531/contents/made
Chemicals (Health and Safety) and Genetically Modified Organisms (Contained Use) Regulations 2020	https://www.legislation.gov.uk/uksi/2020/1567/contents/made
Chemicals (Health and Safety) Trade and Miscellaneous Amendments Regulations 2022	https://www.legislation.gov.uk/en/uksi/2022/1037/contents
Classification, Labelling and Packaging of Chemicals (Amendments to Secondary Legislation) Regulations 2015	https://www.legislation.gov.uk/uksi/2015/21/contents/made
ilean Air Act 1993	https://www.legislation.gov.uk/ukpga/1993/11/contents
limate Change Levy Regulations 2021	https://www.legislation.gov.uk/uksi/2021/675/contents/made
Confined Spaces Regulations 1997	https://www.legislation.gov.uk/uksi/1997/1713/made
Construction (Design and Management) Regulations 2015	https://www.legislation.gov.uk/uksi/2015/51/contents/made
Contaminated Land (England)(Amendment) Regulations 2012	https://www.legislation.gov.uk/uksi/2012/263/contents
Control of Artificial Optical Radiation at Work Regulations 2010	https://www.legislation.gov.uk/uksi/2010/1140/made
Control of Asbestos in the Air Regulations 1990	https://www.legislation.gov.uk/uksi/1990/556/contents/made
Control of Asbestos Regulations 2012	https://www.legislation.gov.uk/uksi/2012/632/made
Control of Electromagnetic Fields at Work Regulations 2016	https://www.legislation.gov.uk/uksi/2016/588/contents/made
Control of Lead at Work Regulations 2002	https://www.legislation.gov.uk/uksi/2002/2676/made
Control of Major Accident Hazards Regulations 2015	https://www.legislation.gov.uk/uksi/2015/483/contents/made
Control of Noise at Work Regulations 2005	https://www.legislation.gov.uk/uksi/2005/1643/made
Control of Pesticides Regulations 1986	https://www.legislation.gov.uk/uksi/1986/1510/contents/made
Control of Pollution (Oil Storage) Regulations 2001	https://www.legislation.gov.uk/uksi/2001/2954/contents
Control of Pollution Act (COPA) 1974	https://www.legislation.gov.uk/ukpga/1974/40/contents
Control of Substances Hazardous to Health (Amendment) Regulations 2004	https://www.legislation.gov.uk/uksi/2004/3386/made
Control of Vibration at Work Regulations 2005	https://www.legislation.gov.uk/uksi/2005/1093/made
Dangerous Goods in Harbour Areas Regulations 2016	https://www.legislation.gov.uk/uksi/2016/721/made
Dangerous Substances (Notification and Marking of Sites) Regulations 1990	https://www.legislation.gov.uk/uksi/1990/304/made
Dangerous Substances and Explosive Atmospheres Regulations 2002	https://www.legislation.gov.uk/uksi/2002/2776/made
Deposit and Return Scheme for Scotland Amendment Regulations 2023	https://www.legislation.gov.uk/ssi/2023/334/contents/made
Diving at Work Regulations 1997	https://www.legislation.gov.uk/uksi/1997/2776/made
Electricity and Gas (Energy Company Obligation) Order 2023	https://www.legislation.gov.uk/uksi/2023/873/contents/made
Electricity at Work Regulations 1989 Wiring Regulations (BS7671) 17th Edition	https://www.legislation.gov.uk/uksi/1989/635/made

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:

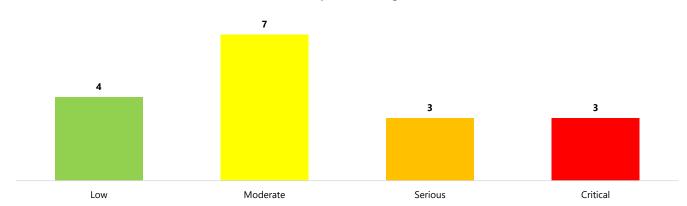
HSE https://www.hse.gov.uk/guidance/index.htm

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

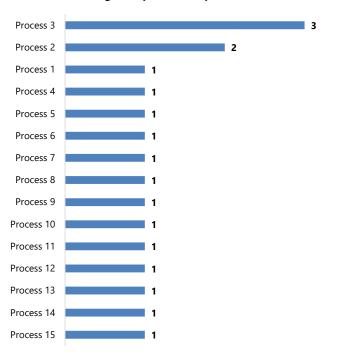
Compliance Summary Charts

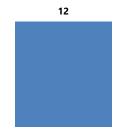




Legal Requirements per Process

Number of Active Commitments





Types of Commitment

