

Legal & Compliance Requirements Register

Determine the compliance obligations related to your environmental aspects and the legal requirements. 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 | Expectation | Related Environmental Aspect | Related Compliance or Legal Requirement | Risks | Opportunities | Action | Objective | Target |
|------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------|
| 1 | Investors | Increasing investor demand for participation in voluntary schemes | Use of f-gases in air conditioning units | The Fluorinated Greenhouse Gases Regulations SI 2015/310 | 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 |
| 2 | Workers | Ensure COSHH sheets are easily indexable and the correct COSHH sheet can be accessed quickly | Use of chameicals in manufacturing processes | Control of Substances Hazardous to Health (COSHH) Regulations 2002 ACOP L5 http://www.legislation.gov.uk/uksi/2002/2677/pdfs/uksi_20022677_en.pdf | Carry out risk 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 |
| 3 | Workers | | The Act sets out the general duties which employers have towards employees and members of the public, and employees have to themselves and to each other | Health and Safety at Work etc. Act 1974 Primary Health and Safety legislation. http://www.legislation.gov.uk/ukpga/1974/37/contents | Fine/breach of law | Ensure full compliance | Health and Safety Policy and all supporting management system documentation | | |
| 4 | Workers | Ensure electrical systems on site are safe to use and maintained in a safe condition | | Electricity at Work Regulations 1989 Guidance HSR25, HSG85 & IEE Wiring Regulations (BS7671) 17th Edition http://www.legislation.gov.uk/uksi/1989/635/contents/made | Fine/breach of law | Ensure full compliance | Compliance certification and PAT testing registers | | |
| 5 | Workers | Ensure gas systems on site are safely installed, maintained and safe to use | | Gas Safety (Installation and Use) Regulations 1998 ACOP L56 http://www.legislation.gov.uk/uksi/1998/2451/contents/made | Fine/breach of law | Ensure full compliance | Gas safety engineers service reports and Gas Safe register | | |
| 6 | Workers | 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 | | Health and Safety (First Aid) Regulations 1981 ACOP L74 http://www.legislation.gov.uk/uksi/1981/917/regulation/3/made | Fine/breach of law | Ensure full compliance | Undertake First Aid training and retain training documentation | | |
| 7 | Workers | Requirement to notify certain occupational injuries, diseases and dangerous occurrences to the HSE | | Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 http://www.legislation.gov.uk/uksi/2013/1471/contents/made | Fine/breach of law | Ensure full compliance | Accident/ Incident reporting, HSE accident forms, accident investigations and accident interviews | | |
| 8 | Workers | Ensure task involving manual handling are risk assessed and avoid hazardous handling where practicable and controls are in place to reduce risks | | Manual Handling Operations Regulations 1992 (as amended) Guidance INDG383, HSG113 http://www.legislation.gov.uk/uksi/1992/2793/contents/made | Fine/breach of law | Ensure full compliance | Risk assessments and training | | |
| 9 | Workers | Ensure fire safety compliance | | Regulatory Reform (Fire Safety) Order 2005 http://www.legislation.gov.uk/uksi/2005/1541/contents/made | | | Smoking Policy, availability of fire fighting equipment | | |