Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 8 of 1980, UAE Labor Law amended by Law No. 24 of 1981, Law No.15 of 1985 and Law No. 12 of 1986***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Chapter 5, Article 91	Provision of safe working condition, provision of personnel prevention equipment and safe training procedures for all the employees.	All areas in facility including work areas offices, etc.	Training records, PPE issue records, safe working areas, emergency response plan, approval from civil defense	-
Chapter 5, Article 92	Emergency response plan due to fire in facility.	All areas in facility	Approval from civil defense on firefighting systems, emergency response plan instructions / banners / handouts	-
Chapter 5, Article 93	Provision of first aid boxes	All areas in facility	Installation of first aid boxes	1 at least for 100 people
Chapter 5, Article 94	Good housekeeping and provision of lightning, drinking water and toilet facilities for all the workers in the work area.	Office buildings, work areas, rest areas	Building permit, provision of required facilities	Contractors will be allowed to share company rest areas, water, etc. New office building to consider all requirements.
Chapter 5, Article 95	Conducting periodic medical checkup for occupational disease and reporting of the results.	All Personnel directly working for FME	Periodic medical records as per labor clearance requirements	

Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 8 of 1980, UAE Labor Law amended by Law No. 24 of 1981, Law No.15 of 1985 and Law No. 12 of 1986***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Chapter 5, Article 96	Provision of medical care facilities.	All Personnel directly working for FME	Records of medical insurance provided for all personnel	-
Chapter 5, Article 98	Introduction to plant hazards for all employees	New personnel to plant	Induction training records, HSE training records	-
Chapter 5, Article 99	Ban on alcohol consumption	All personnel working in facility	Security check records, restricted item display board	Security provided with room
Chapter 5, Article 100	Enforcement on employers by FME to follow safety instructions	All personnel working in facility	Induction training records	Enforcement should be part of their audit procedures
Chapter 8, Article 142	Reporting of work related injuries and occupational diseases	For all work related injuries/ occupational disease	Records of reporting. Records of medical checks confirming occupational disease, police report	Contractor to inform FME OHS Head about injuries /occupational diseases to their personnel in site.
Chapter 8, Article 144	Provision of medical treatment to injured person	Work related injuries / occupational disease to all the personnel	Records of expenses made for treatment including transport provision	Contractor personnel will be taken care by contractor company as per contracts
Chapter 8, Article 145	Payment of allowance during treatment of injury	Work related injuries / occupational disease to all the personnel	Records of allowance paid to injured person during treatment	

Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 8 of 1980, UAE Labor Law amended by Law No. 24 of 1981, Law No.15 of 1985 and Law No. 12 of 1986***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Chapter 8, Article 146	Calculation of allowance payment during treatment of injury	Work related injuries / occupational disease to all the personnel	Records of allowance paid along with calculations (as per requirement) to injured person during treatment	
Chapter 8, Article 149	Compensation to death victims due to work related injuries	Death of personnel due to work related injuries	Records of compensation paid	-
Chapter 8, Article 150	Compensation to partially disabled personnel due to work related injury	Partial disability due to work injury	Records of compensation paid	-
Chapter 8, Article 151	Compensation to permanently totally disabled personnel due to work related injury	Permanent total disability due to work injury	Records of compensation paid	-

Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 32 of 1982, Determination of retentive methods and measures for the protection of workers from risks at work***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Article 1	Provision of PPE, training about fires, instruction about safety etc.	Overall Facility	PPE records, training records	Contractor briefing will be provided by FME along with OHS requirements
Article 2	Provision of safety signs in Arabic and other languages	Overall Facility	Posting of safety signs wherever required	-
Article 3	Provision of training on facility hazards, occupational diseases	All personnel working in the Facility	OHS induction training records	Contractor briefing will be provided by FME personnel
Article 4	Provision of first aid box and first aider	Overall Facility	Deployment of first aid boxes as per standard procedures and regular inspection records. First aider qualification records	1 first aid box at least for 100 people
Article 5 a	Minimum space requirements for personnel	All working areas in the facility	Proper design of facility, records of personnel work space	New office building to consider minimum space requirement
Article 5 b and c	Provision of ventilation and lighting	All work area in the facility	Proper installation of HVAC systems and lighting for all personnel working in the facility	

Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 32 of 1982, Determination of retentive methods and measures for the protection of workers from risks at work***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Article 5 d	Prevention or reduction of noise	All high noise areas in the facility	Work place noise monitoring records, records of noise enclosures provided	-
Article 5 e	Provision of kitchen or places to eat	Dining areas in the facility	Training provided regarding prohibition of eating in production areas and separate locations are provided as part of induction training	Contractor will be allowed to use FME rest areas for dining
Article 5 f	Provision of toilets and rest areas	Overall Facility	Records of toilet and rest areas in the facility (approved building plans)	Contractor will be allowed to use FME facilities
Article 7	Provision of safe place to work	Overall facility	Proper design of building, records of inspection and continuous improvement of safety	Contractor will report any safety issues with working area to FME
Article 8	Provision of emergency training and firefighting equipment	Person working in facility and overall facility	Firefighting equipment list with locations, training records	Contractor will be briefed about fire hazards and equipment

Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 32 of 1982, Determination of retentive methods and measures for the protection of workers from risks at work***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Article 9	Provision of PPE and indication of high risk areas in the facility	Personnel working in the facility	Awareness training about high risk areas as part of induction training, PPE records	Contractor will be briefed about high risk areas
Article 10, 11	Provision of guarding on pumps and other rotating parts	All rotating equipment in facility	Records (photographs) of provision of guarding. Inspection records, completed checklist of all guards against requirements	-
Article 12	Provision of safe new machinery	Installation of any new equipment in facility	Risk assessment of the equipment, inspection records	Contractor to obtain approval on equipment used in facility
Article 13	Provision of safety locks	Guard or safety device, personnel working in facility	Inspection records indicating the effectiveness of guarding, awareness regarding working in guarded equipment	-
Article 14	Provision of safety notices	All areas in the facility	Warning / safety boards in facility in Arabic and English	Contractor to put temporary board if required
Article 16	Pressure Vessels requirements	Boilers, Tanks, Cylinders and autoclave in the facility (autoclave has similar properties of boiler)	Records of provision of all safety devices on the boiler / pressure vessel, inspection / maintenance records, third	

Laws /Regulations/Standard-Title/Issue Date		***Federal Law No. 32 of 1982, Determination of retentive methods and measures for the protection of workers from risks at work***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
			party inspection records of boilers and compressors	
Article 18	Proper storage condition for chemicals	Storage of raw materials and chemicals	Records of chemical storage areas, inspection records of storage areas, warning signs in chemical storage area	-
Article 19	Proper excavation / demolition / construction	Applicable during excavation / demolition / construction activities	Risk assessment for new activities	Activities to be conducted by FME contractor as per approved method statements which should include all OHS requirements
Article 22	Provision of safe place of work and PPE	All areas in the facility	Training regarding safe working, guard design for equipment	PPE for contractor's personnel to be provided by contractor

Laws /Regulations/Standard-Title/Issue Date		***Ministerial Order No.32 of 1982 and its Amendments***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Ministerial Order 32/1982 Article 1	Provision of appropriate preventive measures for the protection of employees	All activities in the facility	Development and implementation of operational control	Availability of SOPs
Ministerial Order 32/1982 Article 3	Employer to brief employees on hazards before start work Inspector may require medical exam in terms of Federal Law 8 Part X Article 175	All the employees of FME	Pre-employment medical examination	-
Article 4, Ministerial Order No.32 of 1982	Every employer shall assign the task of supervising first aid treatment to a specialist in first aid treatment and shall provide for the first aid box the contents specified in table No (3) attached of UAE labor & Federal Law No.8 of 1980.	FME Management	Provision of first aid boxes and first aid training certificates	Availability of qualified & competent first aider; and provision of first aid boxes
Article 5, Ministerial Order No.32 of 1982	Provision of sufficient protection for the health and safety of the employee working in the establishment and that he shall give special attention to the following: (a) The space assigned to each person shall not be less than 400 cubic feet. This (b) Avoid any insufficiency in	All the employees of FME	Management of workplace as per Industrial Development Bureau requirements	-

Laws /Regulations/Standard-Title/Issue Date		*Ministerial Order No.32 of 1982 and its Amendments*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
	the necessary amount of clean air or delays in renewing this air, and keep out all harmful air drafts or any sudden changes in the temperature and, as far as possible, eliminate the excessive humidity prevailing in the work place, excessive high or low temperatures and bad-smelling air currents.			
Article 5,Ministerial Order No.32 of 1982	Provision of sufficient and appropriate lighting, natural or artificial,	Overall Facility	Management of workplace as per municipality requirements for trade license	-
Ministerial Order 32/1982 Article 8	Fire alarm system required and workers to be trained to respond appropriately	Overall Facility	Civil Defence certificate, record of firefighting equipment inspection and maintenance	-
Ministerial Order 32/1982 Article 8	Instructions for prevention, and actions in the event of fire to be posted in Arabic and other languages if necessary	Overall Facility	Emergency Response Procedure	Fire Rescue Plan to displayed on notice boards
Ministerial Order 32/1982 Article 8	Fire extinguishers to be kept in good condition	Overall Facility	Testing and inspection certificates of firefighting equipment	-

Laws /Regulations/Standard-Title/Issue Date		*Ministerial Order No.32 of 1982 and its Amendments*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Ministerial Order 32/1982 Article 8	Fire extinguishers to be placed for easy access	Overall Facility	Provision of Fire extinguishers and hose reels at appropriate locations.	-
Ministerial Order 32/1982 Article 8	Sufficient number of workers trained in use of fire extinguishers	Identified employees of FME	Fire Fighting Training certificates	Provision of firefighting training to sufficient number of employees
Article 12, Ministerial Order No.32 of 1982	When installing new machines or operating equipment or parts, the employer shall ensure that they are provided with protection facilities which meet the required protection standards.	All the activities of FME	Inspection & Audit Records	-
Article 13, Ministerial Order No.32 of 1982	The employer may not allow any person to remove or install any barrier or any other part of the protective equipment while the machine is running, and the machine shall not be operated unless being re-installed in its place.	All the activities of FME	Inspection & Audit Records	
Article 14, Ministerial Order No.32 of 1982	The employer shall display instruction sign board at locations of machinery or operation stating the necessary technical measures,	Overall Facility	Inspection & Audit Records	Provision of sign boards and instructions at the locations of machineries

Laws /Regulations/Standard-Title/Issue Date		***Ministerial Order No.32 of 1982 and its Amendments***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
	and such instruction shall be written in Arabic or other language understood by the employees, if necessary.			
Article 20	Proper selection, use and maintenance with external certification for forklift, cranes, hoists, slings, ropes and shackles.	Applicable to EOT cranes and forklifts	3rd Party Inspection certificates from a company accredited by ESMA.	-

Laws /Regulations/Standard-Title/Issue Date		*Federal Law No. 24 of 1999, Protection and Development of the Environment*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Federal Law 24 of 1999, Article 4	Protection and development of the environment	All the operations of FME	Pollution prevention, waste management, etc.	Waste Management Plan
Federal Law 24 of 1999	Regular analysis of waste to be undertaken	All the operations of FME	Waste management audit/ analysis	Waste Management Plan
Federal Law 24 of 1999, Article 7	Record to be kept of waste analysis	All the operations of FME	Record of analysis of waste	Waste management plan
Federal Law 24 of 1999, Article 8	Treatment of effluent which may cause direct or indirect pollution to water environment	All the operations of FME	Records of effluent analysis	Waste management plan
Federal Law 24 of 1999, Article 35	Untreated substances which may cause water pollution not to be discarded	All the operations of FME	Waste management plan	Compliance to Standards and requirements on Waste Management
Federal Law 24 of 1999, Chapter IV	Protection of air from pollution	All the operations of FME	Operational control procedures	Air quality monitoring plan
Federal Law 24 of 1999, Article 53	Air pollutants emissions to be measured and record kept	All the operations of FME	Air quality monitoring records	Air quality monitoring
Federal Law 24 of 1999, Article 50	Waste to be burned in designated places only	All the waste of FME	Waste management plan	-
Federal Law 24 of 1999, Article 43	Disturbing the natural properties or Soil pollution prohibited	All the waste of FME	Waste management plan	-

Laws /Regulations/Standard-Title/Issue Date		*Federal Law No. 24 of 1999, Protection and Development of the Environment*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Federal Law 24 of 1999, Articles 45, 47 and 51	Certain pesticides, fertilizers and agricultural conditioners controlled	All the operations of FME	Waste management plan	-
Federal Law 24 of 1999, Article 54	Environmental noise limits to be prescribed	All the operations of FME	Occupational noise monitoring records	Noise Management Plan
Federal Law 24 of 1999, Articles 58 and 59	Only licensed contractors to dispose off hazardous waste	All the waste of FME	Approved Environmental service provider disposal certificate	Waste Management Plan
Federal Law 24 of 1999, Article 61	Owner to keep a register of hazardous waste, disposal and contractors for disposal	All the waste of FME	Approved Environmental service provider disposal certificate	-
Federal Law 24 of 1999, Article 61	Operator to take all necessary precautions to ensure no damage to environment	All the operations of FME	Inspection records /certificate	-
Federal Law 24 of 1999, Chapter VII	Liability and compensation for environmental damages established	All the operations of FME	Compliance records	-

Laws /Regulations/Standard-Title/Issue Date		***Ministerial Decree No. 12/2006 By-Laws of The Federal Law No. 24 of 1999 Regarding the Protection of air against pollution***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Ministerial Decree No. 12/2006, Article 2	Control on the emissions or leakage of gaseous and solid pollutants and vapors in the ambient air.	All the operations of FME	Air quality monitoring records	Air quality monitoring
Ministerial Decree No. 12/2006, Article 3	Car and Vehicle emissions may not exceed the maximum allowable limits specified in the specifications and amendments thereto, being air Pollutants coming out of the sources of internal combustion that uses hydrocarbon fuel	All the vehicles used for the operations of FME	IC Engine exhaust monitoring records	IC Engine Exhaust Monitoring
Ministerial Decree No. 12/2006, Article 4	FME shall take into account, during the combustion of any sort of hydrocarbon fuels in purposes operations or for the sake of commercial purpose that smoke, gases, and vapor emitted shall be within the allowable limits specified in annex (2). FME facilities shall be subject to the supervision and measurements of the Competent Authorities in coordination with the Agency	All the operations of FME that requires hydrocarbons for combustion	Air quality monitoring records and Air pollution control equipment	Air quality monitoring
Ministerial Decree No. 12/2006, Article 5	Treatment and Disposal of solid waste shall be carried out in the specified places away from the	Waste generated by the operations of FME	Records of waste treatment and disposal	Waste management plan

Laws /Regulations/Standard-Title/Issue Date		*Ministerial Decree No. 12/2006 By-Laws of The Federal Law No. 24 of 1999 Regarding the Protection of air against pollution*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
	residential, commercial, industrial, agricultural and aquatic environment.			
Ministerial Decree No. 12/2006, Article 6	Medical Waste shall be disposed off through incineration according to a license issued from the Competent Authorities in cooperation with the Agency and the Concerned Municipality	Medical waste generated by FME	Hazardous waste manifestation and records	Compliance to Standards and requirements on Waste Management
Ministerial Decree No. 12/2006, Article 7	Stacks used for the disposal of efflux shall be designed considering the requirements stated in the article 7	Stacks used for the disposal of efflux or air pollutants generated due to the operations of FME	Operational control procedures	Compliance to the requirements as stated in article 7
Ministerial Decree No. 12/2006, Article 8	Disposal of hazardous wastes shall be done by burning Incinerators satisfying the terms and conditions stipulated in article (5) hereof, provided that the temperature inside the Incinerator shall be no less than 1200 degree Celsius and air pollutants emitted may not exceed the maximum allowable limits in annex (4)	Hazardous waste generated by FME	Hazardous waste manifestation and records	Waste Management Plan
Ministerial Decree No. 12/2006, Article 10	Safe storage and transportation of waste by preventing it from being	All the waste of FME	Waste management plan	-

Laws /Regulations/Standard-Title/Issue Date		***Ministerial Decree No. 12/2006 By-Laws of The Federal Law No. 24 of 1999 Regarding the Protection of air against pollution***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
	stirred away while storage and transportation			
Ministerial Decree No. 12/2006, Article 11	Protection of FME employees from the exposure to noise	All the employees of FME	Occupational noise monitoring records	Standard operational control procedures
Ministerial Decree No. 12/2006, Article 12	Provision of sufficient ventilation and prevention of leakage or emission of air pollutants	All the operations of FME	Waste management plan	-
Ministerial Decree No. 12/2006, Article 14	Environment Observatories shall notify the Agency, the Competent and the Concerned Authorities of any violation of the allowable limits of air pollutants, as specified in annex (8) attached hereto, and undertake to provide periodical reports for such authorities summing up the results of their work.	All the operations of FME	Reporting of air quality parameters to DUPM and EAD when it exceeds the limit as specified in annex 8	Air quality monitoring records
Ministerial Decree No. 12/2006, Article 15	Periodic analysis of air pollutants emitted and reporting of the observations to the competent authority	All the operations of FME	Air quality monitoring records	Air quality monitoring Plan

Laws /Regulations/Standard-Title/Issue Date		***Law No. (16) of 2005 pertaining to the Reorganization of the Abu Dhabi Environment Agency***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Remarks**
Law No. (16) of 2005, Section 1, Article 14	Establishment or Individual is prohibited to carry out any activity that could adversely affect the lives of human beings and the safety of the environment before obtaining a license from the Agency	All the operations of FME	License Issued by EAD	-

Laws /Regulations/Standard-Title/Issue Date		***Law No. (23) of 2005 and the Executive Regulations Regarding the Health Insurance Scheme for the Emirate of Abu Dhabi***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Chapter II, Article 5	Every employer shall provide health insurance coverage for all his employees/workers and their family members covering the employee's/worker's wife and three children under 18 years of age.	All the employees of FME	Insurance cards and Medical Records	-
Part IV, Article Seven	Employers shall undertake to provide the Authorized Health Insurance Company with details of the monthly income of the Insured Person in a written declaration to be signed by the Insured Person, the Employer or Sponsor who is authorized to sign.	All the employees of FME	Insurance Cards and Employment Contracts	-
Part V, Article Nine	The Employer will cover the actual cost of healthcare in medical emergencies in the event that the injured person is not insured.	All the employees of FME	Medical Records	-

Laws /Regulations/Standard-Title/Issue Date		*Law No. (21) of 2005 - Waste Management in the Emirate of Abu Dhabi*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Remarks**
Chapter 3 – Article 3, Article 4 Chapter 5 – Article 6 Chapter 7 – Article 8, Article 9	Handling and disposal of waste as per regulations	Waste generation and handling areas in the facility	Approval from EAD / CWM for disposal of wastes Records of waste logs	Waste generated from contractor activities are under contractor responsibility
Chapter 4, Article 5, point 1	Reduce waste generated in facility	Waste generation areas in the plant	Waste management plan including waste logs	-
Chapter 4, Article 5, point 2	Classification of waste	Waste generation, handling and storage on site	Waste management plan	-
Chapter 4, Article 5, point 3	Provision of applicable occupation health and safety requirements	Personnel handling or dealing with wastes in the facility	Records of PPE provided	-
Chapter 4, Article 5, point 6a	Disposal of wastes through approved environmental service provider	Waste disposal from facility	Records of use of approved waste disposal agencies	-
Chapter 4, Article 5, point 6a	Provide authorities with description and specifications of waste generated in facility	Wastes generated in the facility	Waste management plan, records of waste analyses	-
Chapter 8, Article 9, point 2	Responsibility of FME in case of violation to remove effects due to violation	Waste generation and illegal disposal of wastes in the facility / other areas	Violation issue by authorities, records of corrective action	Applicable only if FME violates the law
Guideline values	Prevention of soil and groundwater contamination	Determination of soil and groundwater contamination	Operational environmental permit from EAD	-

Laws /Regulations/Standard-Title/Issue Date		***Law No. (21) of 2005 - Waste Management in the Emirate of Abu Dhabi***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Remarks**
	and remediation	in the area due to the accidental spills or leakages of chemicals, hydrocarbons, etc.	Records of spills / leakages	

Laws /Regulations/Standard-Title/Issue Date		***Ministerial resolution No. 37/2 of 1982, Concerning the levels of Medical Care to be Provided by Employers for their Workers***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Article 1	Provision of workers with treatment facilities	All workers in the facility	Records of all medical treatment provided to workers by the employer	Contractor will provide medical facilities for their personnel
Article 2	Provision of first aid box in the facility	Overall facility	Records of first aid box location in the facility	Insurance cards is provided to all personnel
Article 7	Provision of transport to clinic	All workers in the facility	Dedicated vehicle in the facility for transport of personnel to clinic at all times	-
Article 10	Provision of medical checkup for expatriate workers	All expatriate workers	Medical records of all personnel every 3 years during visa renewal	-
Article 11	Medical file for all personnel in facility	All workers in the facility	Medical file for each worker including records of medical check while joining, periodic checkup report, results of any medical analyses, medical leave records including reason	-
Article 12	Statement (no of workers, type of disease and days of absence) to competent Labour	All workers in the facility	Records of all statements sent to labor department	-

Laws /Regulations/Standard-Title/Issue Date		***Ministerial resolution No. 37/2 of 1982, Concerning the levels of Medical Care to be Provided by Employers for their Workers***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
	department on quarterly basis			

Laws /Regulations/Standard-Title/Issue Date		***Ministerial Decree No. 37 of 2001 concerning the approval of the Executive Orders for Law No. 24***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Environmental Impact Assessment of Projects	Environmental impact assessment of the project	All facilities of FME	EIA Reports	-
Handling Hazardous material, Hazardous wastes and medical wastes	Risk assessments and Trainings Accidental Release ,Spill Prevention Mechanisms MSDS of the chemicals Proper storage, handling and disposal through approved waste handlers	All operations of FME	Risk Register, Training Records, Emergency Response, Operational Procedures	-

Laws /Regulations/Standard-Title/Issue Date		*Abu Dhabi OHS Law No. 42 and Industrial Sector Regulatory Framework Codes of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
Article 8, point 1	Development and implementation of an OHSMS	All OHS activities in the facility	Approval of OHSMS from DUPM, OHSMS system documents	Applicable to contractor activities in the facility
Article 8, point 2	Conducting annual audit of the facility	All OHS activities in the facility	Records of internal and external audits	-
Article 8, point 3	Reporting to DUPM regarding OHSMS performance	All OHS activities in the facility	Records of OHSMS performance monitoring submission to DUPM, Contractor performance reports	Contractor to provide required monitoring as per FME requirements

Laws /Regulations/Standard-Title/Issue Date		***ADOSH SF v4.0***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH SF v4.0 Elements 1,2,3,4,5,6,7,8 and 9	Development of full compliance OHSMS	All activities of FME	Full Compliance OHSMS system developed as per ADOSH SF v4.0	To be submitted to DUPM for review and approval
ADOSH SF v4.0 Mechanisms 2, 4, 6, 8 and 11	Development of OHSMS, Submission and review of OHSMS, Registration requirements, Monitoring and Reporting, OSH Practitioner Registration, Incident Notification and Reporting requirements	All activities of FME	Full Compliance OHSMS system developed as per ADOSH SF v4.0	To be submitted to DUPM for review and approval

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 1.0 Hazardous Material	The intent of this Code of Practice is to specify minimum requirements for training, handling, storage, risk assessment, and reporting for handlers, transporters, manufacturers, and distributors of hazardous materials.	All hazardous materials used within office and plant premises of FME	Hazardous Material Management Plan and Waste Management Plan and Records	Compliant
ADOSH-SF Code of Practice 2.0 PPE	This CoP stipulates the requirements or measures to be taken to ensure Personal Protective Equipment (referred to as PPE) is introduced carefully, used properly and regularly maintained and monitored.	All Employees of FME	Records of PPE Issuance and audit/inspection records	Compliant
ADOSH-SF Code of Practice 3.0 Occupational Noise	This CoP establishes the requirements and standards so that the risks associated with the where employees could be exposed to noise levels in excess of 85 dB as measured on an A weighted scale at any time during work shift. Employers shall ensure employees and visitors are not be exposed to any continuous intermittent, or impact noise level above 100 dB(A) unless the appropriate hearing protection is provided	All employees exposed to occupational noise within FME	Standard Operational Procedure for Noise Management and Noise Monitoring data.	Compliant

Laws /Regulations/Standard-Title/Issue Date		***ADOSH-SF Code of Practice***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 3.1 Vibration	The intent of this Code of Practice is to establish the requirements for worksites where personnel are exposed to vibration, or likely to be exposed to vibration at or above the action level	All the operations involving vibrations within FME	Standard Operating Procedure for Vibration	Compliant
ADOSH-SF Code of Practice 4.0 First Aid and Medical Emergency Treatment	This CoP ensures adequate first aid facilities and procedures are established and ensure that competent persons are readily available within the workplace to provide the services and necessary supplies and equipment are present and maintained in the workplace suitable to the first aid or medical services required.	All the employees of FME	Emergency Management Procedure Standard Operating Procedure for First Aid Administration	Compliant
ADOSH-SF Code of Practice 5.0 Occupational Health Screening and Medical Surveillance	This CoP identities specific requirements for occupational health screening / fitness to work and medical surveillance every 6 months for employees performing any of the job duties in which they are exposed to hazardous chemicals and hazardous materials	All the employees of FME exposed to hazardous materials including professional drivers and emergency respondents	Medical Surveillance Records	Compliant

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 8.0, General Workplace Amenities	This code of practice applies to the amenities found at workplace and involves ensuring the availability of the minimum OHS requirements in this regard and the validity of control measures in place.	FME Office & Plant Premises	Provision of Welfare Facilities (e.g. toilets, resting, eating and smoking area, etc.)	Compliant
ADOSH-SF Code of Practice 9.0, Workplace Wellness	The intent of this Code of Practice is to establish the requirements and standards for workplace wellness and health promotion though awareness, education and wellness programs. This Code of Practice aims to promote the wider health of personnel in Abu Dhabi Emirate in order to have a more productive and healthy workforce.	FME Office & Plant Premises	Yearly health need assessment to determine health risk factors and Health Promotion Programs	Compliant
ADOSH-SF Code of Practice 9.2, Managing Work-Related Stress	This Code of Practice mandates the requirements for work-related stress management, including consideration of demands, control, support, relationships, understanding of employee roles, and management and communication of change.	All Employees of FME	Risk assessments and operational procedure for work related stress	Compliant

Laws /Regulations/Standard-Title/Issue Date		***ADOSH-SF Code of Practice***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 11.0, Safety in the Heat	This code of practice(COP) applies to all employers within the emirate of Abu Dhabi that have employees working in high temperature environments High temperature environments includes both weather (working outside in summer months)and site operations (furnaces, ovens, and other high temperature operations)	All Employees of FME	Standard Operating Procedure for Managing Heat Stress Provision of shaded areas Elimination of activity in open areas	Compliant
ADOSH-SF Code of Practice 13.0, Workplace Violence	The purpose of this code of practice is to ensure that employers take measures to prevent or minimize the occurrence of violence in the work place and to protect employees and other potentially affected persons against it, ensuring that they have access to assistance and recourse if they happen to be exposed to it.	All Employees of FME	Violence Policy and Disciplinary Policy	Compliant
ADOSH-SF Code of Practice 14.0, Manual Handling and Ergonomics	This Code of Practice (CoP) applies to all employers and places of business within the Emirate of Abu Dhabi that have exposure to risk due to manual handling and work environment ergonomic concerns that can cause or aggravate work-related musculoskeletal disorders (WRMDs) or other related injuries and illnesses	All Manual and Mechanical handling activities	Standard Operating Procedure for Manual Handling and Ergonomics Provision of Mechanical Lifting aids	Compliant

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 15.0, Electrical Safety	The intent of this Code of Practice is to establish standards and principles that promote the design, construction and operation of safe and efficient systems of wiring in buildings and other premises. This procedure provides users with general procedures for eliminating, preventing and controlling electrical hazard	All the areas of FME	Standard Operating Procedure for Electrical Safety Clearance from ADDC	Compliant
ADOSH-SF Code of Practice 17.0, Safety Signage and Signals	Use of safety signage where there is a significant OHS risk that has not been avoided or controlled by the methods required, provided the use of a sign can help reduce the risks. Safety signs are not a substitute for those other methods of controlling risks such as engineering controls and safe systems of work.	FME Office & Plant Premises	Provision of Safety Signage in the workplace	Compliant
ADOSH-SF Code of Practice 21.0, Permit to Work	A permit to work (PTW) system is a formal recorded process used to control work which is identified as potentially hazardous. It is also a means of communication between site /installation management, plant supervisors and operators and those who carry out the hazardous work.	All the hazardous operations of FME	Standard Operating Procedure for Permit to work system	Compliant

Laws /Regulations/Standard-Title/Issue Date		***ADOSH-SF Code of Practice***		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 22.0 Barricading of Hazards	Use of barricades where there is a significant OHS risk that may result in danger of a person falling, being struck by objects, pedestrian and vehicles entering the site. This will ensure maintaining control of access to dangerous or high risk areas or equipment through use of barricades	All the hazardous areas of FME	Provision of barricades in the workplace	Compliant
ADOSH-SF Code of Practice 23.0, Working at Height	The intent of this Code of Practice is to cover the requirements relevant to the planning, preparation and conduct of health and safety work practices in connection with working at heights. Working at height in this Code of Practice includes existing places of work and means of access for working at height, fall prevention, guardrail systems, safety nets, fall arrest systems and working platforms.	All operations of FME taking place at heights	Standard Operating Procedure for working at heights Provision of edge protection and fall prevention measures	Compliant
ADOSH-SF Code of Practice 24.0, Tag-out-Lock-out (Isolation)	This CoP establishes the specific requirements and standards so that risk associated with the servicing and maintenance of machines in which the unexpected energizing or start-up of the machines or equipment, or release of stored energy could cause injury to the employees which can be controlled through the use of locks to isolate energy sources and tags on isolated device to show that equipment is out of service for repair and maintenance work	All the servicing and maintenance operations involving energized machines and equipment of FME	Provision of LOTO and Standard Operating Procedure for LOTO	Compliant

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 28.0, Hot Work Operations	This CoP establishes requirements and standards so that the risks associated with hot work operations are assessed, that control measures are implemented in accordance with the hierarchy of controls and that control measures are taken to prevent injury, illness and disease to persons who might be exposed to risks arising from those activities	All the hot work operations within FME	Standard Operating Procedure for Hot work operations Provision of designated hot work areas	Compliant
ADOSH-SF Code of Practice 34.0, Safe use of Lifting Equipment and Lifting Accessories	This CoP establishes the requirements and standards so that the risks associated with the use of lifting equipment and lifting accessories are assessed, that control measures are implemented in accordance with the hierarchy of controls and that control measures are taken to prevent injury, illness and disease to persons who might be exposed to risks arising from those activities.	All lifting operations of FME	Standard Operating Procedure for EOT Cranes TPI and Certification of lifting equipment and accessories	Compliant
ADOSH-SF Code of Practice 35.0, Portable Power Tools	This CoP established the requirements and standards so that the risks associated with the	All powered tools of FME	Standard Operating Procedure for Portable Powered Tools PAT Testing of portable powered	Compliant

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
	use of portable power tools are assessed, that control measures are implemented in accordance with the hierarchy of controls and that control measures are taken to prevent injury, illness and disease to persons who might be exposed to risks arising from those activities.		tools	
ADOSH-SF Code of Practice 36.0, Plant and Equipment	The intent of this Code of Practice is to establish the requirements and standards so that the risks associated with the use of machinery, equipment and appliances are assessed, that control measures are implemented in accordance with the hierarchy of controls and those measures are taken to prevent injury, illness and disease to persons who might be exposed to risks arising from those activities. This Code of Practice applies to the overall management of plant and equipment and to the obligations and requirements of designers, manufacturers, suppliers, erectors and installers, entities and personnel. It also covers the requirements for maintenance, servicing, cleaning, repairs, modifications, inspection and auditing of plant, along with the keeping of records.	All plant and equipment of FME	Maintenance Records, Inspections, Auditing Records Standard Operating Procedure for Plant and Equipment	Compliant

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 44.0, Traffic Management & Logistics	This CoP establishes the requirements and standards so that the risks associated with traffic and logistics can be prevented or reduced through the introduction of appropriate control measures.	All employees of FME	Standard Operating Procedure for Traffic Management Traffic Management Plan	Compliant
ADOSH-SF Code of Practice 47.0, Machine Guarding	This CoP establishes the requirements and standards so that the risks associated with the guarding of machinery are assessed, that control measures are implemented in accordance with the hierarchy of controls and those control measures are implemented to prevent injury, illness and disease to persons who might be exposed to risks arising from those activities.	All the machines of process areas	Provision of Fixed and interlocking Machine Guards to all the machines Standard Operating Procedure for Machine Guarding	Compliant
ADOSH-SF Code of Practice 49.0, Compressed Gases and Air	This CoP sets requirements on how to use, store and transport compressed gases including hazard identification, testing and inspection procedure for compressors, air receivers, pressure vessels and pressure relief valves	All the compressed gases and cylinders of FME	Standard Operating Procedure for compressed gases TPI and Certification of Air Compressors	Compliant

Laws /Regulations/Standard-Title/Issue Date		*ADOSH-SF Code of Practice*		
Article No.	**Requirement/Obligation**	**Area of Applicability**	**License/Compliance Records Required**	**Compliance Monitoring / Remarks**
ADOSH-SF Code of Practice 51.0, Powered Lift Trucks	This CoP sets out the requirements for the use of lift trucks. For the purposes of the ADOSH-SF these have been defined as follows (i) Powered Industrial Truck: An industrial vehicle used to carry, push, pull, lift or stack material that is powered by an electric motor or an internal combustion engine. Included are vehicles that are commonly referred to as forklift trucks, rider trucks, motorized or powered hand trucks, pallet trucks and tugs. Not included farm vehicles or vehicles intended primarily for earth moving or over-the-road hauling	All lifting operations of FME	TPI and Certification of Forklifts Competent Forklift and industrial trucks drivers Standard Operating Procedure for Forklifts and industrial trucks	Compliant
ADOSH-SF- CoP 53.0 – OHS Management during Construction Work	This Code of Practice specifies minimum standards for control of OHS-related risks and prevention of injury, illness, and disease at construction project sites.	New/ Alteration / Construction work within FME	-	-
ADOSH-SF Code of Practice 54.0, Waste Management	Requirements for the development and implementation of the Waste Management requirements to the production, handling, keeping, safe storage, transport, collection and disposal of all waste generated.	All the generated waste in FME	Waste Management Plan	Compliant

Laws /Regulations/Standard-Title/Issue Date		***EAD Technical Guidance***		
Law/ Clause / Article / Reference	**Requirement / Obligation**	**Area of Applicability**	**Licenses / Compliance Records Required**	**Remarks**
EAD's Technical Guidance (TG) document - Standards & Limits for pollution to Air & Marine Environments, Occupational exposure, Pesticides & Chemical Use	Compliance to the standards specified for air quality, noise & wastewater discharge quality	All FME operations	Monitoring reports/ records	Compliant
EAD's Technical Guidance (TG) documents on Environmental Audits, Environmental Action Plans	Annual environmental audits Action plans for undertaking corrective actions in case of any non-compliance in case of environmental emergencies	FME Plant Premises	3rd party annual audits Environmental Incident Investigation/ Corrective & Preventive Actions	Compliant
EAD's Technical Guidance (TG) documents on decommissioning	FME to undertake Decommissioning audit and remediate any contaminated land before returning land to the owner	During FME decommissioning	Decommissioning Environmental Management Plan	Compliant

Laws /Regulations/Standard-Title/Issue Date		***Abu Dhabi Emirate Environment Protection Policies (EEPPs)***		
Law/ Clause / Article / Reference	**Requirement / Obligation**	**Area of Applicability**	**Licenses / Compliance Records Required**	**Compliance Monitoring / Remarks**
Part 1 –Air Quality Part 2 – Water Quality Part 3 – Land Quality Part 4 – Noise Part 5 – Waste Part 6 – Hazardous substances Part 7 – Occupational & Environmental Health and safety Part 8 – Bio diversity & Conservation	Protection of Environment from pollution Protection of employees from risks	All operations of FME	Compliance records to the specific requirements	-

Laws /Regulations/Standard-Title/Issue Date		***Other Applicable Legal Requirements***		
Law/ Clause / Article / Reference	**Requirement / Obligation**	**Area of Applicability**	**Licenses / Compliance Records Required**	**Compliance Monitoring / Remarks**
Occupational Health and Environmental Control SSUAE No.209/1995	Protection of Environment from pollution Protection of employees from risks	All operations of FME	Compliance records to the specific requirements	-
Ministry of Health- A Guide to Preventive Occupational Health Services in Workplaces	Protection of Health and Safety of employees in the Workplaces	All the employees of FME	OHS Performance Monitoring Report, Incident Report etc.	-
Ministerial Resolutions issued by Ministry of Labor (Working at Heat)	Protection of workers from heat	All the employees of FME exposed to heat	Awareness Program, Summer working hours records, Medical Records etc.	-
ESMA Standard UAE GSO 209: 1995- Industrial Safety and Health Regulations Occupational Health and Environmental Control	Industrial Safety and Health regulations – Occupational Health and Environmental Control	All operations of FME	OHSMS Documentation & Records	-

ESMA Standard UAE.s GSO 212: 1994 – Personal Protective Equipment	Industrial Safety and Health regarding Personal Protective Equipment	All operations of FME	Operational Control for PPEs	-
ESMA Standard UAE. GSO 215: 1995 – Industrial Safety and Health Regulations – Equipment –Tanks Pressure vessels, Boilers and Compressed gas equipment	IndustrialSafetyandHealthregarding personalProtectiveEquipmenttanks pressurevessels,boilersand Compressed gas equipment	All operations of FME	Risk Assessments, TPI Reports	-
Abu Dhabi Civil Defense (ADCD) Regulations UAE Fire and Life Safety Code of Practice	Design and operation of firefighting system Approvals Inspections	Workplace Fire Protection Emergency Response	Approved Fire Protection Plan Inspection of Fire Fighting Equipment by ADCD approved TPI Approved ERP	-

Note: This Legal Register must be reviewed regularly, at least annually or as needed, as per Legal Requirements.

Revision	Date	Details of Changes	Updated by
00	14 June 2024	Initial release	OSH MR
01	13 June 2025	Review	OSH MR
02	01 April 2026	Review	OSH MR

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