AL TANMIA CHEMICALS LLC

QUALITY, HEALTH, SAFETY, AND ENVIRONMENT SYSTEM

LEGAL REQUIREMENTS PROCEDURE

ROLE	NAME	SIGNATURE	DATE
PREPARED BY	**DR. AHMED AL RABAIAI**		**13/10/2025**
APPROVED BY	**MR. FAISAL AL HAJRI**		**13/10/2025**



1. REVISION AND APPROVAL

Rev.	Date	Nature of Changes	Approved By
00	06 Oct 2025	Original issue.	MANAGING DIRECTOR

1. PURPOSE:

The purpose of this process is to establish a system for the identification and evaluation of legal compliance that are applicable to AL TANMIA CHEMICALS LLC ’s safety and environmental aspects.

2. SCOPE:

This process is applicable to all AL TANMIA CHEMICALS LLC Operations and responsibility are of the staff to effectively identify and maintain legal and other requirements related to AL TANMIA CHEMICALS LLC ’s OH&S and environmental issues.

3. DEFINITIONS:

Occupational Health and Safety (OH&S): conditions and factors that affect the well-being of employees, temporary workers, contractor personnel, visitors and any other person in the workplace.

Safety: freedom from unacceptable risk of harm.

Interested parties, individual, or groups concerned with, or affected by the OH&S and environmental performance of an organization.

Environment: surroundings in which an organization operates including air, water, land, natural resources, flora and fauna, humans and their interrelation.

Legal requirements: applicable statutory requirements to the organization

Other requirements: other requirements to which the organization may subscribe including requirements by interested parties.

Compliance: fulfillment of requirements.

Evaluation of compliance: assessment if the identified requirements are fulfilled.

4. RESPONSIBILITIES:

MANAGING DIRECTOR, MR, HSE Officer and Dept. Heads

5. PROCEDURE:

IDENTIFICATION OF LEGAL AND OTHER REQUIREMENTS

The following are the departments and their responsible functions with regards to legal and other requirements within AL TANMIA CHEMICALS LLC

Regulatory Source	Description / Application Area
Oman Labour Law (Royal Decree No. 35/2003)	Regulates employment conditions, contracts, working hours, wages, and employee rights in Oman.
Royal Decree No. 114/2001 – Environmental Protection Law	Establishes the legal framework for environmental protection and pollution control in Oman.
Ministry of Labour – Ministerial Decisions	Specific employment-related decisions issued periodically (e.g., Omanisation quotas, working hours).
Ministry of Commerce, Industry and Investment Promotion (MoCIIP)	Regulates business registration, licensing, and permits.
Civil Defence – Permits and Fire Safety Regulations	Compliance with fire prevention, safety systems, and emergency planning as mandated by PACDA.
Municipality Regulations (e.g., Muscat Municipality)	Local permits and guidelines for health, safety, construction, and operations within city jurisdictions.
ISO 9001:2015	Quality management system for ensuring consistent service/product quality and customer satisfaction.
ISO 14001:2015	Environmental management system focused on sustainable practices and reducing environmental impact.
ISO 45001:2018	Occupational health and safety management system to prevent work-related injuries and ill health.
Other Laws / Required Permits	Any other applicable licenses or sector-specific approvals required by Omani authorities.

New or revised legal & other requirements are notified to be forwarded to MANAGING DIRECTOR by Admin. The MR and MANAGING DIRECTOR review the new requirements and list them in the list of legal & legal & another requirement if required.

The identified Legal and other requirements shall be listed in a List of Legal Requirements and Evaluation of compliance.

The List of Legal Requirements and Evaluation along with the original format of the requirements shall be maintained by the Document Controller.

EVALUATION OF COMPLIANCE WITH THE LEGAL REQUIREMENTS

The evaluation of compliance with the identified legal and other requirements shall be carried out individually by the concerned department in coordination with Management Representative every 6 months.

Legal compliance of activities and processes are carried out during hazard identification and Environmental review. The status of the compliance shall be reported during the Management Review Meeting by the Management Representative.

The Management Representative shall initiate the Non-Conformance Report in case of failure to meet the legal and other requirements.

6. RECORDS / DOCUMENTS:

Legal Compliance Register	IMS-LR-F01