



LEGAL REGISTER

APPENDIX – V
 Form No: RCC-LGR-02
 Rev No: 02
 Rev date: Mar. 15th 2025

EL RACE CONSTRUCTION AND GENERAL CONTRACTING CO.LLC

Clause / Article / Reference	Requirement / Obligation	Applicable to		Area of Applicability	Licenses / Compliance Records Required	Remarks
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FEDERAL LAW						
<u>Article (21) Labor law no. 8 of 1980</u>	Before a juvenile is employed, the employer shall obtain the following documents from him/her and keep them in the juvenile’s personal file: <ol style="list-style-type: none"> 1. A birth certificate of an official extract thereof or an age estimation certificate issued by a competent medical officer and endorsed by the competent Health Authorities. 2. A certificate issued by a competent medical officer and duly attested to the effect that the juvenile concerned is medically fit for the job. 3. A written consent signed by the juvenile’s guardian, or custodian. 	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies’ policies 	<ul style="list-style-type: none"> • Licenses • HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (24) Labor law no. 8 of 1980</u>	Juveniles may not be employed in jobs which are considered hazardous, exhausting or detrimental to health as may be decided by the Minister of Labor after consulting with the competent authorities.	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies’ policies 	<ul style="list-style-type: none"> • Licenses • HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (49) Labor law no. 8 of 1980</u>	A trainee who is under 18 years of age shall before commencement of training undergo medical examination to ascertain his health condition and ability to carry out the duties of the vocation for which he wishes to be trained, should particularly	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies’ policies • Operational control • Health surveillance 	<ul style="list-style-type: none"> • Licenses • HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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	physical and health conditions be required. The medical report should certify that the trainee candidate satisfies the physical and health conditions required.					
<u>Article (65) Labor law no. 8 of 1980</u>	The maximum normal working hours for adult employees shall be eight hours per day or forty-eight hours per week. However, working hours for the employees of commercial establishments, hotels, restaurants, watchmen and similar operations may be increased to nine hours per day as determined by the Minister of Labor. Likewise, working hours per day in respect of hazardous work or work detrimental to health, maybe decreased by decision of the Minister of Labor and Social Affairs. During the month of Ramadan, normal working hours shall be reduced by two hours. Time spent by the employee in transport form his residence to the place of work shall not be included in the working hours.	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies' policies • Operational control 	<ul style="list-style-type: none"> • Employee timesheet, etc. 	System established, implemented and maintained. Compliance evaluation through audit programs
<u>Article (96) Labor law no. 8 of 1980</u>	The employer must provide employees with means of medical care according to the standards decided by the Minister of Labor and Social Affairs in collaboration with the Minister of Health. The Minister of Labor and Social Affairs has the capacity in consultation with the Ministry of Health, to determine the general Measures for health prevention applicable to all establishments	√	√	<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies' policies • Operational control • Risk Management • Health surveillance • HR and administration 	<ul style="list-style-type: none"> • Insurance • Health Surveillance • Medical test reports 	Provided and maintained. Compliance evaluation through audit programs



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	having staff and in particular such measures relating to safety, illumination, ventilation and dining rooms, as well as supply of potable and cleaning Water and measures relating to purification of atmosphere form dust and smoke and to stipulate precautionary measures against fire and electric current					
<u>Article (98) Labor law</u>	The employer or his representative shall inform each worker, upon recruitment, of the occupational hazards involved and the protective measures he must take and shall post detailed written instructions in this respect at the workplaces.	√	√	<ul style="list-style-type: none"> Legal compliance procedure Training and Awareness procedure 	<ul style="list-style-type: none"> Induction record of employees 	Conducted and records maintained. Compliance evaluation through audit programs
<u>Article (100) Labor law no. 8 of 1980</u>	The employee shall abide by instructions and orders related to business safety and precautions and adopt precautionary methods and pledge to care for items thereof in his possession. It is prohibited for an employee to act in any way that may contravene enforcement of said instructions or misuse methods placed for health and safety protection of employees or which may cause loss or damage to the same.	√	√	<ul style="list-style-type: none"> Legal compliance procedure Risk management Disciplinary action procedures/policies 	<ul style="list-style-type: none"> Motivational records, i.e. HSE rewards, Disciplinary action records, warning letters, HSE violation notice, etc. 	System established, implemented and maintained. Compliance evaluation through audit programs
<u>Article (114) Labor law no. 8 of 1980</u>	A contract of employment shall not expire by reason of death of the employer unless the subject matter of the contract is related to him in person. However, the contract shall terminate by reason of death of the employee or in case of his total	√		<ul style="list-style-type: none"> Legal compliance procedure. HR and administration/ companies' policies 	<ul style="list-style-type: none"> HR related document, such as contract, etc. 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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	<p>disability to perform duties established by a medical report approved by the competent State Medical Authority.</p> <p>If partial disability of an employee permits him to perform different duties which conform with his health state, the employer shall transfer the employee, at the latter's request, to another job of such other duties and shall pay him the remuneration normally paid by the employer in similar cases without prejudice to entitlement and indemnity accrued to the employee in accordance with this Law.</p>					
<u>Article (124) Labor law no. 8 of 1980</u>	The employer may not terminate the service of an employee for his health deficiency before he avails himself of the leaves lawfully due to him. Any agreement to the contrary is deemed null and void even if it is made before this Law comes into operation.	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies' policies • Health surveillance 	<ul style="list-style-type: none"> • HR related document, such as contract, etc. 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (148) Labor law no. 8 of 1980</u>	If a dispute arises in connection with the extent of employee's physical fitness for work or grade of disability or other matters related to injury or treatment, the question must be referred to the Minister of Health through the competent Labor Department. A medical board comprising three government physicians shall be formed by the Ministry of Health each time such dispute is	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies' policies • Health surveillance 	<ul style="list-style-type: none"> • Health related records • Insurance etc 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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	referred to it to decide the extent of the employee’s physical fitness for service or grade of his disability or any matter related to the injury and treatment. The board may consult with specialized experts and the decision of the board shall be final and forwarded to the Labor Department to take necessary steps for its execution.					
<u>Article (152) Labor law no. 8 of 1980</u>	The Minister of Labor and Social Affairs may if necessary and in agreement with the Minister of Health, amend the occupational diseases and indemnity of disability	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies’ policies • Health surveillance 	<ul style="list-style-type: none"> • Health related records • Insurance etc 	System established and maintained. Compliance evaluation through audit programs
<u>Article (167) Labor law no. 8 of 1980</u>	Labor inspectors shall have the following powers: Control the proper implementation of the provisions of the Labor Law particularly in respect of the conditions of work, remuneration and protection and safety of employees during the performance of their duties and such other matters related to the health and safety of employees and the employment of juveniles and women.	√		<ul style="list-style-type: none"> • Risk management • Operational control • Welfare management 	<ul style="list-style-type: none"> • ADOSH SF • Risk assessment register • All other records related to this matter 	System established, implemented and maintained. Compliance evaluation through inspection and audit programs
<u>Article (170) Labor law no. 8 of 1980</u>	Take one or more samples of materials used or related to the industrial operations or in other operations subject to inspection if such materials are believed to be harmful to the health or safety	√		<ul style="list-style-type: none"> • Risk management • Guideline for environmental monitoring 	<ul style="list-style-type: none"> • Inspection reports • Test reports 	Environmental management system and monitoring programs established.



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	of employees, in order to have them analyzed in government laboratories to determine the extent of harm and inform the employer or his representative of the results and to take appropriate measures in this regard.					Compliance evaluation through assessment and audit programs
<u>Article (148) Labor law no. 8 of 1980</u>	If a dispute arises in connection with the extent of employee’s physical fitness for work or grade of disability or other matters related to injury or treatment, the question must be referred to the Minister of Health through the competent Labor Department. A medical board comprising three government physicians shall be formed by the Ministry of Health each time such dispute is referred to it to decide the extent of the employee’s physical fitness for service or grade of his disability or any matter related to the injury and treatment. The board may consult with specialized experts and the decision of the board shall be final and forwarded to the Labor Department to take necessary steps for its execution.	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies’ policies • Health surveillance 	<ul style="list-style-type: none"> • Health related records • Insurance etc 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (152) Labor law no. 8 of 1980</u>	The Minister of Labor and Social Affairs may if necessary and in agreement with the Minister of Health, amend the occupational diseases and indemnity of disability	√		<ul style="list-style-type: none"> • Legal compliance procedure. • HR and administration/ companies’ policies • Health surveillance 	<ul style="list-style-type: none"> • Health related records • Insurance etc 	System established and maintained. Compliance evaluation through audit programs



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Article (167) Labor law no. 8 of 1980	Labor inspectors shall have the following powers: Control the proper implementation of the provisions of the Labor Law particularly in respect of the conditions of work, remuneration and protection and safety of employees during the performance of their duties and such other matters related to the health and safety of employees and the employment of juveniles and women.	√		<ul style="list-style-type: none"> Risk management Operational control Welfare management 	<ul style="list-style-type: none"> ADOSH SF Risk assessment register All other records related to this matter 	System established, implemented and maintained. Compliance evaluation through inspection and audit programs
Article (170) Labor law no. 8 of 1980	Take one or more samples of materials used or related to the industrial operations or in other operations subject to inspection if such materials are believed to be harmful to the health or safety of employees, in order to have them analyzed in government laboratories to determine the extent of harm and inform the employer or his representative of the results and to take appropriate measures in this regard.	√		<ul style="list-style-type: none"> Risk management Guideline for environmental monitoring 	<ul style="list-style-type: none"> Inspection reports Test reports 	Environmental management system and monitoring programs established. Compliance evaluation through assessment and audit programs
Article (10) Federal law no. 24 of 1999	The Agency shall, in consultation and coordination with the Competent Authorities and Concerned Parties, undertake the preparation, issuance, revision, development and updating measurements and standards of environment protection. The balance between technological capabilities available economic cost shall be considered when determining such measurements and standards	√		<ul style="list-style-type: none"> Guideline for environmental monitoring Risk management Operational controls 	<ul style="list-style-type: none"> Environmental license Environmental monitoring reports Inspection reports 	System established, arrangements provided and maintained. Compliance evaluation through inspection and audit programs



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	without undermining the requirements for the protection of environment and control of pollution.					
<u>Article (11) Federal law no. 24 of 1999</u>	In the case of emergencies and if deemed necessary to protect lives or ensure the safety of the establishment or work area, non-compliance with the measurements and standards issued under the application of the provisions of this law is permitted and the Agency and Competent Authorities are to be notified.	√		<ul style="list-style-type: none"> Emergency management Procedures HSE documentation 	<ul style="list-style-type: none"> Emergency or incident related records that may be generated, i.e. notification to authority, etc. 	System established, arrangements provided and maintained. Compliance evaluation through audit programs
<u>Article (15) Federal law no. 24 of 1999</u>	The Agency shall, in coordination with the Competent Authorities and cooperation and consultation with the Concerned Parties in the State, establish plans to combat environmental emergencies and disasters. Such plans and their budgets shall be approved by a resolution issued by the Cabinet of Ministers.	√		<ul style="list-style-type: none"> Emergency management Procedures HSE documentation 	<ul style="list-style-type: none"> ADOSH SF Risk register Environmental drill Training records 	System established, arrangements provided and maintained. Compliance evaluation through inspection and audit programs
<u>Article (17) Federal law no. 24 of 1999</u>	Protection of drinking water and ground water and development of water resources.	√		<ul style="list-style-type: none"> Risk management Welfare management 	<ul style="list-style-type: none"> Licenses Related approvals Water quality test reports 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Article (39) Federal law no. 24 of 1999</u>	The Concerned Parties shall consult and coordinate with the Agency and the Competent Authorities in all matters related to drinking and underground water including the preservation and development of the sources of water resources.	√		<ul style="list-style-type: none"> Risk management Welfare management 	<ul style="list-style-type: none"> Licenses Related approvals Water quality test reports 	Provided and maintained. Compliance evaluation through inspection and audit programs



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<u>Article (1, 2) Federal law no. 27 of 1981</u>	Concerning the Prevention of Communicable Diseases.	√	√	<ul style="list-style-type: none"> Health Surveillance Risk Management Environmental Monitoring 	<ul style="list-style-type: none"> Health records 	Health monitoring is conducted and maintained. Compliance evaluation through health surveillance and audit programs
<u>Article (4-31) Federal law no. 27 of 1981</u>	In an event of a case or suspected case of a communicable disease provided for in Schedule 1 comes to the notice of the Competent Health Department, it shall be the duty of the department to act immediately or through an agent.	√	√	<ul style="list-style-type: none"> Health Surveillance Risk Management Environmental Monitoring 	<ul style="list-style-type: none"> Health records 	Health monitoring is conducted and maintained. Compliance evaluation through health surveillance and audit programs
<u>Article (4) Federal Law no.33 of 2021</u>	Equality and Non-discrimination Any discrimination on the basis of race, color, sex, religion, national or social origin or disability which would have the effect of nullifying or impairing equality of opportunity, or prejudicing equal treatment in the employment, the maintenance of a job and the enjoyment of its benefits, is prohibited. Employers are prohibited to discriminate against workers in jobs involving similar tasks.	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (5) Federal Law no.33 of 2021</u>	Employment of Juveniles It is not permissible to employ any person under the age of fifteen years old.	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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	<p>The following conditions are required to employ a juvenile:</p> <ol style="list-style-type: none"> 1. Written consent of the juvenile’s guardian or custodian. 2. A certificate issued by the medical entity proving the health fitness of the juvenile to undertake the required work. 3. The actual working hours shall not exceed six hours per day and shall include one break or more, which shall not be less than one hour in total, and this period(s) shall be defined, so that the juvenile does not work for more than four consecutive hours. 4. The juvenile shall not work between 7 pm and 7 am. 5. The juvenile shall not be employed in dangerous or arduous works, or in works which, by their nature, are likely to harm his health, safety or morals and which are defined by a resolution of the Minister in coordination with the concerned authorities. 6. The juvenile shall not work overtime, be kept in the workplace after the prescribed hours or work on 					
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	weekends or official holidays.					
<u>Article (6) Federal Law no.33 of 2021</u>	Recruitment and Employment of Workers	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (7) Federal Law no.33 of 2021</u>	Work Patterns	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (8) Federal Law no.33 of 2021</u>	Employment Contract	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (9) Federal Law no.33 of 2021</u>	Probationary Period	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (10) Federal Law no.33 of 2021</u>	Non-competition Clause	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (11) Federal Law no.33 of 2021</u>	An Employer Outsourcing some of its Works to Another Employer	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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<u>Article (12) Federal Law no.33 of 2021</u>	Assigning the Worker to Another Job	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (13) Federal Law no.33 of 2021</u>	Employer's Obligations	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (14) Federal Law no.33 of 2021</u>	Prohibition of Forced Labour and Other Prohibitions	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (15) Federal Law no.33 of 2021</u>	Worker's Entitlements at the Time of his Death	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (16) Federal Law no.33 of 2021</u>	Worker's Obligations	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (17) Federal Law no.33 of 2021</u>	Working Hours	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (18) Federal Law no.33 of 2021</u>	Consecutive Working Hours	√	√	<ul style="list-style-type: none"> Legal compliance procedure. 	<ul style="list-style-type: none"> Licenses HR & admin related 	Compliance related to this matter is ensured.



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				<ul style="list-style-type: none"> HR and administration / company policies. 	records of employees	Compliance evaluation through audit programs
<u>Article (19) Federal Law no.33 of 2021</u>	Overtime	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (20) Federal Law no.33 of 2021</u>	Excluded Workers Categories	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (21) Federal Law no.33 of 2021</u>	Weekend	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (22) Federal Law no.33 of 2021</u>	Defining the Amount or Type of Wage and its Payment	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (23) Federal Law no.33 of 2021</u>	Method of Calculating the Wages of Workers on Piecework Basis	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (24) Federal Law no.33 of 2021</u>	Transferring the Worker with a Monthly Wage to other Categories	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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<u>Article (25) Federal Law no.33 of 2021</u>	Cases of Deduction or Withhold from the Worker’s Wage	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (26) Federal Law no.33 of 2021</u>	Enabling the Worker to Work	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (27) Federal Law no.33 of 2021</u>	Minimum Wage	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (28) Federal Law no.33 of 2021</u>	Public Holidays and Worker’s Work during Holidays	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (29) Federal Law no.33 of 2021</u>	Annual Leave	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (30) Federal Law no.33 of 2021</u>	Maternity Leave	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (31) Federal Law no.33 of 2021</u>	Sick Leave	√	√	<ul style="list-style-type: none"> Legal compliance procedure. 	<ul style="list-style-type: none"> Licenses HR & admin related 	Compliance related to this matter is ensured.



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		CO	C/S			
				<ul style="list-style-type: none"> HR and administration / company policies. 	records of employees	Compliance evaluation through audit programs
<u>Article (32) Federal Law no.33 of 2021</u>	Various Leaves	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (33) Federal Law no.33 of 2021</u>	Unpaid Leave	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (34) Federal Law no.33 of 2021</u>	Absence after the Leave	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (35) Federal Law no.33 of 2021</u>	Validity of Notice Period in case of Termination of the Contract during the Leave	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (36) Federal Law no.33 of 2021</u>	Care, Safety and Professionalism	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (37) Federal Law no.33 of 2021</u>	Compensation for Work Injuries and Occupational Diseases	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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Article (38) Federal Law no.33 of 2021	Cases of the Worker’s Non-entitlement of Work Injury Compensation	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
Article (39) Federal Law no.33 of 2021	Disciplinary Sanctions	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
Article (40) Federal Law no.33 of 2021	Temporary Suspension from Work	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
Article (41) Federal Law no.33 of 2021	Some Rules for Imposing Disciplinary Sanctions	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
Article (42) Federal Law no.33 of 2021	Employment Contract Termination cases	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
Article (43) Federal Law no.33 of 2021	Employment Contract Termination Notice	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
Article (44) Federal Law no.33 of 2021	Cases of the Workers Dismissal without Notice	√	√	<ul style="list-style-type: none"> Legal compliance procedure. 	<ul style="list-style-type: none"> Licenses HR & admin related 	Compliance related to this matter is ensured.



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		CO	C/S			
				<ul style="list-style-type: none"> HR and administration / company policies. 	records of employees	Compliance evaluation through audit programs
<u>Article (45) Federal Law no.33 of 2021</u>	Cases where the Worker quits Work without Notice	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (46) Federal Law no.33 of 2021</u>	Termination of Service for Lack of Health Fitness	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (47) Federal Law no.33 of 2021</u>	Illegitimate Termination of the Worker's Service	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (48) Federal Law no.33 of 2021</u>	Continuity of Employment Contracts	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (49) Federal Law no.33 of 2021</u>	Transfer of the Worker after Expiry of the Employment Contract	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (50) Federal Law no.33 of 2021</u>	Unlawful Absence from Work	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs



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		CO	C/S			
<u>Article (51) Federal Law no.33 of 2021</u>	End of Service Benefits for Full-Time Workers	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (52) Federal Law no.33 of 2021</u>	End of Service Benefits for Workers working in Other Work Patterns	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (53) Federal Law no.33 of 2021</u>	Paying the Workers' Entitlements at the End of the Contract Term	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (54) Federal Law no.33 of 2021</u>	Individual Labour Disputes	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (55) Federal Law no.33 of 2021</u>	Exemption from Judicial Fees	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (56) Federal Law no.33 of 2021</u>	Collective Labour Disputes	√	√	<ul style="list-style-type: none"> Legal compliance procedure. HR and administration / company policies. 	<ul style="list-style-type: none"> Licenses HR & admin related records of employees 	Compliance related to this matter is ensured. Compliance evaluation through audit programs
<u>Article (57) Federal Law no.33 of 2021</u>	Work Inspection	√	√	<ul style="list-style-type: none"> Legal compliance procedure. 	<ul style="list-style-type: none"> Licenses HR & admin related 	Compliance related to this matter is ensured.



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		CO	C/S			
				<ul style="list-style-type: none"> HR and administration / company policies. 	records of employees	Compliance evaluation through audit programs
Article (1) Federal Law no.20 of 2023	In accordance with this Decree Law, employers, employees, and their beneficiaries are entitled to dispute any rights arising from the employment relationship. Following receipt of the request, the Ministry will review it and take the necessary steps to facilitate an amicable resolution.	√	√	<ul style="list-style-type: none"> HR and administration / company policies. 	<ul style="list-style-type: none"> Health related records Insurance etc 	System established and maintained. Compliance evaluation through audit programs
LOCAL LAWS						
Article (8) / Crown Prince Decree No. 42 of 2009	Entities shall do the following: <ol style="list-style-type: none"> Develop and implement an EHSMS within their scope of work to protect workers, society and the environment from any adverse impacts that may result from their activities, in accordance with the requirements of Abu Dhabi EHSMS and any additional requirements specified by Relevant Authority of the Sector. Conduct annual audit on their EHSMS to ensure compliance with Abu Dhabi EHSMS, Prepare and submit periodical reports on the performance of their EHSMS to the Relevant Authority of their sector, in accordance with the reporting 	√		<ul style="list-style-type: none"> All sites that are permanent or long-term (3 years and longer). 	<ul style="list-style-type: none"> HSE management system procedures and related documents 	System established, implemented and maintained. Compliance evaluation through audit programs



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	mechanism approved by the higher committee					
<u>Article (9) / Decree No. 42 of 2009</u>	Entities referred to in the preceding article of this decree shall develop and implement an EHSMS within a period not exceeding two years from the date of notification by the Relevant Authority of their Sector.	√		<ul style="list-style-type: none"> All sites that are permanent or long-term (3 years and longer). 	<ul style="list-style-type: none"> HSE management system procedures and related documents 	System established and implemented. Compliance evaluation through audit programs
<u>Article 14/ local law no.16 of 2005</u>	<ol style="list-style-type: none"> It shall be prohibited for any establishment or any individual to carry out any activity that could negatively affect the lives of human beings and the safety of the environment before obtaining a license from the agency. The Agency inspectors may stop the activity of any establishment or prevent the use of any material, tool or device if they are used in such a manner that would endanger health and safety of man and environment. Anyone causing by his or her action or negligence any damage or harm to man or the safety of the environment shall bear all charges and costs necessary for remedial or removal of such a damage. 	√	√	<ul style="list-style-type: none"> Risk Management Emergency management HSE Training HSE Management System Manual 	<ul style="list-style-type: none"> ADOSH SF Risk Register 	System established, implemented and monitored. Compliance evaluation through audit programs
<u>Law 21 2005 Waste Management, Executive</u>	Mixed wastes as per Circular No. (1) for the year 2018	√	√	<ul style="list-style-type: none"> Waste management plan Waste reduction action plan 	<ul style="list-style-type: none"> Waste manifest Waste collector 	System established, implemented and maintained. Compliance

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<u>Committee Decision No. C/24 2009</u>				<ul style="list-style-type: none"> Environmental risk assessment 	<ul style="list-style-type: none"> contracts Waste reduction report Training records Inspection reports 	evaluation through inspection and audit programs
<u>ADNOC Code of Practice</u>	All ADNOC applicable code of practices.	√	√	<ul style="list-style-type: none"> All relevant EHS Management System Procedures and guidelines 	<ul style="list-style-type: none"> All HSE related procedures and documents 	System established, implemented and maintained. Compliance evaluation through audit programs
<u>Articles (3) Local law no. 21 of 2005</u>	<ol style="list-style-type: none"> Study of their sector requirements in order to select appropriate means, technologies, installations, and facilities along with the preparation of economic feasibility studies if necessary. Provide adequate facilities for storage, treatment, and disposal through their own capabilities or through the private sector. Enforce their waste generating facilities to abide by the implementation of the obligations stipulated in Article (5) of this Law. Enforce their facilities and affiliated parties that transport waste to abide by the codes of practice and guidelines 	√		<ul style="list-style-type: none"> Risk Management Waste Management Plan 	<ul style="list-style-type: none"> Environmental license Waste manifest Waste contracts Waste reduction reports 	System established, implemented and maintained. Compliance evaluation through audit programs



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	<p>related to licensing of waste transport vehicles and the regulation and monitoring of transport operations.</p> <ol style="list-style-type: none"> 5. Enforce their storage, treatment and disposal facilities to abide by the Implementation of stipulations of Article (6) of this law. 6. Restrict waste collection contracts to Environmental Service Providers permitted by the Competent Authority. 7. Prepare any additional necessary regulations, code of practice, or guidelines and approve them from the Competent Authority. 8. Submit periodical reports to the Competent Authority on extent of progress in waste management 9. Provide organizational structures, workforce and necessary financial capability to achieve sound waste management 					
<u>Articles (4) Local law no. 21 of 2005</u>	<ol style="list-style-type: none"> 1. The concerned parties must coordinate with the Competent Authority on matters related to waste management for which no provision is provided herein. 2. The concerned parties may establish a waste management system approved and 	√		<ul style="list-style-type: none"> • Risk Management • Waste Management Plan 	<ul style="list-style-type: none"> • Environmental license • Waste manifest • Waste contracts • Waste reduction reports 	System established, implemented and maintained. Compliance evaluation through audit programs



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	subject to review by the Competent Authority.					
Articles (5) Local law no. 21 of 2005	<p>Waste generators must comply with the following:</p> <ol style="list-style-type: none"> 1. Reduce the generated waste by means of implementing the regulations, methods, techniques and alternatives approved in the Emirate for classifying, sorting, reusing or recycling of waste. <p>Law No. (21) of 2005 for Waste Management in the Emirate of Abu Dhabi 5:</p> <ol style="list-style-type: none"> 2. Classify the generated waste to hazardous and nonhazardous waste as indicated in the approved relevant guidelines. 3. Enforce its waste generating facilities with the occupational health and safety requirements, with all relevant regulations, guidelines and codes of practice, and to comply with the regulations set out by the Competent Authority in this regard. 4. In case of transporting waste, must comply with the codes of practice and guidelines for licensing of waste transport 	√	√	<ul style="list-style-type: none"> • Risk Management • Waste Management Plan 	<ul style="list-style-type: none"> • Environmental license • Waste manifest • Waste contracts • Waste reduction reports 	System established, implemented and maintained. Compliance evaluation through audit programs



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	vehicles and the regulation and monitoring of transport operations. 5. In case of establishing facilities for storage, treatment or disposal of waste, the provisions of Article (6) of this law must be complied with. 6. In case of contract with the private sector for transporting, storage, treatment or disposal of waste, the following must be carried out: a) Restrict waste contracts to Environmental Service Providers permitted by the Competent Authority. b) Inform parties interested in contracting of all wastes that are classified as hazardous wastes and furnish such parties with all the data available therewith on the description and specifications of such wastes. Complete delivery and transport of wastes as per the approved regulations and guidelines	√	√	<ul style="list-style-type: none"> • HR & Admin • Legal compliance 	<ul style="list-style-type: none"> • Insurance related records 	Compliance ensured. Provided for employees.
<u>Law no. 23 of 2005</u>	Executive regulations regarding the health insurance scheme	√	√	<ul style="list-style-type: none"> • HR & Admin • Legal compliance 	<ul style="list-style-type: none"> • Insurance related records 	Compliance ensured. Provided for employees.



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		CO	C/S			
				<ul style="list-style-type: none"> Health Surveillance 		Compliance evaluation through audit programs
MINISTERIAL ORDERS						
<u>Ministerial order no. 32 of 1982 applicable articles</u>	Determination of the ways and means to protect employees against occupational hazard.					
<u>Ministerial order no. 32 of 1982 (Article 1)</u>	General duties of employer and employee.	√	√	<ul style="list-style-type: none"> HSE Roles and responsibilities 	<ul style="list-style-type: none"> Training records 	System established, communicated and monitored compliance.
<u>Ministerial order no. 32 of 1982 (Article 2)</u>	Safety Signs	√		<ul style="list-style-type: none"> Risk management Guidelines for safety signs in the workplace 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection records 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 3)</u>	Training	√	√	<ul style="list-style-type: none"> HSE training and competency procedure 	<ul style="list-style-type: none"> Training plan and matrix Training records 	Training plan established and implemented. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 4)</u>	First-Aid	√		<ul style="list-style-type: none"> Welfare management 	<ul style="list-style-type: none"> First-aid reports Inspection records 	First-aid arrangements provided and maintained. Compliance



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		CO	C/S			
						evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 6)</u>	Atmospheric measurement	√		<ul style="list-style-type: none"> Guidelines for environmental monitoring 	<ul style="list-style-type: none"> Environmental test report Inspection reports 	Environmental monitoring programs established. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 7)</u>	Place of work	√	√	<ul style="list-style-type: none"> Operational control 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection reports 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 8)</u>	Fire protection	√		<ul style="list-style-type: none"> Emergency preparedness and response Fire prevention plan 	<ul style="list-style-type: none"> CD license Inspection reports Maintenance contract 	System installed and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 10 & 11)</u>	Machine guarding / type of guards	√	√	<ul style="list-style-type: none"> Operational control Guidelines for hazard barricading 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection reports 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 12)</u>	New machinery	√	√	<ul style="list-style-type: none"> Risk management Contractor management procedure and guidelines 	<ul style="list-style-type: none"> ADOSH SF Risk register 	System established and to be implemented whenever new



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		CO	C/S			
						machinery will be installed. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 13)</u>	Locking off	√	√	<ul style="list-style-type: none"> • LOTO & PTW system 	<ul style="list-style-type: none"> • Work permit • ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 14)</u>	Safety notices	√	√	<ul style="list-style-type: none"> • HSE communication procedure • HSE performance reporting 	<ul style="list-style-type: none"> • QHSE news • Training records • Performance reports • HSE coordination / committee meeting 	System established, communicated and maintained. Compliance evaluation through assessment and audit programs
<u>Ministerial order no. 32 of 1982 (Article 15)</u>	Employee Responsibilities	√	√	<ul style="list-style-type: none"> • HSE Roles and Responsibilities 	<ul style="list-style-type: none"> • Training and communication records 	System established and communicated. Compliance evaluation through assessment and audit programs
<u>Ministerial order no. 32 of 1982 (Article 16)</u>	Boilers	√		<ul style="list-style-type: none"> • Risk management • Operational control 	<ul style="list-style-type: none"> • ADOSH SF risk register • Maintenance records • Inspection certificate • Operator certificate 	System established and maintained. Compliance evaluation through inspection and audit programs



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		CO	C/S			
<u>Ministerial order no. 32 of 1982 (Article 17)</u>	Safe Areas	√	√	<ul style="list-style-type: none"> Risk management Operational control 	<ul style="list-style-type: none"> ADOSH SF risk register 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 18)</u>	Storage of chemicals	√	√	<ul style="list-style-type: none"> Operational control Risk management Guidelines for safe handling of HAZMAT 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection records COSHH assessment 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 20)</u>	Cranes and lifting equipment	√	√	<ul style="list-style-type: none"> Risk management Operational control Maintenance procedure 	<ul style="list-style-type: none"> Maintenance records Equipment and operator certificate Inspection records 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>Ministerial order no. 32 of 1982 (Article 22)</u>	Contractors / Safety equipment	√	√	<ul style="list-style-type: none"> Contractor management procedure and guidelines 	<ul style="list-style-type: none"> Sub-contractor related records 	System established and implemented. Compliance through evaluation and audit programs
<u>Ministerial order no. 32 of 1982 (Article 24)</u>	Notification of accidents	√	√	<ul style="list-style-type: none"> Monitoring and investigation procedure 	<ul style="list-style-type: none"> Incident notification and reports Performance reports 	System for incident reporting established and maintained. Compliance evaluation through audit programs
<u>Ministerial order no. 32 of 1982 (Article 26)</u>	Safety officer / safety engineer	√		<ul style="list-style-type: none"> HSE Roles and Responsibilities 	<ul style="list-style-type: none"> HSE manpower record Org. chart 	Provided as per requirement.



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						Compliance evaluation through audit programs
<u>Ministerial order no. 12 of 2006</u>	Protection of air from pollution	√	√	<ul style="list-style-type: none"> • Risk Management • Environmental monitoring • Operational control 	<ul style="list-style-type: none"> • ADOSH SF risk register • Environmental test reports • Inspection reports 	<p>Environmental programs established and implemented.</p> <p>Compliance evaluation through audit programs</p>
<u>Ministerial decree no. 37 of 2001 concerning the approval of the executive order for law no. 24</u>	Environmental impact assessment of projects 2001. Assessment of environmental effects of installations 2001.	√	√	<ul style="list-style-type: none"> • Risk Management • Contractor Control 	<ul style="list-style-type: none"> • ADOSH SF risk register 	EIA to be established whenever plant is erected. Compliance evaluation through inspection and audit programs
<u>Ministerial Resolution No 688 of 2013</u>	Mid-Day Break in Summer The mid-day break rule is adhered to protect the outdoor worker from the scorching sun during the summer season from 12:30 hrs. to 15:00 hrs. and it is implemented from June 15 until September 15.	√	√	<ul style="list-style-type: none"> • Operational control • Guidelines for Safe working • Operations procedure 	<ul style="list-style-type: none"> • Training and communication records. • Welfare facilities • HSE meetings records • First aid team 	System established and communicated. Compliance evaluation through assessment and audit programs
<u>Department of energy- Electricity wiring regulation 2020</u>	Requirements of Electricity Wiring	√	√	<ul style="list-style-type: none"> • Operational control • Guidelines for Safe working • Operations procedure 	<ul style="list-style-type: none"> • Training and communication records. • ADOSH risk register • Risk assessment • First aid team • Inspection reports 	System established and communicated. Compliance evaluation through assessment and audit programs



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<u>Ministerial Resolution No.(44) of 2022 (Article 1)</u>	Obligations of Employers and workers relating to health and safety	√	√	<ul style="list-style-type: none"> HSE Roles and Responsibilities 	<ul style="list-style-type: none"> Training and communication records 	System established and communicated. Compliance evaluation through assessment and audit programs
<u>Ministerial Resolution No.(44) of 2022 (Article 2)</u>	Occupational Health and Safety Officer	√	√	<ul style="list-style-type: none"> HSE Roles and Responsibilities 	<ul style="list-style-type: none"> HSE manpower record Org. chart 	Provided as per requirement. Compliance evaluation through audit programs
<u>Ministerial Resolution No.(44) of 2022 (Article 3)</u>	Noon Work Ban	√	√	<ul style="list-style-type: none"> Guidelines for environmental monitoring 	<ul style="list-style-type: none"> Environmental test report Inspection reports 	Environmental monitoring programs established. Compliance evaluation through inspection and audit programs
<u>Ministerial Resolution No.(44) of 2022 (Article 4)</u>	Labor Accommodation	√	√	<ul style="list-style-type: none"> HSE Roles and Responsibilities 	<ul style="list-style-type: none"> Training and communication records 	System established and communicated. Compliance evaluation through assessment and audit programs
<u>Ministerial Resolution No.(44) of 2022 (Article 5)</u>	Guidelines to Occupational Health and Safety Procedures	√	√	<ul style="list-style-type: none"> Operational control Guidelines for Safe working Operations procedure 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection reports Site observation 	Provided and maintained. Compliance evaluation through inspection and audit programs
ADOSH SYSTEM FRAMEWORK						



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<u>ADOSH SF MS Elements, V4.0</u>	Requirements for establishing and implementing relevant procedures in the business operations.	√		<ul style="list-style-type: none"> • OSH Management System Procedures 	<ul style="list-style-type: none"> • All HSE related documents 	Established, implemented and maintained. Evaluated through regular inspection and audit programs
<u>ADOSH SF - Mechanism V4.0</u>	OSH SF Performance March 2017 V4.0, Appointment of principal contractor for construction work August 2019 V3.2 and Incident Reporting July 2016 V4.0	√	√	<ul style="list-style-type: none"> • OSH monitoring, investigation and reporting • Construction or Maintenance work permit 	<ul style="list-style-type: none"> • Incident reports • Project OSH Plan & Risk Assessment 	Reporting protocol and system established and maintained. Evaluated through regular inspection and audit programs. Individual project permits have been issued for all the works carried out.
<u>ADOSH SF- Guidance Document V4.0</u>	OSH Practitioner Registration - all Contractors / Auditors / Service Providers shall be registered in the appropriate categories by the OHSAD Center through the Qudorat System.	√		<ul style="list-style-type: none"> • HSE Roles and Responsibilities 	<ul style="list-style-type: none"> • Training • Practitioners registration 	Program established, implemented and continuous through CPD
<u>ADOSH SF Guideline Values V4.0</u>	Standard and guideline values for occupational exposure limits. July 2016 Version 3.0.	√	√	<ul style="list-style-type: none"> • Environmental Risk Management • Environmental monitoring 	<ul style="list-style-type: none"> • Environmental monitoring reports • Inspection reports 	Established and implemented against plan. Compliance evaluation through inspection and audit programs



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<u>ADOSH SF Technical Guideline V4.0 & V4.0</u>	Technical guidelines to implement OSH affectively	√	√	<ul style="list-style-type: none"> • OSH Management System manual, procedures and guidelines 	<ul style="list-style-type: none"> • ADOSH approval and certification • Inspection, assessment and performance monitoring 	evaluation through inspection and audit programs
<u>ADOSH SF Manual V4.0</u>	OSHSMS Development and implementation	√	√	<ul style="list-style-type: none"> • OSH Management System manual, procedures and guidelines 	<ul style="list-style-type: none"> • ADOSH approval and certification • Inspection, assessment and performance monitoring 	Established and maintained the OSH management system. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 1.0 15 July 2024 V4.0</u>	Hazardous material	√	√	<ul style="list-style-type: none"> • Risk management • Guideline for safe handling of chemical / HAZMAT • Waste management plan 	<ul style="list-style-type: none"> • COSHH and Risk assessment register • Training records 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 2.0 15 July 2024 V4.0</u>	Personal protective equipment	√	√	<ul style="list-style-type: none"> • Guideline for PPE • Risk management 	<ul style="list-style-type: none"> • PPE issuance records • Training records 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 3.0 15 July 2024 V4.0</u>	Occupational noise	√	√	<ul style="list-style-type: none"> • Environmental monitoring • Risk management 	<ul style="list-style-type: none"> • Environmental test report 	Environmental programs established and maintained. Compliance evaluation through inspection and audit



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						programs
<u>ADOSH SF CoP 4.0 15</u> <u>July 2024 V4.</u>	First-aid and medical treatment	√		<ul style="list-style-type: none"> Welfare management Risk management 	<ul style="list-style-type: none"> First-aid records Medical records 	Fires-aid arrangements provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 5.0 15</u> <u>July 2024 V4.0</u>	Occupational Health Screening and Medical Surveillance	√		<ul style="list-style-type: none"> Health surveillance Risk management COSHH Assessment 	<ul style="list-style-type: none"> Medical records / health reports 	Health programs established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 8.0 15</u> <u>July 2024 V4.0</u>	General Workplace Amenities	√	√	<ul style="list-style-type: none"> Welfare facilities and Administrative Management System 	<ul style="list-style-type: none"> ADOSH SF risk register 	Welfare arrangement provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 9.0 15</u> <u>July 2024 V4.0</u>	Workplace wellness	√	√	<ul style="list-style-type: none"> Welfare management 	<ul style="list-style-type: none"> ADOSH SF risk register 	Welfare arrangement provided and maintained. Compliance evaluation through inspection and audit programs



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<u>ADOSH SF CoP 9.2 15</u> <u>July 2024 V4.0</u>	Managing work related stress	√	√	<ul style="list-style-type: none"> Welfare management Risk management 	<ul style="list-style-type: none"> ADOSH SF risk register 	Welfare arrangement provided and maintained. Evaluation through inspection and audit programs
<u>ADOSH SF CoP 10.0 15</u> <u>July 2024 V4.0</u>	Rehabilitation and Return to Work	√	√	<ul style="list-style-type: none"> Employee health status 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained.
<u>ADOSH SF CoP 11.0 15</u> <u>July 2024 V4.0</u>	Safety in the Heat	√	√	<ul style="list-style-type: none"> Heat disorder management 	<ul style="list-style-type: none"> Summer policy Training records Heat stress campaign 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 12.0 15</u> <u>July 2024 V4.0</u>	Prevention and Control of Legionnaires Disease	√	√	<ul style="list-style-type: none"> Employee Health Care 	<ul style="list-style-type: none"> Medical Camp Frequent Health Check- up 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 13.0 15</u> <u>July 2024 V4.0</u>	Violence in the Workplace	√	√	<ul style="list-style-type: none"> HSE Management System Disciplinary action procedure 	<ul style="list-style-type: none"> Violation Notice 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 14.0 15</u> <u>July 2024 V4.0</u>	Manual handling and ergonomics	√	√	<ul style="list-style-type: none"> HSE Management System Disciplinary action procedure 	<ul style="list-style-type: none"> ADOSH SF risk register. Training records 	System established and maintained. Compliance evaluation through inspection



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						and routine programs
<u>ADOSH SF CoP 15.0 15</u> <u>July 2024 V4.0</u>	Electrical safety	√	√	<ul style="list-style-type: none"> Risk management Welfare management 	<ul style="list-style-type: none"> ADOSH SF risk register Maintenance records 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 16.0 15</u> <u>July 2024 V4.0</u>	OSH Requirements for People with Special Needs	√	√	<ul style="list-style-type: none"> Risk management Operational control Emergency evacuation plan 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 17.0 15</u> <u>July 2024 V4.0</u>	Safety signage and signals	√		<ul style="list-style-type: none"> Risk management of Traffic management plan 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 18.0 15</u> <u>July 2024 V4.0</u>	Employer supplied accommodation	√		<ul style="list-style-type: none"> Welfare management 	<ul style="list-style-type: none"> HR & admin accommodation n related records 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 19.0 15</u> <u>July 2024 V4.0</u>	Occupational Food Handling and Food Preparation Areas	√	√	<ul style="list-style-type: none"> Employee Healthcare 	<ul style="list-style-type: none"> HR & admin accommodation and related records 	System established and maintained. Compliance evaluation through inspection and routine programs

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<u>ADOSH SF CoP 20.0 15</u> <u>July 2024 V4.0</u>	Safety in design (Construction)	√		<ul style="list-style-type: none"> Risk management Design procedure 	<ul style="list-style-type: none"> ADOSH SF risk register Design records and approvals 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 21.0 15</u> <u>July 2024 V4.0</u>	Permit to work	√	√	<ul style="list-style-type: none"> LOTO & PTW system 	<ul style="list-style-type: none"> Work permit 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 22.0 15</u> <u>July 2024 V4.0</u>	Barricading of hazard	√	√	<ul style="list-style-type: none"> Risk management Operational control 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 23.0 15</u> <u>July 2024 V4.0</u>	Working at height	√	√	<ul style="list-style-type: none"> Risk management Operational control Guidelines for work at height 	<ul style="list-style-type: none"> ADOSH SF risk register Training records 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 24.0 15</u> <u>July 2024 V4.0</u>	Tag-out – Lock-out (Isolation)	√	√	<ul style="list-style-type: none"> Risk management Operational control Guidelines for PTW system 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 25.0 15</u> <u>July 2024 V4.0</u>	Driver Fatigue Prevention		√	<ul style="list-style-type: none"> Fatigue management plan Risk Management 	<ul style="list-style-type: none"> Incident Records 	System established and maintained. Compliance



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					<ul style="list-style-type: none"> Training records 	evaluation through inspection and routine programs
<u>ADOSH SF CoP 26.0 15</u> <u>July 2024 V4.0</u>	Scaffolding		√	<ul style="list-style-type: none"> Risk Management Guideline for color code 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection reports 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 27.0 15</u> <u>July 2024 V4.0</u>	Confined space	√	√	<ul style="list-style-type: none"> LOTO & PTW system Confined space procedure 	<ul style="list-style-type: none"> Work permit Training records 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 28.0 15</u> <u>July 2024 V4.0</u>	Hot work operation (eg. Welding and cutting)	√	√	<ul style="list-style-type: none"> LOTO & PTW system Risk management Operational control 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 29.0 15</u> <u>July 2024 V4.0</u>	Excavation Work	√	√	<ul style="list-style-type: none"> Excavation PTW system Risk management Operational control 	<ul style="list-style-type: none"> Work permit Training records ADOSH SF risk register Inspection report 	System established and maintained. Compliance evaluation through inspection and routine programs
<u>ADOSH SF CoP 30.0 15</u> <u>July 2024 V4.0</u>	Lone working and or remote location	√		<ul style="list-style-type: none"> Risk management Emergency evacuation plan 	<ul style="list-style-type: none"> ADOSH SF risk register 	System established and maintained. Compliance evaluation through inspection and routine



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						programs
<u>ADOSH SF CoP 33.1 15</u> <u>July 2024 V4.0</u>	Traffic Incident Site Management	√	√	<ul style="list-style-type: none"> • Site traffic management plan • Risk management • Operational Control 	<ul style="list-style-type: none"> • ADOSH SF risk register • Inspection reports 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 34.0 15</u> <u>July 2024 V4.0</u>	Safe use of lifting equipment and lifting accessories	√	√	<ul style="list-style-type: none"> • Risk management • Operational control 	<ul style="list-style-type: none"> • Maintenance records • Inspection certificate 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 35.0 15</u> <u>July 2024 V4.0</u>	Portable power tools	√	√	<ul style="list-style-type: none"> • Risk management • Guidelines for color coding system • Maintenance procedure 	<ul style="list-style-type: none"> • Inspection records • PM plan • Color code or PAT sticker 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 36.0 15</u> <u>July 2024 V4.0</u>	Plant and equipment	√	√	<ul style="list-style-type: none"> • Risk management • Maintenance procedure • Operational control 	<ul style="list-style-type: none"> • Maintenance records • PM plan • Inspection certificate • Daily checklist 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 37.0 15</u> <u>July 2024 V4.0</u>	Ladders	√	√	<ul style="list-style-type: none"> • Risk management • Guidelines for color coding system 	<ul style="list-style-type: none"> • Inspection records • Color code or PAT sticker 	System established and maintained. Compliance evaluation through inspection and audit programs



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<u>ADOSH SF CoP 38.0 15 July 2024 V4.0</u>	Concrete placing equipment	√	√	<ul style="list-style-type: none"> Risk management Operational control Guidelines for concrete pump operations 	<ul style="list-style-type: none"> Inspection records and test 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 39.0 15 July 2024 V4.0</u>	Overhead and underground services	√		<ul style="list-style-type: none"> Risk management Operational control 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection records 	System established and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 44.0 15 July 2024 V4.0</u>	Traffic Management and Logistics		√	<ul style="list-style-type: none"> Transportation and Road Safety Plan Logistics plans (site) Logistics procedure 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection of vehicle records Training for drivers 	Established, implemented and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 47.0 15 July 2024 V4.0</u>	Machine guarding	√	√	<ul style="list-style-type: none"> Risk management Operational control 	<ul style="list-style-type: none"> ADOSH SF risk register Inspection records 	Installed and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP 48.0 15 July 2024 V4.0</u>	Spray finishing	√		<ul style="list-style-type: none"> Risk management Guidelines for safe spray painting works 	<ul style="list-style-type: none"> OSH risk register Environmental risk register Training records 	Established system and on- going preparation for implementation. Compliance evaluation through inspection and audit programs

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<u>ADOSH SF CoP</u> <u>49.0 15 July 2024 V4.0</u>	Compressed gases and air	√	√	<ul style="list-style-type: none"> • Risk management • Operational control • Guidelines for safe handling of hazardous material • Emergency management plan 	<ul style="list-style-type: none"> • Inspection certificate • Inspection records 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP</u> <u>50.0 15 July 2024 V4.0</u>	Abrasive blasting and protective coating work	√		<ul style="list-style-type: none"> • Risk management • Guidelines for safe sand blasting works 	<ul style="list-style-type: none"> • ADOSH SF risk register 	Established system and on- going preparation for implementation. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP</u> <u>51.0 15 July 2024 V4.0</u>	Powered lift trucks	√	√	<ul style="list-style-type: none"> • Risk management • Operational control • Maintenance procedure 	<ul style="list-style-type: none"> • Inspection certificate • Inspection / maintenance records 	Provided and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP</u> <u>52.0 15 July 2024 V4.0</u>	Local exhaust ventilation	√		<ul style="list-style-type: none"> • Risk management 	<ul style="list-style-type: none"> • Environmental Risk assessment register 	Installed and maintained whenever applicable. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP</u> <u>53.0 15 July 2024 V4.0</u>	EHS management during construction work	√	√	<ul style="list-style-type: none"> • Risk management • Erection procedure • HSE management plan 	<ul style="list-style-type: none"> • Site HSE related records 	Established, implemented and maintained. Compliance evaluation through inspection and audit programs



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<u>ADOSH SF CoP</u> <u>53.0 15 July 2024 V4.0</u>	OSH Construction Management Plan	√	√	<ul style="list-style-type: none"> Risk management HSE management plan 	<ul style="list-style-type: none"> Site HSE related records 	Established, implemented and maintained. Compliance evaluation through inspection and audit programs
<u>ADOSH SF CoP</u> <u>54.0 15 July 2024 V4.0</u>	Waste management	√	√	<ul style="list-style-type: none"> Waste management plan BOLISATY system 	<ul style="list-style-type: none"> Waste manifest Waste reduction report Waste collector contracts 	Established, implemented and maintained. Compliance evaluation through inspection and audit programs
UAE Fire and Life Safety Code of Practice - 2018						
<u>Code of Practice Chapter</u> <u>1</u>	Construction	√		<ul style="list-style-type: none"> Fire prevention plan Emergency evacuation plan 	<ul style="list-style-type: none"> CD License 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter</u> <u>3</u>	Means of egress	√		<ul style="list-style-type: none"> Fire prevention plan Emergency evacuation plan 	<ul style="list-style-type: none"> CD License Inspection reports Service contract 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter</u> <u>4</u>	Fire Extinguisher	√	√	<ul style="list-style-type: none"> Fire prevention plan Emergency evacuation plan 	<ul style="list-style-type: none"> CD License Inspection reports Service contract 	Established and evaluated through regular inspection and audit programs



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<u>Code of Practice Chapter 5</u>	Exit Signs	√		<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • CD License • Inspection reports • Service contract 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter 6</u>	Emergency Lighting	√		<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • CD License • Inspection reports • Service contract 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter 8</u>	Fire detection and alarm system	√		<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • CD License • Inspection reports • Service contract 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter 9</u>	Fire protection system	√		<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • CD License • Inspection reports • Service contract 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter 12</u>	Fire safety during construction	√		<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • Diesel tank certificate and inspection report 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter 13</u>	Flammable and combustible liquids	√		<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • Diesel tank certificate and inspection report 	Established and evaluated through regular inspection and audit programs
<u>Code of Practice Chapter 15</u>	Accessibility	√	√	<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan 	<ul style="list-style-type: none"> • Employee timesheet 	Established and evaluated through regular inspection



LEGAL REGISTER

APPENDIX – III
 Form No: RCC-LGR-02
 Rev No: 02
 Rev date: Mar. 15th 2025

EL RACE CONSTRUCTION AND GENERAL CONTRACTING CO.LLC

Clause / Article / Reference	Requirement / Obligation	Applicable to		Area of Applicability	Licenses / Compliance Records Required	Remarks
		CO	C/S			
						and audit programs
Code of Practice Chapter 17	Risk assessment methodology	√	√	<ul style="list-style-type: none"> • Fire prevention plan • Emergency evacuation plan • Risk management 	<ul style="list-style-type: none"> • Risk register • Training records 	Established, implemented and monitored through regular inspection and audit programs
Code of Practice Chapter 18	Responsibilities of stakeholders	√	√	<ul style="list-style-type: none"> • Fire prevention plan • HSE guidelines and information for contractors 	<ul style="list-style-type: none"> • Contractor evaluation • Inspection reports • Induction records 	Established and evaluated through regular evaluation programs
Code of Practice Chapter 19	Emergency action plans and evacuation procedures	√		<ul style="list-style-type: none"> • Emergency evacuation plan • Emergency management procedure 	<ul style="list-style-type: none"> • Training records • Drill records 	Established and carried-out against annual program
Abu Dhabi Guideline						
ADG 16/ 2021	Abu Dhabi Guideline for Standard Service Scope and Frequency of Highly Important Entities – Public Health Pest Control Services construction and demolition sites play an important role in public health pest control due to them redundancy of factors conducive to infestation and low sanitary conditions, thus construction sites usually pose high risk to workers and surrounding public by providing active source of infestation, thus, it requires special attention and providing effective public health pest control services.	√	√	<ul style="list-style-type: none"> • Legal requirement • Public health and hygiene • Risk management 	<ul style="list-style-type: none"> • Pest control certificate 	Health monitoring and hygiene monitoring programs established. Compliance evaluation through inspection and audit programs

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TERM	DEFINITION
CO	Company
C/S	Contractor/Supplier
COP	Code Of Practices
LG	Legal Register

Note: This register must be reviewed regularly against Legal Requirements.