



## **Category of laws that require us to hold records**

### **South Africa**

Basic Conditions of Employment Act, 1997  
Companies Act, 2008  
Compensation for Occupational Diseases Act, 1993 ("COIDA")  
Employment Equity Act, 1998 ("EEA")  
Exchange Control Regulations  
Promotion of Access to Information Act, 2000  
Protection of Personal Information Act, 2013  
Unemployment Insurance Act, 2001  
Unemployment Insurance Contribution Act, 2002  
Broad Based Black Economic Empowerment Act, 2002.  
Broad Based Black Economic Empowerment - Code of Good Practice  
Electronic Communications and Transactions Act, 2002.  
Labour Relations Act, 1995.  
Occupational Health and Safety Act, 1998.

### **Mauritius**

Companies Act, 2001  
Data Protection Act, 2017  
Employment Relations Act, 2008.  
National Savings Fund Act, 1995.  
Occupational Safety and Health Act, 2005.  
Workers' Rights Act, 2019.

### **United Kingdom**

Companies Act, 2006  
The Data Protection Act, 2018  
Consumer Rights Act, 2015.  
Employment Rights Act, 1996.  
Health and Safety at Work Act, 1974.  
Small Business, Enterprise and Employment Act, 2015.  
Social Security Contributions and Benefits Act, 1992  
National Minimum Wage Act, 1998.

### **United States of America**

Delaware Online Privacy and Protection Act, 2016  
Delaware Corporation Law/Code  
Business and Occupation Tax (Washington).  
Washington Business Corporation Act ("WBCA")  
Fair Labour Standards Act (Washington).  
Commerce and Trade Law (Delaware)  
Labor: Title 19 (Delaware) – Part I: General Provisions  
Labor: Title 19 (Delaware) – Part III: Unemployment Compensation  
Labor: Title 19 (Delaware) – Part V: Family and Medical Leave Insurance Program