

# EMPLOYMENT REGULATIONS

## Article 1: Mandatory Requirements

All companies must implement workplace safety protocols.

Companies shall establish emergency procedures within 30 days.

## Article 2: Health and Safety

Employers must provide health insurance to all employees.

Companies shall maintain a safe working environment.

## Article 3: Data Protection

Employers must protect employee personal data.

Companies shall encrypt all employee records.

## Article 4: Compliance Deadline

All organizations must comply by December 31, 2025.

## Article 5: Audit Requirements

Annual audits are mandatory for all companies.

Organizations must maintain compliance records for 5 years.