HBC	LEGAL COMPLIANCE REGISTRY	Effective Date: 14 January 2026	
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Sr. No.	Applicable Articles	Article Text	Applicability	Compliance Status			Remarks
				Yes	No	Partial	
I.	**FEDERAL DECREE LAW NO. (33) of 2021 Regarding the Regulation of Employment Relationships**						
1	Part 1 Article (17)	The maximum normal working hours for workers shall be (8) eight hours per day or (48) forty-eight hours per week	Max 8 hours per day; max 48 hours per week	☒	☐	☐	
2	Part 2 Article (17)	The Cabinet may, based on the Minister's proposal and in coordination with the concerned authorities, increase, or reduce the daily working hours for some economic sectors or some categories of workers, as well as the working hours, break, and hours during which it is prohibited to work for certain categories of workers, according to the workers' classification specified in the Implementing Regulation hereof.	Working hours may increase or reduce according to worker's classification	☒	☐	☐	
3	Part 3 Article (17)	The periods spent by the worker during the commute between his place of residence and the workplace, shall not be counted in the working hours, except for some categories of workers in accordance with the rules defined in the Implementing Regulation hereof.	Commuting time from employee residence to the workplace is not included in the working hours	☒	☐	☐	
4	Part 4 Article (17)	The Implementing Regulation hereof specifies the working hours in Ramadan	Follow Ramadan timings as per authority	☒	☐	☐	
5	Part 5 Article (17)	If the worker works based on a pattern other than the full- time pattern, the original	The employer will not exceed	☒	☐	☐	

		employer, or any other employer for which the worker works in accordance with the provisions hereof, may not ask the worker to work for it more than the hours agreed upon in the employment contract, except with the written consent of the worker.	on the working hours in accordance with the labour provisions and employment contract				
6	Part 6 Article (17)	If the worker wishes to perform his work remotely, whether inside or outside the State, with the approval of the employer, the latter may require specific working hours.	Employer will specify working hours for remote work	☒	☐	☐	
7	Article (18)	The worker may not work for more than (5) five consecutive hours without a break or breaks of not less than an hour in total, provided that these periods are not included in the working hours. Working hours and breaks shall be arranged at an establishment working according to shifts or for some job categories, as per their nature, such as field jobs, and according to the workers' classification specified in the Implementing Regulation hereof.	Employers should provide 1 hour breaks after 5 hrs of working	☒	☐	☐	
8	Part 1 Article (19)	The employer may instruct the worker to work overtime over the normal working hours, provided that they do not exceed two hours per day. The worker may not be instructed to work for more than that period, except in accordance with the conditions and rules specified by the Implementing Regulation hereof. In all cases, the total working hours shall not exceed (144) one hundred and forty-four hours every (3) three weeks.	Max allowable overtime is: 2hrs per day Max allowable working hours 144hrs in 3 weeks	☒	☐	☐	
9	Part 2 Article (19)	If the work conditions necessitate that the worker works for more than the normal working hours, the excess period shall represent overtime, for which the worker shall receive a wage equal to the wage corresponding to the normal working hours,	Overtime pay should be increased by	☒	☐	☐	

		which is calculated according to the basic wage plus an increase of not less than (25 %) twenty five percent of that wage.	25% of the basic wage				
10	Part 3 Article (19)	If the work conditions require that the worker works overtime between 10 pm and 4 am, the worker shall be entitled, regarding the overtime, to receive the wage prescribed for the normal working hours calculated according to the basic wage plus an increase of not less than (50%) fifty percent of that wage. The workers working based on shifts shall be excluded from this clause.	Overtime pay between 10pm-4am should be increased by 50% of the basic wage	☒	☐	☐	
11	Part 4 Article (19)	If the circumstances require that the worker works on the weekend specified in the employment contract or work regulation, he shall be compensated with another day off or he shall be paid the wage of that day according to the wage established for normal working days, plus an increase of not less than (50%) fifty percent of the basic wage for that day.	Weekend pay should be wage of basic working days plus increased by 50% of the basic wage	☒	☐	☐	
12	Part 5 Article (19)	A worker shall not be instructed to work for more than two consecutive weekend days, except for day workers.	Workers are not allowed to work two consecutive weekends	☒	☐	☐	
II.	**Federal Law No. (24) Of 1999 for the PROTECTION AND DEVELOPMENT OF THE ENVIRONMENT**						
13	Article 7	Owners of projects or establishments approved by license shall undertake regular analysis of wastes and monitor the properties of discharge and pollutants generated from such projects including degradable materials and keeping monitoring records and sending reports with the results to the Agency and the Competent Authorities.	Regular analysis of waste to be undertaken. Liability and compensation for environmental	☒	☐	☐	

			damages established.				
14	Article 8	The Executive Order shall specify the period required for keeping all the records referred to in Article (7) of this Law.	Record to be kept of waste analysis	☒	☐	☐	
III.	**MINISTERIAL ORDER NO [32] FOR THE YEAR 1982 REGARDING DETERMINATION OF THE WAYS AND MEANS TO PROTECT EMPLOYEES AGAINST OCCUPATIONAL HAZARDS**						
15	Article No. 1	"Every employer shall provide appropriate preventive measures for the protection of workers from risks of injuries or occupational diseases which may occur during working hours and against fire risks and all other risks which may result from the use of machineries / equipment. The worker shall use the PPE provided and shall follow all safety instructions aiming to protect him from risks and shall refrain from doing any work which impedes the implementation of such instructions."	Employer responsibilities in Risk Management	☒	☐	☐	
16	Article No. 2	"Every employer shall display detailed instructions in a conspicuous position at the workplace indicating the measures to be taken to prevent fire and protect the workers against hazards to which they may be exposed while performing their work. Such instructions shall be in Arabic and if necessary, in other language understood by the worker. Employer shall place warning signs in front of dangerous sites."	Posting of signage requirements	☒	☐	☐	
17	Article No. 3	"Every employer or his representative shall brief his employees before they assume work on the occupational risks such as fire and	Induction training requirements	☒	☐	☐	

		machinery risks, dangers of falling and other occupational diseases."					
18	Article No. 4	"Every employer shall assign the task of supervising first aid treatment to a specialist in first aid treatment and shall provide a First Aid Box as per contents required as per Table No. 3."	First Aid requirements	☒	☐	☐	
19	Article No. 5	"The employer shall ensure that conditions prevailing in the place of work provide sufficient protection for the health and safety of the worker and shall ensure provisions relating to space, clean air, excessive high / low temperatures, sufficient and appropriate lighting, provide proper place for having meals for workers, adequate washing bins and toilets, changing rooms."	Employer responsibilities and provision of welfare facilities	☒	☐	☐	
20	Article No. 8	"Employer shall provide necessary facilities for prevention of fire and fire extinguishers appropriate for the type of materials used. Also provide sufficient entry and exit points, fire extinguishers shall be with valid dates and placed in prominent places and workers must be trained to use them. There should be fire alarm (warning) system and workers must be trained or respond to fire warnings. Where there are several work rooms, they must be separated by doors to prevent spread of fire from one room to another, signs, signs in Arabic / English of exit must be placed at prominent places."	Fire prevention and protection measures	☒	☐	☐	
21	Article No. 15	"Employees shall follow orders and instructions related to work safety and shall	Employee responsibility	☒	☐	☐	

		use the protective devices provided and undertake to take care of them. Employees are not allowed to commit any act conductive to not carrying out the instructions mentioned, misuse or damage devices meant to protect health, and safety of employees. Employers may include penalties in their disciplinary regulations for any employee who fails to follow the prescribed orders and instructions or use the protective safety measures provided."	and disciplinary action in non-compliance				
22	Article No. 22	"Responsibility in providing industrial security equipment for contracting works by employer, main contractor, and subcontractor shall be according to the following: Main contractor or employer shall provide security and PPE for workers to be provided by subcontractor."	Subcontractor protection	☒	☐	☐	
23	Article 24	The employer shall notify the labor office concerned of accidents occurring in any establishment during the daily working hours or as a result of the work and: a. Death of employee. b. Fire or explosion. c. Disability of employee for three days or more. The employer should also notify of such accidents according to the model shown in this table [4] attached to this decree and the notification should be as follows: 1. In cases of death, fire or explosion, the notification should be immediately the	Accidents reportable to Labor Department: Death, or worker off for more than 3 days	☒	☐	☐	

		accident occurs and through the fastest means of communication. 2. In case of disability of employees for three days or more. Notification shall be within twenty-four hours from the accident.					
24	UAE Civil Defense Requirements	Inspection / servicing of firefighting equipment	Inspection / servicing of firefighting equipment	☒	☐	☐	

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14 January 2026

Date