



Enhesa Regulatory Developments **COVID-19**

Monthly Updates

March 2, 2021

Ref: Reports from February 1 to February 28, 2021

In this document you will find the newest regulations that our in-house EHS Experts have documented in the last month around the globe.

Measures are still changing rapidly globally in response to the Covid-19 virus and due to every jurisdiction's different circumstances, regulations differ greatly. With most EHS regulatory trends shifting towards gradual relaxation of lock down restrictions and modified requirements for working conditions, it is imperative to stay up to date with new developments as they are released.

We acknowledge how difficult it is for the EHS/SHE community to stay up-to-date and on top of regulations because of this. At Enhesa, staying on top of regulations has always been our priority so in order to support organizations in the best possible way we will continue to distribute **all Covid-19 related Regulatory Forecaster Service content** as broadly as we possibly can within the community.

Below are the last updates on Coronavirus related developments that the Enhesa's EHS Experts have found around the globe. These updates will help you to keep track of the rapidly changing mandatory and voluntary guidance related to this crisis.

Want to have these updates pushed to your inbox? [Subscribe to our monthly newsletter.](#)

Keep in mind that information is constantly developing and that employers must continue to check local authorities for the most up to date information. If you want more information on our forecaster service, please contact us below.

Have questions or want to request our full Regulatory Forecaster Service to keep track of all emerging regulatory issues (laws, proposals, policies) in the jurisdictions you operate in? [Contact us here.](#)

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1. Monthly updates from February 2021

1.1 The US & Canada

1.1.1 US - CALIFORNIA Companies must continue complying with COVID-19 business restrictions under the state's Blueprint for a Safer Economy, as the more restrictive measures have been lifted

Abstract: Companies that are not among the critical infrastructure sectors must note that the Regional Stay at Home Order has been lifted as of 25 January 2021. Further, the operating hour restrictions that were in force for the duration of the Regional Stay at Home Order have also been terminated. Accordingly, companies must continue complying with the state's Blueprint for a Safer Economy and follow applicable business restrictions based on appropriate county's tier assignments.

Business Impact: If the company is not among the essential critical infrastructure sectors, it must review the current tier assignments under California's Blueprint for a Safer Economy and comply with applicable business restrictions based on the county's tier assignments. The company is no longer subject to the more restrictive measures imposed under the Regional Stay at Home Order and the Limited Stay at Home Order, as of 25 January 2021.

Analysis: Actionable Requirements The following requirements have been repealed as of 25 January 2021:

If the facility engages in non-essential businesses in a region with less than 15 percent ICU capacity, it requires all employees to work from home.

If the facility owns or operates a retail establishment in a region with less than 15 percent ICU capacity, it limits the indoor capacity to no more than 20 percent.

If the facility owns or operates a non-essential retail establishment in a region with less than 15 percent ICU capacity, it ceases in-person operations from 10 PM to 5 AM.

If the facility engages in non-essential businesses in Tier 1 counties, it ceases in-person operations from 10 PM to 5 AM.

What Has Changed? On 25 January 2021, the California Department of Public Health (CDPH) ended the [Regional Stay at Home Order](#), which required non-essential businesses in regions with less than 15 percent intensive care unit (ICU) capacity to close operations. Further, the [Limited Stay at Home Order](#) and the [Supplemental Order](#), which imposed operating hour restrictions from 10 PM to 5 AM, have been terminated as they were in effect for the duration of the Regional Stay at Home Order. Accordingly, companies are no longer subject to the above-listed actionable requirements. Companies are only subject to the tier-specific business restrictions under California's Blueprint for a Safer Economy.

Additional Information For more information, see [CDPH's press release](#) on the lifting of the Regional Stay at Home Order. Additional information, including the current tier assignments, is available on the [California Coronavirus \(COVID-19\) Response](#) website.

1.1.2 US - HAWAII Companies must continue to comply with COVID-19 safe practices and the statewide face coverings requirement as the COVID-19 emergency period is extended through 13 April 2021

Abstract: Companies that conduct in-person operations in Hawaii must continue to comply with physical distancing requirements and any other applicable industry and regulatory COVID-19 guidelines issued by the federal, state, and local agencies. Further, companies must continue to ensure that employees and any other individuals on the premises cover their nose and mouth with face coverings in compliance with the statewide mask mandate. Companies must comply with such COVID-19 related requirements until 13 April 2021, unless otherwise amended.

Business Impact: If the company is conducting in-person operations, it must continue implementing safe practices at its workplaces, including physical distancing, sanitization, and face-coverings requirements, until 13 April 2021, unless otherwise amended. The company must continue to follow county guidelines and adhere to industry-specific guidance issued by federal, state, or local agencies and industry organizations. If the company is considered a high-risk business or not otherwise permitted to conduct in-person operations under the county's reopening status, it must continue to require all employees to stay home and work from home or cease operation.

Analysis: Actionable Requirements

If the facility engages in a non-essential high-risk business, it requires all employees to work from home.

If the facility conducts in-person operations during the COVID-19 emergency period, it implements safe practices in the workplace, such as providing sanitizing products.

If the facility conducts in-person operations during the COVID-19 emergency period, it ensures that all employees who may interact with the public wear face coverings.

If the facility conducts in-person operations during the COVID-19 emergency period, it ensures that all individuals on the premises, including its employees and any visitors, comply with the statewide mask mandate, such as by denying entry of individuals without face coverings.

What Has Changed? On 12 February 2021, Hawaii State Governor David Y. Ige issued the Eighteenth Supplementary Proclamation (Proclamation) to continue protecting the state from the 2019 novel coronavirus disease (COVID-19). The Proclamation extends the COVID-19 emergency period from 14 February 2021 to 13 April 2021. Accordingly, companies must continue to comply with county-specific reopening guidance, safe practices under the Proclamation, and any applicable industry-specific standards published at the county, state, and federal levels until 13 April 2021, unless further amended.

More Information For more information, see the Office of the Governor website for the [Eighteenth Supplementary Proclamation](#). Additional information on the current reopening status in Hawaii, including county-specific and industry-specific reopening guidelines, is available on the [Hawaii Recovery Navigator](#) website.

1.1.3 US - MAINE Facilities operating during the COVID-19 state of emergency must continue to comply with operating and prevention measures which have been extended through 18 March 2021

Abstract: Effective 17 February 2021, Governor Mills issued an executive order extending the COVID-19 state of emergency to 18 March 2021. Companies must continue to comply with all COVID-19 operational requirements until that date, unless the orders are rescinded, modified, or extended. The order will likely be extended again in a future executive proclamation.

Business Impact: If the company operates during the COVID-19 state of emergency, it must continue to comply with all applicable COVID-19 restrictions until 18 March 2021 unless they are extended, modified, or rescinded. Previously, the restrictions were set to expire on 17 February 2021.

Analysis: Actionable Requirements

If the facility operates during the COVID-19 state of emergency, it restricts the number of people on-site to no more than 50 people, unless it is a retail establishment.

If the facility operates a retail establishment, it restricts the number of people on-site to no more than 5 people per 1,000 square feet of shopping space.

If the facility operates during the COVID-19 state of emergency, it implements the applicable social distancing measures.

If the facility operates a food and beverage establishment during the COVID-19 state of emergency, it implements measures requiring customers to wear face coverings.

If the facility operates a retail facility with 50,000 square feet or more of shopping space, it implements measures requiring customers to wear face coverings.

What Has Changed? As of 17 February 2021, facilities operating during the COVID-19 state of emergency must continue to comply with the requirements listed above which have been extended through 18 March 2021 unless modified, extended, or rescinded. These requirements were previously set to expire on 17 February 2021.

Additional Information For more information, see the [Proclamation by Governor Mills](#) issued on 17 February 2021.

1.1.4 US - MASSACHUSETTS COVID-19 capacity limit returns to 40 percent as of 8 February 2021

Abstract: Effective 8 February 2021, companies that own or operate a restaurant, office space, retail businesses, or fitness center can now adhere to the 40 percent capacity limit. This capacity limitation will remain in effect until a subsequent order establishes a different capacity limit.

Business Impact: If the company owns or operates a restaurant, fitness center, or office space, it must adhere to the capacity limit of 40 percent.

Analysis: Actionable Requirements

If the facility is permitted to be open during Phase III, Step 1 of the COVID-19 reopening plan, it operates its physical workspace according to the Phase III, Step 1 restrictions, such as limited occupancy and sanitation requirements.

What has changed? Effective 25 January 2021, the capacity limit reduction of 25 percent for restaurants, office spaces, retail businesses, and fitness centers was set to expire on 8 February 2021. A subsequent order did not extend the 25 percent limit; therefore, these businesses can operate at the previous capacity limit of 40 percent as of 8 February 2021.

More Information The full text of [COVID-19 Order No. 62](#) can be found online.

1.1.5 US - MASSACHUSETTS Companies can move to Phase III, Step 2 of the reopening plan on 1 March 2021 and Phase IV, Step 1 on 22 March 2021

Abstract: Effective 1 March 2021, companies in Massachusetts can move to Phase III, Step 2 of the 4-phased reopening plan. Currently, Massachusetts is in Phase III, Step 1. Further, effective 22 March 2021, companies in Massachusetts can move into Phase IV, Step 1 of the reopening plan.

Business Impact: If the company is operating in Phase III, Step 2 of the reopening plan, it must comply with the increased capacity limit of 50 percent (excluding employees). If the company owns or operates a canteen or restaurant on-site, it will no longer have to follow a percent capacity limit, but it must continue to comply with 6-foot social distancing, limits of 6 people per table, and 90-minute limits. This phase is effective 1 March 2021. If the company is a Phase IV business, it can reopen on 22 March 2021.

Analysis: Actionable Requirements *Amended Requirements Effective from 1 March 2021 until 22 March 2021*

If the facility is a Phase IV business under the COVID-19 reopening plan, it closes its brick-and-mortar facility to workers, customers, and the public until authorized to open.

If the facility is permitted to be open during Phase III, Step 2 of the COVID-19 reopening plan, it operates its physical workspace according to the Phase III, Step 2 restrictions, such as limited occupancy and sanitation requirements.

If the facility owns or operates an office and is permitted to be open during Phase III, Step 2 of the COVID-19 reopening plan, it ensures employees wear masks at their place of work when they are not in their own workspace and are not alone.

If the facility owns or operates a fitness center and is permitted to be open during Phase III, Step 2 of the COVID-19 reopening plan, it ensures employees and patrons wear masks at all times in the fitness center.

If the facility owns or operates a restaurant or seated dining area, including canteens, and is permitted to be open during Phase III, Step 2 of the COVID-19 reopening plan, it ensures patrons wear masks at all times except when eating and drinking.

Amended Requirements Effective after 22 March 2021

If the facility is permitted to be open during Phase IV, Step 1 of the COVID-19 reopening plan, it operates its physical workspace according to the Phase IV, Step 1 restrictions, such as limited occupancy and sanitation requirements.

If the facility owns or operates an office and is permitted to be open during Phase IV, Step 1 of the COVID-19 reopening plan, it ensures employees wear masks at their place of work when they are not in their own workspace and are not alone.

If the facility owns or operates a fitness center and is permitted to be open during Phase IV, Step 1 of the COVID-19 reopening plan, it ensures employees and patrons wear masks at all times in the fitness center.

If the facility owns or operates a restaurant or seated dining area, including canteens, and is permitted to be open during Phase IV, Step 1 of the COVID-19 reopening plan, it ensures patrons wear masks at all times except when eating and drinking.

What has changed? *Phase III, Step 2* Under Phase III, Step 2 (effective 1 March 2021), the following changes have been: capacity limits across all sectors with capacity limits will be raised to 50 percent and exclude employees; and restaurants will no longer have a percent capacity limit, but must continue to comply with 6-foot social distancing, limits of 6 people per table, and 90-minute limits.

Under Phase III, Step 2, residents must continue to wear masks and are encouraged to avoid contact outside of their immediate households. *Phase IV, Step 1* Under Phase IV, Step 1, effective 22 March 2021, gathering limits for event venues and in public settings will increase to 100 people indoors and 150 people outdoors.

More Information The full [news release](#) announcing the new phases is available on the Governor's website.

1.1.6 US - NEW JERSEY Companies must continue complying with COVID-19 State of Emergency requirements until 19 March 2021

Abstract: On 17 February 2021, the Governor of New Jersey issued an executive order that extended the COVID-19 state of emergency to 19 March 2021. Effective 17 February 2021, companies must continue to comply with all COVID-19 operational requirements until 19 March 2021. This date may be extended or cut short by another executive order.

Business Impact: If the company operates during the COVID-19 state of emergency, then it must continue to comply with all applicable COVID-19 restrictions until 19 March 2021. This date may be extended or cut short by another executive order.

Analysis: Actionable Requirements

If the facility operates during the COVID-19 state of emergency, it permits employees to work from home whenever possible.

If the facility conducts in-person operations during the COVID-19 state of emergency, it complies with the minimum cleaning requirements in Executive Order 122.

If the facility owns or operates dining facilities, it complies with all applicable COVID-19 prevention requirements, including complying with physical distancing, sanitation, and facial covering requirements.

If the facility owns or operates retail facilities, it complies with all applicable COVID-19 prevention requirements, including occupancy limits, facial covering requirements, physical distancing requirements, and sanitation measures.

If the facility owns or operates fitness facilities during the COVID-19 state of emergency, it complies with all applicable COVID-19 prevention requirements, including occupancy limits, facial covering requirements, physical distancing requirements, and sanitation measures.

If the facility operates during the COVID-19 state of emergency, it requires that all attendees to an indoor gathering wear facial coverings.

If the facility operates during the COVID-19 state of emergency, it complies with the occupancy limit for all indoor gatherings.

If the facility operates during the COVID-19 state of emergency, it complies with the occupancy limit for all outdoor gatherings.

If the facility operates during the COVID-19 state of emergency, it ensures that all attendees to indoor gatherings maintain 6 feet of distance from each other and comply with other social distancing requirements.

If the facility operates during the COVID-19 state of emergency, it ensures that all physical items and equipment present at indoor gatherings are not shared between attendees unless the item is sanitized between use by different individuals.

If the facility operates during the COVID-19 state of emergency, it offers contactless options for pre-payment or donations for all indoor gatherings that require pre-payment or seek donations.

If the facility requires or permits its workforce to be physically present at a worksite, it complies with all applicable COVID-19 operational requirements, including social distancing, face mask, sanitization, health checking, and quarantine requirements.

What has changed? The requirements for operating during the COVID-19 state of emergency are now set to expire on 19 March 2021. Before this order, Executive Order 222: Extending the Public Health Emergency in New Jersey, the state's operational requirements were set to expire on 18 February 2021. The COVID-19 requirements may be extended or cut short by another executive order.

Additional Information For more information, see [Executive Order 222: Extending the Public Health Emergency in New Jersey](#).

1.1.7 US - NEW JERSEY Companies operating dining establishments and gyms must comply with a 35 percent occupancy limit, up from the previous 25 percent

Abstract: Effective 3 February 2021, companies that own or operate dining establishments or gyms must comply with a less stringent occupancy limit of 35 percent of the facility's maximum capacity instead of the previous 25 percent.

Business Impact: If the company owns or operates a dining or fitness facility, it should be aware that the occupancy limit set in light of the COVID-19 pandemic has increased from 25 percent of the facility's maximum capacity to 35 percent of the facility's maximum capacity.

Analysis: Actionable Requirements

If the facility owns or operates dining facilities, it complies with all applicable COVID-19 prevention requirements, including complying with physical distancing, sanitation, occupancy, and facial covering requirements.

If the facility owns or operates fitness facilities during the COVID-19 state of emergency, it complies with all applicable COVID-19 prevention requirements, including occupancy limits, facial covering requirements, physical distancing requirements, and sanitation measures.

What has changed? Effective 3 February 2021, the occupancy limit for fitness and dining facilities has increased from 25 percent of the facility's maximum capacity to 35 percent of the facility's maximum capacity.

Additional Information For more information, see [Executive Order 219: Raising Indoor Capacity Limits from 25 Percent to 35 Percent for Certain Businesses](#).

1.1.8 US - NEW MEXICO Companies must report employees' COVID-19 positive test results, in addition to the existing reporting and notification requirements

Abstract: Effective 26 January 2021, companies in New Mexico must continue to report when employees test positive for COVID-19 to the New Mexico Environment Department (NMED). On 26 January 2021, the NMED passed an amendment to codify the previous temporary emergency reporting requirement.

Business Impact: The New Mexico Environment Department's (NMED') adoption of the temporary COVID-19 reporting rule does not impose any new or additional requirement on the company. However, if the company learns of an employee's positive COVID-19 test, then it must continue to report to the New Mexico Environment Department (NMED) within 4 hours. The company must make this report via email, telephone, or facsimile number after learning of the positive test.

Analysis: Actionable Requirements

If the facility has an employee test positive for COVID-19, it notifies the New Mexico Environment Department (NMED) within 4 hours of learning of the positive test.

What Has Changed? On 26 January 2021, the New Mexico Environment Department (NMED) passed an amendment to make the previous temporary emergency COVID-19 reporting requirement a permanent amendment. Specifically, the amendment codifies the requirement for employers to report positive tests for COVID-19 to NMED. Accordingly, companies must continue to comply with the above-listed actionable requirement, effective 26 January 2021.

More Information Additional information on the emergency amendment is available [here](#).

1.1.9 US - NEW YORK Companies to continue complying with the existing social distancing measures, operating hour requirements, and cluster-based restrictions, as the state disaster emergency period is extended to 26 February 2021

Abstract: Companies that operate in New York State must note that the state disaster emergency declared for the outbreak of COVID-19 has been extended until 26 February 2021. Accordingly, companies must remain in compliance with all applicable COVID-19 related requirements imposed under Executive Orders and other regulations through 26 February 2021, unless otherwise amended.

Business Impact: The New York State Governor Andrew Cuomo's Executive Order (EO) Number 202.92 does not impose any additional requirements on the company. However, if the company conducts in-person operations in New York State, it must continue implementing all applicable COVID-19 prevention measures mandated under the Governor's Executive Orders. For example, if the company is located in COVID-19 hot spots, it must continue to follow the cluster-based mitigation measures enforced under EO No. 202.68. Further, the company must continue to comply with the COVID-19 Emergency Regulations provisions, such as face-coverings requirements and operating hour restrictions. The company must comply with any such COVID-19 related requirements until 26 February 2021, unless otherwise amended.

Analysis: Actionable Requirements

If the facility is located in COVID-19 hot spots, it complies with the applicable business operations restrictions under the state's cluster action initiative.

If the facility conducts in-person operations during the COVID-19 public health emergency, it ensures that employees

practice social distancing at the workplace.

If the facility conducts in-person operations during the COVID-19 public health emergency, it ensures that all employees who may interact with the public wear face-coverings and provides the face-coverings as necessary.

If the facility is not permitted to conduct in-person operations under the state's phased reopening plan, it requires all employees to work from home.

If the facility conducts in-person operations under the state's phased reopening plan, it develops a site-specific COVID-19 Reopening Safety Plan.

If the facility conducts in-person operations under the state's phased reopening plan, it reviews and implements all applicable preventive measures provided in the state's industry-specific reopening guidance.

If the facility conducts in-person operations under the state's phased reopening plan, it affirms business compliance to the state's industry-specific reopening guidance.

If the facility conducts in-person operations under the state's phased reopening plan, it conspicuously posts its COVID-19 Reopening Safety Plan.

If the facility has any individuals entering its premises, including the members of the public, it implements health screening practices, such as conducting temperature checks at entrances.

If the facility has any individuals entering its premises, including the members of the public, it ensures that they comply with the face-coverings requirement, such as by denying entry of individuals without face-coverings.

If the facility owns or operates food establishments, it complies with the reopening requirements, such as the maximum indoor occupancy limits.

If the facility owns or operates food establishments, it ensures that no food or beverage is served for on-premises consumption from 10 PM to 5 AM.

If the facility owns or operates food establishments, it ensures that its employees wear a face-covering at all times while at their place of work.

If the facility owns or operates any gym or fitness center, it complies with the reopening requirements, such as the maximum indoor occupancy limits.

If the facility owns or operates any gym or fitness center, it ceases operation from 10 PM to 5 AM.

What Has Changed? On 27 January 2021, the New York State Governor Andrew Cuomo issued Executive Order (EO) Number 202.92 as a continued effort to slow the spread of the 2019 novel coronavirus disease (COVID-19). EO No. 202.92 does not impose any new or additional requirements on companies. Instead, it requires companies to continue complying with the provisions enforced under previously issued executive orders and the COVID-19 emergency regulations.

Executive Order No. 202.92 The previously issued EO No. 202.87 declared the state disaster emergency for the outbreak of COVID-19 in New York State to last until 29 January 2021. EO No. 202.92 extends the state disaster emergency from 29 January to 26 February 2021. Accordingly, companies must continue to comply with the requirements imposed under other executive orders made during the state disaster emergency until 26 February 2021, unless further extended. Additionally, companies must ensure continued compliance with the COVID-19 Emergency Regulations at 10 NYCRR Subpart 66-3, which remains effective during the state disaster emergency period.

More Information For more information, see the Office of the Governor website for [EO No. 202.92](#). Additional information, including the most current COVID-19 status in New York State, is available on [DOH's website](#).

1.1.10 US - NEW YORK Companies to continue complying with the existing social distancing measures, cluster-based restrictions, and the less stringent operating hour requirements until 16 March 2021

Abstract: Companies that operate in New York State must remain in compliance with all applicable COVID-19 related requirements imposed under Executive Orders until 16 March 2021, unless otherwise amended. Further, companies that own or operate food-service establishments and gyms or fitness centers must cease all on-premises services from 11 PM to 5 AM, rather than 10 PM to 5 AM. The less stringent operating hour restrictions are now in effect until 16 March 2021, unless otherwise amended.

Business Impact: If the company conducts in-person operations in New York State, it must continue implementing all applicable COVID-19 prevention measures mandated under the Governor's Executive Orders. For example, if the company is located in COVID-19 hot spots, it must continue to follow the cluster-based mitigation measures enforced under EO No. 202.68. The company must comply with any such COVID-19 related requirements until 16 March 2021, unless otherwise amended. Further, if the company owns or operates any food-service establishment, such as a business cafeteria or onsite canteen, it must prohibit in-person dining from 11 PM to 5 AM. If the company owns or operates a gym or fitness center in its building, it must cease the operation from 11 PM to 5 AM. Previously, the company was required to close food-service establishments and gyms or fitness centers at 10 PM.

Analysis: Actionable Requirements The below requirements are extended and modified, as of 14 February 2021:

If the facility owns or operates food establishments, it ensures that no food or beverage is served for on-premises consumption from 11 PM to 5 AM.

If the facility owns or operates any gym or fitness center, it ceases operation from 11 PM to 5 AM.

The below requirements are extended without modifications:

If the facility is located in COVID-19 hot spots, it complies with the applicable business operations restrictions under the state's cluster action initiative.

If the facility conducts in-person operations during the COVID-19 public health emergency, it ensures that employees practice social distancing at the workplace.

If the facility conducts in-person operations during the COVID-19 public health emergency, it ensures that all employees who may interact with the public wear face-coverings and provides the face-coverings as necessary.

If the facility is not permitted to conduct in-person operations under the state's phased reopening plan, it requires all employees to work from home.

If the facility conducts in-person operations under the state's phased reopening plan, it develops a site-specific COVID-19 Reopening Safety Plan.

If the facility conducts in-person operations under the state's phased reopening plan, it reviews and implements all applicable preventive measures provided in the state's industry-specific reopening guidance.

If the facility conducts in-person operations under the state's phased reopening plan, it affirms business compliance to the state's industry-specific reopening guidance.

If the facility conducts in-person operations under the state's phased reopening plan, it conspicuously posts its COVID-19 Reopening Safety Plan.

If the facility has any individuals entering its premises, including the members of the public, it implements health screening practices, such as conducting temperature checks at entrances.

If the facility has any individuals entering its premises, including the members of the public, it ensures that they comply with the face-coverings requirement, such as by denying entry of individuals without face-coverings.

If the facility owns or operates food establishments, it complies with the reopening requirements, such as the maximum indoor occupancy limits.

If the facility owns or operates food establishments, it ensures that its employees wear a face-covering at all times while at their place of work.

If the facility owns or operates any gym or fitness center, it complies with the reopening requirements, such as the maximum indoor occupancy limits.

What Has Changed? On 14 February 2021, the New York State Governor Andrew Cuomo issued Executive Order (EO) Number 202.94 as a continued effort to slow the spread of the 2019 novel coronavirus disease (COVID-19). EO No. 202.94 requires companies to continue complying with the requirements imposed under other executive orders made during the state disaster emergency until 16 March 2021. Further, it amends the operating hour restrictions to allow food-service establishments and gyms or fitness centers to close operations at 11 PM, instead of 10 PM as previously required.

Executive Order No. 202.94 EO No. 202.94 relaxes the operating hour restrictions previously imposed under [EO No. 202.74](#), which required all food-service establishments and gyms or fitness centers in New York State to close 10 PM to 5 AM daily. Under EO No. 202.94, companies that own or operate food-service establishments and gyms or fitness centers must cease in-person service from 11 PM to 5 AM, effective until 16 March 2021.

More Information For more information, see the Office of the Governor website for [EO No. 202.94](#). Additional information, including the most current COVID-19 status in New York State, is available on [DOH's website](#).

1.1.11 US - NORTH CAROLINA Facilities operating during the COVID-19 state of emergency must continue to comply with Phase 3 reopening requirements, which have been extended through 28 February 2021

Abstract: As of 27 January 2021, all facilities operating in North Carolina during the COVID-19 state of emergency must continue to comply with the operational requirements issued as part of Executive Order No. 189, which extends existing requirements for the reduction and prevention of the spread of COVID-19. The COVID-19 state of emergency requirements are set to expire on 28 February 2021 unless they are modified, extended, or rescinded.

Business Impact: If the facility operates during the COVID-19 state of emergency, it must continue to comply with general and industry-specific prevention requirements. These requirements are set to expire on 28 February 2021 unless modified, extended, or rescinded.

Analysis: Actionable Requirements

If the facility operates a retail business with more than 15,000 square feet of interior space during the COVID-19 state of emergency, it has an employee at each entrance accessible to the public who enforces the applicable maximum occupancy and face-covering requirements.

If the facility operates during the COVID-19 state of emergency, it does not allow for indoor gatherings larger than 10 people who are not members of the same household.

If the facility operates a gym or other exercise facility during the COVID-19 state of emergency, it requires all employees and customers to wear face coverings when they are or may be within 6 feet of another person.

If the facility operates a food establishment, it requires all employees and customers to wear face coverings unless seated at a table.

If the facility is open to the public during the COVID-19 state of emergency, it complies with applicable Core Signage, Screening, and Sanitation Requirements.

If the facility requires employees to work outside of their homes during the COVID-19 state of emergency and has not already provided employees with face coverings, it makes good-faith efforts to provide at least a one-week supply of reusable face coverings or a daily supply of new disposable face coverings as soon as possible at their place of employment.

If the facility conducts manufacturing, construction, or other listed operations where social distancing is difficult, it requires all workers wear face coverings when they are or may be within 6 feet of another person, unless they are required to wear more protective respiratory protection.

If the facility operates a retail business during the COVID-19 state of emergency, it limits customers inside the store to 50 percent of its stated fire capacity, or if no such capacity is established, to no more than 12 customers for every 1,000 square feet of total square footage.

If the facility operates a retail business during the COVID-19 state of emergency, it complies with the applicable prevention measures, such as marking 6 feet of spacing for all customer lines.

If the facility operates a retail business during the COVID-19 state of emergency, it requires all employees and customers to wear face coverings when they are or may be within 6 feet of another person.

If the facility operates a gym or other exercise facility during the COVID-19 state of emergency, it limits the number of patrons to the applicable Emergency Maximum Occupancy.

If the facility operates a gym or other exercise facility during the COVID-19 state of emergency, it implements the applicable prevention measures, such as spacing out seating and equipment so that patrons can stay at least 6 feet apart.

If the facility operates a food establishment during the COVID-19 state of emergency, it limits customers inside the establishment to the applicable Emergency Maximum Occupancy.

If the facility operates a food establishment during the COVID-19 state of emergency, it implements the applicable prevention measures, such as increasing disinfection during peak times or high customer density times.

What Has Changed? The requirements listed above have been reissued and extended as part of Executive Order 189. These requirements are now set to expire on 28 February 2021 unless modified, extended, or repealed. Previously the requirements were set to expire on 29 January 2021.

Additional Information For more information, see the [27 January 2021 Executive Order](#) issued by Governor Cooper.

1.1.12 US - OKLAHOMA Companies must continue to comply with state of emergency COVID-19 orders, but restaurants are no longer required to close by 11:00 P.M. CST

Abstract: On 13 January 2021, Governor Kevin Stitt issued Ninth Amended Executive Order 2020-20, extending the State of Emergency related to COVID-19 that has been in place since 15 March 2020. This executive order does not add any new restrictions or requirements, but it does remove the requirement for food and beverage vendors to close by 11:00 P.M. CST. This executive order lasts until 12 February 2021 unless extended by further executive action.

Business Impact: This executive order extends already implemented requirements and does not impose any new requirements on the facility. If the facility decides to use FDA-approved tests for COVID-19, then it must continue to submit all test results to the Oklahoma State Department of Health. Additionally, the facility must continue to ensure the building capacity is limited to 50 percent of permitted occupancy.

Analysis: Actionable Requirements *Previously Existing Requirements*

If the facility uses an FDA-approved test for COVID-19, it submits both positive and negative test results to the Oklahoma State Department of Health (OSDH).

If the facility has food-service establishments, it ensures a minimum of 6 feet of separation between tables unless separated by properly sanitized glass or plexiglass.

The facility limits gatherings to 50 percent of the building's or area's permitted occupancy, except for food-service establishments.

Repealed Requirements

If the facility owns or operates food-service establishments, it closes the operation 11:00 P.M. CST.

What Has Changed? On 13 January 2021, Governor Kevin Stitt issued Ninth Amended Executive Order 2020-20, extending the State of Emergency related to COVID-19 that has been in place since 15 March 2020. This executive order both extends the previous requirements to 12 February 2021 and repeals 1 requirement, effective 13 January 2021. Specifically, the executive order repeals the requirement for food and beverage vendors to close by 11:00 P.M. CST.

More Information Additional information on the emergency amendment is available [here](#).

1.1.13 US - PENNSYLVANIA Companies must continue complying with COVID-19 State of Emergency requirements until 20 May 2021

Abstract: On 19 February 2021, the Governor of Pennsylvania issued an executive order that extended the COVID-19 state of emergency to 20 May 2021. Effective 19 February 2021, companies must continue to comply with all COVID-19 operational requirements until 20 May 2021. This date may be extended or cut short by another executive order.

Business Impact: If the company operates during the COVID-19 state of emergency, then it must continue to comply with all applicable COVID-19 restrictions until 20 May 2021. This date may be extended or cut short by another executive order.

Analysis: Actionable Requirements

If the facility owns or operates dining facilities, it complies with all applicable COVID-19 prevention requirements, including complying with physical distancing, sanitation, occupancy, and facial covering requirements.

If the facility operates during the COVID-19 state of emergency, it permits employees to work from home whenever possible.

If the facility owns or operates retail facilities, it complies with all applicable COVID-19 prevention requirements, including occupancy limits, facial covering requirements, physical distancing requirements, and sanitation measures.

If the facility conducts in-person operations during the COVID-19 state of emergency, it complies with all applicable cleaning requirements.

If the facility conducts in-person operations during the COVID-19 state of emergency, it complies with all applicable COVID-19 mitigation measures, including temperature screening and facial covering requirements.

If the facility owns or operates fitness facilities, it complies with all applicable COVID-19 prevention requirements, including complying with physical distancing, sanitation, occupancy, and facial covering requirements.

What has changed? The requirements for operating during the COVID-19 state of emergency are now set to expire on 20 May 2021. Before the 19 February 2021 Executive Order: Amendment to Proclamation of Disaster Emergency, the state's operational requirements were set to expire on 22 February 2021. The COVID-19 requirements may be extended or cut short by another executive order.

Additional Information For more information, see the [19 February 2021 Executive Order: Amendment to Proclamation of Disaster Emergency](#).

1.1.14 US - VERMONT Companies must continue complying with COVID-19 State of Emergency requirements until 15 March 2021

Abstract: Effective 15 February 2021, the Governor of Vermont issued an executive order that extended the COVID-19 state of emergency to 15 March 2021. Companies must continue to comply with all COVID-19 operational requirements until 15 March 2021. This date may be extended or cut short by another executive order.

Business Impact: If the company operates during the COVID-19 state of emergency, then it must continue to comply with all applicable COVID-19 restrictions until 15 March 2021. This date may be extended or cut short by another executive order.

Analysis: Actionable Requirements

If the facility operates during the COVID-19 state of emergency, it complies with all sanitation, social distancing, and occupancy requirements issued by the Vermont Agency of Commerce and Community Development (ACCD).

If the facility operates during the COVID-19 state of emergency, it (1) implements measures to notify all customers and clients that they must wear masks or cloth facial coverings and (2) denies entry or service to customers or clients who decline to wear mask or cloth facial coverings.

If the facility hosts nonessential activities, it maintains an easily accessible, legible log of all employees, customers, and guests on-site, including their contact information, and provides that information to the Vermont Department of Health on request.

What has changed? The requirements for operating during the COVID-19 state of emergency are now set to expire on 15 March 2021. Before this order, which is titled Addendum 11 to Amended and Restated Executive Order 01-20: Extension of State of Emergency Declared March 13, 2020, the state's operational requirements were set to expire on 15 February 2021.

Additional Information For more information, see [Addendum 11 to Amended and Restated Executive Order 01-20: Extension of State of Emergency Declared March 13, 2020](#).

1.1.15 US - VIRGINIA Governor Northam approves the adopted COVID-19 standard

Abstract: Effective 27 January 2021, companies must comply with permanent workplace safety requirements related to COVID-19. The permanent standard has not changed since the Department of Labor and Industry sent it to the Governor for approval. Governor approval set the official effective date of the standard.

Business Impact: The company must comply with the permanent standard that imposes new and amended requirements from the emergency version of the standard. For example, companies with very high, high, or medium risk hazards or job tasks that are required to develop and implement an infectious disease preparedness and response plan must consider situations where employees work during higher-risk activities involving potentially large numbers of people or enclosed work areas when determining the disease risk associated with the various hazards and job tasks.

Analysis: On 27 January 2021, Governor Northam approved the final Standard for Infectious Disease Prevention of the SARS-CoV-2 Virus that Causes COVID-19. The standard became effective immediately. The Virginia Department of Labor and Industry (DOLI) adopted the standard sent it to the Governor for approval on 13 January 2021. There were no changes between that standard and the one approved by the Governor.

More Information: The full text of the [standard](#) can be found online.

1.1.16 US - VIRGINIA Companies must continue to comply with more stringent COVID-19 restrictions until at least 28 February 2021

Abstract: Effective 27 January 2021, companies in Virginia will have to comply with the current COVID-19 restrictions until at least 28 February 2021.

Business Impact: Effective 27 January 2021, if the company owns or operates a food court, dining establishment, or onsite canteen, it must continue to shut the dining establishment down from 12 AM to 5 AM; however, take-out can be served during this time. If the company operates a fitness center or exercise facility, it can still open those facilities at 75 percent capacity.

Analysis: Actionable Requirements

If the facility is deemed a non-essential retail establishment, it ensures that all applicable physical-distancing requirements are met.

If the facility has a fitness center, gymnasium, recreation center, indoor sports facility, or an indoor exercise facility in its building, it limits all in-person access to no more than 75 percent the establishment's capacity.

The facility implements telework procedures or adheres to social distancing protocols.

If the facility owns or operates a food court or dining establishment on-site, it closes those establishments between the hours of 12 AM and 5 AM.

What has changed? The above-listed requirements have not changed; however, under Amended Executive Order Number 72 (Amended Order 72), the requirements have been extended until at least 28 February 2021.

More Information The full text of [Amended Order 72](#) is available online.

1.2 Europe

1.2.1 EUROPEAN UNION EU-OSHA issues updated EU guidance on adapting workplaces and protecting workers in time of COVID-19

Abstract: Since 28 January 2021, employers can consult the revision of the Occupational Health and Safety (OSH) EU guidance on adapting workplaces and protecting workers in time of COVID-19 released by the European Agency for Safety and Health at Work (EU-OSHA).

Business Impact: If interested, the company can review the updated version of the Occupational Health and Safety (OSH) EU guidance on adapting workplaces and protecting workers in time of COVID-19 that has been published by the European Agency for Safety and Health at Work (EU-OSHA). The company should note, however, that the updated guidelines do not establish any direct obligations but provide recommendations on how to adapt work to the new situation, as well examples of measures that the company can implement to ensure a safe and healthy working environment during the COVID-19 pandemic.

Analysis: On 28 January 2021, the European Agency for Safety and Health at Work (EU-OSHA) published an [update of the Occupational Safety and Health \(OSH\) EU guidance on adapting workplaces and protecting workers in time of COVID-19](#).

Nature and objective of the updated guidance Companies should note that the revised EU guidelines are non-binding. Instead, they offer advice on how to adapt work to the new situation and provide examples of measures that employers can implement to ensure a safe and healthy working environment during the COVID-19 pandemic. In particular, the updated guidelines review the sector-specific guidance related to COVID-19 as well as the national compilations, in order to include additional resource documents available from several EU countries targeting different industries and jobs.

Key recommendations for employers As before, the revised version of the EU guidelines provides recommendations on the following topics: [Risk assessment and appropriate measures](#). The guidance advises employers to update the risk assessment (to identify the new risks arising from the COVID-19 situation and containment measures, including those affecting mental health) and develop an action plan with appropriate measures, for instance, to: eliminate or minimise workers exposure to COVID-19 (by reducing physical contact between workers, providing soap, water and sanitisers at convenient places, ensuring good ventilation, implement teleworking or flexible working policies, provide personal protective equipment (PPE), among others); resume work after a period of closure (for example, by adapting the layout of the workplace and resuming work in stages to reduce COVID-19 transmission); cope with a high rate of absence (by cross-training workers to perform key tasks to ensure business continuity if essential workers are absent); and manage employees working from home (by providing workers with appropriate IT equipment and ensuring effective communication).

Workers' participation in OSH management The guidelines also recommend employers consult workers and their representatives when planning any changes, assessing the risks, and developing preventive measures.

Workers who have been infected with COVID-19 Employers are advised to consult with occupational health services the manner and timing of the return of employees who have been ill to work, as well as adapt their work, given that they may suffer from muscle weakness, problems with memory and concentration, or even stigma and discrimination at the workplace.

Crisis contingency plans In addition, the guidelines advises employers to develop crisis contingency plans should any shutdown and start-up events occur in the future.

Reliable information Finally, the EU guidance recommends companies to use official sources of information to stay up to date, such as the World Health Organisation, the European Commission, or the European Centre for Disease Prevention and Control.

1.2.2 **FRANCE** Workers are allowed to eat elsewhere on work premises when COVID-19 social distancing is not possible in catering areas

Abstract: From 15 January 2021 to 1 December 2021, all companies can set up temporary rest and catering areas on work premises when the permanent catering rooms or areas do not allow for compliance with social distancing rules in place due to COVID-19, as long as hazardous substances or mixtures are not used or stored in these areas. The temporary rest and catering areas must follow the applicable rules in terms of equipment to be provided in companies with at least 50 employees (such as tables seats and drinking water). Exceptionally, companies with less than 50 employees do not have to declare the temporary rest areas to the occupational physician and the labour inspectorate

Business Impact: The company must continue to provide an area for workers to eat that is not assigned to work. If COVID-19 social distancing is not possible in the catering area, the company must provide 1 or more temporary catering areas. If a temporary rest and catering area is necessary, the company must ensure that no hazardous chemicals are used or stored within those premises. The company employing more than 50 workers must provide all the necessary equipment (such as enough chairs and tables, refrigeration of food and drink and installation for reheating food). If the company employs less than 50 workers and has set up a temporary rest and catering area, it does not need to make a declaration to the occupational physician and the labour inspectorate.

Analysis: Actionable requirements (modified) The company provides an appropriate lunch space for its employees. (new) If the catering area does not allow compliance with social distancing rules, the employer provides 1 or more other locations within the work premises where employees can have a break and eat. (new) If the company provides 1 or more other locations within the work premises where employees can have a break and eat, it complies with the general equipment required (such as enough chairs and tables, refrigeration of food and drink and installation for reheating food) and does not allow hazardous chemicals to be used or stored within these premises.

What has changed? The scope of the first requirement is modified by [Decree n° 2021-156 of 13 February 2021 on the temporary adjustment of the provisions of the labour code relating to catering premises](#) (the Decree). The Decree also introduces brand new requirements that are exemptions to the first one. [Art. R. 4228-19 of the Labour Code](#) prohibits employers from letting workers eat their meals on premises assigned to work. An exemption exists under [Art. R. 4228-23 of the Labour Code](#) according to which companies with less than 50 employees are allowed to let their employees eat on work premises after a declaration to the labour inspector (*inspecteur du travail*) and the occupational physician (*médecin du travail*), as long as no hazardous substances or mixtures are stored in these premises. Pursuant to the Decree, a new exemption is made to these provisions when social distancing is not possible within the designated catering area. When social distancing is not possible in the catering room (in companies with at least 50 workers), or in the rest areas (in companies with less than 50 workers), the employer must set up another area for workers to take breaks in. This area can

be on premises assigned to work, as long as no hazardous substances or mixtures are being used and stored within the temporary catering areas. In companies with at least 50 workers, the temporary catering and rest area must be equipped with drinking water, seats, tables, refrigeration means and an installation to warm up meals, pursuant to [Art. R. 4228-22 of the Labour Code](#). Whereas in companies with less than 50 workers such equipment is not required. Such companies are also not required to declare the changes to their catering areas to the occupational physician and the labour inspector. The provisions from the Decree remain valid for 6 months after the end of the state of emergency. The [Law^o 2021-160 of 15 February 2021 extending the state of health emergency \(1\)](#) extends the state of health emergency until 1 June 2021. Currently, the requirement applies until 1 December 2021 unless the state of health emergency is extended.

1.2.3 GREECE From 6 February to 15 February 2021 companies must follow the preventive and protective measures against the Covid-19 spread applicable to the Regional Unit in which they operate

Abstract: Effective from 6 February to 15 February 2021, companies must continue to follow the lockdown measures imposed in order to curb the spread of Covid-19 in Greece, including, among others, providing certificates to commuting employees in order to justify their movement. Movement outside the regional units or outside the Attica region continues to be prohibited, with the exception of, amid others, commuting to work. Lockdown time period is different, however, depending on the level of epidemiological burden of each Regional Unit. This follows from Ministerial Decision Δ1α/ΓΠ.οικ.: 8378/2021, which was adopted on 5 February 2021.

Business Impact: If the company operates in Greece, it must continue to ensure that the lockdown measures imposed on the Regional Unit it operates, are respected from 6 February to 15 February 2021. These measures continue to include obligatory teleworking to the extent possible, obligatory protection of high-risk employees and a restriction on the amount of persons allowed in meetings. Moreover, if the employees must commute from their home to the workplace, the company must continue to issue a certificate from the Information System "ERGANI", before their commute begins.

Analysis: Actionable requirements Following the adoption of Ministerial Decision Δ1α/ΓΠ.οικ.: 8378/2021, there are no new requirements introduced.

What has changed? On 5 February 2021, Ministerial Decision Δ1α/ΓΠ.οικ.: 8378/2021 was adopted to replace Ministerial Decision Δ1α/ΓΠ.οικ.: [6877/2021](#). Only the deadline for the implementation of the existing requirements, such as the obligatory teleworking, or the provision of a certificate for the movement of the employees, has been extended to 15 February 2021. Ministerial Decision Δ1α/ΓΠ.οικ.: 8378/2021 does not impose additional obligations on companies. However, it now introduces 4 epidemiological risk levels, which have the following titles: surveillance ("επιτήρησης"), increased risk ("αυξημένου κινδύνου") very increased risk, ("πολύ αυξημένου κινδύνου") and metropolitan areas ("μητροπολιτικών περιοχών"). The metropolitan areas level includes Attica Region ("Περιφέρεια Αττικής"), the Regional Unit ("Περιφερειακή Ενότητα") of Thessaloniki and the Regional Unit of Halkidiki. The very increased risk level includes, for example, the municipality of Patra, Mykonos, and others. Companies operating in either of these levels have to respect the abovementioned horizontal measures. However, in the surveillance level, and from the metropolitan areas level, in the Attica Region and Regional Unit of Thessaloniki, particularly from Monday to Friday, lockdown applies from **5.00-21.00**. Companies operating in the increased risk and very increased risk level areas, in the Regional Unit of Halkidiki, and, particularly for the weekend, in the Attica Region and in the Regional Unit of Thessaloniki, must respect the lockdown from **5.00-18.00**. Moreover, retail has different applicable measures in each level of epidemiological burden. The retail of watches and jewellery in specific shops, with the exception of e-shop, is suspended in the very increased risk level areas.

Additional Information Ministerial Decision Δ1α/ΓΠ.οικ.: 8378/2021 "Urgent measures of public health protection against the Covid-19 spread in Greece from Saturday 6 February 2021 to Monday 15 February 2021" takes into account the need

for differentiating the applicable protective measures depending on the epidemiological burden of the Regional Units ("Περιφερειακών Ενοτήτων") in Greece and it is available [online](#) in Greek.

1.2.4 GREECE Companies must continue to respect the total lockdown measures from 30 January 2021 to 8 February 2021 to prevent further spread of Covid-19

Abstract: Effective from 30 January 2021 to 8 February 2021, companies must continue to follow the total lockdown measures imposed in order to curb the spread of Covid-19 in Greece, including, among others, providing certificates to commuting employees in order to justify their movement. Movement outside the regional units or outside the Attica region continues to be prohibited, with the exception of, among others, commuting to work. This follows from Ministerial Decision Δ1α/ΓΠ.οικ.: 6877/2021, which was adopted on 29 January 2021.

Business Impact: If the company operates in Greece, it must continue to ensure that the total lockdown measures are respected from 30 January 2021 to 8 February 2021. These measures continue to include obligatory teleworking to the extent possible, closure of company canteens and a restriction on the amount of persons allowed in meetings. Moreover, if the employees must commute from their home to the workplace, the company must issue a certificate from the Information System "ERGANI", before their commute begins.

Analysis: Actionable requirements Following the adoption of Ministerial Decision Δ1α/ΓΠ.οικ.: 6877/2021, the company must continue to ensure that:

obligatory teleworking is implemented at the maximum possible rate of employees, as long as it is in line with the nature of the employees' duties, regardless of the presence of any vulnerable group (existing);

employees are provided with a certificate for their movement, if they have to commute to work (existing);

meetings are organised with only 7 participants and with the observance of 1,5 meters between the participants (existing);

only 2 people in addition to the driver are seated in private vehicles with the obligation of wearing masks. The operation of passenger service vehicles used for the commuting of staff to and from work is allowed only with the presentation of the employer's certificate and the relevant movement document, from which the vehicle route is derived, and provided that the maximum number of people is not more than 50% of the available passenger seats (existing); and the operation of onsite canteens is suspended and take away is only allowed in accordance with the restrictive list of reasons (existing).

What has changed? On 29 January 2021, Ministerial Decision Δ1α/ΓΠ.οικ.: 6877/2021 was adopted to replace Ministerial Decision 4992/2021. Ministerial Decision Δ1α/ΓΠ.οικ.: 6877/2021 does not impose additional obligations on companies. However, it re-introduces the Map of Health and Safety Protection against Covid-19 spread ("Χάρτης Υγειονομικής Ασφάλειας και Προστασίας από τη λοίμωξη covid-19") with 2 epidemiological risk levels: red, which signifies increased risk ("επίπεδο αυξημένου κινδύνου") and yellow, which signifies surveillance ("επίπεδο επιτήρησης"). The increased risk level includes, for example, Attica Region ("Περιφέρεια Αττικής"), the Regional Unit of Halkidiki ("Περιφερειακή Ενότητα"), the municipality of Patra and others. Companies operating in either of these levels have to respect the abovementioned horizontal measures. However, in the increased risk level areas, lockdown applies from **5.00-18.00**, whereas in the surveillance level areas, lockdown continues to apply from 5.00-21.00. **Attica Region**, as a metropolitan city, although falling with the increased risk level, continues to respect the lockdown from 5.00-21.00. The different levels finally serve different measures regarding retail obligations.

Additional Information Ministerial Decision Δ1α/ΓΠ.οικ.: 6877/2021 "Urgent measures of public health protection against the further spread of Covid-19 in Greece from Saturday 30 January 2021 to Monday 8 February 2021" is available [online](#) in Greek.

1.2.5 GREECE From 11 February to 1 March 2021 companies must continue to respect the preventive and protective measures against the Covid-19 spread applicable to the Regional Unit in which they operate

Abstract: Effective from 11 February to 1 March 2021, companies must continue to follow the lockdown measures imposed in order to curb the spread of Covid-19 in Greece, including, among others, providing certificates to commuting employees in order to justify their movement. Lockdown time period is different, however, depending on the level of epidemiological burden of each Regional Unit. In Attica Region, lockdown continues to be from 18.00-5.00 on the weekend, and from 21.00-5.00 on the week days. This follows from Ministerial Decision Δ1α/ΓΠ.οικ.: 9147/2021, which was adopted on 10 February 2021.

Business Impact: If the company operates in Greece, it must continue to ensure that the lockdown measures imposed on the Regional Unit it operates, are respected from 11 February to 1 March 2021. These measures continue to include obligatory teleworking to the extent possible, obligatory protection of high-risk employees and a restriction on the amount of persons allowed in meetings. From 15 February 2021, the company is also not allowed to issue documents for the commuting of employees, who are teleworking or their work contract has been suspended.

Analysis: Actionable requirements From 15 February 2021, companies must not issue documents for the commuting of employees ("βεβαίωση κίνησης"), who do not have a physical presence at the workspace, either because they are teleworking or their work contract has been suspended.

What has changed? On 10 February 2021, Ministerial Decision Δ1α/ΓΠ.οικ.: 91478/2021 was adopted to replace Ministerial Decision Δ1α/ΓΠ.οικ.: [8378/2021](#). The deadline for the implementation of the existing requirements, such as the obligatory teleworking, or the provision of a certificate for the movement of the employees, has been extended to 1 March 2021. Moreover, Attica Region was moved from the "metropolitan areas" level to the "very increased risk" level. This has implications on the retail activities, which are now suspended to reduce the further spread of Covid-19. It now also provides that documents for the commuting of employees ("βεβαίωση κίνησης") must not be granted to employees, who are teleworking or their work contract has been suspended. Documents for the commuting of those employees, which are already issued, cease to apply as of Monday 15 February 2021.

Additional Information Ministerial Decision Δ1α/ΓΠ.οικ.: 9147/2021 "Urgent measures of public health protection against the Covid-19 spread in Greece from Thursday 11 February 2021 to Monday 1 March 2021" is available [online](#) in Greek.

1.2.6 HUNGARY Companies must continue to implement specific protective measures due to the prolonged COVID-19 pandemic

Abstract: Between 12 January 2021 and 1 March 2021, all companies must continue to implement the established protective measures to reduce and prevent the spread of the COVID-19 infection that were required until 11 January 2021. In this context, companies having employees who work, go to work, or go home from work between 8 p.m. and 5

a.m. must provide the employees with a declaration certifying that they cannot stay at their places of residence during the curfew due to work. Companies must not organize or hold any event or assembly during this period. Companies must also continue to ensure that employees wear face masks at the companies' premises, where more than 5 persons are regularly present at the same time, among others.

Business Impact: If the company has employees at the workplace, it must continue to implement the protective measures established due to the COVID-19 pandemic until 1 March 2021. These protective measures include, for example, that the company must ensure that employees and third persons wear face masks in company premises where customers are received for administering matters and where more than 5 people are typically present. Furthermore, if the company has employees who work, go to work, or go home from work during the curfew between 8 p.m. and 5 a.m., it must provide such employees with a declaration certifying that they cannot stay at their residence due to work under the curfew extended until 1 March 2021. The company must not organize or hold any event or assembly, for example, a carnival party, until the extended period of validity of 1 March 2021. If the company organizes an event or an assembly during the restriction period, it could be fined 100,000 to 1,000,000 Hungarian Forints.

Analysis: Actionable requirements

If the company has employees who work, go to work, or go home from work between 8 p.m. and 5 a.m. during the regulated period between 11 November 2020 and 1 March 2021, the company provides such employees with a declaration certifying that the employees cannot stay at their places of residence during the curfew due to work. (modified)

The company does not organize or hold any event or assembly during the period of restriction between 11 November 2020 and 1 March 2021 due to COVID-19. (modified)

If the company has any premises, where clients are received for administering matters and where more than 5 persons are regularly present at the same time, it ensures that all employees and clients wear face masks during the regulated period between 11 November 2020 and 1 March 2021. (modified)

What has changed? [Government Decree 28/2021. \(I.29.\) amending Government Decree 484/2020. \(XI. 10.\) on the second phase of protective measures applicable during the period of state of emergency and other government decrees](#) extends the period of validity of certain requirements for companies in order to reduce and prevent the spread of the COVID-19 infection due to the prolonged pandemic. Thus, companies must continue to implement the protective measures specified by [Government Decree 484/2020. \(XI. 10.\) on the second phase of protective measures applicable during the period of state of emergency](#) until 1 March 2021. These requirements were initially established for the period between 11 November 2020 and 11 January 2021. The Hungarian Government can further extend the period of the restrictions.

Additional information As stated by Government Decree 484/2020 and as extended by Government Decree 28/2021, companies must continue to meet the following requirements until 1 March 2021: - Employees and all people must wear face masks so that it covers the nose and the mouth within any premises of the companies where customers are received for administering matters and where more than 5 persons, including persons employed there, are regularly present at the same time. Companies may introduce additional internal requirements for using face masks within their premises; - In Hungary, the curfew is extended by Government Decree 28/2021 until 1 March 2021, which means that employees must stay at home, or at their accommodation between 8 p.m. and 5 a.m., except if they perform their work, go to work, or go home from work during that time. In this case, companies must continue to provide their employees with a declaration certifying that the employees cannot stay at their residence under the curfew due to work. A template of the deed required for proving the work under curfew is available at <https://koronavirus.gov.hu/cikkek/kijarasi-tilalom-alatti-munkavegzesrol-szolo-igazolas-letoltheto-igazolas-minta>; - Companies must not organize or hold any event or assembly, including, for example, a conference or a carnival party during the period extended until 1 March 2021. If the company organizes an event or assembly during the restriction period, it could be fined 100,000 to 1,000,000 Hungarian Forints; and - Although staying in a catering facility is forbidden throughout Hungary until the extended deadline of 1 March 2021

except for the period required to pick up and deliver food for take-away, this restriction does not apply to workplace restaurants and cafeterias that can be open during the regulated period.

1.2.7 IRELAND Companies operating in Ireland must continue to comply with premises closure requirements and event prohibitions until 5 March 2021 in order to prevent COVID-19

Abstract: Companies operating in Ireland must continue to comply with premises closure requirements and event prohibitions until 5 March 2021 to prevent the spread of COVID-19. Exceptions will continue to apply to businesses that operate essential services or essential retail outlets, which include certain manufacturing services, administrative support services, information and communication services and storage services, among others.

Business Impact: Until 5 March 2021, if the company operates a premises in Ireland it must continue to comply with the restrictive measures set out under the Health Act 1947 (Section 31A - Temporary Restrictions) (Covid-19) (No. 10) Regulations 2020 to prevent the spread of COVID-19. This means that: -the company must not organise or cause events held for social, recreational, exercise, cultural, entertainment or community reasons to be organised; -if the company operates a premises that is a non-essential service or non-essential retail outlet it must continue to prevent members of the public or workers from accessing the premises where the business or service is carried out; or -if the company operates a premises that is an essential service or essential retail outlet, it must only permit workers to access the premises where that access is necessary for the provision of the service or retail outlet; and -must only permit members of the public to access the premises where the access is to the part of the premises that is operating solely as an essential retail outlet or essential service. Examples of essential services include, among other things: -certain manufacturing services, such as for chemicals, chemical products, electronics and food/beverage processing; -services necessary to support essential services, including industrial cleaning activities; and -essential health and safety training that cannot be done remotely. Essential retail outlets include staff canteens operating for the exclusive use of persons working in, or at, a particular premises.

Analysis: Actionable requirements The following requirements are not new, however, their application has recently been extended and they will continue in force until 5 March 2021.

If the company operates a business in Ireland, it does not organise or cause a relevant event to be organised.

If the company is a premises controller, occupier, manager, or any other person in charge of a premises, it does not allow members of the public or workers to access the premises where a business or service is carried out.

If the company is the premises controller, occupier, manager, or any other person in charge of a premises that is an essential service or essential retail outlet, it only permits workers to access the premises where that access is necessary for the provision of the service or retail outlet.

If the company is the premises controller, occupier, manager, or any other person in charge of a premises that is an essential service or essential retail outlet, it permits members of the public to access the premises only where the access is to the part of the premises that is operating solely as an essential retail outlet or essential service.

What has changed? On 29 January 2021, the Irish Minister for Health signed the [Health Act 1947 \(Section 31A - Temporary Restrictions\) \(Covid-19\) \(No. 10\) \(Amendment\) \(No. 2\) Regulations 2021](#) into law. This had the effect of continuing the provisions of the Health Act 1947 (Section 31A - Temporary Restrictions) (Covid-19) (No. 10) Regulations 2020 (the Principal Regulations) in force until 5 March 2021. These provisions, which are aimed at preventing the spread of COVID-19 and implementing restrictive measures under [Level 5](#) of Ireland's Framework for Restrictive Measures, first entered into force on 31 December 2020. Companies that operate businesses in Ireland must continue to: -refrain from organising relevant events (meaning events organised for social, recreational, exercise, cultural, entertainment or community reasons); and -ensure that workers and/or members of the public do not access the premises where the

business or service is carried out. Exceptions remain in force for businesses that are essential services and essential retail outlets. These companies can: -permit access to their premises by workers where it is necessary for the provision of the essential service/retail outlet; and -permit access by members of the public where that access is limited to the part of the premises operating the essential service/retail outlet.

Additional information *Essential retail outlets* Essential retail outlets include: -outlets selling food or beverages insofar as they are sold on a takeaway basis; and -staff canteens operating for the exclusive use of persons working in, or at, a particular premises. *Essential services* Essential services include a number of categories of services. These include, among others, certain services related to: -manufacturing (including the manufacture of chemicals, chemical products and electronic products); -construction and development projects (where necessary to support supply chains of certain essential services such as manufacturing services and data centres); -transport, storage and communications (including warehousing and support activities for the transportation of goods); -information and communications (including the provision of data centres); and -administrative and support activities (such as payroll and payment services necessary for the operation of undertakings and website hosting). They also include, where such services are necessary to support any other essential service, the cleaning of buildings and industrial cleaning activities. Essential health and safety training (that cannot be done remotely) is also regarded as an essential service.

1.2.8 **POLAND** Companies employing workers who need to hold specific certificates to carry out their work, such as hot works, can benefit from extended deadlines for renewing such certificates

Abstract: As of 26 January 2021, companies that employ workers who need to have specialistic qualifications in order to perform certain duties, such as welding, fusing, soldering or works related to radiation protection, can benefit from the extended validity of such qualifications. This follows from the relief scheme and extension of administrative deadlines provided by Act of 21 January 2021 amending the act on specific solutions related to preventing and combating COVID-19, other infectious diseases and crisis situations caused by them, and other acts.

Business Impact: If the company employs workers to carry out, among others, hot works, soldering works or radiation protection, it can benefit from the extended deadlines for the renewal of certificates that such employees are required to hold. For example, welders and welding operators that work with plastic, that expired as of 1 March 2020 remain valid for additional 180 calendar days after the state of the epidemic or the state of emergency has been terminated.

Analysis: Actionable requirements The facility ensures that the personnel performing works on installations, devices and networks is qualified. (requirement unchanged)

If the facility employs inspectors of radiological protection or employees performing duties of particular importance for providing nuclear and radiation safety, it ensures that they obtained the necessary qualifications. (requirement unchanged)

If the facility employs workers performing welding, fusing, soldering and plastic working and heat treatment in the course of manufacturing, repair, operation, maintenance and modernization of technical equipment, among others, it ensures that they obtained the necessary qualifications. (requirement unchanged)

If the facility employs welders and welding operators that work with plastic, it ensures that they obtained the necessary qualifications. (requirement unchanged)

What has changed? The requirements mentioned above remain unchanged. However, [Act of 21 January 2021 amending the act on specific solutions related to preventing and combating COVID-19, other infectious diseases and crisis situations caused by them, and other acts](#), extends the deadlines for the renewal of professional certificates (*świadcetwa*

kwalitycyjne) proving the necessary qualifications and required for performing certain works, such as welding, soldering or radiation protection. Specifically, under Act of 21 January 2021, employees performing the following duties have more time to extend the validity of their qualifications: 1) radiation protection officers (*inspektorzy ochrony radiologicznej*) referred to in art. 7(3) and 7(5) of [the Nuclear Act of 29 November 2000](#), that, for instance, provide internal supervision at facilities operating X-ray machines. If their certificates expire during the state of the epidemic (*stan zagrożenia epidemicznego lub epidemii*) or 30 calendar days after its termination, they are valid for 18 additional months; 2) employees performing duties of particular importance for providing nuclear and radiation safety (*pracownicy na stanowiskach mających istotne znaczenie dla zapewnienia bezpieczeństwa jądrowego i ochrony radiologicznej*), such as managers of facilities disposing of radioactive waste. If their certificates expire during the state of the epidemic or 30 calendar days after its termination, they are valid for 18 additional months; 3) employees performing work on installations, devices and networks, such as electrothermal devices or gas turbines, referred to in the art. 54(1) of [the Act on Energy 10 April 1997](#). If their certificate expired as of 1 March 2020, they are valid for additional 180 calendar days after the state of the epidemic or the state of emergency (*stan nadzwyczajny*) has been terminated; 4) employees performing welding, fusing, soldering and plastic working and heat treatment in the course of manufacturing, repair, operation, maintenance and modernization of technical equipment and the production of elements used in production, repair or modernization of these devices, referred to in the article 22(2) and 22(3) of the [Act of 21 December 2000 on technical supervision](#). If their certificates expired as of 1 March 2020, they are valid for additional 180 calendar days after the state of the epidemic has been terminated; and 5) welders and welding operators that work with plastic. If their certificates expired as of 1 March 2020, they are valid for additional 180 calendar days after the state of the epidemic has been terminated. In addition, it is possible to extend the qualifications of employees performing work on installations, devices and networks during the state of the epidemic or the state of emergency remotely, provided that it is possible to identify the employee and secure against the intervention of third persons in the examination.

Additional information The state of the epidemic has been introduced by [the Ordinance of the Council of Ministers of 21 December 2020 on establishing certain limitations, requirements and prohibitions with regards to the outbreak of the epidemic](#), which remains in force until 14 February 2021, unless further extended. The detailed list of installations, networks and devices which require having relevant certification has been prescribed in Annex 1 to [the Ordinance of 28 April 2003 on Certification of Persons Carrying out Maintenance of Equipment, Installations and Grids](#).

1.2.9 POLAND Companies in Poland face prolonged restrictions combating the spread of COVID-19 until 14 February 2021

Abstract: Until 14 February, companies operating in Poland must continue to comply with previously established requirements that aim to prevent the spread of COVID-19. Among others, the measures include providing workers, irrespective of the basis of their employment, with disposable gloves and hand sanitisers. This follows from the adoption of the Ordinances of the Council of Ministers of 29 January 2021.

Business Impact: The company must continue to comply with all the measures previously introduced in order to curb the spread of the coronavirus (COVID-19) until 14 February 2021, including an obligation for companies to provide workers, irrespective of the basis of their employment, with disposable gloves and hand sanitisers. If the company fails to meet the requirement, it can be subject to a fine of PLN 5 000 to 30 000 (approximately EUR 1 100- EUR 6 800).

Analysis: If the facility has workers present on site, it provides workers, irrespective of the basis of their employment, with disposable gloves and hand sanitisers. (requirement unchanged)
If the facility has a gym onsite, it ensures it is closed until further notice (COVID-19). (requirement unchanged)
The facility ensures workers who drive in the same car, cover their mouths and noses, for instance with a face mask (COVID-19). (requirement unchanged)

If the facility has workers present onsite, until further notice, it ensures that the workers keep a distance of at least 1.5 meters between their workplaces (COVID-19). (requirement unchanged)

If the facility operates a canteen, it ensures that the canteen is opened only for the preparation of food and is only serving food to go (COVID-19). (requirement unchanged)

What has changed? The above requirements are not new and apply to all facilities operating in Poland. However, with the adoption of the [Ordinance of the Council of Ministers of 29 January 2021 on establishing certain limitations, requirements and prohibitions with regards to the outbreak of the epidemic](#) (the "new Ordinance"), measures introduced in order to curb the spread of the coronavirus (COVID-19) have been extended until 14 February 2021. The new Ordinance amends [Ordinance of the Council of Ministers of 21 December 2020 on establishing certain limitations, requirements and prohibitions with regards to the outbreak of the epidemic](#).

Additional information The following additional information is not new and continues to apply together with the requirements.

Masks requirements

Workers must cover their noses and mouths. It is possible to use clothing or parts of it, a visor or a protective helmet as a substitute for the mask.

The requirement that obliges workers that drive in the same car to cover their mouths and noses, does not apply to drivers on the same driving crew. The new Ordinance does not provide a definition of a driving crew.

Closure of canteens

The new Ordinance prohibits to consume food in the canteen.

Distance between workstations

Facilities are obliged to ensure that workers keep a distance of at least 1.5 meters between their workplaces unless this is impossible due to the nature of the activities carried out in the facility, and this facility provides personal protective equipment against the spread of infectious diseases. The new Ordinance does not provide further guidelines on the meaning of 'nature of the activities'.

Fines

Facilities that fail to meet the requirements can be subject to a fine of PLN 5 000 to 30 000 (approximately EUR 1 100- EUR 6 800).

1.2.10 POLAND Companies in Poland face prolonged restrictions combating the spread of COVID-19 until 28 February 2021

Abstract: Until 28 February, companies operating in Poland must continue to comply with previously established requirements that aim to prevent the spread of COVID-19. Among others, the measures include providing workers, irrespective of the basis of their employment, with disposable gloves and hand sanitisers. This follows from the adoption of the Ordinances of the Council of Ministers of 11 February 2021.

Business Impact: The company must continue to comply with all the measures previously introduced in order to curb the spread of the coronavirus (COVID-19) until 28 February 2021, including an obligation for companies to provide workers, irrespective of the basis of their employment, with disposable gloves and hand sanitisers. If the company fails to meet the requirement, it can be subject to a fine of PLN 5 000 to 30 000 (approximately EUR 1 100- EUR 6 800).

Analysis: If the facility has workers present on site, it provides workers, irrespective of the basis of their employment, with disposable gloves and hand sanitisers. (requirement unchanged)

If the facility has a gym onsite, it ensures it is closed until further notice (COVID-19). (requirement unchanged)

The facility ensures workers who drive in the same car, cover their mouths and noses, for instance with a face mask (COVID-19). (requirement unchanged)

If the facility has workers present onsite, until further notice, it ensures that the workers keep a distance of at least 1.5 meters between their workplaces (COVID-19). (requirement unchanged)

If the facility operates a canteen, it ensures that the canteen is opened only for the preparation of food and is only serving food to go (COVID-19). (requirement unchanged)

What has changed? The above requirements are not new and apply to all facilities operating in Poland. However, with the adoption of the [Ordinance of the Council of Ministers of 29 January 2021 on establishing certain limitations, requirements and prohibitions with regards to the outbreak of the epidemic](#) (the "new Ordinance"), measures introduced in order to curb the spread of the coronavirus (COVID-19) have been extended until 14 February 2021. The new Ordinance amends [Ordinance of the Council of Ministers of 21 December 2020 on establishing certain limitations, requirements and prohibitions with regards to the outbreak of the epidemic](#).

1.2.11 PORTUGAL Companies must continue to comply with specific health and safety rules due to the declaration of the state of calamity in Portugal

Abstract: Until 23 November 2020, companies operating in Portugal must continue to comply with teleworking, hygiene and social distancing rules for workplaces. These measures follow from Resolution of the Council of Ministers 96-B/2020 and will likely be extended after 24 November 2020.

Business Impact: If the company, as an office, resumes its operation during the COVID-19 outbreak, it must continue to comply with all the applicable measures, such as setting up strict regimes of daily and periodic cleaning, and disinfection of all the workspace, including any equipment, other objects and surfaces with which employees have daily direct contact. If the company is located in one of the 191 municipalities listed in Annex II of the Resolution of the Council of Ministers 92-A/2020 (such as Lisbon and Porto), it must continue to comply with mandatory teleworking, unless workers carry out activities that do not allow it. When teleworking is not possible, the company must comply with all other requirements, including the implementation of rotation systems, to make sure that workers have different hours to start and finish the workday.

Analysis: Actionable requirements There are no new direct requirements for companies.

What has changed? According to [Resolution of the Council of Ministers 96-B/2020 of 12 November 2020](#), companies listed in [Annex II of Resolution of the Council of Ministers 92-A/2020](#), as amended, must continue to ensure that workers are working from home, as long as the activities allow it. The companies that are not listed in this Annex continue to have to comply with mandatory teleworking if the workplace does not allow compliance with the health measures, such as having the workers keeping 1.5 meters from each other. Companies that operate in Portugal must continue to ensure that the maximum number of people in a group or a meeting is 5 and continue to comply with the previously applicable requirements on the use of face masks or face shields and the minimum distance between workers. Companies must also continue to allow workers who have proven to be immuno-compromised, chronically ill, with a disability of 60% or higher or who have under their supervision a child of less than 12 years of age to work from home. Companies continue to be allowed to measure the body temperature of its workers or people entering the facility, by non-invasive methods and without keeping this personal data, unless authorised by the impacted person.

Additional information Resolution of the Council of Ministers 96-B/2020 extends the declaration of the state of calamity in the whole territory of Portugal. It amends Resolution of the Council of Ministers 92-A/2020, and is integrated in the Portuguese Government's legislative and regulatory response to fighting COVID-19. It applies between 16 and 23 November 2020. Immuno-compromising conditions and chronic illnesses must be attested by a medical certificate and

disabilities must be certified by a document issued by the health authorities (*certificado de incapacidade multiuso*). Resolution of the Council of Ministers 96-B/2020 amends Annex II of Resolution of the Council of Ministers 92-A/2020, that lists the municipalities that are subject to special measures, such as the residents only being allowed to leave their house for necessary trips (that include carrying out professional or similar activities) and, to the extent that is possible, teleworking being mandatory. This list, that is updated every 15 days by the Council of Ministers (*Conselho de Ministros*), includes now 191 municipalities. Some were added, such as Albufeira and Viseu, effective since 16 November 2020, and some were removed, such as Tabuaço and Mondela, effective since 13 November 2020. Failure to comply with the mandatory health and safety rules constitutes a criminal act, punishable by the imposition of fines or even prison, under the relevant Portuguese criminal legislation.

1.2.12 PORTUGAL Companies must comply with stricter health and safety rules in the more affected regions due to the COVID-19 epidemic

Abstract: Between 4 November 2020 and 31 March 2021, companies operating in the municipalities that are most affected by COVID-19 in Portugal, as listed by the Council of Ministers (*Conselho de Ministros*) must comply with mandatory teleworking. The companies in the remaining municipalities and that have 50 or more workers must comply with stricter health and safety rules, namely the maintenance of the creation of teams of workers within the company and the maintenance of rotation systems.

Business Impact: If the company is located in a municipality that is considered of high risk due to its high number of COVID-19 infections, it must ensure that its workers work from home, unless workers carry out activities that do not allow it. If the company is located in another municipality considered of medium risk due to the COVID-19 pandemic and has 50 or more workers, it must continue to implement strict rotation systems and to create teams within the company. The company must also continue to ensure that all persons onsite use a face mask or face shield and that workers maintain at least 1.5 metres of distance between themselves.

Analysis: Actionable requirements

(New) If the company is in one of the municipalities most affected by the COVID-19 pandemic, it must ensure that its workers work from home.

What has changed? The requirement mentioned above is a new one. Before, teleworking was only mandatory in 3 municipalities (Felgueiras, Figueira da Foz and Lousada). Now, teleworking is mandatory in every municipality affected by the COVID-19 pandemic, as listed by the Council of Ministers. Companies that are located in municipalities with less positive COVID-19 cases per 100 000 inhabitants will have to continue to comply with the requirements of Decree Law 79-A/2020.

Additional information [Decree Law 94-A/2020 of 3 November 2020](#) is integrated into the Portuguese Government's legislative and regulatory response to fighting COVID-19. It amends [Decree Law 79-A/2020, establishing an exceptional and transitional regime of work reorganisation and of minimisation of risk of transmission of the infection of the disease COVID-19 within the labour relations](#), and is applicable between 4 November 2020 and 31 March 2021, at least. The Council of Ministers will draft 2 lists. The first to point out the high-risk municipalities, where the number of infections is higher and teleworking becomes mandatory, regardless of the size and the number of workers of the company. The second points out the municipalities that have fewer infections but where companies with 50 or more workers still have to comply with strict health and safety rules. These rules include:

Workers only maintain contact with co-workers within their team during the entire period they are onsite, including resting periods and lunch breaks;

The rotation systems are maintained, with the intervals between the timeslots of each team being between 30 minutes

and 1 hour; and

Workers use a face mask or a face shield when the distance of 1.5 metres cannot be complied with.

As before, companies not complying with the requirements of Decree Law 79-A/2020 can be subject to fines ranging between EUR 2,040 and EUR 61,200 per infraction and per worker.

1.2.13 **PORTUGAL** Companies must comply with stricter health and safety rules in the more affected regions due to the COVID-19 epidemic

Abstract: Between 23 November 2020 and 31 March 2021, companies operating in the municipalities that are most affected by COVID-19 in Portugal, as listed by the Council of Ministers (municipalities of high, very high or extreme risk) must continue to comply with mandatory teleworking. The companies in the remaining municipalities (medium risk) must continue to ensure that any worker who has proven to be immuno-compromised, chronically ill, who has a disability of 60% or higher or who has under its supervision a child of less than 12 years of age can, upon request, to work from home, as already happened under the relevant legislation.

Business Impact: If the company is located in a municipality that is considered of high, very high or extreme risk due to its high number of COVID-19 infections, it must continue to ensure that its workers work from home, unless workers carry out activities that do not allow it. If the company is located in another municipality considered of medium risk due to the COVID-19 pandemic, it must continue, as it happened before under relevant legislation regulating the state of emergency in Portugal, to ensure that any worker who has proven to be immuno-compromised, chronically ill, who has a disability of 60% or higher or who has under its supervision a child of less than 12 years of age can, upon request, work from home. Furthermore, in these municipalities, the company must continue to implement strict rotation systems and to create teams within the company. The company must also continue to ensure that all persons onsite use a face mask or face shield and that workers maintain at least 1.5 metres of distance between themselves.

Analysis: Actionable requirements

(Existing) The company allows any worker who has proven to be immuno-compromised, chronically ill, who has a disability of 60% or higher or who has under its supervision a child of less than 12 years of age to work from home.

(Existing) If the company is in one of the municipalities most affected by the COVID-19 pandemic (municipalities considered to be of very high and extreme risk), it must ensure that its workers work from home.

(Existing) The company ensures that all employees use a face mask or a face shield when the distance of 1.5 metres cannot be complied with at the workplace.

What has changed? The actionable requirements mentioned above are existing ones. The requirement for the company to continue to allow any worker who has proven to be immuno-compromised, chronically ill, who has a disability of 60% or higher or who has under its supervision a child of less than 12 years of age to work from home applies despite the location of the company (if it is located in a very high or extreme risk municipality or not). This requirement has been consistently reenacted by the Portuguese Government in various legislations regulating the state of emergency in Portugal. Companies that are located in municipalities with less positive COVID-19 cases per 100 000 inhabitants (located in the moderate risk municipalities) and despite their number of workers will have to continue to comply with the requirements of Decree Law 79-A/2020, such as ensuring the distance of 1.5 metres between workers. Furthermore, companies located in one of the municipalities considered to be of very high and extreme risk, it continues to ensure its workers work from home.

Additional information [Decree Law 99/2020 of 22 November 2020](#) is integrated into the Portuguese Government's legislative and regulatory response to fighting COVID-19. It amends [Decree Law 79-A/2020, establishing an exceptional and transitional regime of work reorganisation and of minimisation of risk of transmission of the infection of the disease COVID-19 within the labour relations](#), and is applicable between 23 November 2020 and 31 March 2021, at least. The Council of Ministers will now draft 4 lists (and not 2, as before), dividing the municipalities over 4 different levels of risk:

moderate, high, very high and extreme. Teleworking is mandatory in the municipalities of high, very high and extreme risk of spreading the COVID-19 pandemic. As before, companies not complying with the requirements of Decree Law 79-A/2020 can be subject to fines ranging between EUR 2,040 and EUR 61,200 per infraction and per worker.

1.2.14 **PORTUGAL** Companies must continue to comply with specific health and safety rules due to the extension of the declaration of the state of emergency in Portugal

Abstract: Until 8 December 2020, companies operating in Portugal must continue to comply with the mandatory teleworking, hygiene and social distancing rules for workplaces. Companies can refuse the entry of people who do not allow for this measuring or who have a body temperature higher than 38.ºC, and the use of face mask is now mandatory in every moment, if the social distancing between workers cannot be guaranteed. These measures will likely be extended after 9 December 2020.

Business Impact: If the company resumes its operation during the COVID-19 outbreak, it must continue to comply with all the applicable measures, such as the mandatory teleworking in the high-risk municipalities listed by the Council of Ministers and hygiene and social distancing rules in the workplaces in the remaining municipalities. The company can also continue to measure the body temperature of any person entering its premises, as long as there is no registration of this data, and refuse entrance of people who do not allow for the measuring of their temperature of who have a body temperature higher than 38.ºC. The use of face mask is also obligatory in every moment when the distance between workers is not guaranteed.

Analysis: Actionable requirements

(New) If the company cannot guarantee the distance of 2 metres between its workers, every person onsite must use a face mask.

What has changed? The actionable requirement mentioned above is a new one. The use of face mask is now mandatory in every situation when the social distancing between workers does not allow it (meaning that, when workers are in separate offices or rooms, face masks are not mandatory). The municipalities in the Portuguese territory are now divided into 4 groups, regarding its risk of further spread of the COVID-19 pandemic:

moderate risk (65 municipalities - such as Beja and Vouzela) - less than 240 COVID-19 cases per 100 000 inhabitants in the last 14 days;

high risk (86 municipalities - such as Albufeira and Coimbra) - number of COVID-19 cases between 240 and 479 per 100 000 inhabitants in the last 14 days;

very high risk (80 municipalities - such as Almada and Lisbon) - number of COVID-19 cases between 480 and 959 per 100 000 inhabitants in the last 14 days; and

extreme risk (47 municipalities - such as Braga and Porto) - more than 960 COVID-19 cases per 100 000 inhabitants in the last 14 days.

Teleworking continues to be mandatory in the municipalities considered to be of very high or extreme risk, with actions of inspection now being carried by the public authorities to ensure compliance with this rule. Companies must continue to observe the rules of occupation, permanence, physical distance and making available disinfectant solutions in places that are open to the public. Companies must also continue to ensure that people use a face mask or a face shield to access and stay in commercial spaces and establishments and public buildings or buildings of public use. On Saturdays, Sundays and public holidays (like December 1 and 8), companies located in the municipalities of very high and extreme risk can only be open to the public between 8:00 and 13:00, and on November 30 and December 7, between 8:00 and 15:00.

Additional information [Decree 9/2020 of 21 November 2020](#) executes the state of emergency declared by the [Decree of the President of the Republic 59-A/2020 of 20 November 2020](#), that applies to the whole territory of Portugal. The state of emergency applies from 24 November to 8 December 2020, and it is likely that it will be renewed after 9 December 2020. Companies can continue to measure the body temperature of its workers or people entering the facility, as long as the same conditions are fulfilled - it is done by non-invasive methods and companies cannot keep this personal data, unless authorised by the impacted person. If the person refuses to have their body temperature measured, or if it is higher than 38.9°C, the person can be denied entrance in buildings. In the case of workers who cannot work because of this, the absence is justified. Failure to comply with the mandatory health and safety rules constitutes a criminal act, punishable by the imposition of fines or even prison, under the relevant Portuguese criminal legislation.

1.2.15 PORTUGAL Companies must continue to comply with specific health and safety rules due to the extension of the declaration of the state of emergency in Portugal

Abstract: Until 7 January 2021, companies operating in Portugal must continue to comply with the mandatory teleworking, hygiene and social distancing rules for workplaces. Companies can refuse the entry of people who do not allow for the measuring of their body temperature, or who have a body temperature higher than 38.9°C, and the use of face masks continues to be mandatory in every moment, if the social distancing between workers cannot be guaranteed. The state of emergency in Portugal will likely be renewed after 8 January 2021.

Business Impact: If the company resumes its operation during the COVID-19 outbreak, it must continue to comply with all the applicable measures, such as the mandatory teleworking in the very high and extreme risk municipalities listed by the Council of Ministers and hygiene and social distancing rules in the workplaces in the remaining municipalities. The company can also continue to measure the body temperature of any person entering its premises, as long as there is no registration of this data, and refuse entrance of people who do not allow for the measuring of their body temperature or who have a body temperature higher than 38.9°C. The use of face mask continues to be also obligatory in every moment when the distance between workers is not guaranteed.

Analysis: Actionable requirements There are no new actionable requirements for companies.

What has changed? [Decree 11-A/2020 of 21 December 2021](#) does not create new actionable requirements for companies. According to Decree 11-A/2020, the use of face masks continues to be mandatory in every situation when the social distancing between workers does not allow it, meaning that, when workers are in separate offices or rooms, face masks are not mandatory. The municipalities in the Portuguese territory continue to be divided into 4 groups, regarding its risk of further spread of the COVID-19 pandemic. These lists are now as following:

moderate risk (77 municipalities - 5 more municipalities were added, such as Alcobaça and Vila Nova de Foz Côa) - less than 240 COVID-19 cases per 100 000 inhabitants in the last 14 calendar days;

high risk (92 municipalities - the same number as before, including new municipalities, such as Abrantes and Óbidos) - number of COVID-19 cases between 240 and 479 per 100 000 inhabitants in the last 14 calendar days;

very high risk (79 municipalities - 1 more municipality was added, and it includes Lisbon and Porto) - number of COVID-19 cases between 480 and 959 per 100 000 inhabitants in the last 14 calendar days; and

extreme risk (30 municipalities - 9 municipalities were removed, such as Miranda do Corvo and Paços de Ferreira) - more than 960 COVID-19 cases per 100 000 inhabitants in the last 14 calendar days.

Teleworking continues to be mandatory in the municipalities considered to be of very high or extreme risk, with the public authorities carrying out inspections to ensure compliance with this rule. Companies must continue to observe the rules of occupation, permanence, physical distance and making hand sanitizer available in places that are open to the public. Companies must also continue to ensure that people use a face mask or a face shield to access and stay in commercial spaces and establishments and public buildings or buildings of public use.

Additional information Decree 11-A/2020 executes the state of emergency declared by the [Decree of the President of the Republic 66-A of 17 December 2020](#), that applies to the whole territory of Portugal. The state of emergency applies from 24 December 2020 to 7 January 2021, and it is likely that it will be renewed after 8 January 2021. Decree 11-A/2020 also amends [Decree 11/2020 of 6 December 2020](#), reenacting its measures regarding companies. This means that companies can continue to measure the body temperature of its workers or people entering the facility, as long as the same conditions are fulfilled - it is done by non-invasive methods and companies cannot keep this personal data, unless authorised by the impacted person. If the person refuses to have their body temperature measured, or if it is higher than 38.9°C, the person can be denied entrance in buildings. In the case of workers who cannot work because of this, the absence is justified. Failure to comply with the mandatory health and safety rules constitutes a criminal act, punishable by the imposition of fines or even prison, under the relevant Portuguese criminal legislation.

1.2.16 PORTUGAL Companies must continue to comply with specific health and safety rules due to the extension of the declaration of the state of emergency in Portugal

Abstract: Until 15 January, companies operating in Portugal must continue to comply with the mandatory teleworking, hygiene and social distancing rules for workplaces. Companies can refuse the entry of people who do not allow the measuring of their body temperature, or who have a body temperature higher than 38.9°C, and the use of face masks continues to be mandatory in every moment, if the social distancing between workers cannot be guaranteed. The state of emergency in Portugal will likely be renewed after 15 January 2021.

Business Impact: If the company resumes its operations during the COVID-19 outbreak, it must continue to comply with all the applicable measures, such as the mandatory teleworking in the very high and extreme risk municipalities listed by the Council of Ministers and hygiene and social distancing rules in the workplaces in the remaining municipalities. The company can also continue to measure the body temperature of any person entering its premises, and refuse entrance of people who do not allow for this measuring or who have a body temperature higher than 38.9°C. The use of face mask also continues to be obligatory in every moment when the distance between workers is not guaranteed.

Analysis: Actionable requirements There are no new actionable requirements for companies.

What has changed? [Decree 2-A/2021 of 7 January 2021](#) does not create new actionable requirements for companies. According to Decree 2-A/2021, the use of face masks continue to be mandatory in every situation when the social distancing between workers does not allow it, meaning that, when workers are in separate offices or rooms, face masks are not mandatory. The municipalities in the Portuguese territory continue to be divided into 4 groups, regarding their risk of further spread of the COVID-19 pandemic. These lists are updated as follow:

moderate risk (25 municipalities - 52 municipalities were removed, such as Alcobaça and Vila Nova de Foz Côa) - less than 240 COVID-19 cases per 100 000 inhabitants in the last 14 calendar days;

high risk (65 municipalities - 27 municipalities were removed, such as Óbidos and Abrantes) - number of COVID-19 cases between 240 and 479 per 100 000 inhabitants in the last 14 calendar days;

very high risk (132 municipalities - 53 municipalities were added, and it includes Lisbon and Porto) - number of COVID-19 cases between 480 and 959 per 100 000 inhabitants in the last 14 calendar days; and

extreme risk (56 municipalities - 26 municipalities were added, such as Alcochete and Torres Novas) - more than 960 COVID-19 cases per 100 000 inhabitants in the last 14 calendar days.

Teleworking continues to be mandatory in the municipalities considered to be of very high or extreme risk, with the public authorities continuing to carry out inspections to ensure compliance with this rule. Companies must continue to observe the rules of occupation, permanence, physical distance and making hand sanitiser available in places that are open to the public. Companies must also continue to ensure that people use a face mask or a face shield to access and stay in

commercial spaces and establishments and public buildings or buildings of public use.

Additional information Decree 2-A/2021 executes the state of emergency declared by the [Decree of the President of the Republic 6-A/2021 of 6 January 2021](#), that applies to the whole territory of Portugal. The state of emergency applies from 8 January 2021 to 15 January 2021, and it is likely that it will be renewed after 15 January 2021. Decree 2-A/2021 also amends [Decree 11/2020 of 6 December 2020](#), reenacting its measures regarding companies. This means that companies continue to be able to measure the body temperature of its workers and of people entering the facility, as long as it is done by non-invasive methods and companies do not keep this personal data, unless authorised by the impacted person. If the person refuses to have their body temperature measured, or if it is higher than 38.9°C, the person can be denied entrance in buildings. In the case of workers who cannot work because of this, the absence is justified. Failure to comply with the mandatory health and safety rules constitutes a criminal act, punishable by the imposition of fines or even prison, under the relevant Portuguese criminal legislation.

1.2.17 PORTUGAL Companies not complying with requirements to prevent the spread of COVID-19 can be subject to increased fines

Abstract: From 15 January 2021, companies with areas open to the public need to continue to comply with the rules of occupation, permanence, physical distancing and use of face masks or face shields. Companies not complying with these requirements can be subject to a fine between EUR 1,000 and EUR 10,000, and to double fines if the state of emergency is declared. Furthermore, companies complying with the mandatory teleworking can be subject to fines ranging between EUR 2,040 and EUR 61,200 per infraction and per worker.

Business Impact: If the company has areas open to the public and fails to comply with the rules of occupation, permanence, physical distancing and use of face masks or face shields that apply to these areas, it can now be subject to a fine between EUR 1 000 and EUR 10 000, and these values double if the state of emergency is declared. Furthermore, if the company does not comply with the mandatory teleworking it can be subject to fines ranging between EUR 2,040 and EUR 61,200 per infraction and per worker.

Analysis: Actionable requirements There are no new actionable requirements for companies.

What has changed? [Decree Law 6-A/2021 of 14 January 2020](#) does not create new actionable requirements for companies. Companies must continue to observe the rules of occupation, permanence and physical distancing in places that are open to the public. Companies must also continue to ensure that people use a face mask or a face shield and stay in commercial spaces and establishments and public buildings or buildings of public use. Failure to comply with these rules continues to be punishable by a fine ranging between EUR 1,000 and EUR 10,000. However, during the state of emergency, these values increase to between EUR 2,000 and EUR 20,000. Furthermore, companies must continue to ensure that they comply with the mandatory teleworking, where applicable and possible. Failure to comply with this constitutes a severe non-criminal offence, that, according to the Portuguese Labour Code, can be punishable with fines ranging between EUR 2,040 and EUR 61,200 per infraction and per worker.

Additional information Decree Law 6-A/2021 is integrated into the Portuguese Government's legislative and regulatory response to fighting COVID-19. It amends [Decree 28-B/2020 of 26 June 2020](#), and is applicable from 15 January 2021.

1.2.18 PORTUGAL Companies not complying with the suspension of activities or closing of their facilities to prevent the spread of COVID-19 can be subject to fines up to EUR 20 000

Abstract: From 23 January 2021, companies not complying with the rules regarding the closing and suspension of activities during the COVID-19 sanitary crisis can now be subject to a fine ranging between EUR 1 000 and EUR 10 000 or between EUR 2 000 and EUR 20 000 during the state of emergency.

Business Impact: If the company resumes its operations during the COVID-19 outbreak and does not comply with the rules regarding the closing and the suspension of the activity of its facilities and establishments, it can be subject to a fine between EUR 1 000 and EUR 10 000. These values double if the state of emergency is declared.

Analysis: Actionable requirements

(Existing) If the company resumes its business activities during the state of emergency in Portugal, it closes its premises or ceases its operations.

What has changed? The abovementioned requirement is not new. [Decree Law 8-A/2021 of 22 January 2021](#) introduces fines for non-compliance with rules regarding the closing of facilities and suspension of activities during the COVID-19 sanitary crisis. Failure to comply with these rules is now punishable by a fine ranging between EUR 1 000 and EUR 10 000. However, during the state of emergency, these values increase to between EUR 2 000 and EUR 20 000.

Additional information Decree Law 8-A/2021 is integrated into the Portuguese Government's legislative and regulatory response to fighting COVID-19. It amends [Decree 28-B/2020 of 26 June 2020](#), and is applicable from 23 January 2021.

1.2.19 RUSSIAN FEDERATION Category 1 facilities can benefit from temporary rules adopted with regard to permitting activities amid the Coronavirus outbreak (COVID-19)

Abstract: As of 1 January 2021, category 1 facilities can benefit from temporary rules introduced with regard to permitting activities amid the coronavirus (COVID-19) outbreak. More specifically, pursuant to the adoption of Order No. 109 of 4 February 2021, air emissions and waste water discharge permits that expire between 1 January and 31 December 2021 will be automatically extended for 12 months from the date of expiry.

Business Impact: If the company operates a category 1 facility and has an air emission or waste water discharge permit which expires between 1 January and 31 December 2021, it can benefit from an automatic extension of the latter for 12 months from the date of expiry. The automatic extension of several permits has been introduced with regard to the Coronavirus (COVID-19) outbreak.

Analysis: Actionable requirements The Decree does not impose requirements on companies.

What Has Changed? [Decree No. 109 of 4 February 2021](#) amends [Decree No. 440 "On the extension of permits and other peculiarities with regard to permitting activities in 2020"](#) to further extend the validity of several licenses and other certifications according to the list of licenses and permits (Annex 1), [which expire between 1 January and 31 December 2021](#). Among others, air and waste water discharge permits have been extended for Category 1 facilities [for 12 months from the date of expiry](#).

Additional Information Companies should be aware that [a dedicated section with a constantly updated summary of regulations on combating the consequences of the spread of COVID-19](#) is available on the page of the Federation Council Committee on Economic Policy. General mandatory requirements and recommendations applying to industrial companies to prevent the spread of COVID-19 include, for example: -to provide all employees with the necessary personal hygiene products and personal protective equipment (masks, respirators); -if possible, ensure a safe distance between workers (at least 1.5 metres); -organise high-quality cleaning at least once per day with the disinfection of frequently used items and common areas; and -ensure the measurement of body temperature of workers at workplaces with the mandatory suspension of people with fever from the workplace. *Background note* Pursuant to [Federal Law No. 7-FZ on Environmental Protection](#), category 1 facilities are facilities which have a significant impact on the environment and which must use best available technologies (BATs) (for example, facilities carrying out activities on the production of industrial coke, pharmaceutical substances, and oil products).

1.2.20 SLOVENIA Slovenia relaxes coronavirus gathering restrictions in light of improved epidemiological situation

Abstract: As of 12 February 2021, companies located in Slovenia should be aware that gatherings of up to 10 people are permitted. Moreover, as of 15 February 2021, the restriction on movement between Slovenian municipalities is no longer in force. These developments were brought forward by the Ordinance amending the Ordinance on the temporary partial restriction of movement of people and on the prohibition of gathering of people to prevent the spread of COVID-19 OJ 20/2021.

Business Impact: Companies located in Slovenia should be aware that, as of 12 February 2021, gatherings of up to 10 people are permitted. Moreover, as of 15 February 2021, the restriction on movement between Slovenian municipalities is no longer in force.

Analysis: Actionable requirements:

The company does not organise public gatherings of more than 10 people. (modified requirement)

What has changed? On 12 February 2021, the [Ordinance amending the Ordinance on the temporary partial restriction of movement of people and on the prohibition of gathering of people to prevent the spread of COVID-19 OJ 20/2021](#) (the Amending Ordinance) entered into force, thus amending [Ordinance on the temporary partial restriction of movement of people and on the prohibition of gathering of people to prevent the spread of COVID-19 OJ 193/2020](#) and providing for looser coronavirus-related measures. More specifically, the Amending Ordinance introduced the following changes: gatherings of up to 10 people are allowed as of 12 February 2021 (previously, all gatherings were prohibited); and the restriction on movement between municipalities is abolished as of 15 February 2021 (previously, movement between Slovenian municipalities was prohibited).

The Amending Ordinance is in force until 19 February 2021.

Gatherings Though the Amending Ordinance allows gatherings of up to 10 people, companies should note that all events, weddings and religious ceremonies are still temporarily banned in Slovenia. Moreover, if company employees engage in a gathering, they must follow all Covid-related hygienic [recommendations](#) published by the National Institute of Public Health ('NIJZ').

1.2.21 SPAIN - CASTILLE AND LEON Companies must temporarily close their onsite canteens due to the COVID-19 outbreak

Abstract: Until 14 February 2021, companies operating in Castille and Leon must close any onsite canteens due to the COVID-19 outbreak. This follows from Agreement 10/2021 of 30 January of the Government of Castilla and Leon and affects all companies having canteens within their premises.

Business Impact: If the company has a canteen inside its facilities (indoor or on outdoor terraces), it must suspend these activities until 14 February 2021.

Analysis: Actionable requirements

(new) If the company has canteens onsite, it has suspended these activities until 14 February 2021 due to the COVID-19 outbreak.

What has changed? [Agreement 10/2021 of 30 January of the Government of Castille and Leon](#), establishes for the first time the temporary suspension of canteens within any company's facility (indoors or on outdoor terraces) until 14 February 2021. Previously [Agreement 8/2021 of 25 January](#), already suspended all restaurant activities inside establishments, allowing only such activities on outdoor terraces, with the exception of canteens located in workplaces.

Additional information Non-compliance with the requirements contained in Agreement 10/2021 is subject to the sanctioning regime set in [Legislative Decree 7/2020 of 23 July](#), which establishes fines of up to 600.000 Euros and complementary measures such as the temporary closure of the facility for up to 5 years. [Agreement 10/2021 of 30 January of the Junta de Castilla y León](#) is available online in Spanish.

1.2.22 SPAIN - CATALONIA Current prevention and hygiene measures due to the COVID-19 extended until 22 February 2021

Abstract: Until 22 February 2021, companies operating in Catalonia must continue to comply with the current prevention and hygiene measures within their facilities (such as the compulsory adoption of telework when possible and providing workers with appropriate protective equipment) due to the COVID-19 outbreak. This follows from Resolution SLT/2546/2020 of 15 October 2020 whose measures have been subsequently extended, being Resolution SLT/275/2021 the last extension. These measures are likely to be further extended.

Business Impact: The company must continue to comply with the hygienic and prevention measures (such as implementing telework when possible, providing workers with appropriate protective equipment and ensuring the use of masks) until 22 February 2021, to prevent the COVID-19 contagion.

Analysis: Actionable requirements - (existing) The company implements telework to limit the labour mobility of workers as much as possible during the COVID-19 health crisis or, where this is not possible, it staggers the entrance and exit times, sets out flexible working hours or other similar measures; - (existing) The company ensures that the minimum interpersonal safety distance of 1,5metres is maintained within their facilities to prevent infection with COVID-19; - (existing) The company provides workers with personal protective equipment to protect workers from exposure to COVID-19 at the workplace which is appropriate to the level of risk (such as masks); - (existing) The company adopts cleaning and disinfection measures to protect workers from COVID-19; - (existing) The company ensures the ventilation of its premises, restricts or staggers their access to avoid crowds, intensifies the cleaning of surfaces, ensures that the rest areas allow a

safety distance between people and sets differentiated entry and exit areas to prevent the risk of COVID-19 infection. - *(existing)* The company provides workers with water and soap, or hydroalcoholic gels or disinfectants with authorized viricidal activity for cleaning their hands to protect them from COVID-19; and - *(existing)* The company ensures that everyone uses masks in the work environment when the workspace is for public use or open to the public or when there are movements inside the workplace (in the case of workspaces closed to the public, once the worker is at his desk or performing tasks that do not involve mobility, its use is not mandatory).

What has changed? [Resolution SLT/275/2021](#) extends the prevention and hygiene measures to prevent the spread of the COVID-19 outbreak in companies originally established in [Resolution SLT / 2546/2020](#), until 22 February 2021. These measures include, among others, the mandatory use of masks, the implementation of social distancing measures, and disinfecting the workplace and apply to all companies operating in Catalonia. Many of the mentioned requirements have already been implemented at Spanish national level following the national [Royal Decree-law 21/2020](#).

Additional Information On 16 October 2020, Resolution SLT/2546/2020 was published, since then, the validity of its measures has been subsequently extended by [Resolution SLT/2700/2020](#), [Resolution SLT/2875/2020](#), [Resolution SLT/2983/2020](#), [Resolution SLT/3177/2020](#), [Resolution SLT/3268/2020](#), [Resolution SLT/3354/2020](#), [Resolution SLT/1/2021](#), [Resolution SLT/67/2021](#), [Resolution SLT/133/2021](#) and Resolution SLT/275/2021 until 22 February 2021. Resolution SLT/275/2021 concludes that the extension of the current measures is required in accordance with the guidelines of the World Health Organization and considering the seriousness of current epidemiological and healthcare data, to control contagions and protect the health of the entire population. Non-compliance with the requirements contained in this Resolution is subject to the sanctioning regime set in [Legislative Decree 30/2020 of 4 August 2020](#), which establishes fines of up to 600.000 Euros and complementary measures such as the closure of the facility. [Resolution SLT/275/2021, of 5 February, extending and modifying public health measures to contain the epidemic outbreak of the COVID-19 pandemic in the territory of Catalonia](#), is available online in Spanish and [Catalan](#).

1.2.23 SPAIN - CATALONIA Current prevention and hygiene measures due to the COVID-19 extended until 1 March 2021

Abstract: Until 1 March 2021, companies operating in Catalonia must continue to comply with the current prevention and hygiene measures within their facilities (such as the compulsory adoption of telework when possible and providing workers with appropriate protective equipment) due to the COVID-19 outbreak. This follows from Resolution SLT/2546/2020 of 15 October 2020 whose measures have been subsequently extended, being Resolution SLT/436/2021 the last extension. These measures are likely to be further extended.

Business Impact: The company must continue to comply with the hygienic and prevention measures (such as implementing telework when possible, providing workers with appropriate protective equipment and ensuring the use of masks) until 1 March 2021, to prevent the COVID-19 contagion.

Analysis: Actionable requirements - *(existing)* The company implements telework to limit the labour mobility of workers as much as possible during the COVID-19 health crisis or, where this is not possible, it staggers the entrance and exit times, sets out flexible working hours or other similar measures; - *(existing)* The company ensures that the minimum interpersonal safety distance of 1,5metres is maintained within their facilities to prevent infection with COVID-19; - *(existing)* The company provides workers with personal protective equipment to protect workers from exposure to COVID-19 at the workplace which is appropriate to the level of risk (such as masks); - *(existing)* The company adopts

cleaning and disinfection measures to protect workers from COVID-19; - *(existing)* The company ensures the ventilation of its premises, restricts or staggers their access to avoid crowds, intensifies the cleaning of surfaces, ensures that the rest areas allow a safety distance between people and sets differentiated entry and exit areas to prevent the risk of COVID-19 infection. - *(existing)* The company provides workers with water and soap, or hydroalcoholic gels or disinfectants with authorized viricidal activity for cleaning their hands to protect them from COVID-19; and - *(existing)* The company ensures that everyone uses masks in the work environment when the workspace is for public use or open to the public or when there are movements inside the workplace (in the case of workspaces closed to the public, once the worker is at his desk or performing tasks that do not involve mobility, its use is not mandatory).

What has changed? [Resolution SLT/436/2021](#) extends the prevention and hygiene measures to prevent the spread of the COVID-19 outbreak in companies originally established in [Resolution SLT / 2546/2020](#) until 1 March 2021. These measures include, among others, the mandatory use of masks, the implementation of social distancing measures, and disinfecting the workplace and apply to all companies operating in Catalonia. Many of the mentioned requirements have already been implemented at Spanish national level following the national [Royal Decree-law 21/2020](#).

Additional Information On 16 October 2020, Resolution SLT/2546/2020 was published, since then, the validity of its measures has been subsequently extended by [Resolution SLT/2700/2020](#), [Resolution SLT/2875/2020](#), [Resolution SLT/2983/2020](#), [Resolution SLT/3177/2020](#), [Resolution SLT/3268/2020](#), [Resolution SLT/3354/2020](#), [Resolution SLT/1/2021](#), [Resolution SLT/67/2021](#), [Resolution SLT/133/2021](#), [Resolution SLT/275/2021](#) and Resolution SLT/436/2021 until 1 March 2021. Resolution SLT/436/2021 concludes that the extension of the current measures is required in accordance with the guidelines of the World Health Organization and considering the seriousness of current epidemiological and healthcare data, to control contagions and protect the health of the entire population. Non-compliance with the requirements contained in this Resolution is subject to the sanctioning regime set in [Legislative Decree 30/2020 of 4 August 2020](#), which establishes fines of up to 600.000 Euros and complementary measures such as the closure of the facility. [Resolution SLT/436/2021 of 19 February, extending and modifying public health measures to contain the epidemic outbreak of the COVID-19 pandemic in the territory of Catalonia](#), is available online in Spanish and [Catalan](#).

1.2.24 UK - ENGLAND Facilities can now refer to the guidance on work absences due to the ongoing COVID-19 pandemic

Abstract: Beginning 31 December 2020, employers can refer to the guidance document on self-isolation of employees as well as work absences due to the ongoing 2019 novel coronavirus (COVID-19). This follows from the publication of the Guidance for employers and workers on work absences due to coronavirus (COVID-19) ("Guide") by the Department for Business, Energy and Industrial Strategy. The Guide, for example, sets out the relevant framework governing absence and the return to work during the COVID-19 pandemic.

Business Impact: The Guidance for employers and workers on work absences due to coronavirus (COVID-19) ("Guide") provides no direct environmental health and safety requirements for the company. However, the company can refer to the Guide for the appropriate handling of workers that need to be absent from work due to illnesses related to COVID-19. For example, the Guide suggests that the company should consider alternative arrangements like facilitating working from home or agreeing on annual leave or unpaid leave if an employee has to isolate due to the ongoing COVID-19 pandemic. In

addition, the company together with employees should agree when and how an employee will return to the workplace after a period of self-isolation or being unable to attend work. The Guide encourages the company not to disadvantage staff that return to work after self-isolating following public health guidance. This includes all aspects of fair treatment at work such as reasonable workload and access to training.

Analysis: The Department for Business, Energy and Industrial Strategy on 31 December 2020 published the Guidance for employers and workers on work absences due to coronavirus (COVID-19) ("Guide") for use during the ongoing novel coronavirus (COVID-19) pandemic. The Guide applies to employers whose employees or workers may not be able to attend work on premises due to:

self-isolation; or

being clinically extremely vulnerable.

The Guide sets out the relevant framework around absence from work and the return to work of employees. Employees who should not be attending the workplace include, for example, employees who:

have had contact with other person(s) who have tested positive or who are experiencing symptoms of COVID-19;

have been advised to self-isolate by the NHS, their local authority, or employer;

experience symptoms of COVID-19; or

received a positive test for coronavirus and need to self-isolate.

Asking an employee or worker to work somewhere other than where they are self-isolating According to the Guide, it is an offence for an employer to knowingly allow a person who is required to self-isolate due to testing positive or being required to self-isolate after returning from abroad to work anywhere other than where they are self-isolating (normally their homes). For example, a breach in this requirement could result in a Fixed Penalty Notice (FPN) with fines which include:

£1,000 for a first FPN

£2,000 for a second FPN

£4,000 for a third FPN

£10,000 for a fourth and subsequent FPNs

The Guide also states that employers should ensure that decisions taken in response to the coronavirus do not directly or indirectly discriminate against employees on the grounds of a protected characteristic for example sex, disability, or race. This includes decisions in relation to returning to work of employees that need to self-isolate and those who are clinically extremely vulnerable. In relation to disabled workers, the Guide states that employees should continue to fulfill their obligations to disabled employees by, for example, making reasonable adjustments to accommodate the needs of such workers. In addition, the Guide states that dismissing an employee who cannot attend work due to coronavirus should be a last resort. Employers should consider alternative arrangements like facilitating working from home or agreeing on annual leave or unpaid leave. *Returning safely to the workplace* According to the Guide, employers together with employees should agree when and how an employee will return to the workplace after a period of self-isolation or being unable to attend work. Employers are encouraged to not disadvantage workers that return to work after self-isolating following public health guidance. This includes all aspects of fair treatment at work such as reasonable workload and access to training. Further information that employers can refer to on the absence of employees due to the coronavirus can be accessed [online](#).

1.2.25 UK - GUERNSEY Companies to carry out onsite only the essential work due to COVID-19 lockdown

Abstract: As of 23 January 2021, companies must carry out onsite only essential activities, such as banking services, for which the staff that is critical to providing branch-based services to enable cash and other financial transactions, in the whole area of the Bailiwick of Guernsey. Other works must be performed remotely. This follows the publication of 2

governmental notices *Essential businesses and workers* and *Lockdown from 23 January 2021*, and *The Emergency Powers (Coronavirus) (General Provision) (Bailiwick of Guernsey) Regulations, 2021*.

Business Impact: If the company is located within the area of the Bailiwick of Guernsey it must carry out onsite only essential activities, at least until 5 February 2021. This includes, as among others, banking services, for which the staff is critical to providing branch-based services to enable cash and other financial transactions. Performing non-essential activities, such as operating a facility canteen, is forbidden.

Analysis: Actionable requirements If the facility remains open during COVID-19, it carries out onsite only essential activities, such as banking services, in strict hygiene conditions, for example, by ensuring the presence a maximum of only 2 people. (new requirement)

What has changed? As of 23 January 2021, in accordance with two notices issued by the States of Guernsey [*Essential businesses and workers*](#) and [*Lockdown from 23 January 2021*](#), and [*the Emergency Powers \(Coronavirus\) \(General Provision\) \(Bailiwick of Guernsey\) Regulations, 2021*](#) the whole area of the Bailiwick of Guernsey entered into a lockdown at least 5 February 2021, which means that all companies located within this territory must limit their operations only to performing essential works onsite. Other works must be performed remotely. *Essential Businesses* *Essential businesses and workers* notice prescribe with a catalogue of businesses that are considered non-essential and must remain closed. The list includes premises such as:

- takeaway food premises,
- restaurants and cafes;
- retail outlets;
- hotels, guest houses and other premises providing accommodation; and
- indoor and outdoor leisure facilities.

The facilities that are not listed above can remain operational, provided that they adhere to strict conditions. They must now undertake work remotely, for example from home, and if they cannot, and it is necessary to visit the premises for essential reasons that enable remote working and continuity for the business, then the presence of a maximum of only 2 people is permitted on the premises at any one time. This is dependent upon employers being able to ensure that employees comply and abide by the strict social distancing requirements in place, for instance, people must be spaced more than 2 metres apart, ensure that workers present onsite wear face covering, and adhere to [*hygiene guidelines*](#) that have been previously issued and include measures, such as, cleaning areas that are able to be contaminated at least 3 times a day with disinfectants. The *Essential businesses and workers* notice prescribe also with a list of activities and workers that are considered essential. Private-sector employers falling within the categories should determine which roles are essential to the ability to maintain critical services. The catalogue includes, for instance: a) Banking services: Staff that is critical to providing branch-based services to enable cash and other financial transactions; Staff involved in maintaining a critical economic infrastructure that requires on-site systems access. b) Services that ensure the cleanliness and hygiene of working environments that can be undertaken while adhering to social distancing guidelines; and c) Essential emergency home building repair and maintenance works carried out by repair and maintenance personnel, such as plumbers, electricians, roofers, scaffolders, as long as they adopt practices designed to minimise risks to health wherever possible, including maintenance of social distancing of at least 2 metres.

Background information In addition, the *Lockdown from 23 January 2021* notice clarifies that people who develop symptoms such as new and severe fatigue, headache (sinus pain, pain around eyes), loss of smell/taste or sore throat must contact the Clinical Helpline by calling 01481 756938 or 01481 756969 and follow the given self-isolation scenarios.

1.3 Latin America

1.3.1 BRAZIL - GOIÁS Companies carrying out essential activities and remaining open must continue to comply with the health measures to avoid the further spread of COVID-19 until 30 June 2021

Abstract: Until 30 June 2021, companies carrying out essential activities in the State of Goiás (for example, industrial establishments supplying inputs/products and services that are essential to the maintenance of human and animal health) must continue to comply with health measures to remain open, such as providing solutions of alcohol 70% for hand sanitizing and guaranteeing a minimum distance of 2 meters between workers.

Business Impact: If the company carries out industrial activities supplying inputs/products and providing services that are essential to the maintenance of health or human and animal life, and it remains open during the public health emergency, it must continue to comply with the measures to prevent further contamination with COVID-19 until 30 June 2021, including measuring the temperature of its workers daily with infrared thermometers with no contact, preventing the entry into its premises of those who are in a feverish state, and disinfecting with alcohol 70% hand-operated machines several times a day.

Analysis: Actionable requirements

(Existent) If the company carries out essential activities and remains open during the public health emergency in the State of Goiás, it adopts health measures, such as providing solutions of alcohol 70% for hand sanitizing and guaranteeing a minimum distance of 2 meters between workers.

(Existent) If the company has a cafeteria or canteen onsite and remains open during the public health emergency in the State of Goiás, it adopts health measures, such as maintaining a minimum distance of 2 meters between users and refraining from using self-serving services.

What has changed? [Decree 9.778 of 7 January 2021](#) does not create new requirements for companies. However, it extends the validity of the above-mentioned requirements established by [Decree 9.653 of 19 April 2020](#) without changing them. Decree 9.778/2021 extends the emergency situation until 30 June 2021. Before, the public health emergency situation was applicable until 8 January 2021.

Analysis Decree 9.778 of 7 January 2021 amends Decree 9.653 of 19 April 2020, declaring a public health emergency situation in the State of Goiás due to the COVID-19 pandemic. It applies as of 7 January 2021. According to Decree 9.778/2021, the following activities continue to be suspended, among others:

all public and private events;

non-essential activities; and

agglomeration of people in public spaces of collective use, such as parks and squares.

Essential activities can continue to remain open as long as they comply with the health measures prescribed in Decree 9.653/2020 and comply with the health protocols of its [Annex](#). Companies must continue to comply with the health measures enacted by Decree 9.653/2020, that continue to be in force, such as:

ensure the use of face mask inside the companies' facilities;

adopt teleworking when possible; and

notifying the Information Center on Health Surveillance Strategies and Responses (*Centro de Informações Estratégicas e Resposta em Vigilância em Saúde*) through its [website](#) when a worker presents COVID-19 symptoms.

Companies not complying with these measures can continue to be subject to sanctions, such as the crime of violating preventive health measures.

1.3.2 BRAZIL - GOIÁS Companies carrying out activities of small or medium polluting potential can continue to benefit from the extraordinary environmental licensing regime until 31 December 2021

Abstract: Until 31 December 2021, companies carrying out activities of small or medium polluting potential, such as the manufacturing of ceramic materials with an installed capacity lower than 4,000 tons of clay per year, can continue to benefit from the extraordinary environmental licensing regime (*Regime Extraordinário de Licenciamento Ambiental - REL*), in which they can request environmental licenses under a simplified, one-phased, and online procedure. Furthermore, companies holding an extraordinary environmental license (*Licença Ambiental Extraordinária - LAE*) must now initiate their installation or enter into operation before 2023 (instead of 2021).

Business Impact: If the company carries out an activity with a low or medium polluting potential, classified into categories 1 to 5 (such as land-use change (*conversão do uso do solo - ASV*) in rural areas of native vegetation), it can continue to apply for an extraordinary environmental license (*Licença Ambiental Extraordinária - LAE*), to benefit from the simplified, one-phased online procedure, until 31 December 2021. Furthermore, if the company holds a LAE, it must now initiate their installation or enter into operation before 2023 (instead of 2021).

Analysis: Actionable requirements (Modified)

If the company holds an extraordinary environmental license (*Licença Ambiental Extraordinária - LAE*), it initiates its premises' installation or enters into operation before 2023.

What has changed? The actionable requirement mentioned above is modified by [Law 20.958 of 12 January 2021](#). Before, companies holding an extraordinary environmental license (*Licença Ambiental Extraordinária - LAE*) had to start the installation of their premises or enter into operation before 2021. Furthermore, Law 20.958/2021 extends the validity of the extraordinary licensing regime (*Regime Extraordinário de Licenciamento Ambiental - REL*) until 31 December 2021. Before, it was applicable until the end of the state of public calamity due to the COVID-19 pandemic in the State of Goiás, which means that there was no fixed date for the end of its validity.

Additional information Law 20.958 of 12 January 2021 amends [Law 20.773 of 8 May 2020](#), extending the validity of the REL. It applies since 12 January 2021. Under the REL, eligible companies can enter into operation by obtaining the extraordinary environmental license (*Licença Ambiental Extraordinária - LAE*), instead of the preliminary, installation and operating licenses (*licenças prévia (LP), de instalação (LI) e de operação (LO)*). Only companies with a low or medium environmental impact are eligible for the LAE, such as:

companies manufacturing ceramic materials have a low environmental impact if they have an installed capacity lower than 4,000 tons of clay per year (t/year); and
companies manufacturing cement have a medium environmental impact if they have an installed capacity between 200,000 and 1,000,000 t/year.

The LAE process is a simplified, one-phased online procedure.

1.3.3 BRAZIL - RIO DE JANEIRO Measures to prevent the spread of COVID-19, such as restrictions on operating hours and providing face masks to workers, remain applicable to companies

Abstract: As of 21 January 2021, companies operating facilities in the State of Rio de Janeiro must continue to ensure that they only operate during the authorized periods, for example between 9 a.m. to 6 p.m. for offices and industrial facilities (except for the ones that must operate continuously). Companies must also continue to follow health and safety protocols against the spread of COVID-19, such as providing face masks to their workers and ensuring that all persons on-site use a face mask. In addition, companies that operate gyms or similar spaces on-site must comply with the protocols established therein.

Business Impact: The company must continue to comply with measures to deal with the health emergency caused by the COVID-19 pandemic. As part of these measures, the company must provide face masks to all its workers, contractors, and visitors and ensure they use them while on-site. If the company has offices open to the public, it must also ensure that the members of the public wear a face mask while on-site and provide them with alcohol hand gel 70% or a similar product. The company must also ensure that workers at significant risk to COVID-19, such as pregnant workers, work from home and that workers showing infection symptoms are not allowed on-site. Furthermore, the company's facilities must operate between the authorized periods (for example, between 9 a.m. and 6 p.m. for industrial facilities other than those required to work continuously). If operating a gym or fitness center on-site, the company must follow the sanitary and safety protocols to prevent the spread of COVID-19, such as limiting the operating capacity.

Analysis: Actionable requirements (existing) If the facility is allowed to operate in the State of Rio de Janeiro during the health emergency caused by COVID-19, it implements safety measures and protocols established by the sanitary authorities, such as the mandatory use of face masks and the minimum distance of 1 meter between people in the establishment. (existing) If the facility is allowed to operate in the State of Rio de Janeiro during the health emergency caused by the COVID-19, it restricts night work to essential activities (such as industrial activities of public interest) and operates in the specific hours authorized by the governmental authorities. (existing) If the facility operates in the State of Rio de Janeiro during the COVID-19 pandemic, it provides personal protective equipment, such as face masks, to its employees and subcontractors. (modified) If the facility has an on-site gym, it complies with sanitary and safety protocols to prevent the spread of COVID-19, such as limiting the operating capacity.

What has changed? [Decree 47.454 of 21 January 2021](#) does not establish new requirements for companies. It maintains the measures to deal with the spread of the COVID-19 as per [Decree 47.345 of 5 November 2020](#), which re-enacts the previously applicable requirements for companies provided under [Decree 47.250/2020](#). Such requirements include health and safety protocols and specific operation schedules, according to the economic activity carried out. However, Decree 47.454/2021 allows for the Statewide operation of gyms, fitness centers, and similar facilities, provided that they follow the health and safety protocols established therein. Under Decree 47.454/2021, certain activities concerning the general public, such as mass events, remain suspended indefinitely.

Brief analysis [Decree 47.454 of 21 January 2021](#) provides measures to deal with the spread of the new coronavirus (COVID-19) due to a health emergency. It applies to all companies operating in the State of Rio de Janeiro since 21 January 2021. According to Decree 47.345/2020, workplaces continue to be allowed to operate only between the following periods, as provided under Annexes I, II, III, or IV:

retail shops selling essential products, such as food and industrial facilities required to work in continuous: 24 hours per day;

industry and services: 9 a.m. to 6 p.m.;

retail shops, other than shopping malls: 9 a.m. to 7 p.m.

construction activities: 7 a.m. to 5 p.m.

Companies must also continue to comply with health and safety protocols, for example:

providing face masks to their workers;

ensuring that every person on-site wear a face mask;

ensuring a minimum distance of 1 meter between people on-site;

prohibiting participation in work teams of persons considered to be at risk, such as the elderly, pregnant women, and persons with other comorbidities; and

providing alcohol hand gel 70% or a similar product to people accessing.

The operation of gyms, fitness centers, or similar areas all over the State of Rio de Janeiro requires specific protocols. In this context, companies that have such facilities on-site must:

limit the operation to 2/3 of the standard capacity;

encourage users to sanitize equipment for collective use with hypochlorite solution after use;

restrict activities in groups of up to 12 participants, except for high-performance activities; and

extend opening hours.

1.3.4 BRAZIL - SÃO PAULO Non-essential services and facilities to keep complying with updated restrictions to prevent the spread of COVID-19 under phase 2 of the São Paulo Plan

Abstract: As of 9 January 2021, operators of non-essential services and facilities located in the State of São Paulo open to the public, such as retail shops and service providers, must now observe less stringent conditions under phase 2 (orange) of the São Paulo Plan (*Plano São Paulo*) to continue their operations during the COVID-19 pandemic. For example, instead of the 20% limit of people allowed on-site, companies operating commercial establishments or service facilities are now allowed to operate with 40% of the on-site capacity and for 8 consecutive hours.

Business Impact: As an office, if the company has non-essential facilities open to the public in the State of São Paulo, it is now subject to less stringent requirements from the competent municipal authorities to be allowed to remain in operation. Among other conditions, the company is allowed to increase the number of hours of operation and persons on-site. In this context, during phase 2 of the São Paulo Plan (*Plano São Paulo*), service facilities are allowed to operate for 8 hours a day with 40% of the on-site people capacity.

Analysis: Actionable requirements There are no new actionable requirements for companies.

What has changed? [Decree 65.460 of 8 January 2021](#) updates the maximum on-site capacity and operating conditions of non-essential activities (such as shopping malls, retail shops, and other service facilities) in the State of São Paulo, during the COVID-19 pandemic, particularly during Phase 2 (or orange), according to the epidemiological classification of the area where they are located. [Decree 65.487 of 22 January 2021](#) provides for updated technical criteria to be observed by the state authorities in defining the prevailing phase of the São Paulo Plan (*Plano São Paulo*).

Brief analysis Respectively, [Decree 65.460 of 8 January 2021](#) and [Decree 65.487 of 22 January 2021](#) amend [Decree 64.994 of 28 May 2020](#) by updating its Annexes III and II. Annex II refers to the technical criteria to be observed by the state authorities in defining the prevailing phase of the São Paulo Plan (*Plano São Paulo*). In contrast, Annex III sets up the maximum capacity and operating conditions of non-essential activities (such as shopping malls, retail shops, and other service facilities) in the State of São Paulo according to the prevailing epidemiological and structural conditions observed by the public authorities in the course of the COVID-19 pandemic. The updated criteria under Decree 65.487/2021 came into force on 23 January 2021. According to Decree 65.460/2021, from 9 January 2021, service facilities and commercial establishments are subject to less stringent requirements for their operation during Phase 2 (or orange) under the São Paulo Plan, the last stage before the strictest classification in terms of restrictions. For example, according to Annex II, they are allowed to operate with 40% of the on-site capacity and for 8 consecutive hours a day during weekdays. Before, the capacity was limited to 20%, and operating hours were restricted to 4 hours per day.

The São Paulo Plan Decree 64.994/2020 established the São Paulo Plan to implement and assess measures to deal with the COVID-19 pandemic from 1 June 2020. Under São Paulo Plan, each State Regional Health Departments classify their respective coverage areas into red, orange, yellow, or green zones, according to the structural and epidemiological conditions in the State of São Paulo, of the methodology detailed in its Annex II. This classification is relevant to authorize the re-opening of non-essential services and activities and the conditions they must comply with, such as the maximum number of persons on-site. The competent municipal authorities use the criteria set under Decree 64.994/2020 to establish the conditions applicable to non-essential services and facilities within their territory.

1.3.5 COLOMBIA Companies operating in Colombia can face selective and region specific lockdowns, as the selective and responsible lockdown has been extended until 1 March 2021

Abstract: Until 1 March 2021, companies can be subject to selective and temporary lockdowns and must continue to prioritize teleworking where possible. This follows from Decree 039 of 2021, which imposes a selective lockdown under similar conditions as the previous extensions.

Business Impact: The company must be aware that until 1 March 2021, local authorities in Colombia are allowed to impose selective lockdowns. Therefore, if the company operates in a municipality where the number of COVID-19 cases continues to increase, the local authority can reimpose the lockdown for preventing the contagion. In addition, the company must continue to strictly comply with the sanitary protocols, and promote and implement teleworking among the employees whose presence is not essential in the facility.

Analysis: Actionable requirements

If the company operates in a region or municipality, where a selective lockdown has been imposed by the local authority, and its activity is not exempted from it, it remains shut down or continues its operations remotely.

If the company has resumed activities, it complies with the applicable sanitary protocols.

The company promotes and implements teleworking as much as possible during COVID-19 pandemic.

What has changed? Decree 039 of 2021 imposes a selective lockdown in Colombia until 1 March 2021. It repeals and replaces Decree 1168 of 2020, which introduced the concept of selective lockdown in Colombia and the applicability of which had been repeatedly extended by complementary decrees until 16 January 2021. Nonetheless, Decree 039 of 2021 does not include any significant change. As in the previous extension, during the selective lockdown most of activities are allowed and local authorities can decide to impose temporary lockdowns in their territories, if the number of COVID-19 cases increases leading to an outbreak.

Additional information The following activities continue to be forbidden countrywide:
public and private events involving crowds; and
night clubs.
In addition, the country continues to have closed land and water borders with:
Venezuela;
Panama;
Peru;
Ecuador; and
Brazil.

1.3.6 **DOMINICAN REPUBLIC** The state of national emergency due to Covid-19 has been extended until 2 March 2021 under the same conditions as the previous extension

Abstract: Until 2 March 2021, companies must continue to follow exceptional and temporary measures (such as implement mandatory teleworking due to the restriction to move freely and restrict all types of meetings) to prevent the spread of COVID-19 as Dominican Republic has extended the state of national emergency under the same conditions as the previous extension. This follows from Resolution No. 384-2020.

Business Impact: If the company is operating during the state of national emergency, it must continue to comply with the exceptional and temporary measures to prevent the spread of COVID-19. For instance, the company must respect the national restriction to move freely within the territory. Therefore, it must implement teleworking among its workers, and ensure its workers are not holding in-person meetings or gathering in any way. This is due to Resolution No. 00384-2020 extending the state of national emergency for a period of 45 days to stop the spread of COVID-19 until 2 March 2021.

Analysis: Actionable Requirements The following requirements apply to companies operating during the state of national emergency:
(Existing) If the company operates during the national health emergency, it respects the national restriction to move freely within the territory and implements teleworking among its workers.
(Existing) If the company operates during the national health emergency, it ensures its workers are not holding in-person meetings or gatherings.

What Has Changed? Resolution No. 00384-2020 extending the state of national emergency for a period of 45 days to stop the spread of COVID-19 (hereinafter the "Resolution") extends the state of national emergency for a period of 45 days from 16 January until 2 March 2021. This is due to the number of Covid-19 cases that continues to increase. The Resolution sets forth the same conditions as the previous extension.

Additional Information The National Health Emergency has been declared for 45 calendar days (until 2 March 2021) with the possibility to be extended. The measures are maintained to protect people as a result of the outbreak of COVID-19. The Executive Power (*Poder Ejecutivo*) will submit every 15 days a report to the National Congress (*Congreso Nacional*), regarding the actions, measures and provisions adopted during the state of emergency.
[Resolution No. 00384-2020](#) extending the state of national emergency for a period of 45 days to stop the spread of COVID-19 is available online in Spanish.

1.3.7 DOMINICAN REPUBLIC The state of national health emergency has been extended until 16 April 2021 due to Covid-19 under the same conditions as the previous extension

Abstract: Until 16 April 2021, companies must continue to follow exceptional and temporary measures (such as implementing teleworking and prohibiting in-person meetings) to prevent the spread of COVID-19 as the Dominican Republic has extended the state of national emergency under the same conditions as the previous extension.

Business Impact: If the company is operating during the state of national emergency, it must continue to comply with the exceptional and temporary measures to prevent the spread of COVID-19. For instance, the company must respect the national restriction to move freely within the territory. Therefore, it must continue to implement teleworking among its workers, and ensure its workers are not holding in-person meetings or gathering in any way. This is due to Decree No. 95-21 extending the state of national emergency for a period of 45 days to stop the spread of COVID-19 until 16 April 2021.

Analysis: Actionable Requirements The following requirements apply to companies operating during the state of national emergency:

(Existing) If the company operates during the national health emergency, it respects the national restriction to move freely within the territory and implements teleworking among its workers.

(Existing) If the company operates during the national health emergency, it ensures its workers are not holding in-person meetings or gatherings.

What Has Changed? Decree No. 95-21 extending the state of national emergency for a period of 45 days to stop the spread of COVID-19 (hereinafter the "Decree") extends the state of national emergency for a period of 45 days from 2 March until 16 April 2021. This is due to the number of Covid-19 cases that continues to increase. The Decree sets forth the same conditions as the previous extension.

Additional Information: The National Health Emergency has been declared for 45 calendar days (until 16 April 2021) with the possibility to be extended. The measures are maintained to protect people as a result of the outbreak of COVID-19. The Executive Power (*Poder Ejecutivo*) will submit every 15 days a report to the National Congress (*Congreso Nacional*), regarding the actions, measures and provisions adopted during the state of emergency.

[Decree No. 95-21](#) extending the state of national emergency for a period of 45 days to stop the spread of COVID-19 is available online in Spanish.

1.3.8 ECUADOR Public audiences regarding activities with an environmental impact will be carried out digitally during COVID-19 pandemic

Abstract: As of 18 January 2021, public audiences for activities that may cause a negative impact to the environment will be carried out digitally. This follows from Ministerial Agreement 20-2020, which decides to change the modality of public audiences during the COVID-19 pandemic. Public audiences allow the general public and potential affected persons to learn about and give their opinion on projects that can negatively affect their environment. Public audiences are required as part of the process for obtaining environmental and operation permits.

Business Impact: If the company is applying for an environmental or operating permit, it must be aware that public audiences will be carried out through digital platforms during the COVID-19 pandemic and be recorded. Public audiences may continue to be carried out in person when local populations do not have an adequate internet access or the necessary equipment for participating of the audiences.

Analysis: Actionable requirements The Ministerial Agreement does not impose direct obligations on companies.

What has changed? [Ministerial Agreement 20-2020](#), published on 18 January 2021, establishes that public audiences for projects that can affect the environment must be carried out through digital platforms during the COVID-19 pandemic, unless the affected population does not have an adequate internet connection or the necessary equipment for participating. Public audiences are part of the process for obtaining an environmental or operating permit and are required under the [Environmental Organic Code](#) and the [Ecuadorian Constitution](#). Public audiences have the objective to inform the general public on the projects and allow people to provide opinions and suggestions. The public audiences carried out digitally will be recorded.

Additional information Ministerial Agreement 20-2020 also includes an Annex with a sanitary protocol which the environmental authority must respect while carrying out inspections. It refers to the COVID-19 preventive measures, such as hands washing, use of facemasks and respect of the social distancing. The protocol does not impose obligations on companies, but it establishes that when the authority interacts with companies (for instance, for receiving documents) both parts must use a facemask and respect the social distancing.

1.3.9 PERU National Health Emergency extended until the 28 February 2021 with updated measures

Abstract: Until 28 February 2021, Peru has extended the Covid-19 state of National Health Emergency with additional measures. This follows from Supreme Decree No. 008-2021-PCM that extends the National Health Emergency for a period of 28 calendar days starting from 1 February 2021. Updated measures have been implemented for companies. For example, companies must prioritize teleworking, and if not possible, they must arrange staggered hours for the entry and exit of their workers.

Business Impact: The company must be aware that Peru has extended the state of National Health Emergency until 28 February 2021 (with the possibility to be extended) with updated stricter measures. For instance, the company must prioritize remote work and, if not possible, set staggered hours for the entry and exit of their workers and they must ensure proper ventilation, keeping their doors and windows open when possible.

Analysis: Actionable requirements

(New) The company prioritizes remote work and, if not possible, sets staggered hours for the entry and exit of its workers.

(New) The company ensures proper ventilation, keeping its doors and windows open when possible.

What has changed? On 28 January 2021, the President of the Republic (*Presidente de la República*) published Supreme Decree No. 008-2021-PCM extending the State of National Emergency due to the serious circumstances that affect the life of the Nation as a result of Covid-19. The state of national emergency entered into force on 31 January 2021 and will remain in force until 28 February 2021. The declaration of the state of national emergency places the country in lockdown for a period of 28 additional days, with the possibility to be extended. Moreover, the list of actionable requirements is

introduced for the first time as updated measures for companies to follow and prevent the spread of Covid-19. However, certain constitutional rights remain restricted, such as liberty and personal security, inviolability of the home, and freedom of meeting and being able to transit freely within the national territory.

Additional information Supreme Decree No. 008-2021-PCM reminds companies of the importance of following certain recommendations, among others, issued by the National Health Authority:

the maintenance of at least 1 meter of space per worker;

the frequent wash of hands;

the use of masks; and

the proper management of solid waste.

[Supreme Decree No. 008-2021-PCM](#) extends the State of National Emergency due to the serious circumstances that affect the life of the Nation as a result of COVID-19 and modifies Supreme Decree No. 184-2020-PCM and its amendments available online in Spanish.

1.4 Asia & Oceania

1.4.1 AUSTRALIA - PERTH AND PEEL Until 14 February 2021, companies operating in the Perth and Peel regions must comply with event restrictions, face covering requirements and restrictions on onsite gyms and canteens to prevent the spread of COVID-19

Abstract: Until 14 February 2021, businesses operating in the Perth or Peel regions of Western Australia must not organise private gatherings of more than 20 people and must ensure that all workers wear face coverings such as disposable masks (subject to certain exceptions), to prevent the spread of COVID-19. Companies that operate Schedule 1 places such as onsite gyms and restaurants/cafes (including staff canteens) must comply with separate gathering requirements, such as ensuring that no more than 2 patrons are permitted in an undivided indoor/outdoor space at one time unless there are 4 square metres of space for each person and reopening requirements, such as completion of safety plans, among other things.

Business Impact: If the company owns, controls or operates a premises in the Perth or Peel regions of Western Australia, it must not organise, allow, hold or conduct a prohibited activity, meaning a private gathering of 20 or more persons, on the premises. This requirement does not apply to Schedule 1 places, such as onsite gyms and cafes/restaurants (including staff canteens) which are subject to separate gathering requirements. Companies that operate a business in the Perth or Peel regions must ensure that all workers wear a face covering at all times unless they fall under a specified exception. Companies that own, control or operate Schedule 1 places in these regions must comply with specific restrictions on the operation of these premises. These include the following: -the company must not allow 2 or more patrons in a single undivided indoor space or a single undivided outdoor space at the place at the same time, where there are not at least 4 square metres of space for each person; -the company must not allow 150 or more patrons to be in the place at the same time; -the company must not serve a meal or drink to a patron unless it will be consumed while the patron is seated (excluding takeaway services); and -the company must not open to the public if the re-opening requirements have been met, including the completion or updating of a safety plan and display of a safety plan certificate.

Analysis: Actionable requirements The following are new requirements aimed at businesses operating in the Perth or Peel region of Western Australia, which entered into force on 5 February 2021 and will remain in force until 12.01 am on 14 February 2021. -If the company owns, controls or operates a premises in the Perth or Peel region of Western Australia, it does not organise, allow, hold or conduct a prohibited activity, meaning a private gathering of 20 or more persons, on the premises unless the premises is a Schedule 1 place. -If the company operates a business in the Perth or Peel region of Western Australia, it ensures that all of its workers wear a face covering at all times unless they fall under a specified exception. -If the company owns, controls or operates a Schedule 1 place in the Perth or Peel region of Western Australia, it does not allow 2 or more patrons in a single undivided indoor space or a single undivided outdoor space at the place at the same time, where there are not at least 4 square metres of space for each person. -If the company owns, controls or operates a Schedule 1 place in the Perth or Peel region of Western Australia, it does not allow 150 or more patrons to be in the place at the same time. -If the company owns, controls or operates a Schedule 1 place in the Perth or Peel region of Western Australia, it does not serve a meal or drink to a patron unless it will be consumed while the patron is seated (excluding takeaway services). -If the company owns, controls or operates a Schedule 1 place in the Perth or Peel region of Western Australia, it only opens to the public if the re-opening requirements have been met, including the completion or updating of a safety plan and display of a safety plan certificate.

What has changed? The [Safe Transition for Western Australia Directions](#) (the Directions) entered into force on 5 February 2021 and will remain in force until 14 February 2021. The Directions create restrictions to prevent the spread of COVID-19 and are aimed at transitioning the Perth and Peel regions out of lockdown. These Directions replace the previous [Stay at Home and Closure \(Perth, Peel and the South West Regions\) Directions \(No 2\)](#), which had prohibited the opening of businesses in the Perth Peel and South West regions (except for essential providers and in the context of essential work), obliged all workers to stay at home unless they were essential workers and prohibited gatherings of more than 2 persons. The Directions no longer create specific restrictions for the South West region, which will fall under the general scheme of restrictions under the [Closure and Restriction \(Limit the Spread\) Directions \(No. 13\) 2020](#). Under the Directions, companies operating in the Perth and Peel regions must now comply with new requirements to refrain from organising or conducting gatherings of more than 20 persons and must ensure that workers wear face coverings (such as disposable surgical masks) while at work. Companies that have onsite canteens, cafes/restaurants and gyms must also comply with additional restrictions aimed at these 'Schedule 1 places'. These companies must not: -allow 2 or more patrons in a single undivided indoor space or a single undivided outdoor space at the place at the same time, where there are not at least 4 square metres of space for each person; -allow 150 or more patrons to be in the place; -serve food/drink to a patron unless the patron will consume it while seated (excluding the case of takeaway services); and -reopen the place unless the reopening requirements are complied with.

Additional information *Private gatherings* A private gathering is an organised or planned activity for a common recreational purpose, other than a sporting activity, whether it takes places indoors, outdoors or on other premises such as a vehicle. *Face coverings defined* A face covering means a disposable surgical mask or fitted cloth mask that covers the nose and mouth (but does not include a face shield). *Exceptions to face covering requirements* The requirements to wear a face covering apply at all times when persons are outside of the place where they ordinarily reside. Certain persons fall within exceptions to these requirements, where they meet the criteria for a specified exemption and are carrying a face covering (or have one nearby in some cases). The following, among others, are specified exemptions: -the nature of a person's occupation means that wearing a face covering is impractical to perform that occupation or creates a risk to their health and safety; -the person needs to temporarily remove their mask so as to enable another person to appropriately perform their occupation; -the nature of a person's work or the activity that they are engaging in means that clear enunciation or visibility of the mouth is essential; or -not wearing a face covering is required for emergency purposes (other than emergency preparation or emergency preparation activities, unless another specified exception applies). Additionally, where the person has a physical, developmental or mental illness, injury, condition or disability which makes wearing a face covering unsuitable they will be exempted from these requirements. *Reopening requirements* Meeting the reopening requirements requires the completion or updating of a [safety plan](#) before the place opens to the public for purposes other than which they could previously have opened to the public before the Directions came into force (if any),

or before the place allows more persons/patrons to be at the place than could lawfully have been at the place before the Directions came into effect. Companies must also display a safety plan certificate (found on the last page of the safety plan) in a prominent place visible to members of the public at the place from no later than when the place opens to the public until the State of Emergency Declaration (SED) for Western Australia ends. The current SED will remain in force until 18 February unless it is further extended. *Application of the Closure and Restriction Directions* It is important to note that the Safe Transition for Western Australia Directions 2020 (the Direction) specify that where their provisions conflict with the [Closure and Restriction \(Limit the Spread\) Directions \(No. 13\) 2020](#) (the Closure and Restriction Directions), companies must comply with the obligations set out by the Directions, even where the Closure and Restriction Directions specify a different or less strict rule. *Offences* Failure to comply with these restrictions may result in a fine of 50,000 AUD for individuals and 250,000AUD for companies.

1.4.2 CHINA Companies that process, transport, store and sell imported articles such as imported electronic products are subject to additional sanitary requirements to prevent the transmission of COVID-19 through logistics channels

Abstract: Companies that engage in business activities involving imported articles must follow guidelines on record keeping, disinfecting, viral nucleic acid detecting and other relevant measures to reduce the risk of COVID-19 transmission through logistics channels. Affected companies are those that process, load and unload, transport, store or sell imported articles including imported electronic products (excluding cold chain articles).

Business Impact: If the company processes, loads and unloads, transports, stores or sells imported articles such as electronic products, it must, among other things, inspect supplier's license(供货者许可证), Cargo Entry Quarantine Certificate(货物入境检疫证明), COVID-19 Nucleic Acid Test Report(新冠病毒核酸检测报告) and Preventive Disinfection Certificate(预防性消毒证明). In addition, the company must establish a Comprehensive Traceability System for Imported Goods(进口物品全程追溯制度), keep record of names of employees who have direct contact with the imported articles and conduct health registration of the itinerary and health status of a new employee during the past 28 days in accordance with the national guideline. Furthermore, the company is also required to conduct daily health monitoring of employees, such as measuring body temperature of employees at the entrance of the imported article production and operation area.

Analysis: Actionable Requirements -If the facility processes, loads and unloads, transports, stores or sells imported articles (excluding cold chain articles), it requests and checks the supplier's license(供货者许可证), Cargo Entry Quarantine Certificate(货物入境检疫证明), COVID-19 Nucleic Acid Test Report(新冠病毒核酸检测报告) and Preventive Disinfection Certificate(预防性消毒证明) and other related article safety and anti-epidemic inspection information. If the facility is an importer or cargo owner who entrusts a third-party logistics company to provide transportation, storage and other services, it provides the required safety and epidemic prevention information of related articles to the third-party logistics company. If the facility has any imported articles for storage, sales, or processing but does not obtain a negative nucleic acid test and disinfection certificate for those articles, it stores those articles separately from other articles before obtaining a negative nucleic acid test and disinfection certificate. If the facility processes, loads and unloads, transports, stores or sells imported articles (excluding cold chain articles), it establishes a Comprehensive Traceability System for Imported Goods(进口物品全程追溯制度) and keep record of, among other things, names of employees who have direct contact with the imported articles.

If the facility transports imported articles, it ensures the imported articles are separated from other articles.

If the facility stores imported articles, it inspects the custom clearance documents(报关手续), Quarantine Certificate (检疫证明), origin and specification quantity, COVID-19 Nucleic Acid Test Report(新冠病毒核酸检测报告), purchase and sales ledger (进销货台账) and disinfection records before warehousing the articles.

If the facility stores imported articles, it keeps inbound and outbound records of imported articles, disinfects the warehouse every week and disinfects utensils after each shift.

If the facility process imported articles, it contacts the local disease control department to sample the inner packaging and contents after opening the outer packaging of imported articles. Except for the case where the shelf life after opening the packaging is short or the production process has special requirements, the facility processes the imported articles only after the completion of nucleic acid test and preventive disinfection.

If the facility process imported articles, it separates utensils used before and after processing to avoid cross contamination. After each shift of production and processing, it thoroughly cleans and disinfects all used utensils.

If the facility sells imported articles and the outer packages need to be opened before sale, it ensures the inner package and contents of the articles tested negative for viral nucleic acid.

If the facility receives a notice of a positive COVID-19 nucleic acid test result, it promptly activates its own emergency plan, seals and disinfect relevant articles and work areas under the guidance of professionals, and conducts nucleic acid screening for employees who were in contact with the contaminated articles.

If the facility processes, loads and unloads, transports, stores or sells imported articles (excluding cold chain articles), it adjusts and updates the health management system of employees in accordance with the requirements for the prevention and control of COVID-19, formulates an emergency response plan, and promptly reacts and reports confirmed cases.

If the facility processes, loads and unloads, transports, stores or sells imported articles (excluding cold chain articles), it conducts health registration for new employees, such as registration of the itinerary and health status of a new employee during the past 28 days.

If the facility processes, loads and unloads, transports, stores or sells imported articles (excluding cold chain articles), it provides sufficient personal protective equipment that meets the protection requirements for employees and conducts daily health monitoring of employees, such as measuring body temperature of employees at the entrance of the imported article production and operation area.

If the facility has employees who occupy high-risk positions, it implements additional preventive measures such as dividing employees into work groups or teams.

What has changed? On 21 January 2021, National Health Commission published the [Technical Guideline for Prevention and Control of COVID-19 for Imported Article Production and Operation Entities](#).(hereinafter the Guideline) The above listed requirements are introduced for the first time.

Additional Information Under the Guideline, imported articles include all imported goods such as imported consumer products, imported electronic products and imported fabric products, excluding imported cold chain articles. Cold chain articles refer to products that are processed by freezing, refrigerating or other methods, and are kept in low temperature throughout the process from manufacturing to sale. Moreover, under the Guideline, the facility must not store, process and sell imported articles in case any required anti-epidemic document is missing or mismatching. During transportation, if separation of imported articles and other articles is impractical, the facility must conduct preventive disinfection of the imported articles before transportation. Likewise, during loading and transportation, it is prohibited to open the package and coming into direct contact with the article. Furthermore, high-risk employees must wear work suits, masks, gloves throughout the entire process. In addition, high-risk employees must be tested for viral nucleic acid every 7 days, short-term or temporary practitioners must be tested after each work shift. Employees who occupies high-risk positions include who load and unload, transport, and process imported articles.

1.4.3 **INDIA** Facilities must continue to undertake COVID-19 precautionary and control measures, and facilities in COVID containment zones may be subject to local restrictions until 28 February 2021

Abstract: Until 28 February 2021, facilities must continue to comply with health and safety requirements such as social distancing, face-covering, and frequent sanitization to prevent spread of COVID-19 at the workplace. This follows from the Order No. 40-3/2020-DM-I(A) ("Order") issued on 27 January 2021. In addition, facilities operating in COVID-19 containment zones may be subject to local restrictions as the Order empowers State Government and Local authorities to demarcate and impose additional conditions on any COVID-19 affected zone(s).

Business Impact: The company must continue complying with requirements listed in Annexure I (National Directive for COVID-19 Management) of Order No. 40-3/2020-DM-I(A) of 27 January 2021 ("Order") to prevent exposure and spread of COVID-19 at the workplace further until 28 February 2021. The company must:

- ensure that all employees wear facemasks;
- set up thermal scanning and provide handwashing and sanitizing facilities at all entry and exit points, and common areas of the workplaces ;
- undertake frequent sanitization of the workplace and shared facilities/equipment that come into human contact, such as door handles; and
- ensure social distancing through adequate distancing between workers, adequate gaps between shifts, and staggered staff lunch breaks.

If the company operates in a COVID-19 containment zone, it may be subject to additional State Government or Local Authorities restrictions. State Government and Local Authorities are empowered to demarcate any COVID-19 affected area as a COVID-19 Containment zone and impose local restrictions. The company must know that any employer that contravenes any measures under the Order is punishable with imprisonment of up to 1 year, fine, or both.

Analysis: New actionable requirement

The facility undertakes all COVID-19 precautionary and control measures (e.g., social distancing and frequent sanitization) specified in the National directives for COVID-19 management listed in Annexure I of Order No. 40-3/2020-DM-I(A) of 27 January 2021 until 28 February 2021.

What has changed? Order No. 40-3/2020-DM-I(A) ("Order") issued on 27 January 2021 by the Ministry of Home Affairs permits all activities/operations in COVID-19 non-containment zones. Operating facilities must continue to comply with existing requirements under the national directives for COVID-19 management listed in Annexure I of the Order, which has not changed since the lockdown was announced. The Order empowers State Government and Local Authorities to demarcate any COVID impacted areas as COVID-19 containment zone(s) and impose restrictions and lockdowns. Therefore, facilities operating in COVID-19 containment zones may be subject to local restrictions.

Additional information The National directives for COVID-19 management listed in Annexure I of the Order require operating facilities to undertake the following precautionary and control measures at the workplace:

- ensuring that all employees wear facemasks;
- practicing frequent sanitization of the entire workplace and common areas;
- practicing thermal scanning, hand washing, making hand sanitizer and hand wash available at all entry and exit points, and common areas;
- and following staggered work schedules.

"**COVID-19 containment zone**" is an area categorized as a high-risk zone, where the number of coronavirus cases is high. The local authorities are empowered to classify areas as containment zones and notify such classifications via the respective District Collectors and State Governments or Union Territories on their websites. State Government and Union Territories, based on their assessment of the COVID-19 situation, can prohibit or restrict

certain activities in non-containment zones. Thus, operations and activities are regulated at the State or Union Territory level.

Penalties Any employer that contravenes any measures under the Order September 2020 is punishable under section 51 to 60 of the [Disaster Management Act 2005](#) ("the Act"). The Act states that any person that violates any Order issued under the Act is punishable with imprisonment of up to 1 year, or a fine, or both. In addition, the employer also punishable under Section 188 of the [Indian Penal Code 1860](#) ("penal Code"). Under the Penal Code, any person that contravenes any Order issued by a public servant, to abstain from a certain act is punishable with imprisonment of up to 1 month or a fine or both.

[Order No. 40-3/2020-DM-I\(A\) of 27 January 2021](#) is available in English on the Enhesa Knowledgebase.

1.4.4 INDIA Offices operating in Covid-19 non containment zones must comply with additional requirements, and offices in containment zones must continue to remain closed

Abstract: Starting 12 February 2021, offices that operate in a COVID-19 non-containment zone must undertake additional measures in canteen/cafeteria areas to prevent and contain the spread of COVID-19. This follows from the revised Standard Operating Procedure (SOP) on preventive measures to contain the spread of COVID-19 in offices. Facilities that operate in COVID-19 containment zones must continue to remain closed.

Business Impact: As an office, if the company operates in a COVID-19 non- containment zone, it must comply with additional requirements for preventing and containing COVID-19 in the canteen/cafeteria of the office. The company must:

provide and maintain hand sanitizers at the entrance of cafeteria/canteen to ensure personal hygiene; and

regularly measure the temperature of canteen/cafeteria staff, and monitor their respiratory symptoms. A doctor must immediately check any staff member that is unwell or has flu-like symptoms.

In addition, the company must continue to comply with all requirements mandated under the previous Standard Operating Procedure (SOP) on preventive measures issued in 2020 to contain the spread of COVID-19 in offices, that have not changed under the revised SOP 2021. If the company operates in a COVID-19 containment zone, it must continue to remain shut down.

Analysis: New actional requirements If the facility is an office, it ensures that hand sanitizers at the cafeteria/canteen entrance are provided to ensure personal hygiene at the workplace.

If the facility is an office, it measures all canteen/cafeteria staff's body temperatures regularly and monitors respiratory symptoms, and ensures that a doctor examines unwell staff immediately.

If the facility operates in a COVID-19 containment zone, it continues to remain shut down, unless exempted.

What has changed? The Standard Operating Procedure (SOP) on preventive measures to contain the spread of COVID-19 in offices 2021 ("SOP 2021") issued by the Ministry of Health and Family Welfare (MoHFW) on 12 February 2021 replaces the previous SOP on preventive measures to contain the spread of COVID-19 in offices 2020 ("SOP 2020"). The SOP 2021 retains all requirements under the previous SOP 2020, and provides additional requirements to contain the spread of COVID-19 in office cafeterias/canteens. In addition to new requirements, the SOP 2021 also modifies the distance required to be maintained between 2 customers in the canteen/cafeteria. Previously under SOP 2020, offices were required to ensure at least 6 feet distance between 2 customers sitting in the canteen/cafeteria. The SOP 2021 changes the distance from 6 feet to 1 meter. Thus, starting 12 February 2021, a sitting arrangement with at least 1 meter distance between customers is sufficient.

Additional information Offices must continue to comply with requirements prescribed under the previous SOP 2020, that have not been changed under the revised SOP 2021. For example, offices must:
 disinfect the interior of any vehicle used for work purposes, as well as frequently touched surfaces (i.e., doorknobs, elevator buttons, handrails, benches, and washroom fixtures) using 1% sodium hypochlorite solution/spray;
 prominently display posters, standees, or audiovisual media on preventive measures for COVID-19 onsite;
 ensure that face covers, masks, and gloves used and left on the work premises by visitors and employees are appropriately disposed of; and
 immediately isolate any infected employee, provide them with a face mask, inform the nearest medical facility (hospital/clinic), or call the state or district helpline.
[Standard Operating Procedure \(SOP\) on preventive measures to contain the spread of COVID-19 in offices](#) is available in English on the Enhesa Knowledgebase.

1.4.5 JAPAN Details on the extended periods for fire prevention related inspections and deadlines for reporting the inspection results have been published

Abstract: As of 22 January 2021, Management Entitled Parties (管理権原者) of Specified Fire Prevention Properties (特定防火対象物) or Disaster Management Properties (防災管理対象物), and concerned parties (関係者) of Fire Prevention Properties (防火対象物) can refer to the newly adopted public notice, which contains detailed information on the extended periods for fire prevention related inspections and deadlines for reporting the inspection results, as well as the condition for such extension.

Business Impact: If the company is subject to the requirements of Fire Prevention Property Periodic Inspection (防火対象物定期点検) or the Disaster Management Periodic Inspection (防災管理定期点検), periodic inspections for the Firefighting Equipment and others (消防用設備等) or Special Firefighting Equipment and others (特殊消防用設備等), or inspection result reporting requirement for the Firefighting Equipment and others or Special Firefighting Equipment and others, it can now be granted an extended period of at least 3 months for conducting such inspections and submitting the report, if it faces difficulties to do so due to the implementation of the state of emergency triggered by the COVID-19 pandemic. However, the company should be aware that such extension is subject to the condition that, the inspections and submission of reports must be, in principle, conducted within the period, which falls into the period between the announcement of the state of emergency and 3 months after lifting the state of emergency, at the place where the facility is located.

Analysis: Actionable Requirement If the facility is a Management Entitled Party (管理権原者) of Specified Fire Prevention Properties (特定防火対象物) or Disaster Management Properties (防災管理対象物), it conducts an annual Fire Prevention Property Periodic Inspection (防火対象物定期点検) or a Disaster Management Periodic Inspection (防災管理定期点検), respectively, by qualified inspectors, complies with the inspection standards (点検基準), and displays an inspection certificate onsite. (modified)

If the facility is a concerned party (関係者) of Fire Prevention Properties (防火対象物) that is required to install Firefighting Equipment and others (消防用設備等) or Special Firefighting Equipment and others (特殊消防用設備等), it undergoes periodic inspections by a Firefighting Equipment Qualified Inspector (消防設備点検資格者) or by itself, and reports to the head of jurisdictional fire department(消防長又は消防署長) of the inspection results at various frequencies. (modified)

What has changed? On 22 January 2021, the [Public Notice on Reason and Periods determined by the Commissioner of the Fire and Disaster Management Agency in accordance with Article 4-2-4 Paragraph 1 and Article 31-6 Paragraph 4 of](#)

[the Enforcement Ordinance of Fire Services Law](#) (hereafter the "Public Notice": 消防法施行規則第四条の二の四第一項ただし書及び第三十一条の六第四項の規定に基づき、消防庁長官が定める事由及び期間を定める告示) was published and it came into force on the same date. The Public Notice does not introduce new requirements on companies. It is adopted to accommodate the recently amended Enforcement Ordinance of Fire Services Law. The amended [Enforcement Ordinance of Fire Services Law](#) provides the possibility to extend:

the periods for the Fire Prevention Property Periodic Inspection (防火対象物定期点検) or the Disaster Management Periodic Inspection (防災管理定期点検);

the periods for the periodic inspections for the Firefighting Equipment and others (消防用設備等) or Special Firefighting Equipment and others (特殊消防用設備等); and

the deadline for submitting the inspection result reports of the Firefighting Equipment and others or Special Firefighting Equipment and others.

However, the amended Enforcement Ordinance of Fire Services Law did not specify the exact reason, which companies can use to justify the extension, and periods for the extension. The Public Notice therefore detailed such reason and periods. According to the Public Notice, the reason for the extension is the announcement of the state of emergency due to the COVID-19 pandemic. Moreover, an extension can be granted if the abovementioned inspections and submission of reports must be, in principle, conducted within the period, which falls into the period between the announcement of the state of emergency and 3 months after lifting the state of emergency, at the place where the facility is located. Each inspection and submission of report is granted a period of 3 months extra plus the days where the state of emergency lasts. For example, if in principle, the inspection for the Firefighting Equipment must be carried out every 6 months, and the state of emergency is implemented for 15 days at the place where the facility is located, the facility can now conduct the inspection every 9 months and 15 days.

Additional Information [Fire Prevention Property Periodic Inspection/Disaster Management Periodic Inspection Specified Fire Prevention Properties \(特定防火対象物\)](#) are listed in Para.1 to 4, Para.5 Item1, Para.6, Para.9 Item1, Para.16 Item 1 and Para.16-2 of Anx.1 of the [Enforcement Order of Fire Service Law](#). Specified Fire Prevention Properties that meet any of the following conditions are subject to the requirement of Fire Prevention Property Periodic Inspection (防火対象物定期点検) or a Disaster Management Periodic Inspection (防災管理定期点検):

Specified Fire Prevention Properties (e.g. retail industry facilities, multi-purpose facilities) with an occupancy of at least 300 people; or

Specified Single-Floor Fire Prevention Properties (特定一階段等防火対象物: Specified Fire Prevention Properties that occupies a single floor that is not the evacuation floor (i.e. first or second floor) and has only one evacuation stairway, including those with at least 2 evacuation stairways but only one can be used, but excluding those with an outdoor evacuation stairway) with an occupancy of at least 30 people.

A *Disaster Management Property (防災管理対象物)* is determined as the following properties meeting various conditions: Condition 1: Excluding the ground floor, has at least 11 floors with a gross floor area of at least 10,000 m²; has between 5 to 10 floors with a gross floor area of at least 20,000 m²; or has 4 floors or less with a gross floor area of 50,000 m², for the following example of properties: - Department stores, markets and other retail industry facilities; - Hotels, bed and breakfasts, and other hospitality industry facilities; - Hospitals, clinics, maternity homes, infant homes, other health or medically related facilities; - Factories and workstations; and - Other facilities not mentioned (for example, warehouses, offices, laboratories). Condition 2: Has at least 11 floors high with a gross floor area of at least 10,000 m², has between 5 and 10 floors with a gross floor area of at least 20,000 m²; or has at or less than 4 floors with a gross floor area of at least 50,000 m², for the following properties: - Multi-purpose facilities with any of the properties combined; and - Other multi-purpose facilities; Condition 3: Underground cities (地下街) with a gross floor area of at least 1,000 m². Facilities holding a Fire Prevention/Disaster Prevention Superior Certification (防火・防災優良認定証) are exempt from this inspection. [Periodic inspections for the Firefighting Equipment and others/Special Firefighting Equipment and others](#)

A concerned party means the owner, manager or occupant of the Fire Prevention Properties (防火対象物). List of *Fire Prevention Properties* is provided in Anx. 1 of the Enforcement Order of Fire Services Law (except for Para. 20) and includes, for example, factories and workplaces. Properties provided in Art. 36 Para. 2 of the Enforcement Order of Fire

Services Law (such as factories with a gross floor of at least 1,000 m² and designated by the head of the fire department) are required to undergo periodic inspections by a qualified Fire Prevention Installation Qualified Inspector. Other properties can undergo such inspections by themselves. In principle, Fire Prevention Installation must be inspected at least every 6 months or 1 year as outlined under the [Public Notice on Determining the Inspection Period, Inspection Methods and Inspection Result Reporting Formats in accordance with the Types and Inspection Content of Firefighting Equipment or Special Firefighting Equipment](#) (消防用設備等又は特殊消防用設備等の種類及び点検内容に応じて行う点検の期間、点検の方法並びに点検の結果についての報告書の様式を定める件).

1.4.6 JAPAN The state of emergency lasts until 7 March 2021 for 10 Prefectures in response to the COVID-19 pandemic

Abstract: As of 2 February 2021, companies in Japan must be aware that the state of emergency has been prolonged to 7 March 2021 in 10 Prefectures (Saitama, Chiba, Tokyo Metropolitan area, Kanagawa, Gifu, Aichi, Kyoto, Osaka, Hyogo and Fukuoka), instead of the previous 7 February 2021.

Business Impact: If the company is located in Saitama, Chiba, Tokyo Metropolitan area, Kanagawa, Gifu, Aichi, Kyoto, Osaka, Hyogo or Fukuoka, it should be aware that the state of emergency has been prolonged until 7 March 2021. Therefore, the company continues to be requested to comply with the restrictions against the spread of COVID-19.

Analysis: On 2 February 2021, the Japanese government has announced to [prolong the state of emergency](#) till 7 March 2021 in 10 Prefectures, namely, Saitama, Chiba, Tokyo Metropolitan area, Kanagawa, Gifu, Aichi, Kyoto, Osaka, Hyogo and Fukuoka. Previously, a state of emergency was declared to last until 7 February 2021. According to the updated [Basic Policy on Countermeasures Against Novel Coronavirus Infection](#) (hereafter the "Basic Policy": 新型コロナウイルス感染症対策の基本的対処方針), individuals and companies in these Prefectures continue to be requested to, among others: implement basic countermeasures (such as social distancing, wearing masks and washing hands); avoid the places where are enclosed, crowded, and with close scenes of conversations (三つの密); self-restrain from going out for unnecessary purposes **during the day and at night** (previously requested after 8 pm) and **traveling to other Prefectures for unnecessary purposes** (previously not explicitly requested); promote teleworking and staggered working, aiming at reducing 70% attendance of employees in the workplace (for workplaces requiring attendance, promote rotation work); for essential businesses (the list of which is provided in the annex of the Basic Policy), avoid the places where are enclosed, crowded, and with close scenes of conversations while operating. follow the [new lifestyle](#) which includes example measures that individuals and employers can take in daily life and in the workplace; avoid the [5 scenarios where the risk of infection will increase](#) (感染リスクが高まる「5つの場面」), which include, for example, social gatherings with drinking, conversation without masks, and switching locations; follow the latest [guidelines of COVID-19 spread prevention for each industry](#), such as the manufacturing industry, office work, and logistics industry; close restaurants and canteens before 8 pm (provide alcohols only between 11 am to 7 pm); install and use the COVID-19 Contact-Confirming Application (COCOA); and hold events in accordance with the latest restrictions provided in the [document regarding restrictions on holding events, restrictions on the use of facilities associated with the state of emergency](#) (緊急事態宣言に伴う催物の開催制限、施設の使用制限等に係る留意事項等について). Companies can also refer to the [new measures on all travelers](#) leaving and entering Japan.

1.4.7 JAPAN Companies may face additional requests from the competent authority to take countermeasures against COVID-19

Abstract: As of 13 February 2021, companies in Japan may face additional requests from the competent authority to take priority measures to prevent the spread of COVID-19 (まん延防止等重点措置). Such requests include, for example, encouraging employees to take COVID-19 tests.

Business Impact: The company should be aware that priority measures to prevent the spread of COVID-19 have been introduced. As a result, the company may face additional requests from the competent authority to take measures against COVID-19 infection.

Analysis: Actionable Requirement If requested by the competent authority, the facility takes countermeasures to prevent the spread of COVID-19 infections. (modified)

What has changed? On 10 February 2021, the [Enforcement Order of Law on Special Measures for New Influenza and others](#) (新型インフルエンザ等対策特別措置法施行令) was amended by a [Cabinet Order](#). The amendment came into force on 13 February 2021. The amendment creates no new requirements for companies. It was issued to provide more implementation details to accommodate the [Amendment to the Law on Special Measures for New Influenza and others of 03 February 2021](#). Among others, the amendment specifies the priority measures to prevent the spread of COVID-19 (まん延防止等重点措置), which are to be taken by companies upon the request of the competent authority. These measures include, for example:

- to encourage employees to take COVID-19 tests;
 - to organize and guide persons entering the workplace where there is COVID-19 contracted employee identified;
 - to prohibit persons with COVID-19 symptoms from entering the workplace;
 - to install hand disinfection equipment;
 - to disinfect the workplace where there is COVID-19 contracted employee identified;
 - to inform persons entering workplaces about COVID-19 countermeasures, such as wearing masks; and
 - to prohibit persons without COVID-19 countermeasures from entering the workplace.
- Moreover, for certain facilities used by multiple persons, such as meeting halls, department stores, shops, restaurants and canteens (limited to those with the total floor area of the building exceeding 1,000 m²), the amendment adds the following measures to be taken by the manager of the facility or the event holder in the facility:
- to encourage employees to take COVID-19 tests; and
 - to prohibit persons without COVID-19 countermeasures from entering the facility.

Additional Information The [Basic Policy on Countermeasures Against Novel Coronavirus Infection](#) (新型コロナウイルス感染症対策の基本的対処方針) was also updated to add information on the matters to be taken into account by the government and the relevant competent authorities when deciding to implement or to end the priority measures mentioned above.

1.4.8 **NEW ZEALAND** Since 22 February 2021 companies throughout New Zealand are only required to display QR codes for COVID-19 contact tracing, due to the transition of Auckland to Alert Level 1

Abstract: Since 22 February 2021, companies throughout New Zealand are only required to display QR codes at the workplace to prevent the transmission of COVID-19. This is due to the transition of the Auckland region from Alert Level 2 to Level 1, meaning that the entire country currently stands at Level 1 of New Zealand's COVID-19 Alert Level System. Businesses operating in the Auckland region are no longer required to comply with previous workplace physical distancing measures, social gathering limits and further contact tracing requirements, among other things.

Business Impact: If the company operates a workplace anywhere in New Zealand, it must continue to ensure that it displays a QR code for the business in a prominent place at or near the main entrance of the workplace. Since 22 February 2021, businesses that operate in the Auckland region of New Zealand are no longer obliged to comply with measures such as workplace physical distancing, social gathering limits and contact tracing requirements.

Analysis: Actionable requirements The following requirement continues to apply to workplaces throughout New Zealand: If the company is a person in control of a workplace, it ensures that a copy of a QR code for the workplace is displayed in a prominent place at or near the main entrance of the workplace.

What has changed? On 22 February 2021, the [COVID-19 Public Health Response \(Alert Level Requirements\) Order \(No 3\) 2021](#) (the Order) entered into force, revoking the previous COVID-19 Public Health Response (Alert Level Requirements) Order (No 2) 2021. The Order reflects the transition of the Auckland region to Alert Level 1 of the COVID-19 Alert Level system, meaning that businesses operating in Auckland will no longer be required to comply with previous workplace physical distancing requirements, social gathering restrictions and contact tracing requirements. Due to this transition, the entire country is now at Alert Level 1. The Order continues to oblige companies nationwide to display QR codes in a prominent place at or near the main entrance of the workplace.

Additional information QR codes A QR code means a unique identifying code issued by the New Zealand Government for the purpose of enabling contact tracing. Companies can generate QR code posters for their business using the Ministry of Health's self-service web form, available [here](#).

1.4.9 **THAILAND** Companies with vehicles for product, materials, or personnel transport must comply with heightened Covid-19 prevention measures for driver safety

Abstract: Effective 28 December 2020, companies registered as personal transport operators with vehicles travelling in or through Covid-19 controlled areas must implement additional preventative measures for its facilities, drivers, and vehicles. Personal transport operators are facilities which have vehicles engaged in business activities, such as the delivery of products or personnel.

Business Impact: If the company is a transport operator with vehicles travelling through Covid-19 controlled areas, it must comply with new driver safety, medical surveillance, and personal protective equipment requirements for the first time. These include the mandatory disinfection of vehicles and cargo loading areas, the use of rubber gloves and face coverings for drivers engaged in cargo handling, and the expansion of existing medical surveillance requirements to drivers and other employees engaged in cargo loading.

Analysis: Actionable Requirements

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas, it must ensure vehicles are cleaned with disinfectants, both inside and outside, before loading any cargo.

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas, to the maximum extent possible, it must require that drivers remain in the vehicles and not be involved in the handling of cargo.

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas, and drivers must handle cargo, the driver regularly sanitizes their hands and wears rubber gloves until the completion of deliveries.

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas, it must ensure that drivers always wear face coverings.

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas, it screens drivers and other employees involved in transportation activities daily for Covid-19 symptoms.

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas and finds that a driver or other employee has one or more Covid-19 symptoms, it must not allow them to enter the facility or engage in work until receiving a diagnosis from a medical doctor.

If the facility is a transport operator with vehicles travelling through Covid-19 controlled areas, it regularly sanitizes the facility and cargo handling areas.

What Has Changed? On 28 December 2020, the Department of Land Transport issued a new notification for transport operators with vehicles travelling through areas with known cases of Covid-19 ("Notification"). As a result, the requirements listed above are required for the first time and apply to any facility that requires employees to engage in transportation activities in or through areas with known cases of Covid-19.

Additional Information *Driver handling of cargo* The Notification does not fully prohibit driver handling of cargo. Instead, facilities are encouraged to require drivers to remain in vehicles and not to be involved in the handling of cargo. However, if facilities continue to require drivers to handle cargo, they must require the use of rubber gloves in addition to the face covering and hygiene requirements. *Medical surveillance* Facilities must screen drivers and employees related to the transportation of goods daily. Any driver or other employee found to have a temperature higher than 37.5 degrees celsius, or that has a cough, sore throat, or difficulty breathing must not be allowed to work or to enter the facility. This requirement is in addition to the generally applicable medical surveillance requirements as part of country-wide hygiene and operation requirements on all companies, which apply to employees who work on-site. For more information, see the [28 December 2020 Notification issued by the Department of Land Transport](#) (currently only available in Thai).

1.4.10 THAILAND Companies operating during the Covid-19 emergency situation must comply with more stringent prevention and hygiene requirements, in effect until at least 28 February 2021

Abstract: As of 6 January 2021, the emergency situation declaration in all areas of Thailand was extended through to 28 February 2021. It was previously set to expire on 15 January 2021. Additionally, more stringent requirements are in effect in certain provinces based on the risk level for the first time. All the orders and administration under the Emergency

Decree on Public Administration in Emergency Situation B.E. 2548 (2005) are still in effect, including the prevention measures for all business operations.

Business Impact: If the facility operates during the Covid-19 emergency situation, it must continue to comply with the regulations issued to prevent and reduce the spread of the disease. Additionally, facilities must comply with more stringent measures depending on the province in which they operate. For example, facilities operating in Maximum Control Zones must limit meetings to no more than 300 people and restrict gathering areas to have no more than one person per square metre. The general requirements have been extended as a result of the renewal of the declaration of an emergency situation, which extends the duration of the emergency situation through 28 February 2021.

Analysis: Actionable Requirements *New requirement*

If the facility operates during the declaration of an emergency situation in response to Covid-19, it implements the applicable control measures based on its province risk level.

Existing requirements extended

If the facility operates during the declaration of an emergency situation in response to Covid-19, it sets up temperature/fever checks and screens for any symptoms of coughing, difficulty breathing, sneezes, or colds for service staff and visitors at all business operations.

If the facility operates during the declaration of an emergency situation in response to Covid-19, it ensures customers clean their hands with alcohol or sanitizer before entering the shop.

If the facility operates during the declaration of an emergency situation in response to Covid-19, it ensures customers maintain at least 1 metre separation for sitting or standing in waiting and queuing areas.

If the facility operates during the declaration of an emergency situation in response to Covid-19, it ensures customers' chairs are placed clearly apart in the service areas.

If the facility operates during the declaration of an emergency situation in response to Covid-19, it limits the number of customers inside at one time and requires that waiting customers stay outside.

If the facility conducts in-person meetings, seminars, or trainings during the Covid-19 emergency situation, it implements Covid-19 prevention measures such as body temperature screening for attending employees and properly cleaning frequently exposed surfaces.

What Has Changed? On 6 January 2021, the Cabinet approved the extension of the period of emergency situation declaration in all areas of the Kingdom for 45 days, through 28 February 2021. Previously, the declaration was set to expire on 15 January 2021. As a result, the requirements listed above as existing requirements will remain in effect until 28 February 2021 unless extended, modified, or rescinded by another emergency declaration. Additionally, in response to the rising number of Covid-19 cases in many areas in Thailand, the Order of the Center for COVID-19 Situation Administration (CCSA) 1/2564 established a system of more stringent requirements for certain areas designated Maximum Control Zones (Red Zones) (โซนควบคุมสูงสุด (โซนสีแดง)), and Maximum and Strict Control Zones (Dark Red Zones) (เขตควบคุมสูงสุดและเข้มงวด (โซนสีแดงเข้ม)). Facilities located in areas designated as either of these zones must comply with zone-specific closure, curfew, and gathering limitations in addition to the existing general requirements.

Additional Information *Zone-specific requirements* Facilities located in Maximum and Strict Control Zones (Dark Red Zones) (เขตควบคุมสูงสุดและเข้มงวด (โซนสีแดงเข้ม)) must:

close indoor gymnasiums and fitness centres;

not allow for gatherings for activities or assemblies without permission; and

operate under the strict control measures for the specific type of facility as prescribed by local and national guidelines (for example, food establishments must limit their hours of operations and must not serve alcohol).

Facilities located in Maximum Control Zones (Red Zones) (โซนควบคุมสูงสุด (โซนสีแดง)) must operate with the following restrictions:

meetings and seminars must be limited to no more than 100 people;

exhibition and convention centres must limit the number of visitors to no more than one person per square metre;

indoor gymnasiums and fitness clubs may reopen subject to the general hygiene measures; and

factories and other related industrial establishments may open as usual, but facility owners and responsible persons must develop and implement disease prevention measures in the facility.

Facilities located in Control Zones (Orange Zones) (โซนควบคุม (โซนสีส้ม)) must operate with the following restrictions:

food establishments can open with social distancing measures but must not sell food or beverages after 11 pm;

meetings and seminars must be limited to no more than 300 people; and

retail establishments can reopen but must not conduct promotional activities.

Zone designations As of 29 January 2021, the zone designations throughout Thailand are as follows: Currently, the only province designated a Maximum and Strict Control Zones (Dark Red Zones) (เขตควบคุมสูงสุดและเข้มงวด (โซนสีแดงเข้ม)) is Samut Sakorn. Provinces designated Maximum Control Zones (Red Zones) (โซนควบคุมสูงสุด (โซนสีแดง)) include:

Bangkok;

Samut Prakarn;

Nonthaburi; and

Patham Thani.

Provinces designated Control Zones (Orange Zones) (โซนควบคุม (โซนสีส้ม)) include:

Rayong;

Chonburi;

Chanthaburi;

Chachoengsao;

Trat;

Nakhon Pathom;

Prachin Buri;

Phetchaburi;

Ratchaburi;

Ayutthaya; and

Ang Thong.

All other provinces are designated as either Close Surveillance Zones (Yellow Zones) (ปิดเขตเฝ้าระวัง (เขตสีเหลือง)) or as Surveillance Zones (Green Zones) (เขตเฝ้าระวัง (เขตสีเขียว)). Facilities located in these zones are only subject to general hygiene and prevention measures but may be subject to zone-specific measures in the future. The full list of zone designations is available in the [29 January 2021 CCSA order](#) (currently only available in Thai). For more information, see the [6 January 2021 announcement](#) from the CSSA extending the emergency declaration, the [3 January 2021 regulation](#) prescribing initial requirements for Maximum Control Zones, and the [29 January 2021 order](#) redesignating the provinces and providing for additional zone-specific requirements. These documents are currently only available in Thai.

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