



# LEGISLATION UPDATE

November 2025

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## Introduction and disclaimer

The main legal texts published between 1<sup>st</sup> and 30<sup>th</sup> of November 2025 are listed below, separated by main area of work: Quality, Environment, Information Security and Health & Safety.

The legal texts identified in this Newsletter do not represent all the legislation published in relation to these 4 topics. AvISO Consultancy selects the legislation which it believes will apply to the Companies with which it works. In addition, AvISO Consultancy does not take responsibility for the accuracy of any information provided and would recommend that you take appropriate legal advice in relation to any new legislation which might apply to your business, as appropriate.

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For any enquiries related to the legal register, including but not limited to clarifications on legislative changes, guidance on applicability to your organisation, assistance with updating your legal register, adding legislation and guidance to the legal register, or any other related support, please contact [legalregister.support@avisoconsultancy.co.uk](mailto:legalregister.support@avisoconsultancy.co.uk).



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## ENVIRONMENT

### Water (Special Measures) Act 2025

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** England and Wales

**Commencement:** 24 February 2025

**Legislation Type:** Environmental / Water Regulation / Enforcement Powers

**Amends:** New legislation

#### Summary

The Water (Special Measures) Act 2025 introduces significant reforms to the regulation, governance, and environmental performance of water companies in England and Wales. The Act strengthens the powers of Ofwat, the Environment Agency, and Natural Resources Wales, enabling more decisive intervention where water companies fail to meet statutory standards. The legislation aims to improve transparency, accountability, and public confidence in the water sector.

#### Key Provisions

##### 1. Remuneration and Governance

- Ofwat can block performance-related bonuses for executives if minimum standards on consumer matters, environment, financial resilience, or criminal liability are not met.
- Water companies must ensure senior roles are filled by individuals who meet specified standards of competence and conduct.
- Companies are required to strengthen customer representation in decision-making processes.

##### 2. Financial Transparency

- Companies must publish a clear, accessible annual summary of their financial position on their websites.
- Ofwat is empowered to set rules ensuring transparency and public accountability.

##### 3. Pollution Incident Reduction Plans (PIRPs)

- Annual PIRPs are now mandatory, detailing actions to reduce pollution incidents and progress made.
- Failure to produce or implement a PIRP in line with statutory guidance is an offence and may result in fines.

##### 4. Emergency Sewage Overflow Monitoring

- All emergency sewage overflows must be independently monitored.
- Real-time data on discharges must be published within one hour of an event.

##### 5. Nature-Based Drainage Solutions



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- Drainage and Wastewater Management Plans must include nature-based solutions, such as wetlands and sustainable urban drainage systems, to improve resilience and reduce environmental impact.

## 6. Special Measures and Regulatory Powers

- Regulators can formally designate a water company as subject to special measures if statutory criteria are met, such as repeated permit breaches, water quality failures, or threats to service continuity.
- Companies under special measures must submit regulator-approved improvement plans with clear actions, timelines, and accountability structures.
- Regulators have enhanced powers to require information, issue binding directions, and enforce compliance.

## 7. Sanctions and Enforcement

- The Act introduces automatic penalties for certain offences and lowers the standard of proof for some civil penalties to the balance of probabilities.
- Executives and directors may be held personally liable for offences committed with their consent, connivance, or neglect.
- Obstructing regulatory investigations can result in up to two years' imprisonment.

## Compliance Requirements

- Evidence of compliance may include: Pollution Incident Response Plans, Water Quality Reports, Environmental Permits, Flood Management Plans, and records of nature-based solutions.
- Companies must ensure robust governance, compliance monitoring, and emergency response plans are in place.
- Regular reporting and transparency are mandatory, with oversight by Ofwat, the Environment Agency, and Natural Resources Wales.

## Impact

- Enables faster intervention and corrective action in cases of poor performance.
- Strengthens oversight of pollution and water quality risks.
- Reinforces transparency and service standards, reassuring consumers and stakeholders.

**Environmental Authorisations (Scotland) Amendment Regulations 2025 (SSI 2025/165)**

**Changes in the legal register**

☒ yes ☐ no

**Jurisdiction:** Scotland

**Effective Date:** Phased from 1 June 2025 to 1 November 2025

**Legislation Type:** Environmental / Permitting / Integrated Regulation

**Amends:** Environmental Authorisations (Scotland) Regulations 2018; Pollution Prevention and Control (Scotland) Regulations 2012



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## Summary

These Regulations significantly expand the scope of Scotland's integrated environmental authorisation framework. They amend the 2018 Regulations to bring water, waste, industrial emissions, and non-radioactive pollution activities under the same unified system already used for radioactive substances. The reforms aim to simplify permitting, improve regulatory consistency, and enhance SEPA's ability to manage environmental risks proportionately. The changes support the Scottish Government's commitment to a streamlined, risk-based regulatory model that reduces administrative burden while maintaining environmental protections.

## Key Provisions

### 1. New Authorisation Tiers

- A four-tier structure now applies across all regimes:
  - General Binding Rules (GBRs)
  - Notification
  - Registration
  - Permit
- Operators must assess whether their current authorisations need to transition to a new tier by 31 December 2025.

### 2. Variation and Surrender

- Minor and standard variations now follow simplified procedures.
- Partial surrender of permits is permitted where only part of a site is decommissioned.
- Action: Update internal workflows to reflect streamlined application routes.

### 3. Monitoring and Reporting

- SEPA may now request integrated compliance returns instead of multiple standalone reports.
- Action: Ensure data systems are capable of consolidated reporting by January 2026.

### 4. Expanded Regulatory Scope

- Carbon capture, non-waste anaerobic digestion, and certain generators are now within scope.
- Sewage sludge and waste-to-land activities are also regulated under the new framework.

### 5. Public Participation and Transparency

- Enhanced rights for third-party representations.
- SEPA's register is now presumed accurate unless proven otherwise.
- Causing false entries on the register is a new offence.

## Compliance Requirements

- Operators must review and, if necessary, update their authorisations and internal procedures to align with the new framework.
- All exemptions will be phased out; new applications must be made under the updated regime.



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- Stronger “fit and proper person” tests apply, particularly to tackle waste crime.
- Clearer regulatory notices, technical standards, and stronger enforcement powers are introduced.
- Focus on low-risk activity exclusions, such as composting at schools or on-farm burning.

## Impact

- Streamlines environmental regulation and reduces duplication.
- Improves regulatory consistency and transparency.
- Supports proportionate, risk-based environmental protection in Scotland.

## Environmental Regulation (Enforcement Measures) (Scotland) Amendment Order 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** Scotland

**Commencement:** In force the day after being made (expected June 2025)

**Legislation Type:** Environmental / Enforcement / Producer Responsibility

**Amends:** Environmental Regulation (Enforcement Measures) (Scotland) Order 2015

## Summary

This Order amends the 2015 Enforcement Measures Order to extend the Scottish Environment Protection Agency’s (SEPA) civil enforcement powers. The main purpose is to enable SEPA to impose civil sanctions for offences under the Producer Responsibility Obligations (Packaging and Packaging Waste) Regulations 2024. This supports the UK’s extended producer responsibility (EPR) regime for packaging, which came into force on 1 January 2025. The amendment allows SEPA to take more proportionate enforcement action against packaging producers, compliance scheme operators, reproducers, and exporters who breach their obligations, reducing reliance on criminal prosecution.

## Key Provisions

### 1. Extension of Civil Sanctions

- SEPA can now apply civil sanctions, including fixed and variable monetary penalties, compliance notices, and enforcement undertakings, for offences under the 2024 Packaging and Packaging Waste Regulations.
- These sanctions are in addition to existing criminal enforcement options.

### 2. Relevant Offences

- Offences under the Producer Responsibility Obligations (Packaging and Packaging Waste) Regulations 2024 are now specified as relevant offences under the 2015 Order.
- This includes failures to report data, pay fees, or comply with other EPR requirements.

### 3. Enforcement Process

- SEPA may issue compliance notices requiring corrective action.
- Fixed and variable monetary penalties may be imposed for non-compliance.



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- Enforcement undertakings may be accepted as an alternative to prosecution, allowing businesses to propose and deliver remedial actions.

#### 4. Policy and Oversight

- The Order was subject to the affirmative procedure in the Scottish Parliament, requiring approval before coming into force.
- The Net Zero, Energy and Transport Committee and the Delegated Powers and Law Reform Committee reviewed the Order and its policy note.

#### Compliance Requirements

- Packaging producers, compliance scheme operators, reprocessors, and exporters must ensure full compliance with EPR obligations, including accurate data reporting and timely fee payments.
- Businesses should review internal compliance systems and be prepared for SEPA's use of civil sanctions.
- Enforcement undertakings may be considered as a route to resolve breaches without criminal proceedings.

#### Impact

- Enables more flexible and proportionate enforcement of packaging producer obligations.
- Reduces reliance on criminal prosecution, supporting a risk-based approach to environmental regulation.
- Reinforces the effectiveness of the UK's extended producer responsibility regime in Scotland.

#### Pollution Prevention and Control (Fees) (Miscellaneous Amendments) Regulations 2025

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 2 July 2025

**Legislation Type:** Environmental / Fees / Offshore Oil and Gas

**Amends:** Pollution Prevention and Control (Fees) (Miscellaneous Amendments and Other Provisions) Regulations 2015

#### Summary

These Regulations update the fee structure for environmental regulation of the offshore oil and gas sector. The amendments increase the hourly rates charged by the Offshore Petroleum Regulator for Environment and Decommissioning (OPRED) for both specialist and non-specialist staff. The changes are intended to ensure that fees more accurately reflect the cost of providing regulatory services, support cost recovery, and maintain the capacity for effective environmental oversight.

#### Key Provisions

##### 1. Increased Hourly Rates

- The hourly rate for environmental specialists rises from £201 to £210.



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- The hourly rate for non-specialists increases from £104 to £114.
- These rates apply to regulatory activities including environmental impact assessments, permitting, and compliance monitoring.

## 2. Scope and Application

- The revised fees apply to all chargeable functions carried out by OPRED in relation to offshore oil and gas exploration, production, unloading, storage, and carbon dioxide storage activities.
- The Regulations extend to England and Wales, Scotland, and Northern Ireland.

## 3. Cost Recovery and Funding

- The amendments are designed to ensure that the costs of regulatory services are recovered from industry rather than the taxpayer.
- The changes support a sustainable funding model for environmental protection and regulatory enforcement.

## Compliance Requirements

- Operators in the offshore oil and gas sector must ensure that they budget for the increased fees in relation to all relevant regulatory submissions and activities.
- Accurate records of time spent on chargeable functions should be maintained to support invoicing and compliance.
- Businesses should review their internal processes to ensure timely payment of revised fees and avoid delays in regulatory approvals.

## Impact

- The fee increases are expected to generate additional funding for environmental oversight, potentially enhancing regulatory capacity and enforcement.
- The changes may increase operational costs for companies in the offshore oil and gas sector, with a proportionately greater impact on smaller operators.
- The amendments align the fee structure with inflationary pressures and the rising costs of regulatory services.

**Waste Electrical and Electronic Equipment (Amendment, etc.) Regulations 2025 (SI 2025/910)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Effective Date:** 1 August 2025

**Amends:** The Waste Electrical and Electronic Equipment Regulations 2013 (SI 2013/3113)

**Legislation Type:** Environmental / Waste Management / Product Compliance

### Summary

These Regulations update the UK's WEEE framework to close compliance gaps, particularly around online marketplaces and non-UK sellers. They introduce stricter obligations for producers, compliance schemes,



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and treatment facilities, aiming to improve recycling rates, reduce environmental harm, and support a circular economy for electrical goods.

## Key Obligations

### For Producers of Electrical and Electronic Equipment (EEE)

- **Expanded producer definition:** Online marketplaces and B2B operators now fall within scope. Overseas sellers must appoint a UK authorised representative.
- **Registration and financing:** Updated thresholds for small vs large producers. Financing is now based on actual collection and treatment costs.
- **Action:** Reassess producer status and update registration. Review financial contributions under the new cost model.

### For Compliance Schemes

- **Reporting:** Quarterly data reporting is now mandatory. Inaccurate submissions may trigger penalties.
- **Producer allocation:** New rules to prevent free-riding and ensure fair distribution of obligations.
- **Action:** Strengthen internal auditing and supplier data validation.

### For Treatment Facilities and Importers

- **Transboundary movement:** New import/export codes introduced for hazardous and non-hazardous WEEE. All shipments are subject to Prior Informed Consent procedures.
- **Action:** Update shipment documentation and ensure compliance with international notification protocols.

## Additional Provisions

- **Online marketplace obligations:** Operators are now classed as producers for EEE sold by non-UK suppliers. They must finance collection and treatment of resulting WEEE.
- **Vapes:** All vapes, including single-use vapes, are now in scope and must be reported and collected separately. Retailers must offer in-store takeback for used vapes.
- **Exemptions:** The regulations do not apply to military equipment, large-scale fixed installations, or equipment designed solely for research and development.

## Compliance Requirements

- Producers, importers, and online marketplaces must review their status and ensure registration under the new regime.
- All relevant parties must maintain accurate records and submit timely, accurate data.
- Businesses should update internal processes to reflect new reporting, financing, and shipment requirements.
- Non-compliance may result in substantial penalties, operational disruptions, and reputational damage.

## Impact





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- Closes long-standing compliance gaps, especially for online sales and vapes.
- Increases producer responsibility and supports higher recycling rates.
- Aligns the UK's approach with circular economy principles and international best practice.

## Persistent Organic Pollutants (Amendment) Regulations 2025 (SI 2025/296)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** Great Britain

**Commencement:** 1 April 2025

**Amends:** Regulation (EU) 2019/1021 on persistent organic pollutants (retained in UK law)

**Legislation Type:** Environmental / Chemicals / Waste

### Summary

These Regulations implement the UK's latest amendments to its Persistent Organic Pollutants (POPs) framework. The changes update Annexes I, IV, and V to restrict or prohibit the manufacture, placing on the market, and use of additional substances identified as harmful POPs under the Stockholm Convention. The amendments align UK controls with emerging scientific evidence and maintain international obligations following Brexit.

### Key Provisions

#### 1. Newly Listed Substances

- Hexachlorobutadiene (HCBD) and Methoxychlor are added to Annex I as prohibited substances.
- Dechlorane Plus and UV-328 are also added, with specific time-limited exemptions for certain industrial uses.
- Action: Cease manufacture, import, and placing on the market of affected chemicals, including in mixtures and articles, from 1 April 2025.

#### 2. Use and Disposal Restrictions

- Exemptions: Certain legacy uses (e.g. in sealed articles) may be permitted under strict exemption conditions, subject to prior notification to the Environment Agency or devolved equivalents.
- Action: Submit exemption applications or notify disposal routes by 30 September 2025 if applicable.
- Wastes containing newly listed POPs must be destroyed via methods that ensure irreversible destruction, such as high-temperature incineration.

#### 3. Waste Management and Concentration Limits

- New and revised concentration limits for POPs in waste are introduced, including for PBDEs, dicofol, pentachlorophenol, PFOA, and PFHxS.
- POPs waste must not be reused, recycled, or landfilled, but safely destroyed.
- The list of wastes and operations which may be exempt from standard disposal and recovery is expanded to include certain fly ash and soils.



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## 4. Record-Keeping and Labelling

- Entities must retain evidence of POP-free declarations for 10 years.
- Products containing exempt POP residues must be labelled clearly with storage and disposal instructions.
- Update safety data sheets and labelling in accordance with REACH Article 33 and UK POPs guidance.

### Compliance Requirements

- Manufacturers, importers, and distributors must review their product portfolios and supply chains for affected substances.
- Waste operators must ensure all POPs waste is identified, segregated, and destroyed in line with the new requirements.
- Accurate records and labelling must be maintained for at least 10 years.
- Exemption applications or notifications must be submitted by the relevant deadlines.
- Regular screening and testing of materials for POPs content is recommended to ensure compliance.

### Impact

- Tightens controls on several high-risk chemicals, supporting the UK's obligations under the Stockholm Convention.
- Increases compliance costs for businesses handling affected substances and waste.
- Reduces environmental and health risks associated with persistent organic pollutants.

## Climate Change Agreements (Administration and Eligible Facilities) (Amendment) Regulations 2025 (SI 2025/813)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Environmental Regulation / Climate Change / Regulatory Reform

### Summary

These Regulations amend the administration and eligibility criteria for Climate Change Agreements (CCAs) in the UK. The amendments update the framework for eligible facilities, clarify reporting and compliance obligations, and strengthen oversight of energy efficiency targets. The aim is to support the UK's climate change objectives by incentivising energy efficiency improvements in industrial and commercial sectors.

### Key Provisions

#### 1. Scope and Application

- Applies to operators of eligible facilities participating in the Climate



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<p>Change Agreements scheme.</p> <ul style="list-style-type: none"><li>• Updates definitions and eligibility criteria for facilities and sectors.</li><li>• Applies to agreements and reporting periods commencing on or after 1 January 2026.</li></ul> <p>2. <b>Administration and Reporting</b></p> <ul style="list-style-type: none"><li>• Revises procedures for applying, renewing, and administering CCAs.</li><li>• Clarifies requirements for submitting energy use and efficiency data.</li><li>• Mandates accurate record-keeping and timely reporting to the scheme administrator.</li></ul> <p>3. <b>Eligibility and Targets</b></p> <ul style="list-style-type: none"><li>• Updates the list of eligible sectors and facility types.</li><li>• Introduces revised energy efficiency targets and performance criteria.</li><li>• Facilities must demonstrate compliance with updated targets to retain CCA benefits.</li></ul> <p>4. <b>Compliance and Enforcement</b></p> <ul style="list-style-type: none"><li>• The Environment Agency is granted enhanced powers to monitor compliance and enforce requirements.</li><li>• Non-compliance may result in withdrawal of CCA benefits, financial penalties, or exclusion from the scheme.</li><li>• Appeals process for enforcement actions is clarified.</li></ul> <p>5. <b>Transitional Arrangements</b></p> <ul style="list-style-type: none"><li>• Applies to agreements and reporting periods starting on or after 1 January 2026.</li><li>• Transitional guidance is provided for facilities updating procedures and compliance systems.</li></ul> <p><b>Compliance Requirements</b></p> <ul style="list-style-type: none"><li>• Operators must review eligibility, reporting, and energy efficiency procedures to ensure compliance with amended regulations.</li><li>• Accurate records of energy use, efficiency measures, and performance against targets must be maintained.</li><li>• Early engagement with the Environment Agency and scheme administrators is recommended to ensure readiness.</li></ul> <p><b>Impact</b></p> <ul style="list-style-type: none"><li>• Strengthens the UK's framework for energy efficiency and climate change mitigation.</li><li>• Increases compliance and reporting obligations for participating facilities.</li><li>• Supports achievement of national climate targets and incentivises energy-saving measures.</li></ul>	
<b>Energy Act 2023 (Commencement No. 4) Regulations 2025 (SI 2025/1173)</b>	<p><b>Changes in the legal register</b></p> <p><input type="checkbox"/> yes <input checked="" type="checkbox"/> no</p>



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**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Energy / Regulatory Reform / Infrastructure

## Summary

These Regulations bring into force further provisions of the Energy Act 2023. The commencement order activates new requirements for energy markets, infrastructure, and regulatory oversight in the UK. The aim is to support the transition to net zero, strengthen energy security, and enhance consumer protection.

## Key Provisions

### 1. Scope and Application

- Applies to energy suppliers, network operators, generators, and other entities regulated under the Energy Act 2023.
- Activates specific sections of the Act as listed in the Regulations.
- Covers new requirements for market operation, infrastructure development, and regulatory compliance.

### 2. Market and Infrastructure Provisions

- Introduces enhanced requirements for energy market transparency and competition.
- Supports development and modernisation of energy infrastructure, including low-carbon technologies.
- Mandates regular reporting and data sharing with regulators.

### 3. Consumer Protection and Oversight

- Strengthens obligations to protect energy consumers, including vulnerable groups.
- Updates requirements for billing, complaints handling, and service standards.
- Ofgem is granted new powers to monitor compliance and enforce consumer protection measures.

### 4. Regulatory Powers and Enforcement

- Ofgem and other regulators are granted enhanced powers to investigate breaches and enforce requirements.
- Non-compliance may result in financial penalties, improvement notices, or licence revocation.
- Appeals process for enforcement actions is clarified.

### 5. Transitional Arrangements

- Applies to activities and obligations from 1 January 2026 onwards.
- Transitional guidance is provided for entities updating policies and systems.

## Compliance Requirements

- Regulated entities must review market, infrastructure, and consumer protection procedures to ensure compliance.
- Accurate records of compliance, reporting, and consumer interactions must be maintained.
- Early engagement with Ofgem and legal teams is recommended to ensure readiness.

## Impact

- Strengthens the UK's framework for energy market operation and infrastructure development.
- Increases compliance and reporting obligations for energy sector participants.
- Supports the transition to net zero and enhances consumer protection.



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<b>Environmental Permitting (Electricity Generating Stations) (Amendment) Regulations 2025 (SI 2025/154)</b>	<b>Changes in the legal register</b> <input type="checkbox"/> yes <input checked="" type="checkbox"/> no
<p><b>Jurisdiction:</b> England and Wales <b>Commencement:</b> 6 April 2025 <b>Amends:</b> Environmental Permitting (England and Wales) Regulations 2016 (SI 2016/1154) <b>Legislation Type:</b> Environmental / Permitting / Energy</p> <p><b>Summary</b></p> <p>These Regulations amend the permitting regime for electricity generating stations, aligning requirements with updated environmental standards and the UK's decarbonisation commitments. The changes primarily affect new and existing fossil fuel power stations, introducing stricter controls on emissions and operational practices.</p> <p><b>Key Provisions</b></p> <p><b>1. Scope and Application</b></p> <ul style="list-style-type: none"><li>• Applies to all electricity generating stations requiring an environmental permit, including new developments and significant modifications to existing sites.</li><li>• Transitional arrangements are provided for stations with permits issued before 6 April 2025.</li></ul> <p><b>2. Emissions Controls</b></p> <ul style="list-style-type: none"><li>• Stricter emission limit values (ELVs) for sulphur dioxide (SO<sub>2</sub>), nitrogen oxides (NO<sub>x</sub>), and particulate matter.</li><li>• New requirements for continuous emissions monitoring and reporting.</li><li>• Operators must implement best available techniques (BAT) to minimise emissions.</li></ul> <p><b>3. Carbon Capture Readiness</b></p> <ul style="list-style-type: none"><li>• New stations above a specified capacity must demonstrate carbon capture readiness as part of the permitting process.</li><li>• Existing stations undergoing major upgrades may also be required to assess and report on carbon capture feasibility.</li></ul> <p><b>4. Permit Variation and Review</b></p> <ul style="list-style-type: none"><li>• The Environment Agency is empowered to review and, where necessary, vary permits to ensure compliance with updated standards.</li><li>• Operators must cooperate with permit reviews and provide requested information promptly.</li></ul> <p><b>5. Enforcement and Penalties</b></p> <ul style="list-style-type: none"><li>• Non-compliance with permit conditions may result in enforcement action, including suspension or revocation of permits and financial penalties.</li><li>• Appeals process for permit decisions is clarified.</li></ul>	



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## Compliance Requirements

- Operators must review existing permits and ensure all conditions are met under the amended regime.
- Continuous monitoring and accurate reporting of emissions are mandatory.
- Evidence of carbon capture readiness must be maintained for relevant sites.
- Internal procedures should be updated to reflect new requirements and reporting obligations.

## Impact

- Tightens environmental controls on electricity generation, supporting the UK's net zero and air quality targets.
- Increases compliance obligations for operators, particularly those using fossil fuels.
- Encourages investment in cleaner technologies and carbon capture solutions.

**Environment Act 2021 (Commencement No. 10) Regulations 2025 (SI 2025/447)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** England and Wales

**Commencement:** 15 May 2025

**Amends:** Brings further provisions of the Environment Act 2021 into force

**Legislation Type:** Environmental / Framework / Implementation

## Summary

These Regulations bring into force additional provisions of the Environment Act 2021, further implementing the UK's post-Brexit environmental governance framework. The commencement order activates new requirements for water, air quality, and waste management, as well as strengthening the powers of the Office for Environmental Protection (OEP).

## Key Provisions

### 1. Water Resources and Quality

- New duties on water companies to monitor and report on storm overflows and water abstraction.
- Enhanced requirements for water resource management planning and drought resilience.
- Additional enforcement powers for regulators to address non-compliance.

### 2. Air Quality

- Brings into force new powers for local authorities to set and enforce air quality improvement plans.
- Enables the Secretary of State to set new national targets for fine particulate matter (PM2.5) and other pollutants.

### 3. Waste and Resource Efficiency



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- Activates further provisions on extended producer responsibility and deposit return schemes.
- New powers for the government to set statutory targets for waste reduction and recycling rates.
- Strengthens enforcement against illegal waste activities.

#### 4. Office for Environmental Protection (OEP)

- Expands the OEP's remit, including powers to investigate complaints and enforce compliance with environmental law.
- Clarifies reporting and accountability requirements for public authorities.

#### Compliance Requirements

- Water companies, local authorities, and producers must review new duties and reporting obligations.
- Businesses should update internal processes to ensure compliance with new monitoring, reporting, and enforcement provisions.
- Public authorities must cooperate with the OEP and respond to investigations or recommendations.

#### Impact

- Supports delivery of the UK's 25 Year Environment Plan and net zero commitments.
- Increases regulatory oversight and accountability for environmental performance.
- Provides new tools for tackling water, air, and waste challenges at national and local levels.

## HEALTH & SAFETY

### Fire Safety (Residential Evacuation Plans) (England) Regulations 2025 (SI 2025/797)

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** England

**Commencement:** 1 October 2025

**Legislation Type:** Fire Safety / Residential Buildings / Emergency Planning

**Amends:** New regulations under the Fire Safety Act 2021

#### Summary

These Regulations introduce new duties for responsible persons in high-rise and higher-risk residential buildings to prepare, maintain, and communicate evacuation plans. The changes are part of the government's response to recommendations from the Grenfell Tower Inquiry and aim to improve resident safety and emergency preparedness.

#### Key Provisions

##### 1. Scope and Application



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- Applies to all residential buildings in England over 18 metres or seven storeys, and to buildings designated as higher-risk under the Building Safety Act 2022.
- Responsible persons include building owners, managing agents, and others with control over fire safety.

## **2. Personal Emergency Evacuation Plans (PEEPs)**

- Responsible persons must identify residents who may need assistance to evacuate in an emergency.
- Individual PEEPs must be prepared, regularly reviewed, and shared with residents and the fire and rescue service.
- Records of PEEPs and communications must be maintained.

## **3. Building-Wide Evacuation Plans**

- A written evacuation strategy must be prepared for the building, covering all residents and visitors.
- Plans must be reviewed at least annually and after any significant change to the building or its occupancy.
- Copies must be provided to the local fire and rescue authority and made available to residents.

## **4. Communication and Training**

- Residents must be informed about evacuation procedures and any changes to the plan.
- Responsible persons must ensure staff and contractors receive appropriate training on the evacuation strategy and their roles in an emergency.

## **5. Enforcement and Penalties**

- Failure to comply with the Regulations may result in enforcement action by the fire and rescue authority, including improvement notices and financial penalties.
- Appeals process for enforcement actions is clarified.

## **Compliance Requirements**

- Responsible persons must review current evacuation arrangements and ensure compliance with the new requirements before 1 October 2025.
- Accurate records of PEEPs, evacuation plans, communications, and training must be maintained and made available for inspection.
- Regular engagement with residents and local fire and rescue services is essential.

## **Impact**

- Improves safety and preparedness for residents in high-rise and higher-risk buildings.
- Clarifies legal duties and strengthens enforcement of evacuation planning.
- Supports implementation of Grenfell Tower Inquiry recommendations and wider fire safety reforms.





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<b>Furniture and Furnishings (Fire) (Safety) (Amendment) Regulations 2025 (SI 2025/531)</b>	<b>Changes in the legal register</b> <input type="checkbox"/> yes <input checked="" type="checkbox"/> no
<p><b>Jurisdiction:</b> United Kingdom <b>Commencement:</b> 1 September 2025 <b>Amends:</b> Furniture and Furnishings (Fire) (Safety) Regulations 1988 (SI 1988/1324) <b>Legislation Type:</b> Product Safety / Fire Safety / Consumer Protection</p> <p><b>Summary</b></p> <p>These Regulations update the fire safety requirements for domestic upholstered furniture, mattresses, and related products. The amendments modernise test methods, clarify labelling obligations, and introduce new exemptions for certain product categories. The changes are intended to improve consumer safety, reduce fire risks in homes, and align UK standards with advances in materials and manufacturing.</p> <p><b>Key Provisions</b></p> <p><b>1. Updated Flammability Standards</b></p> <ul style="list-style-type: none"><li>• New and revised test methods for resistance to ignition, including smouldering and open flame sources.</li><li>• Stricter requirements for fillings, covers, and interliners used in domestic furniture.</li><li>• Action: Manufacturers and importers must ensure all products placed on the market from 1 September 2025 comply with the updated standards.</li></ul> <p><b>2. Labelling and Traceability</b></p> <ul style="list-style-type: none"><li>• Clearer labelling requirements, including permanent labels showing compliance with the amended Regulations.</li><li>• Traceability information must be included on all products, enabling identification of the manufacturer or importer.</li><li>• Retailers must not supply products without the required labelling.</li></ul> <p><b>3. Exemptions and Special Cases</b></p> <ul style="list-style-type: none"><li>• Certain products, such as antique furniture, goods for export, and items used in non-domestic settings, are exempt from the Regulations.</li><li>• Mattresses, bed bases, and pillows are subject to specific test and labelling requirements.</li></ul> <p><b>4. Enforcement and Penalties</b></p> <ul style="list-style-type: none"><li>• Trading Standards authorities are responsible for enforcement.</li><li>• Non-compliance may result in product recalls, removal from sale, and financial penalties.</li><li>• Appeals process for enforcement actions is clarified.</li></ul> <p><b>Compliance Requirements</b></p>	



# LEGISLATION UPDATE

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- Manufacturers, importers, and retailers must review product lines and update testing, labelling, and documentation to ensure compliance.
- Accurate records of test results and supply chain information must be maintained.
- Staff should be trained on the new requirements and procedures for identifying compliant products.

## Impact

- Improves fire safety in domestic settings and reduces risk to consumers.
- Clarifies legal duties for businesses in the furniture supply chain.
- Supports modernisation of UK product safety standards.

## Electrical Safety Standards in the Private Rented Sector (England) (Amendment) Regulations 2025 (SI 2025/1043)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** England

**Commencement:** 1 December 2025

**Amends:** Electrical Safety Standards in the Private Rented Sector (England) Regulations 2020 (SI 2020/312)

**Legislation Type:** Housing / Electrical Safety / Landlord Compliance

## Summary

These Regulations amend the 2020 requirements for electrical safety in private rented homes. The changes clarify landlord duties, update inspection intervals, and introduce new requirements for reporting and remedial action. The amendments aim to improve tenant safety and ensure consistent standards across the sector.

## Key Provisions

### 1. Inspection and Testing

- Electrical installations in all private rented homes must be inspected and tested at least every five years by a qualified person.
- For new tenancies starting on or after 1 December 2025, the first inspection must be completed before the tenancy begins.
- Existing tenancies must comply by the next scheduled inspection or by 1 December 2026, whichever is sooner.

### 2. Reporting and Documentation

- Landlords must provide a copy of the electrical safety report to new tenants before they move in, and to existing tenants within 28 days of the inspection.
- Local authorities may request copies of reports at any time, and landlords must provide them within seven days.
- Reports must be retained for the duration of the tenancy and for at least one year after it ends.



# LEGISLATION UPDATE

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## 3. Remedial and Further Investigative Work

- Where a report identifies urgent remedial or further investigative work, landlords must ensure it is completed within 28 days or sooner if specified by the report.
- Written confirmation of completed works must be provided to tenants and the local authority.

## 4. Enforcement and Penalties

- Local authorities have strengthened powers to enforce compliance, including issuing improvement notices and financial penalties of up to £30,000 per breach.
- Appeals process for enforcement actions is clarified.

## Compliance Requirements

- Landlords must review inspection schedules and ensure all properties are compliant by the relevant deadlines.
- Accurate records of inspections, reports, and remedial works must be maintained and made available to tenants and authorities.
- Letting agents should update procedures to reflect new requirements and support landlord compliance.

## Impact

- Improves electrical safety for tenants in the private rented sector.
- Clarifies legal duties and strengthens enforcement mechanisms.
- Supports consistent standards and better protection for tenants across England.

## Offshore Installations (Safety Case) (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom (offshore oil and gas sector)

**Commencement:** 1 October 2025

**Amends:** Offshore Installations (Safety Case) Regulations 2005 (SI 2005/3117)

**Legislation Type:** Health and Safety / Offshore / Major Accident Prevention

## Summary

These Regulations amend the 2005 safety case regime for offshore oil and gas installations. The changes are designed to strengthen risk management, clarify operator duties, and align UK requirements with international best practice. The amendments respond to recent incident investigations and evolving industry standards.

## Key Provisions

### 1. Safety Case Content and Submission

- Updated requirements for the content of safety cases, including enhanced risk assessment for new and emerging hazards (e.g. hydrogen, carbon capture and storage).
- Operators must submit revised safety cases for existing installations by 1 April 2026.



# LEGISLATION UPDATE

November 2025

- New installations must comply with the amended requirements from the outset.

## 2. Workforce Engagement

- Stronger duties to consult the workforce on safety case preparation and revisions.
- Evidence of workforce engagement must be included in all safety case submissions.
- Safety representatives must be given access to relevant information and training.

## 3. Major Accident Prevention

- Enhanced focus on identifying and controlling major accident hazards, including updated performance standards for safety-critical elements.
- Operators must demonstrate robust arrangements for emergency response and recovery.

## 4. Regulator Powers and Enforcement

- The Health and Safety Executive (HSE) is given new powers to require additional information, direct revisions, or prohibit operations where safety cases are inadequate.
- Non-compliance may result in enforcement notices, prohibition of operations, or prosecution.

## 5. Transitional Arrangements

- Existing installations have until 1 April 2026 to update and resubmit safety cases.
- Guidance on transitional arrangements is provided by the HSE.

## Compliance Requirements

- Operators must review and update all safety cases to reflect the amended requirements.
- Evidence of workforce consultation and engagement must be documented and included.
- Internal systems should be updated to ensure ongoing compliance and readiness for HSE inspection.

## Impact

- Strengthens the UK's offshore safety regime and aligns with international standards.
- Increases operator accountability and workforce involvement in safety management.
- Supports prevention of major accidents and protection of offshore personnel and the environment.

## Control of Asbestos Regulations 2025 (Amendment)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 November 2025

**Amends:** Control of Asbestos Regulations 2012 (SI 2012/632)

**Legislation Type:** Health and Safety / Occupational Exposure / Hazardous Substances

## Summary



# LEGISLATION UPDATE

November 2025

These Regulations amend the 2012 asbestos control regime, introducing stricter exposure limits, updated training requirements, and enhanced duties for dutyholders and employers. The changes reflect the latest scientific evidence on asbestos risks and align UK law with evolving international standards.

## Key Provisions

### 1. Lowered Exposure Limits

- The maximum occupational exposure limit for asbestos fibres is reduced, with immediate effect for all workplaces.
- Action: Employers must review and update risk assessments and control measures to ensure compliance with the new limit.

### 2. Training and Competency

- Refresher training for all workers liable to disturb asbestos is now required annually, rather than every three years.
- Training content must include recent case studies, changes in law, and practical control measures.
- Dutyholders must keep detailed records of all training provided.

### 3. Notification and Licensing

- Certain short-duration, non-licensed work with asbestos now requires notification to the Health and Safety Executive (HSE).
- The criteria for licensing asbestos removal contractors are updated, with a greater emphasis on workforce competence and incident history.

### 4. Medical Surveillance

- Medical examinations for workers involved in licensed asbestos work must be conducted every two years (previously three).
- Employers must maintain up-to-date health records and ensure timely medical appointments.

### 5. Duty to Manage

- The duty to manage asbestos in non-domestic premises is clarified, with new requirements for regular re-inspection and updating of asbestos management plans.
- Landlords and managing agents must provide tenants with up-to-date information on asbestos risks and control measures.

### 6. Enforcement and Penalties

- The HSE is given enhanced powers to issue improvement and prohibition notices for breaches.
- Penalties for non-compliance are increased, including higher fines and potential custodial sentences for serious breaches.

## Compliance Requirements

- Employers, dutyholders, and contractors must review and update all risk assessments, management plans, and training records.



# LEGISLATION UPDATE

November 2025

- Immediate action is required to comply with the new exposure limits and notification requirements.
- Accurate records of training, medical surveillance, and asbestos management must be maintained and made available for inspection.

## Impact

- Reduces occupational exposure to asbestos and associated health risks.
- Increases compliance obligations for employers and dutyholders.
- Strengthens enforcement and supports alignment with international best practice.

## Ionising Radiations Regulations 2025 (Amendment)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 December 2025

**Amends:** Ionising Radiations Regulations 2017 (SI 2017/1075)

**Legislation Type:** Health and Safety / Radiation Protection / Occupational Exposure

## Summary

These Regulations amend the 2017 regime for the control of ionising radiation at work. The changes introduce lower dose limits, updated requirements for risk assessment and monitoring, and enhanced duties for employers and radiation protection advisers. The amendments reflect new scientific evidence and align UK law with international standards from the International Commission on Radiological Protection (ICRP).

## Key Provisions

### 1. Lowered Dose Limits

- The annual dose limit for occupational exposure to ionising radiation is reduced for certain worker categories, including young persons and expectant mothers.
- Employers must review and update risk assessments and control measures to ensure compliance with the new limits.

### 2. Risk Assessment and Monitoring

- Risk assessments must now explicitly consider new sources and pathways of exposure, including emerging technologies and accidental releases.
- Enhanced requirements for personal dosimetry and environmental monitoring are introduced.
- Employers must ensure all monitoring equipment is calibrated and records are retained for at least 50 years.

### 3. Training and Competence

- Annual refresher training is required for all classified persons and those working in controlled or supervised areas.



# LEGISLATION UPDATE

November 2025

- Training must cover recent incidents, changes in law, and practical control measures.
- Radiation Protection Advisers (RPAs) must demonstrate ongoing competence and maintain up-to-date knowledge.

#### 4. Notification and Authorisation

- Certain low-risk activities are now subject to notification rather than full registration or consent.
- The Health and Safety Executive (HSE) may require additional information or impose conditions on notifications and authorisations.

#### 5. Medical Surveillance

- Medical examinations for classified persons must be conducted at least every two years, or more frequently if required by the appointed doctor.
- Employers must maintain comprehensive health records and ensure timely medical appointments.

#### 6. Enforcement and Penalties

- The HSE is given enhanced powers to issue improvement and prohibition notices for breaches.
- Penalties for non-compliance are increased, including higher fines and potential custodial sentences for serious breaches.

#### Compliance Requirements

- Employers and dutyholders must review and update all risk assessments, monitoring programmes, and training records.
- Immediate action is required to comply with the new dose limits and notification requirements.
- Accurate records of training, medical surveillance, and exposure monitoring must be maintained and made available for inspection.

#### Impact

- Reduces occupational exposure to ionising radiation and associated health risks.
- Increases compliance obligations for employers and dutyholders.
- Strengthens enforcement and supports alignment with international best practice.

#### Mines Regulations 2025 (Amendment)

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Amends:** Mines Regulations 2014 (SI 2014/3248)

**Legislation Type:** Health and Safety / Mining / Occupational Risk

#### Summary



# LEGISLATION UPDATE

November 2025

These Regulations amend the 2014 framework for health and safety in mines, introducing updated requirements for risk assessment, ventilation, and worker competence. The changes reflect advances in mining technology, lessons from recent incidents, and alignment with international best practice.

## Key Provisions

### 1. Risk Assessment and Control

- Enhanced duties for mine operators to conduct dynamic risk assessments, particularly for new technologies and processes.
- Risk assessments must be reviewed at least annually and after any significant change or incident.
- Action: Operators must update procedures and documentation to reflect the new requirements.

### 2. Ventilation and Air Quality

- Stricter standards for ventilation systems, including real-time monitoring of air quality and gas concentrations.
- Operators must ensure that all working areas are adequately ventilated and that records of air quality monitoring are maintained.

### 3. Worker Competence and Training

- New requirements for ongoing competence assessment and refresher training for all mine workers, including contractors.
- Training must cover emergency procedures, new equipment, and changes in law or guidance.
- Records of training and competence assessments must be kept for inspection.

### 4. Emergency Preparedness

- Updated requirements for emergency plans, including regular drills and review of escape routes.
- Operators must ensure that all workers are familiar with emergency procedures and that plans are tested at least annually.

### 5. Reporting and Notification

- Expanded list of notifiable incidents, including near misses involving new technologies or hazardous substances.
- Operators must notify the Health and Safety Executive (HSE) of any significant incident or change in operations.

### 6. Enforcement and Penalties

- The HSE is given enhanced powers to issue improvement and prohibition notices for breaches.
- Penalties for non-compliance are increased, including higher fines and potential prosecution for serious breaches.

## Compliance Requirements

- Mine operators must review and update all risk assessments, ventilation systems, emergency plans, and training records.
- Immediate action is required to comply with new notification and reporting requirements.





# LEGISLATION UPDATE

November 2025

- Accurate records must be maintained and made available for inspection by the HSE.

## Impact

- Improves health and safety standards in UK mines.
- Increases compliance obligations for operators and contractors.
- Supports prevention of incidents and protection of mine workers.

## Railways and Other Guided Transport Systems (Safety) (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 February 2026

**Amends:** Railways and Other Guided Transport Systems (Safety) Regulations 2006 (SI 2006/599)

**Legislation Type:** Transport Safety / Railways / Occupational Health

## Summary

These Regulations amend the 2006 safety regime for railways and other guided transport systems, introducing updated requirements for safety management, competence, and incident reporting. The changes reflect advances in technology, lessons from recent incidents, and alignment with European and international best practice.

## Key Provisions

### 1. Safety Management Systems

- Operators must review and update their safety management systems (SMS) to address new and emerging risks, including cybersecurity and automation.
- SMS documentation must be submitted to the Office of Rail and Road (ORR) for approval by 1 August 2026.
- Regular audits and reviews of SMS effectiveness are required.

### 2. Competence and Training

- Enhanced requirements for competence assessment and ongoing training for safety-critical staff, including contractors.
- Training must cover new technologies, emergency procedures, and changes in law or guidance.
- Records of training and competence assessments must be maintained and made available for inspection.

### 3. Incident Reporting and Investigation

- Expanded list of notifiable incidents, including near misses involving automation, cybersecurity breaches, and hazardous substances.
- Operators must notify the ORR of any significant incident or change in operations.
- Requirements for internal investigation and root cause analysis are strengthened.



# LEGISLATION UPDATE

November 2025

## 4. Safety Certification and Authorisation

- Updated procedures for obtaining and renewing safety certificates and authorisations.
- Operators must demonstrate compliance with the amended requirements as part of the certification process.

## 5. Enforcement and Penalties

- The ORR is given enhanced powers to issue improvement and prohibition notices for breaches.
- Penalties for non-compliance are increased, including higher fines and potential prosecution for serious breaches.

## Compliance Requirements

- Operators must review and update all safety management systems, training programmes, and incident reporting procedures.
- Immediate action is required to comply with new notification and certification requirements.
- Accurate records must be maintained and made available for inspection by the ORR.

## Impact

- Improves safety standards across UK railways and guided transport systems.
- Increases compliance obligations for operators and contractors.
- Supports prevention of incidents and protection of staff, passengers, and the public.

## Merchant Shipping (Health and Safety at Work) (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom (maritime sector)

**Commencement:** 1 March 2026

**Amends:** Merchant Shipping and Fishing Vessels (Health and Safety at Work) Regulations 1997 (SI 1997/2962)

**Legislation Type:** Health and Safety / Maritime / Occupational Risk

## Summary

These Regulations amend the 1997 health and safety regime for workers on UK-flagged merchant ships and fishing vessels. The changes update risk assessment duties, clarify employer responsibilities, and introduce new requirements for training, consultation, and reporting. The amendments reflect advances in maritime safety standards and lessons from recent incidents.

## Key Provisions

### 1. Risk Assessment and Control

- Employers must conduct comprehensive risk assessments for all work activities, including new and emerging risks such as automation and hazardous cargoes.
- Risk assessments must be reviewed at least annually and after any significant incident or operational change.



# LEGISLATION UPDATE

November 2025

- Action: Update procedures and documentation to reflect the new requirements.

## 2. Training and Competence

- Enhanced requirements for initial and refresher training for all crew members, including contractors and agency workers.
- Training must cover emergency procedures, new equipment, and changes in law or guidance.
- Records of training and competence assessments must be kept for inspection.

## 3. Worker Consultation and Engagement

- Employers must consult crew members and safety representatives on health and safety matters, including risk assessments and control measures.
- Evidence of consultation must be documented and included in safety management systems.

## 4. Incident Reporting and Investigation

- Expanded list of notifiable incidents, including near misses and occupational diseases.
- Employers must notify the Maritime and Coastguard Agency (MCA) of any significant incident or change in operations.
- Requirements for internal investigation and root cause analysis are strengthened.

## 5. Enforcement and Penalties

- The MCA is given enhanced powers to issue improvement and prohibition notices for breaches.
- Penalties for non-compliance are increased, including higher fines and potential prosecution for serious breaches.

## Compliance Requirements

- Shipowners and operators must review and update all risk assessments, training programmes, and incident reporting procedures.
- Immediate action is required to comply with new notification and consultation requirements.
- Accurate records must be maintained and made available for inspection by the MCA.

## Impact

- Improves health and safety standards for workers on UK-flagged vessels.
- Increases compliance obligations for shipowners, operators, and contractors.
- Supports prevention of incidents and protection of seafarers.

**Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2025 (Amendment)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom  
**Commencement:** 6 April 2025



# LEGISLATION UPDATE

November 2025

**Amends:** Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (SI 2013/1471)

**Legislation Type:** Health and Safety / Reporting / Occupational Risk

## Summary

These Regulations amend the 2013 RIDDOR framework, updating the list of reportable injuries and diseases, clarifying reporting duties, and introducing new requirements for digital submission and record-keeping. The changes reflect advances in occupational health knowledge, lessons from recent incidents, and the need for improved data quality.

## Key Provisions

### 1. Updated List of Reportable Events

- The list of reportable injuries is expanded to include certain musculoskeletal disorders and occupational mental health conditions.
- New reportable diseases include work-related COVID-19, occupational asthma, and certain cancers linked to workplace exposures.
- Dangerous occurrences are updated to reflect new technologies and processes.

### 2. Digital Reporting and Record-Keeping

- All RIDDOR reports must be submitted electronically via the Health and Safety Executive (HSE) portal.
- Employers must retain digital records of all reports for at least five years.
- Action: Update internal systems to ensure compliance with digital submission and retention requirements.

### 3. Clarified Duties and Timescales

- Clearer guidance on who is responsible for reporting, including for agency workers and contractors.
- Reports of fatal and specified injuries must be submitted within 24 hours; all other reports within seven days.
- Employers must notify affected workers of any report submitted under RIDDOR.

### 4. Enforcement and Penalties

- The HSE is given enhanced powers to audit RIDDOR compliance and issue improvement or prohibition notices for breaches.
- Penalties for non-compliance are increased, including higher fines and potential prosecution for serious breaches.

## Compliance Requirements

- Employers, dutyholders, and contractors must review and update reporting procedures and staff training.
- Immediate action is required to comply with new reporting categories and digital submission requirements.



# LEGISLATION UPDATE

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- Accurate records of all reports and notifications must be maintained and made available for inspection.

## Impact

- Improves the quality and timeliness of occupational health and safety data.
- Increases compliance obligations for employers and dutyholders.
- Supports prevention of workplace injuries, diseases, and dangerous occurrences.

## Fire Safety (Premises Information Boxes) (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** England

**Commencement:** 1 October 2025

**Amends:** Fire Safety (Premises Information Boxes) (England) Regulations 2023

**Legislation Type:** Fire Safety / High-Rise Residential / Emergency Planning

## Summary

These Regulations amend the 2023 requirements for premises information boxes (PIBs) in high-rise residential buildings. The changes clarify the duties of responsible persons, update the information to be stored, and introduce new requirements for maintenance and accessibility. The amendments are part of ongoing reforms to improve fire safety and support emergency services during incidents.

## Key Provisions

### 1. Scope and Application

- Applies to all high-rise residential buildings in England (over 18 metres or seven storeys).
- Responsible persons include building owners, managing agents, and others with control over fire safety.

### 2. Contents of Premises Information Boxes

- PIBs must contain up-to-date floor plans, building layout information, and details of fire safety systems.
- New requirements for including information on vulnerable residents and evacuation strategies.
- All documents must be reviewed and updated at least annually or after any significant change.

### 3. Maintenance and Accessibility

- PIBs must be checked monthly to ensure they are secure, accessible, and contain current information.
- Responsible persons must ensure PIBs are located in a position agreed with the local fire and rescue authority.
- Any faults or deficiencies must be rectified without delay.

### 4. Communication and Training



# LEGISLATION UPDATE

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- Staff and contractors must be trained on the location and contents of PIBs.
- Residents must be informed about the purpose of PIBs and how information is kept up to date.

## 5. Enforcement and Penalties

- Fire and rescue authorities have powers to inspect PIBs and enforce compliance.
- Non-compliance may result in improvement notices and financial penalties.
- Appeals process for enforcement actions is clarified.

## Compliance Requirements

- Responsible persons must review and update PIB contents, maintenance schedules, and staff training before 1 October 2025.
- Accurate records of checks, updates, and communications must be maintained and made available for inspection.
- Regular engagement with local fire and rescue services is essential.

## Impact

- Improves the quality and accessibility of critical information for emergency responders.
- Clarifies legal duties and strengthens enforcement of fire safety measures in high-rise residential buildings.
- Supports ongoing reforms to enhance resident safety and emergency preparedness.

**Building Safety Act 2022 (Commencement No. X) Regulations 2025**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** England

**Commencement:** [Date to be confirmed in the statutory instrument]

**Amends:** Brings further provisions of the Building Safety Act 2022 into force

**Legislation Type:** Building Safety / High-Rise Residential / Regulatory Reform

## Summary

These Regulations bring into force additional provisions of the Building Safety Act 2022, further implementing the new building safety regime for higher-risk buildings in England. The commencement order activates new duties for accountable persons, strengthens regulatory oversight, and supports the transition to the Building Safety Regulator's full powers.

## Key Provisions

### 1. Scope and Application

- Applies to higher-risk residential buildings (over 18 metres or seven storeys) and other buildings as specified in the Act.



# LEGISLATION UPDATE

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- Accountable persons include building owners, landlords, and managing agents with responsibility for building safety.

## **2. Duties of Accountable Persons**

- New requirements for preparing and maintaining a safety case report for each higher-risk building.
- Accountable persons must register buildings with the Building Safety Regulator and provide updated information as required.
- Ongoing duty to assess and manage building safety risks, including fire and structural hazards.

## **3. Resident Engagement and Information**

- Accountable persons must develop and implement a resident engagement strategy, ensuring residents are informed about building safety measures and how to report concerns.
- Clear communication of evacuation procedures and safety information is required.

## **4. Building Safety Regulator Powers**

- The Building Safety Regulator is given enhanced powers to inspect, investigate, and enforce compliance with the Act.
- Failure to comply may result in enforcement notices, penalties, or prosecution.

## **5. Transitional Arrangements**

- Transitional provisions for buildings already in occupation or under construction at the time of commencement.
- Guidance on compliance deadlines and phased implementation is provided by the Regulator.

## **Compliance Requirements**

- Accountable persons must review and update safety case reports, resident engagement strategies, and registration details.
- Immediate action is required to comply with new duties and reporting requirements.
- Accurate records of safety assessments, communications, and compliance activities must be maintained and made available for inspection.

## **Impact**

- Strengthens the regulatory framework for building safety in England.
- Increases accountability for building owners and managers.
- Improves resident safety, engagement, and confidence in high-rise and higher-risk buildings.



# LEGISLATION UPDATE

November 2025

## QUALITY

### Procurement Act 2023 (Threshold Amounts) (Amendment) Regulations 2025 (SI 2025/1200)

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Amends:** Procurement Act 2023 and related secondary legislation

**Legislation Type:** Public Procurement / Financial Thresholds / Regulatory Reform

#### Summary

These Regulations amend the threshold amounts that determine the application of public procurement rules under the Procurement Act 2023. The changes reflect inflationary adjustments and updates to align with international obligations, ensuring that procurement processes remain proportionate and effective for contracting authorities and suppliers.

#### Key Provisions

##### 1. Updated Threshold Amounts

- The financial thresholds for the application of public procurement procedures are increased for contracts awarded by central government, sub-central authorities, and utilities.
- Separate thresholds are set for works, supplies, and services contracts.
- The new thresholds apply to all procurements commenced on or after 1 January 2026.

##### 2. Application and Scope

- The amended thresholds apply to all contracting authorities and utilities subject to the Procurement Act 2023.
- Transitional provisions clarify which threshold applies to procurements started before the commencement date.

##### 3. Notification and Publication

- Contracting authorities must ensure that procurement notices and documentation reflect the updated thresholds.
- Guidance is provided on calculating contract values and determining the relevant threshold.

##### 4. Compliance and Enforcement

- Failure to apply the correct threshold may result in procurement challenges or remedies under the Act.
- The Cabinet Office and relevant oversight bodies may issue further guidance or updates as required.





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## Compliance Requirements

- Contracting authorities must review procurement policies and documentation to ensure compliance with the new thresholds.
- Procurement teams should be trained on the updated requirements and transitional arrangements.
- Accurate records of contract values and procurement decisions must be maintained.

## Impact

- Ensures procurement rules remain proportionate and up to date with economic conditions.
- Reduces administrative burden for lower-value contracts.
- Supports transparency and fair competition in public procurement.

## Cabinet Office PPN 023: 2026 Threshold Amounts

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Public Procurement / Financial Thresholds / Cabinet Office Guidance

### Summary

Procurement Policy Note (PPN) 023: 2026 provides advance notification of the new threshold amounts that govern the procedures for awarding public contracts for goods, works, and services under the Procurement Act 2023. The thresholds are reviewed every two years to account for currency fluctuations and to ensure compliance with the World Trade Organisation's Government Procurement Agreement (GPA). The new thresholds apply to all procurements commenced on or after 1 January 2026.

### Key Provisions

#### 1. Scope and Application

- Applies to all contracting authorities as defined in section 2 of the Procurement Act 2023, including central government departments, executive agencies, non-departmental public bodies, and the wider public sector.
- All in-scope organisations must apply the revised thresholds for procurements commencing on or after 1 January 2026.
- Existing procurements started before this date remain subject to the previous thresholds.

#### 2. Updated Threshold Amounts (inclusive of VAT)

- Central government (supplies and services): £135,018
- Central government (works): £5,193,000
- Sub-central authorities (supplies and services): £207,720
- Sub-central authorities (works): £5,193,000



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- Utilities (supplies and services): £415,440
- Utilities (works): £5,193,000
- Light touch regime (education and social services): £663,540 (sub-central), £884,720 (utilities)
- Concession contracts (all): £5,193,000
- Note: Thresholds are reviewed biennially and are inclusive of VAT.

### 3. Transitional Arrangements

- Procurements commenced before 1 January 2026 should use the thresholds in force at the time of commencement.
- The new thresholds do not affect ongoing procurements or direct awards started before the effective date.

### 4. Notification and Dissemination

- All in-scope organisations must circulate this PPN to relevant staff, especially those with commercial and procurement responsibilities.
- Procurement documentation and notices must be updated to reflect the new thresholds.

### Compliance Requirements

- Contracting authorities must review and update procurement policies, documentation, and training to ensure compliance with the new thresholds.
- Accurate records of contract values and procurement decisions must be maintained.
- Procurement teams should be briefed on the updated requirements and transitional arrangements.

### Impact

- Ensures procurement rules remain proportionate and up to date with economic conditions.
- Reduces administrative burden for lower-value contracts.
- Supports transparency, fair competition, and compliance with international obligations.

**Financial Services and Markets Act 2023 (Commencement No. 10) Regulations 2025 (SI 2025/873)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 July 2025

**Amends:** Brings further provisions of the Financial Services and Markets Act 2023 into force

**Legislation Type:** Financial Services / Regulatory Reform / Implementation

### Summary

These Regulations bring into force additional provisions of the Financial Services and Markets Act 2023, further implementing the UK's post-Brexit financial regulatory framework. The commencement order



# LEGISLATION UPDATE

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activates new requirements for financial market infrastructure, consumer protection, and regulatory oversight.

## Key Provisions

### 1. Financial Market Infrastructure

- New powers for the Bank of England and the Financial Conduct Authority (FCA) to oversee and regulate financial market infrastructure providers.
- Enhanced requirements for operational resilience, risk management, and reporting by market operators and central counterparties.

### 2. Consumer Protection

- Brings into force new duties on regulated firms to act in the best interests of consumers.
- Strengthens the FCA's powers to intervene in cases of consumer harm or market abuse.
- New requirements for transparency in product information and complaints handling.

### 3. Regulatory Oversight and Enforcement

- Expands the powers of the Prudential Regulation Authority (PRA) and FCA to make rules, conduct investigations, and impose sanctions.
- Clarifies the process for regulatory approvals, notifications, and appeals.
- Introduces new penalties for non-compliance with regulatory requirements.

### 4. Transitional Arrangements

- Transitional provisions for firms and market operators affected by the commencement of new requirements.
- Guidance on compliance deadlines and phased implementation is provided by the regulators.

## Compliance Requirements

- Regulated firms and market operators must review and update internal policies, procedures, and reporting systems to ensure compliance with the new provisions.
- Immediate action is required to comply with new consumer protection and market infrastructure requirements.
- Accurate records of compliance activities and communications with regulators must be maintained.

## Impact

- Strengthens the UK's financial regulatory framework and supports market stability.
- Increases consumer protection and regulatory oversight.
- Enhances the UK's position as a leading global financial centre.

**Biocidal Products (Data Protection Periods) (Amendment) Regulations 2025  
(SI 2025/1221)**

**Changes in the  
legal register**

☐ yes ☒ no



# LEGISLATION UPDATE

November 2025

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Amends:** Biocidal Products and Chemicals (Appointment of Authorities and Enforcement) Regulations 2013 (SI 2013/1506) and related legislation

**Legislation Type:** Chemicals / Biocides / Data Protection

## Summary

These Regulations amend the data protection periods for information submitted in support of biocidal product authorisations and active substance approvals. The changes are intended to align UK requirements with international standards, encourage innovation, and clarify the rules for data sharing and compensation.

## Key Provisions

### 1. Revised Data Protection Periods

- Updates the duration of data protection for studies and information submitted for active substance approvals and product authorisations.
- New periods apply to applications submitted on or after 1 January 2026.
- Transitional provisions clarify the treatment of ongoing applications and existing data protection rights.

### 2. Data Sharing and Compensation

- Clarifies the process for data sharing between applicants and rights holders, including dispute resolution mechanisms.
- Sets out requirements for fair compensation when protected data is relied upon by subsequent applicants.
- The Health and Safety Executive (HSE) is given powers to facilitate data sharing and resolve disputes.

### 3. International Alignment

- Aligns UK data protection periods with those in the EU and other major jurisdictions, supporting mutual recognition and trade.
- Encourages the use of existing studies to reduce unnecessary animal testing and duplication of effort.

### 4. Enforcement and Penalties

- The HSE is given enhanced powers to enforce compliance with data protection and sharing requirements.
- Penalties for non-compliance are increased, including financial sanctions and potential suspension of authorisations.

## Compliance Requirements



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- Applicants and authorisation holders must review data protection arrangements for all new and ongoing submissions.
- Accurate records of data ownership, sharing agreements, and compensation arrangements must be maintained.
- Immediate action is required to comply with new requirements for applications submitted from 1 January 2026.

## Impact

- Provides greater clarity and certainty for businesses seeking biocidal product authorisations.
- Supports innovation and investment in new biocidal products and active substances.
- Reduces unnecessary testing and supports alignment with international best practice.

**Producer Responsibility Obligations (Packaging and Packaging Waste) (Amendment) Regulations 2025**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 July 2025

**Amends:** Producer Responsibility Obligations (Packaging Waste) Regulations 2007 (SI 2007/871) and related legislation

**Legislation Type:** Environmental / Producer Responsibility / Packaging

## Summary

These Regulations amend the UK's extended producer responsibility (EPR) regime for packaging, introducing new requirements for producers, compliance schemes, and waste management operators. The changes are designed to improve recycling rates, reduce environmental impact, and ensure fairer cost allocation across the packaging supply chain.

## Key Provisions

### 1. Expanded Producer Obligations

- The definition of "producer" is broadened to include online marketplaces and certain importers.
- Producers must register annually, report detailed packaging data, and finance the collection, recycling, and recovery of packaging waste.
- New requirements for modulated fees based on recyclability and environmental impact of packaging materials.

### 2. Data Reporting and Transparency



# LEGISLATION UPDATE

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- Quarterly data reporting is now mandatory for all obligated producers.
- Producers must provide more granular data on packaging types, materials, and end destinations.
- Compliance schemes are required to audit and validate producer data submissions.

### **3. Cost Allocation and Payments**

- Costs for collection, sorting, and recycling are apportioned more transparently across the supply chain.
- Producers are responsible for funding consumer communications and anti-littering measures.
- New payment schedules and penalties for late or inaccurate payments.

### **4. Compliance Schemes and Enforcement**

- Compliance schemes must meet stricter approval criteria and demonstrate robust governance.
- The Environment Agency and devolved regulators are given enhanced powers to audit, investigate, and enforce compliance.
- Non-compliance may result in financial penalties, suspension from the scheme, or prosecution.

### **5. Labelling and Consumer Information**

- New requirements for clear labelling of packaging to indicate recyclability and disposal instructions.
- Producers must support public awareness campaigns on packaging waste and recycling.

### **Compliance Requirements**

- Producers, importers, and online marketplaces must review their status and ensure registration under the amended regime.
- Accurate records of packaging data, payments, and communications must be maintained.
- Compliance schemes and producers should update internal processes to reflect new reporting, payment, and labelling requirements.

### **Impact**

- Increases producer responsibility and supports higher recycling rates.
- Improves transparency and fairness in cost allocation across the packaging supply chain.
- Supports the UK's transition to a circular economy and alignment with international best practice.



# LEGISLATION UPDATE

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Construction Products (Amendment) Regulations 2025 (SI 2025/1172)	Changes in the legal register <input type="checkbox"/> yes <input checked="" type="checkbox"/> no
<p><b>Jurisdiction:</b> United Kingdom <b>Commencement:</b> 1 January 2026 <b>Amends:</b> Construction Products Regulations 2013 (SI 2013/1387) and related legislation <b>Legislation Type:</b> Product Safety / Construction / Regulatory Reform</p> <p><b>Summary</b></p> <p>These Regulations amend the UK's framework for placing construction products on the market, updating conformity assessment procedures, labelling requirements, and enforcement powers. The changes are designed to improve product safety, support the transition to UKCA marking, and align with advances in construction technology and international standards.</p> <p><b>Key Provisions</b></p> <p><b>1. Conformity Assessment and UKCA Marking</b></p> <ul style="list-style-type: none"><li>• Updated procedures for conformity assessment, including new requirements for third-party testing and certification of certain high-risk products.</li><li>• Extension of recognition for CE marking on some products until 30 June 2028, with a phased transition to UKCA marking.</li><li>• Manufacturers must ensure all products placed on the market after 1 January 2026 comply with the amended requirements.</li></ul> <p><b>2. Labelling and Documentation</b></p> <ul style="list-style-type: none"><li>• Stricter labelling requirements, including clear display of UKCA or CE marking, manufacturer details, and product type.</li><li>• Declaration of performance documents must be updated to reflect changes in standards and testing methods.</li><li>• Importers and distributors must ensure all documentation is accurate and available for inspection.</li></ul> <p><b>3. Market Surveillance and Enforcement</b></p> <ul style="list-style-type: none"><li>• Enhanced powers for market surveillance authorities to inspect, test, and remove non-compliant products from the market.</li><li>• New penalties for breaches, including financial sanctions and product recalls.</li><li>• Guidance on enforcement and appeals is updated.</li></ul> <p><b>4. Transitional Arrangements</b></p>	



# LEGISLATION UPDATE

November 2025

- Transitional provisions for products already placed on the market or in the supply chain before 1 January 2026.
- Guidance on compliance deadlines and phased implementation is provided by the Department for Levelling Up, Housing and Communities.

## Compliance Requirements

- Manufacturers, importers, and distributors must review product lines, labelling, and documentation to ensure compliance with the amended regime.
- Accurate records of conformity assessment, testing, and performance declarations must be maintained.
- Immediate action is required to comply with new requirements for products placed on the market from 1 January 2026.

## Impact

- Improves safety and quality of construction products in the UK market.
- Increases compliance obligations for manufacturers and supply chain partners.
- Supports the UK's transition to a robust, independent product safety regime.

## Product Regulation and Metrology Act 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Product Safety / Market Surveillance / Regulatory Reform

## Summary

The Product Regulation and Metrology Act 2025 establishes a new legal framework for the regulation, conformity assessment, and market surveillance of products placed on the UK market. The Act consolidates and updates existing product safety laws, introduces new requirements for digital and connected products, and strengthens enforcement powers for regulators.

## Key Provisions

### 1. Scope and Application

- Applies to a wide range of products, including consumer goods, industrial equipment, and digital products.
- Sets out general safety requirements and specific obligations for high-risk and connected products.
- Manufacturers, importers, and distributors are all subject to the Act's requirements.





# LEGISLATION UPDATE

November 2025

## **2. Conformity Assessment and Marking**

- Updated procedures for conformity assessment, including third-party testing for certain categories.
- Introduction of a new UK Product Safety Mark to replace or supplement existing marks.
- Declaration of conformity and technical documentation must be maintained and made available for inspection.

## **3. Digital and Connected Products**

- New requirements for cybersecurity, software updates, and data protection in digital and connected products.
- Manufacturers must ensure ongoing compliance through the product's lifecycle, including post-market monitoring.

## **4. Market Surveillance and Enforcement**

- Enhanced powers for market surveillance authorities to inspect, test, and remove non-compliant products from the market.
- New penalties for breaches, including financial sanctions, product recalls, and public warnings.
- Regulators may issue improvement and prohibition notices for serious or repeated breaches.

## **5. Metrology and Measurement Standards**

- Updates to legal metrology requirements, including standards for measuring instruments and units.
- Strengthened oversight of notified bodies and conformity assessment procedures.

## **6. Transitional Arrangements**

- Transitional provisions for products already placed on the market or in the supply chain before 1 January 2026.
- Guidance on compliance deadlines and phased implementation is provided by the Department for Business and Trade.

## **Compliance Requirements**

- Manufacturers, importers, and distributors must review product lines, conformity assessment procedures, and documentation to ensure compliance.
- Accurate records of conformity, testing, and technical documentation must be maintained.
- Immediate action is required to comply with new requirements for products placed on the market from 1 January 2026.



# LEGISLATION UPDATE

November 2025

## Impact

- Modernises and consolidates the UK's product safety and metrology regime.
- Increases compliance obligations for businesses across the supply chain.
- Supports consumer protection, market confidence, and alignment with international best practice.

## Building Safety Levy (England) Regulations 2025 (SI 2025/1236)

### Changes in the legal register

☐ yes ☒ no

## Building Safety Levy (England) Regulations 2025 (SI 2025/1236)

Changes in the legal register    yes    no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Building Safety / Regulatory Reform

### Summary

These Regulations introduce a mandatory levy on certain new residential developments in England. The levy is designed to fund building safety remediation and support the implementation of the Building Safety Act 2022. It applies to developers seeking building control approval for qualifying projects, ensuring that those who benefit from development contribute to the costs of improving building safety standards.

### Key Provisions

#### 1. Scope and Application

- Applies to new residential developments in England requiring building control approval.
- Exemptions include affordable housing, care homes, and specified small-scale developments.
- Developers are responsible for calculating and paying the levy before work commences.

#### 2. Levy Calculation and Payment

- Levy is calculated based on the gross internal area (GIA) of the development.
- Rates vary by local authority and are published by the Secretary of State.
- Payment must be made prior to the issue of building control approval or equivalent certification.

#### 3. Collection and Enforcement

- Local authorities act as collection agents for the levy.
- Non-payment may result in refusal of building control approval and enforcement action.



# LEGISLATION UPDATE

November 2025

- Penalties include surcharges and potential stop notices for non-compliant developments.

#### 4. Use of Funds

- Levy revenue is ring-fenced for building safety remediation and related programmes.
- Funds support the remediation of unsafe cladding and other critical safety measures.

#### 5. Appeals and Dispute Resolution

- Developers may appeal levy assessments through prescribed procedures.
- Disputes over liability or calculation are handled by the First-tier Tribunal (Property Chamber).

#### 6. Transitional Arrangements

- Applies to developments where building control approval is sought on or after 1 January 2026.
- Projects with approval granted before this date are not subject to the levy.

#### Compliance Requirements

- Developers must review project plans and budgets to account for levy costs.
- Accurate GIA measurements and levy calculations must be submitted with applications.
- Payment must be completed before building control approval is issued.

#### Impact

- Introduces a new financial obligation for developers in England.
- Supports government efforts to fund building safety improvements without burdening leaseholders.
- Encourages early compliance planning and transparency in development costs.

**Building Regulations etc. (Amendment) (England) Regulations 2025 (SI 2025/1017)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Building Safety / Regulatory Reform

#### Summary

These Regulations amend the existing framework for building regulations in England. The changes are designed to strengthen safety standards, clarify compliance obligations, and support the implementation of the Building Safety Act 2022. The amendments apply to new and existing developments requiring building control approval, with a focus on improving fire safety, structural integrity, and regulatory oversight.

#### Key Provisions

##### 1. Scope and Application

- Applies to all buildings subject to building control approval in England.



# LEGISLATION UPDATE

November 2025

- Covers new developments, major refurbishments, and certain changes of use.
- Aligns requirements with the Building Safety Act 2022 and related legislation.

## 2. Updated Safety Standards

- Introduces enhanced fire safety and structural requirements for higher-risk buildings.
- Updates technical standards for materials, construction methods, and building systems.
- Requires compliance with new guidance issued by the Secretary of State.

## 3. Compliance and Certification

- Strengthens procedures for building control approval, including documentation and inspection.
- Clarifies duties of developers, designers, and contractors in meeting regulatory requirements.
- Requires certification of compliance before occupation or use.

## 4. Enforcement and Penalties

- Local authorities and the Building Safety Regulator are given enhanced powers to enforce compliance.
- Non-compliance may result in improvement notices, stop notices, and financial penalties.
- Appeals process for enforcement actions is clarified.

## 5. Transitional Arrangements

- Applies to projects where building control approval is sought on or after 1 January 2026.
- Transitional provisions for developments already underway or approved before this date.

### Compliance Requirements

- Developers, designers, and contractors must review project plans and procedures to ensure compliance with updated standards.
- Accurate records of compliance, inspections, and certifications must be maintained.
- Early engagement with building control authorities is recommended to avoid delays.

### Impact

- Raises safety and quality standards for buildings in England.
- Increases compliance obligations for those involved in design and construction.
- Supports implementation of the Building Safety Act 2022 and wider regulatory reforms.

**Companies (Directors' Report) (Payment Reporting) Regulations 2025  
(SI 2025/1152)**

**Changes in the  
legal register**

☐ yes ☒ no



# LEGISLATION UPDATE

November 2025

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Corporate Governance / Transparency / Reporting

## Summary

These Regulations introduce new requirements for large companies to disclose payment practices and performance in their directors' reports. The aim is to improve transparency around supplier payments, encourage prompt payment, and support fair business practices. The Regulations apply to companies meeting specified size thresholds and require detailed reporting on payment terms, policies, and actual performance.

## Key Provisions

### 1. Scope and Application

- Applies to large companies incorporated in the UK, as defined by turnover and employee thresholds.
- Exemptions for certain small companies and subsidiaries.
- Reporting obligations apply to financial years commencing on or after 1 January 2026.

### 2. Reporting Requirements

- Directors' reports must include a dedicated section on payment practices and performance.
- Disclosure of standard payment terms, average time taken to pay invoices, and proportion of invoices paid within agreed terms.
- Requirement to report on policies for resolving payment disputes and supporting supplier cash flow.

### 3. Data Collection and Verification

- Companies must maintain accurate records of payment data and supporting documentation.
- Directors are responsible for verifying the accuracy of reported information.
- False or misleading statements may result in regulatory action.

### 4. Publication and Accessibility

- Payment reporting must be included in the published directors' report and made available to shareholders and the public.
- Companies may be required to submit data to a central government portal for monitoring and analysis.

### 5. Enforcement and Penalties

- The Financial Reporting Council and other regulators have powers to review compliance and investigate breaches.
- Non-compliance may result in public censure, financial penalties, or other enforcement action.

### 6. Transitional Arrangements

- Applies to financial years beginning on or after 1 January 2026.



# LEGISLATION UPDATE

November 2025

- Guidance on implementation and compliance is provided by the Department for Business and Trade.

## Compliance Requirements

- Companies must review reporting systems and processes to ensure accurate data collection and disclosure.
- Directors should ensure robust verification procedures and maintain supporting documentation.
- Early engagement with finance and legal teams is recommended to meet new reporting obligations.

## Impact

- Enhances transparency and accountability in corporate payment practices.
- Encourages prompt payment and supports supplier financial health.
- Increases reporting obligations for large companies and directors.

**Economic Crime and Corporate Transparency Act 2023 (Commencement No. 6) Regulations 2025 (SI 2025/1118)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Corporate Governance / Economic Crime / Regulatory Reform

## Summary

These Regulations bring into force further provisions of the Economic Crime and Corporate Transparency Act 2023. The commencement order activates new requirements for company transparency, anti-money laundering controls, and enhanced powers for Companies House. The aim is to strengthen the UK's framework for tackling economic crime, improve corporate accountability, and support law enforcement efforts.

## Key Provisions

### 1. Scope and Application

- Applies to companies, limited liability partnerships, and other entities registered in the UK.
- Activates specific sections of the Economic Crime and Corporate Transparency Act 2023 as listed in the Regulations.
- Covers new requirements for company filings, beneficial ownership, and anti-money laundering controls.

### 2. Corporate Transparency Measures

- Introduces enhanced disclosure requirements for company ownership and control.
- Requires verification of directors, persons with significant control (PSC), and certain company filings.
- Strengthens obligations to maintain accurate and up-to-date company records.



# LEGISLATION UPDATE

November 2025

## 3. Anti-Money Laundering and Reporting

- Expands reporting duties for suspicious activity and financial transactions.
- Companies House gains new powers to share information with law enforcement and regulatory bodies.
- Increased penalties for false statements and non-compliance with reporting obligations.

## 4. Enforcement and Powers of Companies House

- Companies House is granted new powers to reject filings, request additional information, and remove inaccurate data from the register.
- Enhanced ability to cooperate with law enforcement agencies in investigating economic crime.
- Non-compliance may result in financial penalties, criminal prosecution, or removal from the register.

## 5. Transitional Arrangements

- Applies to filings and activities from 1 January 2026 onwards.
- Transitional guidance is provided for companies adjusting to new requirements.

### Compliance Requirements

- Companies must review governance, reporting, and record-keeping procedures to ensure compliance.
- Directors and company secretaries should verify the accuracy of filings and beneficial ownership information.
- Early engagement with legal and compliance teams is recommended to meet new obligations.

### Impact

- Strengthens the UK's framework for tackling economic crime and improving corporate transparency.
- Increases compliance and reporting obligations for companies and directors.
- Supports law enforcement and regulatory efforts to detect and prevent financial crime.

**Income Tax (PAYE) (Amendment No. 2) Regulations 2025 (SI 2025/1144)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Taxation / Payroll / Regulatory Reform

### Summary

These Regulations amend the Income Tax (PAYE) Regulations 2003, introducing updated requirements for employers operating Pay As You Earn (PAYE) payroll systems. The amendments are intended to improve the accuracy of tax deductions, clarify employer obligations, and support the implementation of recent changes to income tax law. The



# LEGISLATION UPDATE

November 2025

Regulations apply to all employers and payroll agents administering PAYE for employees in the UK.

## Key Provisions

### 1. Scope and Application

- Applies to all employers and payroll agents operating PAYE schemes in the United Kingdom.
- Covers employees subject to UK income tax and national insurance contributions.
- Applies to payments made on or after 1 January 2026.

### 2. Updated Payroll Requirements

- Revises procedures for calculating and reporting income tax deductions under PAYE.
- Updates requirements for Real Time Information (RTI) submissions, including deadlines and data accuracy.
- Clarifies rules for handling adjustments, refunds, and corrections to payroll data.

### 3. Employer Obligations

- Employers must ensure payroll systems are updated to reflect new requirements.
- Accurate records of tax deductions, payments, and employee details must be maintained.
- Employers are responsible for timely submission of PAYE returns and compliance with HMRC guidance.

### 4. Enforcement and Penalties

- HMRC is granted enhanced powers to review compliance and investigate breaches.
- Non-compliance may result in financial penalties, interest charges, and enforcement action.
- Appeals process for disputed assessments and penalties is clarified.

### 5. Transitional Arrangements

- Applies to payroll periods commencing on or after 1 January 2026.
- Transitional guidance is provided for employers updating systems and procedures.

## Compliance Requirements

- Employers and payroll agents must review payroll systems and processes to ensure compliance with amended regulations.
- Staff responsible for payroll should be trained on new requirements and reporting procedures.
- Early engagement with HMRC and payroll software providers is recommended to ensure readiness.

## Impact

- Improves accuracy and transparency in PAYE payroll administration.
- Increases compliance obligations for employers and payroll agents.
- Supports implementation of recent income tax reforms and HMRC oversight.

**Economic Crime (Anti-Money Laundering) Levy (Amendment) Regulations 2025 (SI 2025/1146)**

**Changes in the legal register**





# LEGISLATION UPDATE

November 2025

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Economic Crime / Anti-Money Laundering / Regulatory Reform

## Summary

These Regulations amend the Economic Crime (Anti-Money Laundering) Levy Regulations 2022, updating the framework for the annual levy imposed on businesses in the regulated sector. The amendments clarify calculation methods, reporting obligations, and enforcement powers, aiming to ensure effective funding for anti-money laundering initiatives and improve compliance across the financial and professional services sectors.

## Key Provisions

### 1. Scope and Application

- Applies to entities in the regulated sector, including financial institutions, legal professionals, and accountancy firms.
- Updates definitions and thresholds for levy liability.
- Applies to levy periods commencing on or after 1 January 2026.

### 2. Levy Calculation and Payment

- Revises the methodology for calculating the levy, including updated banding and rates.
- Clarifies deadlines for payment and submission of required information.
- Introduces new requirements for self-assessment and record-keeping.

### 3. Reporting and Compliance

- Entities must submit annual returns detailing relevant revenue and levy calculations.
- Enhanced requirements for maintaining supporting documentation and evidence.
- False or incomplete submissions may result in regulatory action.

### 4. Enforcement and Penalties

- HMRC and other regulators are granted additional powers to investigate non-compliance and enforce payment.
- Penalties for late payment, inaccurate returns, or failure to comply with levy obligations.
- Appeals process for disputed assessments and enforcement actions is clarified.

### 5. Transitional Arrangements

- Applies to levy periods starting on or after 1 January 2026.
- Transitional guidance is provided for entities adjusting to amended requirements.

## Compliance Requirements

- Entities must review revenue reporting and levy calculation procedures to ensure compliance.
- Accurate records and supporting documentation must be maintained and made available for inspection.
- Early engagement with finance and compliance teams is recommended to meet new obligations.



# LEGISLATION UPDATE

November 2025

## Impact

- Strengthens funding for anti-money laundering initiatives in the UK.
- Increases compliance and reporting obligations for regulated entities.
- Supports government efforts to tackle economic crime and improve sector-wide standards.

## Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) (Amendment) Regulations 2025 (SI 2025/1153)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Employment Law / Dispute Resolution / Regulatory Reform

### Summary

These Regulations amend the framework for early conciliation in employment tribunal claims in England, Wales, and Scotland. The amendments clarify exemptions from the requirement to engage in early conciliation before bringing a claim, update procedural rules, and aim to improve the efficiency and accessibility of dispute resolution for workplace grievances.

### Key Provisions

#### 1. Scope and Application

- Applies to employment tribunal claims in England, Wales, and Scotland.
- Clarifies categories of claims exempt from the early conciliation requirement.
- Applies to claims presented on or after 1 January 2026.

#### 2. Exemptions from Early Conciliation

- Updates the list of claims exempt from mandatory early conciliation, including certain urgent or time-sensitive cases.
- Provides guidance on circumstances where exemptions may apply, such as insolvency or multiple claimants.

#### 3. Procedural Amendments

- Revises rules for submitting early conciliation notifications to Acas.
- Updates time limits and procedures for progressing claims following early conciliation or exemption.
- Clarifies requirements for documentation and information provided to parties.

#### 4. Tribunal Powers and Case Management

- Employment tribunals are granted enhanced powers to manage cases where early conciliation has not occurred.
- Tribunals may direct parties to engage in conciliation or alternative dispute resolution where appropriate.
- Strengthens case management procedures to reduce delays and improve outcomes.



# LEGISLATION UPDATE

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## 5. Transitional Arrangements

- Applies to claims and notifications submitted on or after 1 January 2026.
- Transitional guidance is provided for claims already in progress.

### Compliance Requirements

- Employers, employees, and representatives must review procedures for submitting claims and engaging in early conciliation.
- Accurate records of notifications, exemptions, and case documentation must be maintained.
- Early engagement with Acas and legal advisers is recommended to ensure compliance.

### Impact

- Improves clarity and efficiency in employment tribunal dispute resolution.
- Reduces unnecessary delays and supports fair outcomes for workplace grievances.
- Increases compliance obligations for parties involved in employment disputes.

## INFORMATION SECURITY

### Data (Use and Access) Act 2025 (Commencement No. 3) Regulations 2025 (SI 2025/996)

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Data Protection / Digital Regulation / Regulatory Reform

#### Summary

These Regulations bring into force further provisions of the Data (Use and Access) Act 2025. The commencement order activates new requirements for the lawful use, sharing, and access to personal and non-personal data in the UK. The aim is to strengthen data governance, support innovation, and ensure robust safeguards for individuals and organisations.

#### Key Provisions

##### 1. Scope and Application

- Applies to public bodies, private organisations, and data intermediaries operating in the UK.
- Activates specific sections of the Data (Use and Access) Act 2025 as listed in the Regulations.
- Covers new requirements for data sharing, lawful access, and data minimisation.

##### 2. Lawful Use and Access

- Introduces enhanced requirements for lawful processing and sharing of data.
- Clarifies conditions for access to data by public authorities and third parties.
- Strengthens obligations to ensure transparency, accountability, and data minimisation.

##### 3. Data Governance and Safeguards

- Requires organisations to implement robust data governance frameworks.
- Mandates regular review of data access policies and procedures.
- Introduces new safeguards for sensitive and high-risk data categories.



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## 4. Enforcement and Regulatory Powers

- The Information Commissioner's Office (ICO) is granted new powers to monitor compliance and investigate breaches.
- Non-compliance may result in enforcement notices, financial penalties, or other regulatory action.
- Appeals process for enforcement actions is clarified.

## 5. Transitional Arrangements

- Applies to data processing and access activities from 1 January 2026 onwards.
- Transitional guidance is provided for organisations updating policies and systems.

### Compliance Requirements

- Organisations must review data governance, access, and sharing procedures to ensure compliance.
- Accurate records of data processing, access requests, and safeguards must be maintained.
- Early engagement with legal, IT, and compliance teams is recommended to meet new obligations.

### Impact

- Strengthens the UK's framework for data use, access, and protection.
- Increases compliance and governance obligations for organisations.
- Supports innovation while ensuring robust safeguards for individuals and data subjects.

## Data (Use and Access) Act 2025 (Commencement No. 4) Regulations 2025 (SI 2025/1213)

### Changes in the legal register

☐ yes ☒ no

## Data (Use and Access) Act 2025 (Commencement No. 4) Regulations 2025 (SI 2025/1213)

Changes in the legal register    yes    no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Data Protection / Digital Regulation / Regulatory Reform

### Summary

These Regulations bring into force further provisions of the Data (Use and Access) Act 2025. The commencement order activates new requirements for lawful use, sharing, and access to personal and non-personal data in the UK. The aim is to strengthen data governance, support responsible innovation, and ensure robust safeguards for individuals and organisations.

### Key Provisions

#### 1. Scope and Application

- Applies to public bodies, private organisations, and data intermediaries operating in the UK.
- Activates specific sections of the Data (Use and Access) Act 2025 as listed in the Regulations.
- Covers new requirements for data sharing, lawful access, and data minimisation.

#### 2. Lawful Use and Access

- Introduces enhanced requirements for lawful processing and sharing of data.
- Clarifies conditions for access to data by public authorities and third parties.
- Strengthens obligations to ensure transparency, accountability, and data minimisation.



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## 3. Data Governance and Safeguards

- Requires organisations to implement robust data governance frameworks.
- Mandates regular review of data access policies and procedures.
- Introduces new safeguards for sensitive and high-risk data categories.

## 4. Enforcement and Regulatory Powers

- The Information Commissioner's Office (ICO) is granted new powers to monitor compliance and investigate breaches.
- Non-compliance may result in enforcement notices, financial penalties, or other regulatory action.
- Appeals process for enforcement actions is clarified.

## 5. Transitional Arrangements

- Applies to data processing and access activities from 1 January 2026 onwards.
- Transitional guidance is provided for organisations updating policies and systems.

### Compliance Requirements

- Organisations must review data governance, access, and sharing procedures to ensure compliance.
- Accurate records of data processing, access requests, and safeguards must be maintained.
- Early engagement with legal, IT, and compliance teams is recommended to meet new obligations.

### Impact

- Strengthens the UK's framework for data use, access, and protection.
- Increases compliance and governance obligations for organisations.
- Supports responsible innovation while ensuring robust safeguards for individuals and data subjects.

## Data Protection (Adequacy and Transfers) (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Data Protection / International Transfers / Regulatory Reform

### Summary

These Regulations amend the framework for international data transfers under UK data protection law. The amendments update adequacy decisions, clarify requirements for cross-border transfers, and introduce new safeguards for personal data shared with third countries. The aim is to ensure continued protection of data subjects' rights and support the secure flow of data between the UK and overseas jurisdictions.

### Key Provisions

#### 1. Scope and Application

- Applies to controllers and processors subject to UK data protection law.
- Covers international transfers of personal data to third countries and international organisations.
- Updates adequacy decisions and transfer mechanisms in line with evolving global standards.

#### 2. Adequacy Decisions

- Revises the list of countries and territories recognised as providing adequate protection for



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personal data.

- Introduces new criteria and procedures for assessing adequacy.
- Requires regular review and monitoring of adequacy status.

### 3. Transfer Mechanisms and Safeguards

- Updates requirements for standard contractual clauses, binding corporate rules, and other approved mechanisms.
- Introduces enhanced safeguards for sensitive and high-risk data transfers.
- Clarifies obligations for risk assessments and documentation of transfer decisions.

### 4. Enforcement and Regulatory Powers

- The Information Commissioner's Office (ICO) is granted new powers to review compliance and investigate breaches.
- Non-compliance may result in enforcement notices, financial penalties, or other regulatory action.
- Appeals process for enforcement actions is clarified.

### 5. Transitional Arrangements

- Applies to data transfers taking place on or after 1 January 2026.
- Transitional guidance is provided for organisations updating policies and contracts.

#### Compliance Requirements

- Organisations must review international data transfer arrangements and update documentation to reflect amended requirements.
- Accurate records of transfer mechanisms, risk assessments, and adequacy decisions must be maintained.
- Early engagement with legal and compliance teams is recommended to ensure readiness.

#### Impact

- Strengthens the UK's framework for international data transfers and adequacy decisions.
- Increases compliance and governance obligations for organisations transferring personal data overseas.
- Supports secure and lawful data flows while protecting data subjects' rights.

**Online Safety Act 2023 (Commencement No. 5) Regulations 2025 (SI 2025/371)**

**Changes in the legal register**

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Online Safety / Digital Regulation / Regulatory Reform

#### Summary

These Regulations bring into force further provisions of the Online Safety Act 2023. The commencement order activates new requirements for online platforms, service providers, and intermediaries to protect users from harmful content and ensure compliance with safety standards. The aim is to strengthen the UK's framework for online safety, enhance regulatory oversight, and support the protection of children and vulnerable users.

#### Key Provisions



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## 1. Scope and Application

- Applies to online platforms, social media services, search engines, and other regulated service providers operating in the UK.
- Activates specific sections of the Online Safety Act 2023 as listed in the Regulations.
- Covers new requirements for user protection, content moderation, and transparency.

## 2. User Protection and Content Moderation

- Introduces enhanced duties for platforms to prevent and remove illegal and harmful content.
- Requires robust systems for reporting, reviewing, and acting on user complaints.
- Strengthens obligations to protect children and vulnerable users from online risks.

## 3. Transparency and Accountability

- Mandates regular transparency reports on content moderation and safety measures.
- Requires publication of policies and procedures for handling harmful content.
- Platforms must provide clear information to users about their rights and protections.

## 4. Regulatory Oversight and Enforcement

- Ofcom is granted new powers to monitor compliance, investigate breaches, and impose sanctions.
- Non-compliance may result in enforcement notices, financial penalties, or service restrictions.
- Appeals process for enforcement actions is clarified.

## 5. Transitional Arrangements

- Applies to services and activities from 1 January 2026 onwards.
- Transitional guidance is provided for platforms updating policies and systems.

### Compliance Requirements

- Service providers must review safety policies, content moderation procedures, and reporting systems to ensure compliance.
- Accurate records of safety measures, user complaints, and enforcement actions must be maintained.
- Early engagement with legal, compliance, and technical teams is recommended to meet new obligations.

### Impact

- Strengthens the UK's framework for online safety and user protection.
- Increases compliance and reporting obligations for online platforms and service providers.
- Supports regulatory oversight and the protection of children and vulnerable users online.

**Online Safety Act 2023 (Commencement No. 6) Regulations 2025**

**Changes in the  
legal register**

☐ yes ☒ no



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**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Online Safety / Digital Regulation / Regulatory Reform

## Summary

These Regulations bring into force further provisions of the Online Safety Act 2023. The commencement order activates new requirements for online platforms, service providers, and intermediaries to enhance user protection, strengthen content moderation, and ensure compliance with safety standards. The aim is to reinforce the UK's framework for online safety, expand regulatory oversight, and support the protection of children and vulnerable users.

## Key Provisions

### 1. Scope and Application

- Applies to online platforms, social media services, search engines, and other regulated service providers operating in the UK.
- Activates specific sections of the Online Safety Act 2023 as listed in the Regulations.
- Covers new requirements for user protection, content moderation, and transparency.

### 2. User Protection and Content Moderation

- Introduces enhanced duties for platforms to prevent and remove illegal and harmful content.
- Requires robust systems for reporting, reviewing, and acting on user complaints.
- Strengthens obligations to protect children and vulnerable users from online risks.

### 3. Transparency and Accountability

- Mandates regular transparency reports on content moderation and safety measures.
- Requires publication of policies and procedures for handling harmful content.
- Platforms must provide clear information to users about their rights and protections.

### 4. Regulatory Oversight and Enforcement

- Ofcom is granted new powers to monitor compliance, investigate breaches, and impose sanctions.
- Non-compliance may result in enforcement notices, financial penalties, or service restrictions.
- Appeals process for enforcement actions is clarified.

### 5. Transitional Arrangements

- Applies to services and activities from 1 January 2026 onwards.
- Transitional guidance is provided for platforms updating policies and systems.

## Compliance Requirements

- Service providers must review safety policies, content moderation procedures, and reporting systems to ensure compliance.
- Accurate records of safety measures, user complaints, and enforcement actions must be maintained.
- Early engagement with legal, compliance, and technical teams is recommended to meet new obligations.

## Impact

- Strengthens the UK's framework for online safety and user protection.
- Increases compliance and reporting obligations for online platforms and service providers.
- Supports regulatory oversight and the protection of children and vulnerable users online.





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<b>Online Safety Act 2023 (Fees Notification) Regulations 2025 (SI 2025/747)</b>	<b>Changes in the legal register</b> <input type="checkbox"/> yes <input checked="" type="checkbox"/> no
<p><b>Jurisdiction:</b> United Kingdom <b>Commencement:</b> 1 January 2026 <b>Legislation Type:</b> Online Safety / Regulatory Reform / Fees and Charges</p> <p><b>Summary</b> These Regulations set out the framework for notifying and collecting fees from regulated online service providers under the Online Safety Act 2023. The fees are intended to fund the regulatory activities of Ofcom in overseeing online safety compliance. The Regulations specify which providers are liable, how fees are calculated, and the procedures for notification and payment.</p> <p><b>Key Provisions</b></p> <ol style="list-style-type: none"><li><b>1. Scope and Application</b><ul style="list-style-type: none"><li>• Applies to regulated online service providers operating in the UK, including social media platforms, search engines, and other relevant services.</li><li>• Specifies categories of providers subject to fees and any exemptions.</li><li>• Applies to fee periods commencing on or after 1 January 2026.</li></ul></li><li><b>2. Fee Calculation and Notification</b><ul style="list-style-type: none"><li>• Sets out the methodology for calculating fees, including factors such as user base, revenue, and risk profile.</li><li>• Ofcom is responsible for notifying providers of their fee liability and the amount due.</li><li>• Providers must supply relevant information to Ofcom for fee assessment.</li></ul></li><li><b>3. Payment Procedures</b><ul style="list-style-type: none"><li>• Fees must be paid within the timeframe specified in the notification.</li><li>• Details procedures for payment, invoicing, and record-keeping.</li><li>• Late payment may result in surcharges and enforcement action.</li></ul></li><li><b>4. Enforcement and Penalties</b><ul style="list-style-type: none"><li>• Ofcom is granted powers to enforce fee collection, including issuing penalties for non-payment.</li><li>• Non-compliance may result in financial penalties, service restrictions, or other regulatory action.</li><li>• Appeals process for disputed fee assessments is clarified.</li></ul></li><li><b>5. Transitional Arrangements</b><ul style="list-style-type: none"><li>• Applies to fee periods starting on or after 1 January 2026.</li><li>• Transitional guidance is provided for providers adjusting to new requirements.</li></ul></li></ol> <p><b>Compliance Requirements</b></p> <ul style="list-style-type: none"><li>• Service providers must review internal processes for fee calculation, notification, and payment.</li><li>• Accurate records of user numbers, revenue, and other relevant data must be maintained.</li><li>• Early engagement with Ofcom and finance teams is recommended to ensure compliance.</li></ul> <p><b>Impact</b></p> <ul style="list-style-type: none"><li>• Provides funding for Ofcom’s regulatory activities under the Online Safety Act 2023.</li></ul>	



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- Increases compliance and reporting obligations for regulated online service providers.
- Supports effective oversight and enforcement of online safety standards.

## Product Security and Telecommunications Infrastructure (Security Requirements for Relevant Connectable Products) (Amendment) Regulations 2025 (SI 2025/211)

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Product Security / Telecommunications / Regulatory Reform

### Summary

These Regulations amend the security requirements for relevant connectable products under the Product Security and Telecommunications Infrastructure Act 2022. The amendments update technical standards, clarify compliance obligations for manufacturers, importers, and distributors, and strengthen enforcement powers. The aim is to ensure that connected devices placed on the UK market meet robust security standards and protect users from cyber risks.

### Key Provisions

#### 1. Scope and Application

- Applies to manufacturers, importers, and distributors of relevant connectable products in the UK.
- Updates definitions and categories of products subject to security requirements.
- Applies to products placed on the market on or after 1 January 2026.

#### 2. Updated Security Requirements

- Revises minimum security standards for passwords, software updates, and vulnerability management.
- Introduces new requirements for transparency of security features and user guidance.
- Mandates regular review and updating of security measures throughout the product lifecycle.

#### 3. Compliance and Documentation

- Manufacturers must maintain technical documentation demonstrating compliance with security requirements.
- Importers and distributors are required to verify compliance before placing products on the market.
- Accurate records of security assessments and updates must be maintained.

#### 4. Enforcement and Penalties

- The Office for Product Safety and Standards (OPSS) is granted enhanced powers to investigate non-compliance and enforce requirements.
- Non-compliance may result in financial penalties, product recalls, or public warnings.
- Appeals process for enforcement actions is clarified.

#### 5. Transitional Arrangements

- Applies to products placed on the market from 1 January 2026 onwards.
- Transitional guidance is provided for businesses updating products and compliance procedures.

### Compliance Requirements

- Manufacturers, importers, and distributors must review product lines and update security measures to



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meet amended requirements.

- Technical documentation and records of compliance must be maintained and made available for inspection.
- Early engagement with OPSS and legal teams is recommended to ensure readiness.

## Impact

- Strengthens the UK's framework for product security and consumer protection.
- Increases compliance obligations for businesses in the connected device supply chain.
- Supports efforts to mitigate cyber risks and enhance user safety.

## Product Security and Telecommunications Infrastructure (Security Requirements) (Further Amendment) Regulations 2025

## Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Product Security / Telecommunications / Regulatory Reform

## Summary

These Regulations further amend the security requirements for relevant connectable products under the Product Security and Telecommunications Infrastructure Act 2022. The amendments update technical standards, clarify compliance obligations for manufacturers, importers, and distributors, and strengthen enforcement powers. The aim is to ensure that connected devices placed on the UK market continue to meet robust security standards and protect users from evolving cyber risks.

## Key Provisions

### 1. Scope and Application

- Applies to manufacturers, importers, and distributors of relevant connectable products in the UK.
- Updates definitions and categories of products subject to security requirements.
- Applies to products placed on the market on or after 1 January 2026.

### 2. Updated Security Requirements

- Revises minimum security standards for passwords, software updates, and vulnerability management.
- Introduces new requirements for transparency of security features and user guidance.
- Mandates regular review and updating of security measures throughout the product lifecycle.

### 3. Compliance and Documentation

- Manufacturers must maintain technical documentation demonstrating compliance with security requirements.
- Importers and distributors are required to verify compliance before placing products on the market.
- Accurate records of security assessments and updates must be maintained.



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## 4. Enforcement and Penalties

- The Office for Product Safety and Standards (OPSS) is granted enhanced powers to investigate non-compliance and enforce requirements.
- Non-compliance may result in financial penalties, product recalls, or public warnings.
- Appeals process for enforcement actions is clarified.

## 5. Transitional Arrangements

- Applies to products placed on the market from 1 January 2026 onwards.
- Transitional guidance is provided for businesses updating products and compliance procedures.

### Compliance Requirements

- Manufacturers, importers, and distributors must review product lines and update security measures to meet amended requirements.
- Technical documentation and records of compliance must be maintained and made available for inspection.
- Early engagement with OPSS and legal teams is recommended to ensure readiness.

### Impact

- Strengthens the UK's framework for product security and consumer protection.
- Increases compliance obligations for businesses in the connected device supply chain.
- Supports efforts to mitigate cyber risks and enhance user safety.

## Network and Information Systems (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Cyber Security / Digital Infrastructure / Regulatory Reform

### Summary

These Regulations amend the Network and Information Systems Regulations 2018, updating requirements for operators of essential services and digital service providers. The amendments strengthen cyber security standards, clarify incident reporting obligations, and enhance regulatory oversight. The aim is to improve the resilience of critical infrastructure and digital services against cyber threats and ensure effective response to incidents.

### Key Provisions

#### 1. Scope and Application

- Applies to operators of essential services and relevant digital service providers in the UK.
- Updates definitions and thresholds for entities subject to the Regulations.
- Applies to activities and incidents occurring on or after 1 January 2026.

#### 2. Cyber Security Standards

- Introduces enhanced requirements for risk management, technical controls, and organisational measures.



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- Mandates regular assessment and updating of cyber security policies and procedures.
- Requires adoption of recognised standards and best practice frameworks.

### 3. Incident Reporting and Response

- Clarifies obligations for timely reporting of incidents to the competent authority.
- Sets out procedures for notification, investigation, and remediation of cyber incidents.
- Strengthens requirements for record-keeping and post-incident review.

### 4. Regulatory Oversight and Enforcement

- The competent authority is granted new powers to monitor compliance, conduct audits, and issue enforcement notices.
- Non-compliance may result in financial penalties, improvement notices, or other regulatory action.
- Appeals process for enforcement actions is clarified.

### 5. Transitional Arrangements

- Applies to activities and incidents from 1 January 2026 onwards.
- Transitional guidance is provided for entities updating policies and systems.

#### Compliance Requirements

- Operators and service providers must review cyber security policies, risk management procedures, and incident response plans to ensure compliance.
- Accurate records of risk assessments, incidents, and remedial actions must be maintained.
- Early engagement with IT, legal, and compliance teams is recommended to meet new obligations.

#### Impact

- Strengthens the UK's framework for cyber security and resilience of critical infrastructure.
- Increases compliance and reporting obligations for operators and digital service providers.
- Supports effective response to cyber threats and regulatory oversight.

## Telecommunications Security (Amendment) Regulations 2025

#### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Telecommunications / Cyber Security / Regulatory Reform

#### Summary

These Regulations amend the security requirements for public telecommunications networks and services under the Telecommunications (Security) Act 2021. The amendments update technical standards, clarify compliance obligations for network operators and service providers, and strengthen enforcement powers. The aim is to ensure that telecommunications infrastructure in the UK meets robust security standards and is resilient against evolving cyber threats.

#### Key Provisions

##### 1. Scope and Application

- Applies to operators of public telecommunications networks and providers of public electronic communications services in the UK.



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- Updates definitions and categories of entities subject to security requirements.
- Applies to networks and services operating on or after 1 January 2026.

## 2. Updated Security Requirements

- Revises minimum standards for network security, including risk management, technical controls, and incident response.
- Introduces new requirements for supply chain security and third-party risk management.
- Mandates regular review and updating of security measures in line with emerging threats.

## 3. Compliance and Documentation

- Operators must maintain technical documentation demonstrating compliance with security requirements.
- Accurate records of risk assessments, security controls, and incident management must be maintained.
- Providers are required to report significant security incidents to the regulator.

## 4. Enforcement and Penalties

- Ofcom is granted enhanced powers to investigate non-compliance and enforce requirements.
- Non-compliance may result in financial penalties, improvement notices, or service restrictions.
- Appeals process for enforcement actions is clarified.

## 5. Transitional Arrangements

- Applies to networks and services operating from 1 January 2026 onwards.
- Transitional guidance is provided for operators updating systems and compliance procedures.

### Compliance Requirements

- Operators and service providers must review network security policies and update measures to meet amended requirements.
- Technical documentation and records of compliance must be maintained and made available for inspection.
- Early engagement with Ofcom and legal teams is recommended to ensure readiness.

### Impact

- Strengthens the UK's framework for telecommunications security and infrastructure resilience.
- Increases compliance obligations for network operators and service providers.
- Supports efforts to mitigate cyber risks and protect critical communications infrastructure.

## Electronic Identification and Trust Services (Amendment) Regulations 2025

### Changes in the legal register

☐ yes ☒ no

**Jurisdiction:** United Kingdom

**Commencement:** 1 January 2026

**Legislation Type:** Digital Identity / Trust Services / Regulatory Reform

### Summary

These Regulations amend the framework for electronic identification (eID) and trust services under UK law. The amendments update technical standards, clarify compliance obligations for trust service providers, and strengthen regulatory oversight. The aim is to ensure secure, reliable, and interoperable digital identity solutions and trust services for individuals and organisations.



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## Key Provisions

### 1. Scope and Application

- Applies to providers of electronic identification schemes and trust services in the UK.
- Updates definitions and categories of services subject to regulatory requirements.
- Applies to services provided on or after 1 January 2026.

### 2. Technical Standards and Security Requirements

- Revises minimum technical standards for electronic signatures, seals, timestamps, and certificates.
- Introduces new requirements for security, interoperability, and user authentication.
- Mandates regular review and updating of technical measures in line with emerging risks.

### 3. Compliance and Documentation

- Trust service providers must maintain documentation demonstrating compliance with amended requirements.
- Accurate records of technical assessments, security controls, and service provision must be maintained.
- Providers are required to report significant security incidents to the regulator.

### 4. Regulatory Oversight and Enforcement

- The Information Commissioner's Office (ICO) is granted enhanced powers to monitor compliance and enforce requirements.
- Non-compliance may result in financial penalties, improvement notices, or service restrictions.
- Appeals process for enforcement actions is clarified.

### 5. Transitional Arrangements

- Applies to services provided from 1 January 2026 onwards.
- Transitional guidance is provided for providers updating systems and compliance procedures.

## Compliance Requirements

- Providers must review technical standards, security measures, and documentation to ensure compliance with amended regulations.
- Accurate records and evidence of compliance must be maintained and made available for inspection.
- Early engagement with ICO and legal teams is recommended to ensure readiness.

## Impact

- Strengthens the UK's framework for electronic identification and trust services.
- Increases compliance obligations for service providers.
- Supports secure, reliable, and interoperable digital identity solutions.