

**LEGAL REGISTER EVALUATION OF COMPLIANCE**

Document No: IMD002  
Revision No: 1  
Issue No: 1-2023

ID	Legislation / Regulation	Summary of Duty Imposed	Internal Supporting Evidence	How Compliance is Evaluated	Reviewed	Observations and Compliance
1	Health & Safety at Work Act 1974	The Health and Safety at Work etc. Act 1974 also referred to as [HASAWA] is the primary piece of legislation covering occupational health and safety in the United Kingdom. The act defines the general duties of everyone from employers [section 2] and employees [section 7.8]. Under this Act, employers have a duty to ensure a safe working environment for their employees, to ensure that they are properly trained and competent to carry out the tasks allotted to them. They are also required to have a suitable H&S Policy.	<ul style="list-style-type: none"> <li>- Health &amp; Safety Policy</li> <li>- Internal Documented Processes</li> <li>- Health and Safety Training</li> <li>- Risk Assessment Processes</li> </ul>	<ul style="list-style-type: none"> <li>- Health &amp; Safety Management system ISO 2018:45001</li> <li>- System Audits</li> <li>- Communications</li> </ul>	Jun-23	YES
2	Management of Health & Safety at Work Regulations 1999 Amended 2006	The Management of Health and Safety at Work Regulations 1999 [MHSWR] were introduced on 29th December 1999 to reinforce the Health and Safety at Work etc Act 1974. The MHSWR set out the framework for managing health and safety and places a legal duty on employers to assess and manage health and safety risks in the workplace. The legislation sets obligations for employers to ensure the safe management of H&S at work through communication, risk assessments and ensuring adequate controls are in place	<ul style="list-style-type: none"> <li>- Risk Assessment Training</li> <li>- Health &amp; Safety Policy</li> <li>- Training Matrix</li> <li>- Risk Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Health &amp; Safety Management system ISO 2018:45001</li> <li>- System Audits</li> <li>- Risk Assessment Records</li> <li>- Training</li> </ul>	Jun-23	YES
3	Work Place [Health, Safety & Welfare] Regulations 1992	The Workplace [Health, Safety and Welfare] Regulations 1992 [WHSWR] came into force on 1st January 1993 and gave effect in Great Britain to the requirement of EC Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace. Employers must ensure, the maintenance of workplace, and of equipment, devices and systems. Adequate welfare facilities such as washing facilities, access to toilets and clean drinking water. Suitable ventilation, lighting, workstations etc..	<ul style="list-style-type: none"> <li>- Health &amp; Safety Policy</li> <li>- HSE Notice Boards</li> <li>- Safety Meeting Minutes</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections</li> <li>- Safety Meetings</li> </ul>	Jun-23	YES
4	Control of Noise at Work Regulations 2005	The Control of Noise at Work Regulations 2005 [Noise Regulations 2005] require employers to prevent or reduce risks to health and safety from exposure to noise at work. Assess the risks to employees from noise at work. To try to eliminate any noise at source and protect employees from the hazards associated with noise.	<ul style="list-style-type: none"> <li>- Noise Awareness Training</li> <li>- Induction Training</li> <li>- Risk Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Training Feedback</li> <li>- Site Inspections/Audits</li> <li>- Risk Assessment Records</li> </ul>	Jun-23	YES
5	Control of Substances Hazardous to Health [COSHH] Regulations 2004 Amendments	The aim of Control of Substances Hazardous to Health [COSHH] Regulations is to protect people against risks to health, both immediate and long term, from any exposure to Hazardous substances found in the workplace. The duty of the employer is to prevent or reduce workers exposure to hazardous substances by: <ul style="list-style-type: none"> <li>- Identifying the health hazards.</li> <li>- Deciding how to prevent harm to health [risk assessment].</li> <li>- Providing control measures to reduce harm to health and ensure they are used</li> <li>- Keeping all control measures in good working order.</li> <li>- Providing information, instruction and training for workers and others</li> <li>- Providing monitoring and health surveillance in appropriate cases</li> <li>- Planning for emergencies</li> </ul>	<ul style="list-style-type: none"> <li>- COSHH Awareness Training</li> <li>- Safety Data Sheets</li> <li>- COSHH Assessments</li> <li>- Training Records</li> </ul>	<ul style="list-style-type: none"> <li>- COSHH Assessment Records</li> <li>- MSDS/Data Sheets</li> <li>- LEV Testing</li> <li>- Training</li> </ul>	Jun-23	YES
6	Electricity at Work Regulations 1989	The Electricity at Work Regulations 1989 place duties and joint responsibilities on employers, employees and contractors to ensure equipment is correctly installed, used and maintained. Places a duty on the person[s] commissioning electrical maintenance work to ensure safe systems of work are introduced and adhered to.	<ul style="list-style-type: none"> <li>- Periodic electrical inspections carried out to ensure compliance with the EAWR.</li> <li>- Mobile and portable electrical appliances are regularly examined and PAT tested</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance Testing Certificate</li> <li>- PAT Testing Identification Labels</li> </ul>	Jun-23	YES
7	Employer's Liability [Compulsory Insurance] Regulations 1998	Appropriate insurance must be in place to insure against accidents and ill health to employees. The certificate must be displayed or made available to employees at the employer's place of business. Since 1st October 2008, employers are allowed to display certificates electronically providing they make it easy for employees to access the certificate.	<ul style="list-style-type: none"> <li>- Certificate on display at reception</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES
8	Health & Safety [Consultation with Employees] Regulations 1996	Employers are required to establish methods of communication with employees either through Employee representatives or Union officials to communicate on Health Safety and welfare issues.	<ul style="list-style-type: none"> <li>- Health &amp; Safety Meeting Minutes</li> <li>- HSE Notice Board</li> <li>- Bulletins</li> <li>- Bulletins</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> <li>- Notice Boards</li> <li>- Training</li> <li>- Minutes of Meetings</li> </ul>	Jun-23	YES
9	Health & Safety [Display Screen Equipment] Regulations 1992 amended 2002	Companies have to assess the risks to the Health & Safety of their employees who use a display screen for a significant part of their working day. These assessments should identify any preventative or protective measures that need to be taken for the employees' protection.	<ul style="list-style-type: none"> <li>- Display Screen Risk Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Display Screen Risk Assessment Records</li> </ul>	Jun-23	YES
10	Health & Safety [First Aid] Regulations 1981	The Health and Safety [First-Aid] Regulations 1981 require Employers to provide or ensure that there is a sufficient number of suitably qualified persons who can render first-aid to employees if they are injured, as well as ensuring the provision of first aid equipment and facilities, records of accidents and ill health are kept and inform employees of the arrangements made in connection with first-aid.	<ul style="list-style-type: none"> <li>- First Aid Training</li> <li>- HSE Notice Board</li> <li>- Qualified First Aiders</li> <li>- Accident Incident Log</li> <li>- First aid equipment</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> <li>- Training Records</li> <li>- Induction Training Records</li> <li>- Suitably stocked first aid provisions as required by BS-8599-1:2019</li> </ul>	Jun-23	YES
11	Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 2013	Under this regulation Employers have a statutory duty to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences [near misses] to the relevant enforcing authority within the time frames laid out in the regulations and keep records.	<ul style="list-style-type: none"> <li>- Accident Incident Logs</li> <li>- Investigation Reports</li> <li>- RIDDOR Reports</li> </ul>	<ul style="list-style-type: none"> <li>- Accident Incident Logs</li> <li>- Investigation Reports</li> <li>- RIDDOR Reports</li> </ul>	Jun-23	YES
12	Health & Safety information for Employees Regulations 1989, + Amendment 2009	The regulations require employers to either display the HSE-approved law poster or to provide each of their workers with the equivalent leaflet. The legislation sets out requirements for employers to provide information on contacting H&S representatives and the local HSE	<ul style="list-style-type: none"> <li>- HSE Notice Board Information</li> <li>- Safety Meetings</li> <li>- Bulletins</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES

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13	Health & Safety [Safety Signs & Signals] Regulations 1996	The Health and Safety Signs and Signals Regulations 1996 require employers to provide specific safety signs whenever risks in the workplace cannot be controlled effectively or hazards identified by any other means and are method of communicating health and safety information. Signs must be displayed and visible in accordance with BS 5499: 2002 and include: Mandatory, Prohibited, Warning, Safe Condition and Fire Fighting signage.	<ul style="list-style-type: none"> <li>- Signage displayed where necessary</li> <li>- Training</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES
14	Lifting Operations and Lifting Equipment Regulations 1998 [LOLER]	LOLER requires that all equipment used for lifting is fit for purpose, appropriate for the task, suitably marked and subject to statutory periodic thorough examination. All lifting equipment and accessories are maintained in a safe condition, pre-use inspections carried and are subject to on-going thorough examination by competent persons. [Lifting equipment will be thoroughly examined every 12 months, and accessories every 6 months].	<ul style="list-style-type: none"> <li>- Statutory periodic thorough examinations</li> <li>- Training</li> <li>- Equipment Checks</li> </ul>	<ul style="list-style-type: none"> <li>- Statutory periodic thorough examinations</li> <li>- Maintenance Schedule</li> </ul>	Jun-23	YES
15	The Manual Handling Operations Regulations 1992 [as amended]	Under the MHOR the employer must set out a hierarchy of measures to reduce the risks of manual handling injury. These measures are to: Avoid hazardous manual handling operations so far as reasonably practicable, assess any hazardous manual handling operations that cannot be avoided, reduce the risk of injury so far as reasonably practicable.	<ul style="list-style-type: none"> <li>- Training</li> <li>- Manual Handling Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Training Records</li> <li>- Site Inspections/Audits</li> <li>- Review Incident/Accident Reports</li> </ul>	Jun-23	YES
16	Personal Protective Equipment at Work [Amendment] Regulations 2002	The PPE regulations 2002 impose a duty on employees to ensure that suitable PPE is provided free of charge to 'limb [a]' workers [Employees] and 'limb [b]' workers [an individual who works under a contract for another party], who may be exposed to a risk to their health or safety while at work unless such risk has been adequately controlled by other means which are equally or more effective.	<ul style="list-style-type: none"> <li>- PPE</li> <li>- Signage</li> <li>- Risk Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES
17	Provisions & Use of Work Equipment Regulations 1998 [PUWER]	This regulation sets out important Health and Safety requirements for the provision and safe use of work equipment and includes mobile work equipment such as Fork Lift Trucks [FLT] covers all equipment that may be routinely used by employees – items such as power tools etc are covered	<ul style="list-style-type: none"> <li>- Training</li> <li>- Risk Assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES
18	Regulatory Reform [Fire Safety] Order 2005	The Regulations are designed to provide for a minimum fire safety standard in places where people work, including shared areas; work place facilities; and, the means of access to that work-place. All emergency routes must be signed and illuminated, and all fire precaution measures shall be maintained in an efficient working order and in good repair	<ul style="list-style-type: none"> <li>- Fire Risk Assessment</li> <li>- Fire Emergency Action Plan</li> <li>- Training</li> <li>- Fire Diary Inspection Checks</li> <li>- Training</li> </ul>	<ul style="list-style-type: none"> <li>- Fire Logs</li> <li>- Evacuation processes</li> </ul>	Jun-23	YES
19	The Health Act 2006 [The Smoke Free Regulations 2007]	Smoke-free legislation in the Health Act 2006 came into force in England on 1 July 2007. It made all indoor public places and work places, including work vehicles, smoke-free, protecting workers and the public from the harmful effects of passive or secondary smoke. It restricts smoking to defined areas.	<ul style="list-style-type: none"> <li>- No smoking on premises</li> <li>- Clear Signage</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES
20	Smoke Free [Signs] Regulations 2012	Requirement to display appropriate signage in non-smoking areas and company vehicles where necessary	<ul style="list-style-type: none"> <li>- Display signage</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES
21	Working at Height Regulations 2005, Amended Regulations 2007	The Working at Height Regulations places a duty on the employer to ensure that work at height is properly planned; appropriately supervised; and carried out in a manner which is so far as is reasonably practicable safe, and that its planning includes the selection of work equipment. Planning of work includes planning for emergencies and rescue. The following hierarchy of controls for working at height are to be used. - Avoid work at height practicable. - Use work equipment or other measures to prevent falls. When the risk of a fall cannot be eliminated, use work equipment or other measures to minimise the distance and consequences of a fall if it should occur.	<ul style="list-style-type: none"> <li>- Risk Assessments</li> <li>- Training</li> <li>- Permits to Work</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> <li>- Permit to Work System</li> </ul>	Jun-23	YES
22	Environmental Damage Prevention & Remediation Regulations 2009	The Environmental Damage Prevention & Remediation regulation came into force on 1st March 2009 and introduce obligations on businesses, to prevent or put right any environmental damage they are responsible for, such as damage to protected species and natural habitats, damage to water and land damage. The legislation gives additional powers to the Environment Agency in that they can enforce a clean-up of damage and then issue a bill to the responsible company even if the company have not been found guilty in a court of law.	<ul style="list-style-type: none"> <li>- Management Systems</li> <li>- Inspections</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> </ul>	Jun-23	YES Not normally applicable to INFRATEC
23	Fire Safety [Employees Capabilities] Regulations 2010	Fire Safety [Employees Capabilities] Regulations places a duty on an employer to assess capabilities of employees before delegating fire safety tasks. i.e. what a worker is able and unable to do when giving them fire safety tasks. How these capabilities may affect their ability to deal with fire-related risks	<ul style="list-style-type: none"> <li>- Fire Warden Training</li> <li>- Fire Diary</li> <li>- Training</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> <li>- Fire Warden List</li> <li>- Drills</li> <li>- Training</li> </ul>	Jun-23	YES
24	The Confined Space Regulations 1997	All work conducted in Confined Spaces has been fully Risk Assessed and avoided where possible. If the risk assessment identifies, it is not reasonably practicable to carry out the work without entering the confined space then a safe system for working within the confined space must be secured.	<ul style="list-style-type: none"> <li>- Training</li> <li>- Risk Assessment</li> <li>- Safe System of Work</li> <li>- Permit to Work</li> </ul>	<ul style="list-style-type: none"> <li>- Site Inspections/Audits</li> <li>- Training</li> <li>- Risk Assessments</li> </ul>	Jun-23	YES

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25	Environment Protection Act 1990	The Acts covers a wide range of subjects, many of these subjects are covered by supplementary legislation, main areas being: - Maintenance of premises - Control over disposal of wastes - Smoke, fumes or gasses emitted - Dust, steam, smell or other effluvia - Accumulation or deposit - Noise for premises Noise caused by a vehicle, machinery, or equipment in a street	- Environmental Awareness Training - Management Systems - Environmental Policy	- Site Inspections/Audits	Jun-23	YES
26	Environmental Act 1995	The Act covers air quality and is directed at Local Authorities. Targets and monitoring must be introduced where a particular type of pollution is above the target levels the Authority may introduce restrictions on industry to enable the targets to be achieved	- Environmental Awareness Training - Management Systems - Environmental Policy	- Site Inspections/Audits	Jun-23	YES
27	Waste Electrical & Electronic Equipment Regulations 2013 [WEEE]	Disposal of electronic and electrical equipment containing certain substances will be managed by a licensed waste contractor and take into account recovery and recycling opportunities wherever possible.	- Waste Management Systems - Matrix of Waste Streams	- Site Inspections/Audits - Matrix of Waste Streams	Jun-23	YES