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<td>Employment Ordinance (Cap. 57 of the Laws of Hong Kong); Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong); Mandatory Provident Fund Scheme Ordinance (Cap. 485 of the Laws of Hong Kong); Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong); Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong); Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong); Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong); Contracts (Rights of Third Parties) Ordinance (Cap. 623 of the Laws of Hong Kong);</td>
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<td>Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong); Occupational Safety and Health Regulation (Cap. 509A of the Laws of Hong Kong); and Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong)</td>
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<th><strong>Product Responsibility</strong></th>
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<td>Sale of Goods Ordinance (Cap. 26 of the Laws of Hong Kong); Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong); Control of Exemption Clauses Ordinance (Cap. 71 of the Laws of Hong Kong); Unconscionable Contracts Ordinance (Cap. 458 of the Laws of Hong Kong); Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong); Consumer Goods Safety Ordinance (Cap. 456 of the Laws of Hong Kong); Consumer Goods Safety Regulation (Cap. 456A of the Laws of Hong Kong); Electrical Products (Safety) Regulation (Cap. 406G of the Laws of Hong Kong); and Energy Efficiency (Labelling of Products) Ordinance (Cap. 598 of the Laws of Hong Kong)</td>
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<td>Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong); Independent Commission Against Corruption Ordinance (Cap. 204 of the Laws of Hong Kong); Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong); Drug Trafficking (Recovery of Proceeds) Ordinance (Cap. 405 of the Laws of Hong Kong); Organised and Serious Crimes Ordinance (Cap. 455 of the Laws of Hong Kong); and United Nations (Anti-Terrorism Measures) Ordinance (Cap. 575 of the Laws of Hong Kong)</td>
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</table>
People’s Republic of China

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

PRC Environmental Protection Law (中華人民共和國環境保護法)
PRC Atmospheric Pollution Prevention Law (中華人民共和國大氣污染防治法)
PRC Water Pollution Prevention Law (中華人民共和國水污染防治法)
PRC Noise Pollution Prevention Law (中華人民共和國噪聲污染防治法)
PRC Prevention and Control of Environmental Pollution by Solid Wastes (中華人民共和國固體廢物污染環境防治法)
PRC Prevention and Control of Soil Pollution Law (中華人民共和國土壤污染防治法)
PRC Recycling Economy Promotion Law (循環經濟促進法)
PRC Regulations on the Control of Pollution from Electronic Information Products (電子信息產品污染控制管理辦法)
PRC Administrative Measures for the Prevention and Control of Electronic Pollution by Information Products (電子信息產品環境污染控制行政管理辦法)

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

PRC Labour Law (中華人民共和國勞動法)
PRC Labour Contract Law (中華人民共和國勞動合同法)
PRC Employment Promotion Law (中華人民共和國就業促進法)
PRC Interim Regulations on Payments (中華人民共和國支付暫行規定)
PRC Regulations on Management of Record of Employee Workers (企業職工檔案管理暫行規定)
PRC Interim Regulations on Several Issues on the Application of Law in Criminal Cases Regarding Refusal to Pay Labour Remuneration issued by the Supreme People’s Court (關於人民法院審理拒不支付勞動報酬刑事案件適用法律若干問題的解釋)
PRC Interim Regulations on Wage Payments (中華人民共和國工資支付暫行規定)
PRC Interim Regulations on the Collection and Payment of Social Insurance Premiums (“勞動參保單位繳納社會保險費暫行規定”)
PRC Measures on Participation in PRC Social Insurance of Foreigners Employed in China (“外國人在華工作參保社會保險暫行規定”)
PRC Measures on the Administration of the List of Dishonest Enterprises Committing Serious Illegal Activities (全國誠信典型企業管理辦法)

Labour Standards – relating to preventing child and forced labour

PRC Anti-Fraud Law (中華人民共和國反詐騙法)
PRC Anti-Commercial Bribery Law (中華人民共和國反商業賄賂法)
PRC Anti-Money Laundering Law (中華人民共和國反錢賭洗錢法)
## Korea

### A. Environmental

**Emissions** – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

- Clean Air Conservation Act;
- Water Environment Conservation Act; and
- Waste Control Act
- Framework Act on Environmental Policy;
- Environmental Pollution Damages Compensation and Recovery Act;
- Act on Resource Circulation of Electrical and Electronic Equipment and Vehicles; and
- Act on the Promotion of Saving and Recycling of Resources;

### B. Social

**Employment** – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

- Labor Standards Act;
- Minimum Wage Act;
- Employment Insurance Act;
- National Health Insurance Act;
- Industrial Accident Compensation Insurance Act;
- Act on the Equal Employment for Both Genders;
- Gender Equality Employment & Work-Family Balance Support Act;
- Protection of Dispatched Workers Act;
- Protection of Worker Participation & Cooperation Act;
- Protection of Fixed-Term & Part-time Employees Act;
- Trade Union and Labor Relations Adjustment Act;
- Employee Retirement Benefit Security Act;
- National Pension Act; and
- Personal Information Protection Act

**Labour Standards** – relating to preventing child and forced labour

- Labor Standards Act

**Health and Safety** – relating to providing a safe working environment and protecting employees from occupational hazards, KPI

- Industrial Safety and Health Act; and
- Occupational Safety and Health Act

**Product Responsibility** – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

- Korean Civil Code;
- Product Liability Act;
- Consumer Basic Act;
- Fair Labeling and Advertising Act;
- Electrical Appliances and Consumer Products Safety Control Act;
- Environmental Technology and Industry Support Act;
- Monopoly Regulation and Fair Trade Law;
- Act on Consumer Protection in Electronic Commerce Transactions;
- Standard Contract Regulations Act;
- Personal Information Protection Act; and
- Act on Promotion of Information and Communication Network Utilization and Information Protection

**Anti-corruption** – relating to bribery, extortion, fraud and money laundering

- Korean Criminal Code;
- Specific Crimes Act;
- Act on the Prohibition of Improper Solicitation and Provision/Receipt of Money and Valuables;
- Whistleblower Protection Act; and
- Act on Regulation and Punishment of Concealment of Crime Proceeds
## Taiwan

### A. Environmental

<table>
<thead>
<tr>
<th>Topic</th>
<th>Relevant Laws and Regulations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste</td>
<td>Environmental Protection Basic Act (環境基本法); Air Pollution Control Act (空氣污染防制法); Water Pollution Control Act (水污染防制法); Waste Disposal Act (廢棄物清理法); Environmental Impact Assessment Act (環境影響評估法); Public Nuisance Dispute Resolution Act (公害糾紛處理法); and Soil and Groundwater Contamination Control Act (土壤及地下水污染整治法)</td>
</tr>
</tbody>
</table>

### B. Social

#### Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

<table>
<thead>
<tr>
<th>Topic</th>
<th>Relevant Laws and Regulations</th>
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</thead>
<tbody>
<tr>
<td>Labor Standards Act (勞動基準法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Standards Act (處理違反勞動基準法事件統一裁罰基準); Labor Pension Act (勞工退休金條例); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Pension Act (處理違反勞工退休金條例事件統一裁罰基準); Statute on the Employees’ Welfare Fund (職工福利金條例); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Statute on the Employees’ Welfare Fund (處理違反職工福利金條例事件統一裁罰基準); Protective Act for Mass Redundancy of Employees (大量解僱勞工保護法); Labor Insurance Act (勞工保險條例); National Health Insurance Act (全民健康保險法) Regulations Governing the Deduction, Collection, and Payment of Supplemental Premiums for National Health Insurance (全民健康保險扣取及繳納補充保險費辦法); Employment Insurance Act (就業保險法); Labor Union Act (工會法); Settlement Act for Labor Disputes (勞資爭議處理法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Settlement Act for Labor Disputes (處理違反勞資爭議處理法事件統一裁罰基準); Employment and Service Act (就業服務法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Standards Act (處理違反勞動基準法事件統一裁罰基準); and Personal Data Protection Act (個人資料保護法)</td>
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#### Labour Standards – relating to preventing child and forced labour

<table>
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<tr>
<th>Topic</th>
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<tr>
<td>Labor Standards Act (勞動基準法); and Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Standards Act (處理違反勞動基準法事件統一裁罰基準)</td>
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#### Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards

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<tr>
<th>Topic</th>
<th>Relevant Laws and Regulations</th>
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</thead>
<tbody>
<tr>
<td>Occupational Safety and Health Act (職業安全衛生法); Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Labor Safety and Sanitation Act (處理違反勞工安全衛生法事件統一裁罰基準); Occupational Hazard Protection Act (職業災害勞工保護法); and Uniform Standards for Determination of Penalties for Handling Matters related to Violations of Occupational Hazard Protection Act (處理違反職業災害勞工保護法事件統一裁罰基準)</td>
<td></td>
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#### Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

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<tr>
<th>Topic</th>
<th>Relevant Laws and Regulations</th>
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<tbody>
<tr>
<td>Consumer Protection Act (消費者保護法); Commodity Labeling Act (商品標示法); Commodity Inspection Act (商品檢驗法); Autonomous Act for Consumer Protection (消費者保護自治條例); and Personal Data Protection Act (個人資料保護法)</td>
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#### Anti-corruption – relating to bribery, extortion, fraud and money laundering

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<th>Topic</th>
<th>Relevant Laws and Regulations</th>
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<tr>
<td>Taiwan Criminal Code (刑法); Statute for Punishments for Corruption (貪污治罪條例); Public Servants Services Act (公務員服務法); and Public Servants Anti-Corruption Ethic Rules (公務員廉政倫理規範)</td>
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</tbody>
</table>
## Vietnam

### A. Environmental

**Emissions** – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste


### B. Social

**Employment** – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

- Employment Law, The law No. 38/2013/QH13 dated November 16, 2013 on employment of the National Assembly of Vietnam;
- Labor Code, The code No. 10/2012/QH13 dated June 18, 2012 on labor of the National Assembly of Vietnam;
- Social Insurance Law, The law No. 58/2014/QH13 dated November 20, 2014 on social insurance of the National Assembly of Vietnam;
- Health Insurance Law, The law No. 25/2008/QH12 dated November 14, 2008 on health insurance of the National Assembly of Vietnam;

**Labour Standards** – relating to preventing child and forced labour

- Labor Code, The code No. 10/2012/QH13 dated June 18, 2012 on labor of the National Assembly of Vietnam;

**Health and Safety** – relating to providing a safe working environment and protecting employees from occupational hazards. KPI

- Labor Safety and Hygiene Law, The law No. 84/2015/QH13 dated June 25, 2015 on labor safety and hygiene of the National Assembly of Vietnam

### Product Responsibility

**Product Responsibility** – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

- Product Quality Law, The law No. 05/2007/QH12 dated November 21, 2007 on product quality management of the National Assembly of Vietnam;
- Commercial Law, The law No. 36/2005/QH11 dated June 14, 2005 on commerce of the National Assembly of Vietnam;
- Advertising Law, The law No. 16/2012/QH13 dated June 21, 2012 on advertising of the National Assembly of Vietnam;
- Standards and Technical Regulations Law, The law No. 68/2006/QH11 dated June 29, 2006 on standards and technical regulations of the National Assembly of Vietnam;
- Cyber Information Security Law, The law No. 86/2015/QH13 dated November 19, 2015 on cyber information security of the National Assembly of Vietnam;

### Anti-corruption

**Anti-corruption** – relating to bribery, extortion, fraud and money laundering

- Anti-Corruption Law, The law No. 36/2018/QH14 dated November 20, 2018 on anti-corruption of the National Assembly of Vietnam;
- Public Employees Law, The law No. 58/2010/QH12 dated November 15, 2010 on public employees of the National Assembly of Vietnam;
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<td>National Greenhouse and Energy Reporting Regulations 2008</td>
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<td>Ozone Protection and Synthetic Greenhouse Gas Management Act 1989</td>
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<td>Ozone Protection and Synthetic Greenhouse Gas Management Regulations 1995</td>
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<td>Environmentally Hazardous Chemical Act 1985</td>
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<td>Environmentally Hazardous Chemicals Regulation 2017</td>
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<td>Environmental Planning and Assessment Act 1979</td>
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<td>Ozone Protection Act 1989</td>
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<td>Sydney Water Act 1994</td>
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<td>Sydney Water Regulation 2017</td>
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<td>Waste Avoidance and Resource Recovery Act 2001</td>
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<td>Water Management Act 2000</td>
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<td>Dangerous Goods Act 1985</td>
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<td>Dangerous Goods (Storage and Handling) Regulations 2012</td>
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<td>Environment Effects Act 1978</td>
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<td>Environment Protection Act 1970</td>
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<td>Planning and Environment Act 1987</td>
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<td>Water Act 1989</td>
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<td>Fair Work Regulations 2009</td>
<td>Relations (Consequential Provisions) Act 1988</td>
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<td>Freedom of Information Act 1982</td>
<td>Paid Parental Leave Act 2010</td>
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<td>Industrial Relations Reform Act 1983</td>
<td>Privacy Regulation 2013</td>
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<td>Paid Parental Leave Act 2010</td>
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<td>Privacy Regulation 2013</td>
<td>Workplace Gender Equality Act 2012</td>
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<td>Racial Discrimination Act 1975</td>
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<td>Sex Discrimination Act 1984</td>
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<td>Superannuation Guarantee (Administration) Act 1992</td>
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<td>Workplace Gender Equality Act 2012</td>
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<td>Modern Slavery Act 2018 (Cth)</td>
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<td>Work Health and Safety Act 2011 (NSW)</td>
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<td>Work Health and Safety Regulations 2017 (NSW)</td>
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<td>Occupational Safety and Health Act 1984 (WA)</td>
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<td>Occupational Safety and Health Act 2004 (VIC)</td>
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#### Health and Safety

- Work Health and Safety Act 2011 (NSW)
- Work Health and Safety Regulations 2017 (NSW)
- Work Health and Safety Regulations 2012 (SA)
- Occupational Safety and Health Act 1984 (WA)
- Occupational Safety and Health Act 2004 (VIC)

#### Product Responsibility

- Australian Consumer Law (Cth)
- Competition and Consumer Act 2010 (Cth)
- Privacy Act 1988 (Cth)
- Privacy Regulation 2013 (Cth)
- Spam Act 2003 (Cth)
- Gas and Electricity (Consumer Safety) Act 2017 (NSW)
- Electricity Safety Act 1998 (VIC)
- Electrical Safety Act 2002 (QLD)
- Energy Products (Safety and Efficiency) Act 2000 (SA)
- Electricity Regulations 1947 (WA)
- Electricity Industry Safety and Administration Act 1987 (TAS)
- Electricity Reform Act 2000 (NT)
- Electricity Safety Act 1971 (ACT)

#### Anti-corruption

- Criminal Code Act 1995 (Cth)
- Crimes Act 1914 (Cth)
- Crimes Act 1900 (NSW)
- Crimes Act 1958 (VIC)
- Criminal Code Act 1899 (QLD)
- Criminal Code Act Compilation Act 1913 (WA)
- Criminal Law Consolidation Act 1935 (SA)
- Criminal Code Act 1924 (TAS)
- Criminal Code Act 2002 (ACT)
- Criminal Code Act 1983 (NT)
- Independent Commission Against Corruption Act 1988 (NSW)
### New Zealand

#### A. Environmental


#### B. Social


| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI | Health and Safety at Work Act 2015 |

| Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress | Fair Trading Act 1986; Consumer Guarantees Act 1993; Electricity (Safety) Regulations 2010 |

| Anti-corruption – relating to bribery, extortion, fraud and money laundering | Crimes Act 1961; Secret Commissions Act 1910; Anti-Money Laundering and Countering Financing of Terrorism Act 2009 |
### United States

#### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Federal Clean Air Act  
Federal Clean Water Act  
CERCLA (Comprehensive Environmental Response Compensation and Liability Act) aka Superfund  
RCRA (Resource Conservation and Recovery Act) most notably subtitles C,D and I  
Emergency Planning and Community Right to Know Act (EPCRA Reporting)  
NFPA – National Fire Protection Association Regulations  
IBC – International Building Codes and Local Codes  
Code of Federal Regulations (CFR) 19 US Customs and Border Protection  
CFR 40 EPA (Environmental Protection Agency) Environmental Protection  
CFR 44 Emergency Management (flood insurance etc)  
CFR 49 Department of Transportation (shipping, packaging etc) |

#### B. Social

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and | Family Medical Leave Act (FMLA)  
Americans with Disabilities Act (ADA)  
Fair Labor Standards Act (FLSA)  
The Customs and Facilitations and Trade Enforcement Reauthorization Act of 2009  
(Amends Tariff Act related to human trafficking and forced labor)  
Title VII Civil Rights Act of 1964  
The Pregnancy Discrimination Act  
The Age Discrimination in Employment Act of 1967 (ADEA)  
The Worker Adjustment and Retraining Notification Act (WARN Act) |

| Labour Standards – relating to preventing child and forced labour | |

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI | CFR 29 OSHA (Occupational Health and Safety Act) |

| Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress | US Consumer Protection Safety Act (CPSA) |

| Anti-corruption – relating to bribery, extortion, fraud and money laundering | Foreign Corrupt Practices Act (1977) |
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### Canada

#### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Canadian Environmental Protection Act  
Workplace Hazardous Materials Information Systems (WHMIS) |
|---|---|

#### B. Social

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and Labour Standards – relating to preventing child and forced labour | Canadian Charter of Rights and Freedoms  
Provincial Human Rights Code |
<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI</td>
<td>Provincial Occupational Health &amp; Safety Act</td>
</tr>
<tr>
<td>Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress</td>
<td>Canada Consumer Product Safety Act (CCPSA)</td>
</tr>
<tr>
<td>Anti-corruption – relating to bribery, extortion, fraud and money laundering</td>
<td>Canadian Anti-Corruption Law and Compliance</td>
</tr>
</tbody>
</table>
### Europe/EU*

#### B. Social

**Product Responsibility** — relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress

- General Product Safety Directive
- Machinery Directive
- Regulation on market surveillance and compliance of products and amending Directive 2006/42 etc
- EMC Directive
- Low Voltage Directive
- Radio Equipment Directive
- Measurement Instruments Directive
- Pressure Equipment Directive
- Simple pressure vessels Directive
- Outdoor Noise Directive
- Equipment for explosive atmospheres Directive
- RoHS Directive
- Waste Electrical and Electronic Equipment Directive
- Waste Framework Directive
- Battery Directive
- Packaging and packaging waste Directive
- Ecodesign Directive
- Personal Protective Equipment regulation
- Energy labelling Regulation
- Non Road Mobile Machines (NRMM) Regulation
- Regulation on the protection of species of wild fauna and flora by regulating trade therein
- Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation
- Classification, labelling and packaging of substances and mixtures (CLP) Regulation
- Persistent organic pollutants (POP) Regulation
- Biocide Regulation
- Detergent Regulation

**Anti-corruption** — relating to bribery, extortion, fraud and money laundering

- Implementation of this convention is monitored by the Group of States against Corruption (GRECO);
- Additional Protocol to the Criminal Law Convention on Corruption (ETS 191) (signed 15 May 2003 and ratified 9 December 2003);
- Council of Europe Civil Law Convention on Corruption (ETS 174) (signed on 8 June 2000 but not yet ratified);
- Convention on the Fight Against Corruption Involving Officials of the European Communities or Officials of Member States of the European Union (signed on 26 May 1997 and notification on 11 October 1999); and

* Laws and regulations related to Product Safety are then transposed at the national levels.
### Appendix A of TTI’s HKEX ESG Guide Content Index

#### Austria

##### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Environmental Information Act  
Environmental Impact Assessment Act of 2005  
# Appendix A of TTI’s HKEX ESG Guide Content Index

## Belgium

### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Law of 12 January 1993 regarding claims for the protection of the environment  
Directive 2010/75/EU on industrial emissions (IED)  
Flemish Environmental Permit Statute of 28 June 1985 (FEPS)  
The Walloon Environmental Permit Statute of 11 March 1999 (WEPS)  
Brussels Environmental Permit Statute of 5 June 1997 |

### B. Social

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare  
Labour Standards – relating to preventing child and forced labour | Art 87-90bis  
Law of 10 April 1971 on accidents at work  
Law of 16 November 1972 on labour inspection  
Ministerial Decree of 28 March 2003 on the organization and functioning of labour inspection  
Art 216-256 Law of 20 July 2006 which has actualized the labour inspection  
Collective Bargaining Agreements Act 1968  
Anti-discrimination Law 2007;  
National Collective Bargaining Agreement 43 |

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards, KPI | The Act of 4 August 1996 on Wellbeing of Workers at Work  
The Royal Decree of 27 March 1998  
The Act of 9 February 1994 on the safety of products and services  

| Anti-corruption – relating to bribery, extortion, fraud and money laundering | Governed by articles 246 et seq. (public bribery) and 504bis and ter (private bribery) of the Belgian criminal code (the BCC),  
The Council of Europe Criminal Law Convention of 27 January 1999 on Corruption (ETS 173), known as the “GRECO Convention”,  
and the Convention of 26 May 1997 against corruption involving EU officials  
The Council of Europe’s Group of States against Corruption (GRECO) in the report on their Third Evaluation Circle on Belgium published in May 2009.  
Pot-Pourri II law |
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## Czech Republic

### A. Environmental

**Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste**

- Act 1991 – 2 Collective Bargaining Act
- Act 2001 – 100 on environmental impact assessment
- Act 2001 – 185 on Waste
- Act 2001 – 254 Water Act
- Act 2002 – 521 on integrated pollution prevention and control (amendment)
- Act 2005 – 7 amending Act No. 185/2001 – Coll. on waste and on amendment to some other laws
- Regulation 2003 on the Waste Management Plan of the Czech Republic

### B. Social

**Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare**

- Act No. 262/2006 Coll., the Labour Code, as amended
- Act No. 2/1991 Coll., the Collective Bargaining Act, as amended
- No. 435/2004 Coll., the Employment Act, as amended
- No. 251/2005 Coll., the Labour Inspection Act, as amended
- No. 73/2011 Coll., the Labour Office Act, as amended
- Act No. 329/2011 Coll., on benefits for people with disabilities, as amended
- Act No. 589/1992 Coll., on social security insurance and state employment policy, as amended
- Act No. 48/1977 Coll., on public health insurance, as amended
- Act No. 590/1992 Coll., on premiums for general health insurance, as amended
- Act No. 326/1999 Coll., on the Residence of Aliens in the Territory of the Czech Republic, as amended
- Act No. 118/2000 Coll., on protection of employees against the employer’s insolvency, as amended

**Labour Standards – relating to preventing child and forced labour**

- Act No. 309/2006 Coll., the Act Stipulating Further Requirements for Health and Safety at Work, as amended
- Act No. 187/2006 Coll., the Sickness Insurance Act, as amended
- Act No. 262/2006 Coll. on the Labour Code
- Act No. 262/2000 on public health protection

**Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI**

- Zákon o veřejném zdravotním pojištění 48/1997 Sb.
- Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci 309/2006 Sb.

## Denmark

### A. Environmental

**Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste**

- Danish Environmental Protection Act (1973)
- Danish Livestock Farming Environmental Approval Act.
- The Planning Act (1993)
- The Act on Chemical Substances and Products (1980)
- The Soil Contamination Act (2000)

### B. Social

**Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare**

- Ansatteilsbevisloven (2010)
- Ansatteilsklausulloven (2015)
- Barselsloven (2019)
- Barselsudligningsloven (2006)
- Databeskyttelsesloven (2018)
- Deltidsloven (2018)
- Ferieloven (2015)
- Forskelsbehandlingsloven (2017)
- Funktionærloven (2017)
- Lov om forretningshemmeligheder (2018)
- Ligebehandlingsloven (2011)
- Ligeløn omlsloven (2019)
- Pensionsloven (2017)
- Pensionsopsparringsloven (1996)
- Staffeloven (2018)
- Sygedagpengeloven (2004)

**Labour Standards – relating to preventing child and forced labour**

- Arbejdsmiljøloven (2018)
- Arbetskildesikringloven (2017)

**Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI**

- Arbejdsmiljøloven (2018)
- Arbejdsudligningsloven (2017)

**Anti-corruption – relating to bribery, extortion, fraud and money laundering**

- Danish criminal code
- Act on Measures to Prevent Money Laundering and Financing of Terrorism
- Code of Conduct in the Public Sector (UNODC 2016)
- Denmark Anti-Corruption Code of Conduct 2004 – UNODC

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### Finland

#### A. Environmental

<table>
<thead>
<tr>
<th>Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Protection Act (1973)</td>
</tr>
<tr>
<td>Waste Act (Jätelaki). Governs general prevention of generation of waste and prevention of hazards and harm to human health and the environment.</td>
</tr>
<tr>
<td>Water Act (Vesilaki). Governs water resource management and control.</td>
</tr>
<tr>
<td>Act on Compensation for Environmental Damage (Laki ympäristövahinkojen korvaamisesta). Governs liability for environmental damage.</td>
</tr>
<tr>
<td>Act on Remediation of Certain Environmental Damage (Laki eräiden ympäristölle aiheutuneiden vahinkojen korjaamisesta). Governs remediation of damages to biodiversity and certain water systems.</td>
</tr>
<tr>
<td>Land Use and Building Act (Maankäyttö- ja rakennuslaki). Governs land use and planning.</td>
</tr>
<tr>
<td>Act on the Use of the Kyoto Mechanisms (Laki Kioton mekanismien käytöstä). Governs emissions trading.</td>
</tr>
<tr>
<td>Land Extraction Act (Maa-aineslaki). Governs the use and control of certain natural resources.</td>
</tr>
<tr>
<td>Mining Act (Kaivoslaki). Governs the use and control of mining resources.</td>
</tr>
<tr>
<td>Forest Act (Metsälaki). Governs the use and control of forest resources.</td>
</tr>
<tr>
<td>Chemical Act (Kemikaalilaki). Governs hazardous substances control.</td>
</tr>
<tr>
<td>Gene Technology Act (Geenitekniikkalaki). Governs genetic engineering.</td>
</tr>
<tr>
<td>Nuclear Energy Act (Ydinenergialaki). Governs nuclear power.</td>
</tr>
<tr>
<td>Act on Operating Aid for Power Generation from Renewable Energy Sources (Laki uusiutuvilla energialähteillä tuotetun sähkön tuotantotuesta). Governs renewable energy/fed-in tariffs.</td>
</tr>
<tr>
<td>Radiation Act (Säteilylaki). Governs radiation control.</td>
</tr>
</tbody>
</table>

#### B. Social

<table>
<thead>
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<th>Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare</th>
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<tbody>
<tr>
<td>Employment Contracts Act (2018)</td>
</tr>
<tr>
<td>Non-discrimination Act (2014)</td>
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<tr>
<td>Working Hours Act (2014)</td>
</tr>
<tr>
<td>Personal Data Act (2007)</td>
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<tr>
<td>Act on Cooperation within Undertakings (2013)</td>
</tr>
<tr>
<td>Data Protection Act (2018)</td>
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<tr>
<td>Working Life Act (2018)</td>
</tr>
<tr>
<td>Annual Holidays Act (2016)</td>
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</tbody>
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<th>Labour Standards – relating to preventing child and forced labour</th>
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<tr>
<td>Occupational Safety and Health Act (2013) – (Työturvallisuuslaki)</td>
</tr>
<tr>
<td>Workers’ Compensation Act (2013) – (Työtapaturma- ja ammattitautilaki)</td>
</tr>
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<th>Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI</th>
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<tr>
<th>Anti-corruption – relating to bribery, extortion, fraud and money laundering</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Criminal Code of Finland</td>
</tr>
<tr>
<td>Constitution of Finland</td>
</tr>
<tr>
<td>Administrative Procedure Act</td>
</tr>
<tr>
<td>Act on Equality between Women and Men</td>
</tr>
<tr>
<td>Non-Discrimination Act</td>
</tr>
<tr>
<td>Competition Act*</td>
</tr>
</tbody>
</table>
## France

### A. Environmental

|
| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and Labour Standards – relating to preventing child and forced labour | "The Labour Code Article L.1262-4 of the Labour Code (Article 8(1), Rome I (Article 8(2), Rome I Constitution of 4 October 1958; The preamble to the Constitution of 27 October 1946, along with the Declaration of the Rights of Man and of the Citizen of 26 August 1789 and the fundamental principles recognised by the laws of the Republic to which they refer; the organic laws submitted to the Constitutional Council before their enactment, the purpose of which is to complement the Constitution." |
|
| Anti-corruption – relating to bribery, extortion, fraud and money laundering | "Article 432-11 and Article 433-1 of the French Criminal Code French Criminal Code, Articles 432-11, 1 French Criminal Code Articles 433-1; 1; 433-22 and 433-23; 430-11, 1; and 432-17" |
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Germany

A. Environmental

<table>
<thead>
<tr>
<th>Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste</th>
</tr>
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<tbody>
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<tr>
<td>A. Environmental</td>
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<tr>
<td>Emission control under the Federal Emission Control Act</td>
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<tr>
<td>Waste control, disposal and management under the Closed Cycle Management Act</td>
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<tr>
<td>Water control and management under the Federal Water Resources Act</td>
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<td>Soil conservation under the Federal Soil Protection Act</td>
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<tr>
<td>Hazardous substances control under the Chemical Act</td>
</tr>
<tr>
<td>Regulations Providing Sanctions for Infringements of Chemical Safety</td>
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<tr>
<td>Regulations on Bans and Restrictions on the Placement of Substances, Preparations and Articles Hazardous Under the Chemicals Act</td>
</tr>
<tr>
<td>Nature and landscape conservation under the Nature Protection and Landscape Conservation Act</td>
</tr>
<tr>
<td>Waste Shipment Act – Law on Monitoring and Control of Transboundary Movements of Waste</td>
</tr>
</tbody>
</table>

B. Social

<table>
<thead>
<tr>
<th>Employment – relating to compensation, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare</th>
</tr>
</thead>
<tbody>
<tr>
<td>Germany</td>
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<tr>
<td>B. Social</td>
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<td>BGB</td>
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<td>AGG</td>
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<tr>
<td>Altersteilzeitgesetz</td>
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<tr>
<td>APÜ Gesetz</td>
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<tr>
<td>ArbGG A</td>
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<tr>
<td>ArbSchutzG</td>
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<tr>
<td>BIG</td>
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<tr>
<td>Betriebsrentengesetz</td>
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<tr>
<td>BrVG</td>
</tr>
<tr>
<td>Bundessicherheit und ETZGesetz</td>
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<td>BurG</td>
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<tr>
<td>Charta der Grundrechte</td>
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<td>BfDG</td>
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<tr>
<td>DSGVO</td>
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<tr>
<td>Drittbelehnungsgesetz</td>
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<tr>
<td>Einkomengesteuergesetz</td>
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<tr>
<td>Entgelfortzahlungsgesetz</td>
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<tr>
<td>Europäische Betriebsnähte gesetz</td>
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<td>Familienpflegegesetz</td>
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<td>Feiertage</td>
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<td>Gewerbeordnung</td>
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<td>Grundgesetz</td>
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<td>Grundrechte Charta</td>
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<td>Heimarbeitgesetz</td>
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<td>JbV</td>
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<td>KindArbSchG</td>
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<tr>
<td>KochG</td>
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<tr>
<td>LastenschlussG</td>
</tr>
<tr>
<td>Mitbestimmungsrecht</td>
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<tr>
<td>MindestlohnG</td>
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</tbody>
</table>

C. Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI |

<table>
<thead>
<tr>
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<td>Charta der Grundrechte</td>
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<td>MindestlohnG</td>
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D. Anti-corruption – relating to bribery, extortion, fraud and money laundering |

<table>
<thead>
<tr>
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<tr>
<td>Germany</td>
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<tr>
<td>SGBR</td>
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<td>Gesetz zur Bekämpfung der Korruption</td>
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<td>Strafrechtsübereinkommen über Korruption</td>
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<td>Übereinkommen der Vereinten Nationen gegen Korruption (UNCAC)</td>
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<td>EU-Antiterrorismusverordnung</td>
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<td>deutschem Außenwirtschaftsgesetz/AWG</td>
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<td>Embargo-Verordnungen der EU</td>
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<tr>
<td>Umweltgesetzbuch Wertpapierhandelsgesetzung (WpHG) § 80</td>
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<tr>
<td>Kreditwesengesetzung (KWG) § 25a ProdHaftG</td>
</tr>
<tr>
<td>MinLG</td>
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</tbody>
</table>
## Hungary

### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Act 1976 – II on the protection of the human environment. (Hungarian)  
Act 1995 – LIII on the General Rules of Environmental Protection  
Act 1996 – LIII on Nature Conservation (Hungarian)  
Act 1996 – LV on forests and their protection. (Hungarian)  
Act 1998 – XXVII on biotechnology activities  
Act 2000 – XLIII on waste management  
Act 2000 – XXV on chemical safety (Hungarian)  
Act 2007 – LX on the implementation framework of the UN Framework Convention on Climate Change and the Kyoto Protocol thereof  
Act 2009 – XXXVII on Forest Conservation and Forest Management (Hungarian) |

### B. Social

Act 1993 – LXXX on Public Education  
Act 1993 – LXXVI on vocational training  
Act 2003 – CXXV on Equal Treatment and Promotion of Equal Opportunities  
Act 2008 – CXXV on the support and special employment rules of performing arts organisations  

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI | Act 1997 – CLIV on health. (Hungarian)  
Decree No. 16/2006. (III. 27.) concerning medical devices |

| Anti-corruption – relating to bribery, extortion, fraud and money laundering | Act no. 4/1978 Crimal code  
Act 2007 – CXXXVI on the Prevention and Combating of Money Laundering and Terrorist Financing |
## Netherlands

### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Nature Conservation Act, 1 January 2017
| | General Environmental Law Act (Wet algemene bepalingen omgevingsrecht).
| | Environmental Management Act (Wet Milieubeheer).
| | Water Act (Waterwet).
| | Flora and Fauna Act (Flora- en faunawet).
| | Soil Protection Act (Wet Bodembescherming).
| | Activities Decree (Activiteitenbesluit Milieubeheer).
| | Boswet
| | Cadmium Decree 1999 - rules for the manufacture and sale of products containing cadmium
| | Environment Protection Act
| | Environmental Management Act 2004
| | Experiments on Animals Act 1997
| | Flora en faunawet
| | Groundwater Act
| | Invoeringswet Waterwet
| | Minne Pollution Act
| | Natuurbeschermingswet 1998
| | Ontgrondingenwet
| | Soil Protection Act
| | Waterbeleidsbeginsel
| | Waterlesingwet
| | Waterwet 2008
| | Wet beheer rijkswaterstaatswerken
| | Wet bodembescherming
| | Wet Geluidhinder
| | Wet milieubeheer
| | Wet verontreiniging van oppervlaktewateren

### B. Social

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and Labour Standards – relating to preventing child and forced labour | Labour Law – The Netherlands
| | Civil Code, Book 7, Special agreements – The Netherlands
| | Order of October 5, 1945, establishing the Extraordinary Decree on Labour Relations in 1945 – The Netherlands
| | Bankruptcy Act – The Netherlands
| | Unemployment Act – The Netherlands
| | Disability Insurance Act – The Netherlands
| | Act of March 24, 1976, establishing rules concerning reporting of collective dismissals – The Netherlands
| | Act of 24 December 1927 laying down detailed rules of the Collective Agreement – The Netherlands
| | Act of May 25, 1937, on declaration of universal or non-universal application of provisions in collective agreements – The Netherlands
| | Act of January 28, 1971, establishing new rules regarding the participation of employees in the company works through works councils – The Netherlands
| | Act of January 23, 1997 implementing Directive No. 94/45/EC of the Council of the European Union of September 22, 1994 concerning the establishment of a European Works Council or a procedure in enterprises or companies with participation of the working community for the informing and consulting of employees (Act on European Works Councils) – The Netherlands
| | Decision of the Council of Social-Economical Council (SEC) – Menger Code 2000 into force – The Netherlands
| | Act of February 19, 2000, to protect the right to adapt working hours (Act adjusting working hours) – The Netherlands
| | Act of 16 November, 2001 laying down rules for the creation of a new balance between work and care in the broadest sense (Work and Care Act) – The Netherlands
| | Act of March 2, 1994, laying down general rules for protection against discrimination on grounds of religion, belief, political opinion, race, sex, nationality, heterosexual or homosexual orientation or marital status – The Netherlands
| | Act of April 3, 2003 laying down the Act on equal treatment on grounds of disability or chronic illness – The Netherlands
| | Act of May 14, 1988, containing rules for the non-public employment intermediation and the provision of labour force (Act on labour allocation through intermediaries) – The Netherlands
| | Act of November 27, 1968, containing regulations on minimum wages and minimum holiday allowance – The Netherlands
| | Act of December 21, 1994, fixing the Aliens Employment Act – The Netherlands
| | Act of July 6, 2000, containing rules on the protection of personal data (Personal Data Protection Act) – The Netherlands
| | Convention on the Act applicable to contractual obligations – The Netherlands
| | Dismissal Decision – The Netherlands
| | Act of March 18, 1999, containing provisions to improve working conditions (Act on Working Conditions, 1998) – The Netherlands
| | Act of November 23, 1995, containing provisions on working and resting hours – The Netherlands
| | Decision of December 4, 1995, laying down detailed rules on working and resting hours – The Netherlands
| | Regulation procedure in first year of illness – The Netherlands
| | Act of April 3, 2003 laying down the Act on equal treatment on grounds of disability or chronic illness – The Netherlands
| | Act of May 14, 1988, containing rules for the non-public employment intermediation and the provision of labour force (Act on labour allocation through intermediaries) – The Netherlands
| | Act of November 27, 1968, containing regulations on minimum wages and minimum holiday allowance – The Netherlands
| | Act of December 21, 1994, fixing the Aliens Employment Act – The Netherlands
| | Act of July 6, 2000, containing rules on the protection of personal data (Personal Data Protection Act) – The Netherlands
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| | Act of March 18, 1999, containing provisions to improve working conditions (Act on Working Conditions, 1998) – The Netherlands
| | Act of November 23, 1995, containing provisions on working and resting hours – The Netherlands
| | Decision of December 4, 1995, laying down detailed rules on working and resting hours – The Netherlands
| | Regulation procedure in first year of illness – The Netherlands
| | Policies for gatekeeper’s performance assessment – The Netherlands

### Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI

| Working Conditions Act of 18 March 1999, containing provisions to improve working conditions (Working Conditions Act)
| | Working Conditions Decree
| | The Working Conditions Regulation
| | Major Accidents Legislation

### Anti-corruption – relating to bribery, extortion, fraud and money laundering

| Dutch Criminal Code. Article 177 penalizes active bribery
| | Article 363 penalizes passive bribery
| | Dutch Penal Code (Wetboek van Strafrecht) specifically Sections 136, 328ter and 328quater DPC regarding the offence of bribery of non-officials
| | Section 162 DPC contains an obligation for public bodies and public officials to report public offences
| | European and international conventions including: (i) the EU anti-corruption treaty (41997A0625(01) Official Journal C 195, 25/06/1997 P. 0002 – 0011) and the additional protocols; (ii) the Council framework decision 2003/568/JHA on combating corruption in the private sector (32003F0568 Official Journal L 192, 31/07/2003 P. 0054 – 0056).
| | (iii) the OECD Anti-Bribery Convention dated 17 December 1997, (iv) the Criminal Law Convention on Corruption of the Council of Europe (ETS No. 173); and (v) the United Nations Convention against corruption (No. 42146).
## Norway

### A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Pollution Control Act (1983)  
The Product Control Act (1976)  
Environment Information Act (2003)  
Act 13 March 1981 no 6 – relating to protection against pollution and relating to waste. Last amended by Act 10 December 1999 no 83  
Act on Radiation Protection and Use of Radiation 2000  
Animal Welfare Act 1974  
Cultural Heritage Act 1978  
Environmental Information Act 2003  
Finnmark Act (2005)  
Forestry Act 2005  
Greenhouse Gas Emission Trading Act 2004  
Nature Conservation Act 1970  
Pollution Control Act (Norway)  
Pollution Control Act of 13 March 1981 No.6  
Regulations Relating to Pollution Control (pollution regulations)  
Regulations Relating to Restrictions on the Use of Chemicals and Other Products Hazardous to Health and the Environment (product regulations)  
Svalbard Environmental Protection Act 2001  
Waste Regulations (Norway)  
Water Resources Act 2000  
Watercourse Regulation Act 1917  
Wildlife Act 1981 |

### B. Social

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and | Arbeidsmiljøloven (2018)  
Lov om 1. og 17. mai som høgtidsdager (2018)  
Feriebrev (2018)  
Forskrift om arbeid i arbeidstakers hjem (2018)  
Likestillings- og diskrimineringsloven (2018)  
Arbeidsmarkedsloven (2019)  
Folketrygdloven (2019)  
Lønnsgarantiloven (2014)  
Permitteringslønnsloven (2019)  
Yrkeskadetrygdloven (2019)  
Markedsføringsloven (2018)  
Permitteringslønnsloven (2019)  
Personopplysningsloven (2018) |

| Labour Standards – relating to preventing child and forced labour | Arbeidsmiljøloven (2018)  
Lag om arbeidsskadeforsikring |

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI | Arbeidsmiljøloven (2018)  
Lag om arbeidsskadeforsikring |

| Anti-corruption – relating to bribery, extortion, fraud and money laundering | Norwegian Penal Code Chapter 30, sections 387, 388 and 389 (incorporated in October 2015)  
Norwegian Civil Service Act Chapter 3, section 20  
Working Environment Act  
Bookkeeping Act  
The Public Procurement Act  
The Marketing Act |
## Appendix A of TTI’s HKEX ESG Guide Content Index

### Poland

**A. Environmental**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards, KPI</td>
<td>ZÁKON O ZDROJOWaniu i Opieki Społecznej z dnia 30 maja 1996 r. w sprawie przeprowadzania badań lekarskich pracowników, zakresu profilaktycznej opieki zdrowotnej nad pracownikami oraz orzeczeń lekarskich wypowiedanych do celów przewidzianych w Kodeksie pracy</td>
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### B. Social

<table>
<thead>
<tr>
<th>Topic</th>
<th>Notes</th>
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<tr>
<td>Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and Labour Standards – relating to preventing child and forced labour</td>
<td>Ustawa z dnia 26 czerwca 1974 r. Kodeks pracy. Ustawa z dnia 27 czerwca 2001 r. Legislative changes in the area of social benefits and services on the basis of health insurance. Rozporządzenie Rady Ministrów z dnia 26 kwietnia 2004 r. w sprawie wysokości minimalnego wynagrodzenia za pracę oraz wysokości minimalnej stawki godzinowej Ustawa z dnia 13 marca 2010 r. w sprawie przepisów pracy wobec pracowników służby wojskowej, pracowników oraz pracowników pracujących w obszarze transportu.</td>
</tr>
</tbody>
</table>
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#### Romania

**A. Environmental**

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Law 17/1990 on the Legal Status of Inland Waters, Territorial Sea, Contiguous Zone and Exclusive Economic Zone of Romania  
Law 107/1996 regarding waters  
Law 111/1996 on the Safe Deployment, Regulation, Authorization and Control of Nuclear Activities  
Law 214/2011 for the organization, management and exploitation of meadows  
Law 255/1998 on the Protection of New Varieties of Plants  
Law 178/2000 on cosmetics  
Law 269/2002 on forest protection curtains  
Law 458/2002 on drinking water quality  
Law 85/2003 regarding mines  
Law 238/2004 regarding oil  
Law 347 of 2004 regarding mountain  
Law 407 2006 for hunting and hunting protection  
Law 24 2007 updated and republished. Law on the regulation and management of green areas in the localities  
Law 46 2008 Forestry Code  
Law 220/2008 establishing the system for promoting the production of energy from renewable energy sources  
Law 171/2010 updated – The law on forest contraventions and sanctioning them  
Law 125/2010 on the selective collection of waste in public institutions  
Law 211/2011 on waste regime |

**B. Social**

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and Labour Standards – relating to preventing child and forced labour | Labor Code Law no. 53/2003  
Law 202/2006 on the organization and functioning of the National Agency for Employment  
Law 142/1998 on the issue of meal vouchers  
Norms for the enforcement of Law no. 142/1998 on the granting of mass tickets  
Law 108/1999 on the establishment and organization of the Labor Inspection  
Law 156/2000 republished on the protection of Romanian citizens working abroad  
Law 168/1999 on conflict of labor conflicts  
Statute / law of civil servant. Law 188/1999  
The Unemployment Act 76/2002 on the unemployment insurance system and the stimulation of employment  
Law 346/2002 on insurance against accidents at work and occupational diseases  
Law 346/2004 on Stimulating the Establishment and Development of Small and Medium Enterprises  
Law 109/2005 on the establishment of indemnity for the self-employed activity of performers in Romania  
Law 279/2005 on apprenticeship at work  
Law 193/2006 on the granting of gift vouchers and crèche vouchers  
Law 52/2011 on the carrying out of occasional activities by day-laborers  
Law 62/2011 of social dialogue  
Law 250/2013 for amending and completing the Law no. 76/2002 on the unemployment insurance system  
and the stimulation of employment and amending the Law no. 116/2002 on preventing and combating social marginalization |

**Health and Safety**

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards. KPI | Law 319/2006 on Safety and Health at Work  
Law 487 of 2002 on mental health and the protection of persons with mental disorders |

**Anti-corruption**

| Anti-corruption – relating to bribery, extortion, fraud and money laundering | OMAI 256 of 2011 on the procedure for testing the professional integrity of M.A.I.  
Law no. 135/2010 on the Criminal Procedure Code  
Law no. 286 of 17 July 2009 on the Criminal Code of Romania  
Law no. 571 of 14 December 2004 on the protection of personnel in public authorities, public institutions and other units reporting violations of the law  
Order no. 62 of 13 June 2018 on the organization and conduct of corruption prevention activities within the Ministry of Internal Affairs  
The Constitution of Romania |
### Spain

#### A. Environmental

<table>
<thead>
<tr>
<th>Topic</th>
<th>Details</th>
</tr>
</thead>
</table>
| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Royal Decree 1514/2009, of October 2, which regulates the protection of groundwater against pollution and deterioration.  
Measures for the protection of inland waters and the public hydraulic domain.  
Royal Decree 258/1989, of March 10, which establishes the general regulations on discharges of hazardous substances from land to sea.  
Law 22/1988, of July 28, of Costas. This law includes measures for the restoration and protection of the public marine-terrestrial domain.  
The public use of the sea is guaranteed taking into account a control of the level of quality of the coasts of the sea and waters.  
Order ARN / 2444/2008, of August 12, for the National Action Program to Combat Desertification.  
Between 2011/2012, the individual allocation of greenhouse gases to the facilities included in the National Plan for the allocation of greenhouse gas emission allowances was approved.  
Order ITC / 3366/2010, of December 29, for the writing of data.  
Law 13/2010, of July 5, which modifies Law 1/2005, of March 9, which regulates the greenhouse gas emission rights trading regime, to improve and expand general scheme for trading emission rights and including aviation in it.  
Royal Decree 1565/2010, of November 19, which regulates and modifies the aspects related to the activity of production of electric energy under the special regime (BOE nº 283 of 11/23/2010). The bonus that is seen by the sale of energy that occurs in photovoltaic solar power plants is modified.  
Royal Decree 1614/2010, of December 7, which regulates and modifies the elements related to the activity of production of electric energy from solar thermal and wind energy (BOE nº 298, of 08/122010).  
Royal Decree 1031/2007, of July 20, for the framework of participation in the flexibility mechanisms of the Kyoto Protocol (BOE nº 174 of 07/21/2007).  
Order PRE / 3420/2007, of November 14, approves the assignment of individual rights to emit greenhouse gases. |

#### B. Social

<table>
<thead>
<tr>
<th>Topic</th>
<th>Details</th>
</tr>
</thead>
</table>
| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare | La Constitución Española – The Spanish Constitution  
Statute of the Workers (Estatuto de los trabajadores) approved by Royal Legislative Decree 1/1995, of 24 of March  
Labour Procedure Law, Act No. 36/2011, (Ley 36/2011, de 10 de octubre, reguladora de la jurisdicción social)  
General Social Security Act;  
Organic Act for Union Freedom;  
Act for Violations and Sanctions regarding Social Order; and  
Applicable collective bargaining agreement. |
Work places – Royal Decree 486/1997, of April 14, which meets the minimum conditions of safety and health in the workplace  
Safety and health signage – Royal Decree 485/1997, of April 14, on minimum provisions regarding safety and health at work signaling.8  
Noisy atmospheres – Law 37/2003, of November 17, of Noise.9  
Royal Decree 298/2006, of March 10, on the protection of the health and safety of workers against the risks related to noise exposure.10  
Royal Decree 1316/1989, of October 27, on the protection of workers from the risks arising from exposure to noise during work (in which it is valid until February 15, 2008).11  
Electric Risk – Royal Decree 614/2001, of June 8, on the minimum provisions for the protection of the health and safety of workers against electrical risk.12  
Technical guide for the evaluation and prevention of electrical risk.13  
Royal Decree 842/2002, of August 2, approving the Electrotechnical Regulation for Low Voltage.14  
Royal Decree 1627/1997, of October 24, which establishes minimum safety and health provisions in construction works.  
Royal Decree 171/2004, of January 30, whereby article 24 of Law 31/1995, of November 8, on Prevention of Occupational Risks, is developed in the area of coordination of business activities  
Health and Safety Act |
## Sweden

### A. Environmental

**Emissions** – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

- Animal Welfare Ordinance
- Forest Act 2004
- Heritage Conservation Act (Sweden) (1988:950)
- Heritage Conservation Ordinance (1988:1188)
- Ordinance on Environmental Quality Standards on Ambient Air (2001:527)
- Ordinance on Land and Water Management (1998:896)
- Plant Protection Ordinance (2006:1010)
- Public Water Areas (Boundaries) Act (SFS 1950:595)
- Radiation Protection Act (1988:220)
- Swedish Environmental Code (1998:808)

### B. Social

**Employment** – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

- Anställningsskyddslagen (2018)
- Lag om arbetsgivares kvittningsrätt (2018)
- Lag om arbetstagares rätt til ledighet for utbildning (2018)
- Arbetsstidsföroordning (2018)
- Arbetsmiljölag (2018)
- Diskrimineringslag (2018)
- Dataskyddslagen (2018)
- Semesterlag (2009)
- Föräldreledighetssagen (2019)
- Lag om sjuklön (2019)

**Labour Standards** – relating to preventing child and forced labour

- Arbetsmiljölag (2018)
- Arbetsmiljöförordning (2018)
- Socialförsäkringsbalken (2019)

**Health and Safety** – relating to providing a safe working environment and protecting employees from occupational hazards. KPI

- Arbetsmiljölag (2018)
- Arbetsmiljöföroordning (2018)
- Socialförsäkringsbalken (2019)

**Anti-corruption** – relating to bribery, extortion, fraud and money laundering

- Swedish Penal Code, Chapter 10, Section 5 a-e
- Marketing Act
- the Anti-Money Laundering Act (August 2017)
- Money Laundering Offences Act (July 2014)
- Swedish Whistleblowing Act (2016/749)
- The Competition Act (2008/579)
- Public Procurement Act (2016/1145)
- Code of Business Conduct (November 2014)
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Switzerland

A. Environmental

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Federal Environmental Protection Act of 1983 (EPA) |
| | Federal Water Protection Act of 1991 (WPA) |
| | Federal Forest Act of 1993 (ForA) |
| | Federal Agriculture Act of 1998 (AgriA) |
| | Federal Act on Non-Human Gene Technology (GTA) |
| | Ordinance on Avoidance and Disposal of Waste of 2015 (replacing the Technical Order on Waste of 1990) |
| | Ordinance on Movement of Waste of 2005 |
| | Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal |
| | Swiss Code of Obligations of 1911 (CO) |
| | Civil Code (CC) |
| | Federal Ordinance on the Register relating to Pollutant Release and the Transfer of Waste and of Pollutants in Waste Water (PRTR-V) |
| | Bundesgesetz vom 22. Dezember 1916 über die Nutzbarmachung der Wasserkraft (Wasserrechtsgesetz, WRG) |
| | Bundesgesetz vom 22. Juni 1877 über die Wasserbaupolizei |
| | Bundesgesetz vom 4. Oktober 1991 über den Wald (Waldgesetz, WaG) |
| | Bundesgesetz über den Natur- und Heimatschutz Chemicals Ordinance (ChemO) |
| | Chemikalienverordnung (ChemV) |
| | CO2-Gesetz |
| | Environmental Protection Act (Switzerland) (EPA) |
| | Federal Act of 7 October 1983 on the Protection of the Environment (Environmental Protection Act, EPA) |
| | Federal Act on the Protection of Waters (GSchG) |
| | Federal Act on Railways Noise Abatement |
| | Federal Law relating to Non-human Gene Technology |
| | Federal Law relating to the Protection of the Environment Gentechnikgesetz (GtG) |
| | Gewässerschutzgesetz (GSchG) |
| | Gewässerschutzverordnung (GSchV) |

| Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste | Hydraulic Engineering Act |
| | Jagdgesetz (JSG) |
| | Jagdverordnung (JUV) |
| | Luftreinhaltungs-Verordnung (LRV) |
| | Lärmschutz-Verordnung (LSV) |
| | Nationalparkgesetz |
| | Natur- und Heimatschutzgesetz (NHG) |
| | Noise Abatement Ordinance |
| | Ordinance of 7 November 2007 on Parks of National Importance (Parks Ordinance, PanO) |
| | Ordinance on Air Pollution |
| | Ordinance on Beverage Containers (VBV) |
| | Ordinance on Environmental Impact Assessment |
| | Ordinance on Hydraulic Engineering (WBV) |
| | Ordinance relating to Impacts on the Soil (vBBo) |
| | Ordinance relating to Protection from Non-Ionizing Radiation (NiSV) |
| | Ordnung des 7. December 1998 concerning the security of the ouvrages d’accumulation (Ordnance sur les ouvrages d’accumulation, OOA) |
| | Ordnung auf die chasse (OChP) |
| | Ordnung auf die protection contre le bruit (OPB) |
| | Ordnung auf die protection contre le rayonnement non ionisant (ORN) |
| | Ordnung auf die protection de la nature et du paysage (OPN) |
| | Ordnung auf die protection de l’air (OPair) |
| | Ordnung auf die protection des eaux (OExax) |
| | Ordnung auf die taxe sur le CO2 (Ordnung auf le CO2) |
| | Ordnung auf l’aménagement des cours d’eau (OACE) |
| | Ordnung auf les atteintes portées aux sols (OaSoS) |
| | Ordnung auf les emballages pour boissons (OEB) |
| | Ordnung auf les forêts (Ofo) |
| | Ordnung auf les produits chimiques (OChim) |
| | Pflanzenschutzmittelverordnung (PSMV) |
| | Technical Ordinance on Waste (TVA) |
| | Umweltchutzgesetz (USG) |
| | Verordnung vom 12. Februar 1918 über die Berechnung des Wasserzins (Wasserzinsverordnung, WV) |
| | Verordnung vom 22. Februar 2000 über die Nutzbarmachung der Wasserkraft (Wasserrechtsgesetz, WRG) |
| | Verordnung vom 25. Oktober 1995 über die Abgeltung von Einbussen bei der Wasserkraftnutzung (WAV) |

B. Social

| Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare and Labour Standards – relating to preventing child and forced labour | The new Swiss Federal Constitution |
| | The individual labor contract law |
| | The Swiss Code of Obligations (GR) |
| | Civil Code (CC), 1811, as last amended in Jun 2016 (BGBl. I Nr. 43/2016) (Allgemeines bürgerliches Gesetzbuch (ABGB), available in German only) |

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards, KPI | Swiss Work Act was originally based on the Factory Act from 1877 |
| | Work Act (ArG) |
| | Accident Insurance Act (UVG) |
| | EKAS Directive 6506 |

| Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards, KPI | Swiss Criminal Code, Articles 321ter to 321quater. |
| | 1999 Council of Europe Criminal Law Convention on Corruption |
## Appendix A of TTI’s HKEX ESG Guide Content Index

### A. Environmental

**Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste**

- Clean Neighbourhoods and Environment Act 2005
- Climate Change Act 2008
- Control of Pollution Act 1974
- Environmental Damage (Prevention and Remediation) (England) Regulations 2015 (EU Regulations)
- Environmental Permitting (England and Wales) Regulations 2010
- Environmental Protection Act 1990
- Natural Environment and Rural Communities Act 2006
- Pollution Prevention and Control Act 1999
- Wildlife and Countryside Act 1981
- Health and Safety at Work etc. Act 1974
- Waste Management Licensing Regulations 1994
- Radioactive Contaminated Land (Modification of Enactments) (England) Regulations 2006
- Contaminated Land (England) Regulations 2000

### B. Social

**Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare**

- Disability Discrimination Act, 1995
- Additional Paternity Leave Regulations 2010
- Agency Workers Regulations 2011
- Collective Redundancies and Transfer of Undertakings (Protection of Employees) (Amendment) Regulations 2014
- Employment Relations Act 1999
- Employment Rights Act 1996
- Employment Tribunals Act 1996
- Equal Pay Act of 1970
- Equality Act 2010
- Health and Safety at Work etc. Act 1974 (HASAWA)
- Human Rights Act 1998
- Mental Health Act, 1983
- Parental Leave (EU Directive) Regulations 2013
- Pensions Act 2008
- Race Relations Act, 1976
- Sex Discrimination Act, 1975
- Statutory Shared Parental Leave Regulations 2014
- Trade Union and Labour Relations (Consolidation) Act 1992
- Transfer of Undertakings (Protection of Employment) Regulations 2006
- Working Time Regulations Act 1998
- Modern Slavery Act (2015)

**Health and Safety – relating to providing a safe working environment and protecting employees from occupational hazards, KPI**

- Confined Spaces Regulations 1997
- Control of Asbestos Regulations 2012
- Control of Legionella bacteria in water systems
- Control of Major Accident Hazards Regulations 1999 (as amended)
- Control of substances hazardous to health (COSHH) regulations 2002
- Control of Vibration at Work Regulations 2005
- Controlling noise at work regulations 2005
- Gas Safety (Management) Regulations 1998
- Health and Safety (Display Screen Equipment) Regulations 1992
- Health and safety (First Aid) Regulations 1981
- Lifting Operations and Lifting Equipment Regulations 1998
- Management of Health and Safety at Work Regulations 1999
- Personal protective equipment at work regulations 1992
- Provision and Use of Work Equipment Regulations 1998
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995
- Safety Representatives and Safety Committees Regulations 1977 (as amended) 1996
- Working Time Regulations 1998
- Workplace (Health, Safety and Welfare) Regulations 1992

**Product Responsibility – relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress**

- The General Product Safety Regulations, SCHEDULE 9 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Supply of Machinery (Safety) Regulations, SCHEDULE 12 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- Electromagnetic Compatibility Regulations, SCHEDULE 20 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Electrical Equipment (Safety) Regulations, SCHEDULE 23 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Radio Equipment Regulations, SCHEDULE 29 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Measuring Instruments Regulations, SCHEDULE 27 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Pressure Equipment (Safety) Regulations, SCHEDULE 24 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Simple Pressure Vessels (Safety) Regulations, SCHEDULE 21 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The noise emission in the environment by equipment for use outdoors Regulations, SCHEDULE 8 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Equipment and Protective Systems Intended for Use in Potentially Explosive Atmospheres Regulations, SCHEDULE 25 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- The Restraint of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Regulations, The Waste (Miscellaneous Amendments) (EU Exit) (No. 2) Regulations 2019
- The Waste Electrical and Electronic Equipment Regulations, The Waste (Miscellaneous Amendments) (EU Exit) (No. 2) Regulations 2019
- Personal Protective Equipment regulation, SCHEDULE 35 of The Product Safety and Metrology etc. (Amendment etc.) (EU Exit) Regulations 2019
- Non Road Mobile Machines (NRMM) Regulation, The Road Vehicles and Non-Road Mobile Machinery (Type-Approval) (Amendment etc.) (EU Exit) Regulations 2019
- Radioactive Contaminated Land (Modification of Enactments) (England) Regulations 2006
- Contaminated Land (England) Regulations 2000

**Anti-corruption – relating to bribery, extortion, fraud and money laundering**

- Bribery Act 2010
- Act 2011
- Active or passive bribery of a member, officer or servant of a public body under sections 1(1) and 1(2) of the Public Bodies Corporate Practice 1988
- Corporation transactions with agents in the public or private sector under section 1(1) of the Prevention of Corruption Act 1906
- This Act is relied on most commonly by the UK authorities when prosecuting pre-july 2011 offences
- Corrupt transactions in respect of the grant of honours under section 1 of the Honours (Prevention of Abuses) Act 1925
- Prevention of Corruption Act 1908/1916
- Anti-Terrorism, Crime and Security Act 2001
- Proceeds of Crime Act 2002
- Crime and Courts Act 2013
- Company Directors Disqualification Act 1986
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United Arab Emirates

A. Environmental

Emissions – relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste

UAE Federal Law No. 24 of 1999 on the Protection and Development of the Environment

B. Social

Employment – relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare

Federal Law No 8 of 1980
Federal Law No. 15 of 1985, dated 15 December 1985
Federal Law No. 12 of 1986, dated 27 October 1986
Federal Law No. 14 of 1999, dated 17 October 1999
Ministerial Decree No. (766) of 2015 on Rules and Conditions for granting a permit to a worker for employment by a new employer, issued 27 September 2015, clarifies and expands the circumstances in which a worker cannot face a labor ban in the UAE.
Ministerial Decree No. (765) of 2015 on Rules and Conditions for the Termination of Employment Relations, issued 27 September 2015, clarifies the termination provisions for both unlimited and limited contracts.
Ministerial Decree No. (764) of 2015 on Ministry of Labour approved Standard Employment Contracts, issued 27 September 2015, creates a standard employment contract as well as the conditions for amending the contract through the Ministry of Labour.

Labour Standards – relating to preventing child and forced labour

Ministerial Decree No. (788) of 2009 on Protection of Wages, issued 20 July 2009, creates a Wage Protection System (WPS) to address the issue of nonpayment of salaries.

Federal Law No. 1 of 2015 amending some provisions of Federal Law No. 51 of 2006 on Combating Human Trafficking Crimes, signed 28 January 2015, criminalizes those who use deception, fraud, coercion, or even threats such as deportation to manipulate vulnerable people into exploitative labor conditions.

Ministerial Decree No. (761) of 2009 on Protection of Wages, issued 20 July 2009, creates a Wage Protection System (WPS) to address the issue of nonpayment of salaries.

Ministerial Resolution No. 307 of 2003 on collective labor disputes, dated 31 May 2003.*

Health and Safety

Occupational Health & Safety Management Systems
Ministerial Resolution No. 4/1 of 1981 on defining works that are hazardous or in which it is permissible to reduce the legally decided working hours, dated 6 January 1981.
Ministerial Resolution No. 271/1 of 1981 on determining remote areas as mentioned in the law regulation work relationships No. 8 of 1980, dated 19 April 1981.
Ministerial Resolution No. 372/2 of 1982 regarding the level of medical attention the employer is obliged to provide his workers, dated 17 July 1982.

Anti-corruption – relating to bribery, extortion, fraud and money laundering

The United Arab Emirates (UAE) ratified the United Nations Convention against Corruption (the UNCAC) pursuant to Federal Decree No. 8 of 2006.
The Federal Penal Code – Articles 234 to 239 of the UAE Penal Code, Federal Law No. 3 of 1987
Federal Decree-Law No. 11 of 2008 (also known as the ‘Federal Human Resources Law’) and more recently Dubai Law No. 37 of 2009
on the Procedures for the Recovery of Illegally Obtained Public and Private Funds (Financial Fraud Law).
Articles 234 to 239 of the Federal Penal Code have been amended to extend the bribery provisions to include bribery of foreign public officials
Federal Law No. 2 of 2015 on Commercial Companies
The Arab Convention to Fight Corruption

International anti-corruption conventions

B. Social

Anti-corruption – relating to bribery, extortion, fraud and money laundering

United Nations Convention against Corruption (signed 9 December 2003 and ratified 9 February 2006);
United Nations Convention against Transnational Organised Crime (signed 14 December 2000 and ratified 9 February 2006);