**Country regulations**

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| Objectives:At the end of the sequence, participants:* Will know the country's specific safety regulations and the consequences of not applying them
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**This sequence is to be built locally. To this end, 2 options are available to you:**

* **either a local (or branch) training exists and meets these objectives. In this case, it can be used instead of this module. This module may involve site/subsidiary/subsidiary induction.**
* **if this is not the case, you must build your own training session by following the suggestions below.**

**This document contains content suggestions and educational activities to achieve the goals of this module.**

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| Key elements | Support/activities |
| The HSE regulations for the country applicable to the site/subsidiary are: XXXXThey include labor legislation and adherence to the Labor Code. | Taken from the country's regulations |
| The regulations for the country must be adhered to, as must the Group's regulations, if they are more exacting (or do not exist). They are reflected on the site/subsidiary by: XXXXXX (list of relevant site/subsidiary regulations) | Link and in-depth study using the site/subsidiary roadmap and actions in place |
| The SEVESO regulation as it applies to the site/subsidiary | Taken from the country's regulations |

**Estimated duration:**

1 hour.

**Teaching method recommendations:**

In-class presentation with document analysis and search for simple answers in the regulations. Or in the case of induction (if it meets the objectives) then questions are answered by a local manager.

1. Pre-requisite modules for the sequence
* Full TCG
* TCAS 1

Participants will have already looked at the Group's policy, site/subsidiary risks and the site/subsidiary's HSE roadmap, which will have been presented by their manager.

The purpose of this module is for participants to learn about the important national HSE regulations, which have an impact on the site/subsidiary regulations and its activity.

1. Preparing the sequence

Before beginning the module, we recommend you:

* Print enough extracts of country regulations and quizzes related to it.
1. Suggestion for sequence roll-out

Instructions legend for the trainer:

* Comments for the trainer
* Key content elements
* **Type of activity**
* *“Question to ask”/statement of instructions*

| **Phase/Timing** | **Trainer** | **Module content suggestion** |
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| 1. Introduction and objectives5 minutes | **Welcome participants and present the module objectives.** We will start by reviewing the national or local HSE regulations together, which are applied to our activity and which must be known by everyone. | Example of an objectives overview slide:At the end of the sequence, you:* will know the country's specific safety regulations and the consequences of not applying them.
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| 2. Reminder of the link between the Group's regulations and the national regulations.5 minutes -> 10 minutes | The aim of this sequence is to remind participants that the country's regulations must be adhered to, as must the Group/Branch's regulations, if they are more exacting (or do not exist). To do this, present those national requirements that are stricter than the Group's regulations. | Present article 2 of the HSEQ charter then this message on a slide, followed by the different requirements of the Group's regulations.  |
| 3. Know the country's main HSE regulations45 minutes -> 55 minutes | The aim of this sequence is to learn the key points of national regulations that it is necessary to know (example: SEVESO, prefectural orders or equivalent, etc.). To do this: - **Present the list of the country's safety regulations** that apply to the site/subsidiary + the requirements of the SEVESO regulation, if applicable to the site/subsidiary**- Organize a workshop:** Distribute the extracts and organize the workshop.In groups, participants study the aspects of the regulations and the main laws/regulations/decrees using 3 questions:* *"What is the aim of this regulation?*
* *What is the challenge? What happens if it is not applied: the consequences could relate to the company, fines (which can be very high), shutdown of the operating facility (formal notice)*
* *What are the specific effects for/on the site/subsidiary (with examples of methods in place)"*

Organize the debriefing during which each group quickly presents their answers to the questions.Summarize using a slide.**- A quiz**Distribute a list of questions, the answers to which can be found in the extracts. Each group looks for the answers.Wait a moment then correct together. | Slide to be presented.Slide: summary of an example/key points/an extract from a country's key regulation.  |
| 4. Summary5 minutes - > 1 hour | The aim of this sequence is to help participants realize what relates to them directly in their line of work and which points to watch out for.Ask participants to take the time to write down the answers to the following questions: *"what aspects of the regulation do you think are important and should be taken into account in your work? How?"*Organize a quick round table discussion on the answers.Thank the participants and conclude. |  |