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# When Security Becomes an HSE Issue: Managing Compliance Across MENA

Practical strategies for handling  
expanding legal obligations

denxpert

REDLOG

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ALLIANCE

# Your speakers for today



**Randall Shaw**  
Managing Partner,  
Redlog



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Global Partnerships  
Manager, denxpert

# Agenda

- MENA and the GCC Compliance Landscape
- Structured Compliance Management Best Practices
- Live Demonstration
- Q&A

# The denxpert EHS & ESG Management Platform



48  
★★★★★



49  
★★★★★

Compliant Companies  
with denxpert



## 500+

companies

Rely on denxpert's solution across the globe.

International Market Experience  
with top UX design



## 20

years of expertise

Expert-led software designed for today's challenges.

Senior Sustainability  
Experts Worldwide



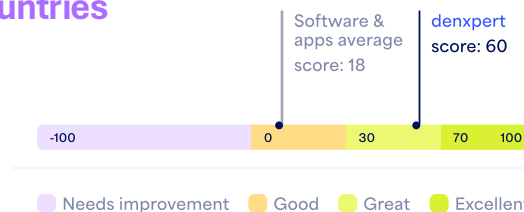
## 6000+

sustainability consultants

Global partnership of 85 sustainability consultancies.

## Client satisfaction insights across 30+ countries

- ✓ Global Net Promoter Score: 60
- ✓ Low Churn: 3%



# Satisfied denxpert clients around the world

From automotive to energy, our clients rely on denxpert to bring clarity and control to complex compliance.



500+ CUSTOMERS GLOBALLY



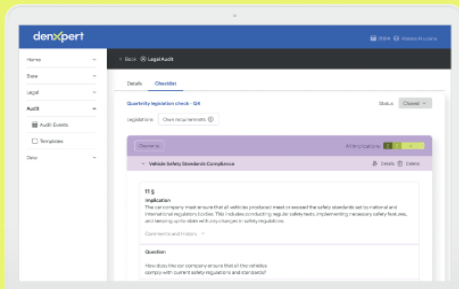
Member of the Innogen Alliance  
EHS and sustainability consultant  
companies network

# The denxpert EHS & ESG Management Platform

A modular, easy-to-implement solution for all EHS and sustainability needs, from compliance reporting to actionable insights.

## EHS Suite

- ✓ Legal compliance management
- ✓ Waste management
- ✓ Chemical management
- ✓ Safety & Incident management
- ✓ Asset management



## ESG Suite

- ✓ CSRD management
- ✓ Supply Chain Assessment
- ✓ Sustainability Data management
- ✓ ESG Risk & Performance Assessment



## Academy

- ✓ Masterclasses
- ✓ Bootcamps
- ✓ Workshops



# Managing HSE Compliance as Security-Related Obligations Add Complexity



Across MENA and the GCC, compliance is becoming more complex, interconnected, and operational.

How organisations can manage evolving HSE and security-related obligations through structured registers, audits, dashboards, and action plans.

# About Redlog

Regional regulatory intelligence and operational compliance support across MENA and the GCC.



## Who We Are

Redlog is a specialist regulatory intelligence and operational compliance partner supporting organisations across MENA and the GCC.



## Deep Regional Expertise

Extensive knowledge of legal and regulatory frameworks across MENA and the GCC.



## Operational Focus

Practical, solutions-focused support tailored to real operational environments.



## Trusted by Leading Organisations

Supporting multinational and regional organisations across a wide range of industries.



## Experience That Matters

Decades of combined experience in regulatory content, compliance and governance.



## What We Do

We provide regulatory intelligence and operational compliance support to help organisations understand, comply and operate with confidence.



## Regional Legal Registers

Comprehensive, up-to-date legal and regulatory content across jurisdictions.



## Regulatory Monitoring

Ongoing tracking of regulatory changes and updates.



## HSE & Security-related Compliance

Specialised content and guidance for operational risk management.



## Audit & Governance Support

Tools and expertise to strengthen assurance and control.



## Multi-jurisdiction Support

Helping organisations manage compliance across multiple jurisdictions effectively.



Supporting organisations operating within increasingly complex regulatory environments across MENA and the GCC.

# Today's Discussion

Managing evolving HSE and security-related compliance obligations across interconnected operational domains

1

## Compliance Landscape

How operational complexity is evolving across MENA and the GCC

- Regulatory expansion
- Overlapping obligations
- Operational pressure
- HSE & security convergence

2

## Structured Compliance Management

Legal registers, audits, dashboards, accountability, and operational governance

- Legal registers
- Compliance audits
- ISO readiness
- Action plans & visibility

3

## Live Demonstration

Managing operational compliance using Denxpert and Redlog regulatory content

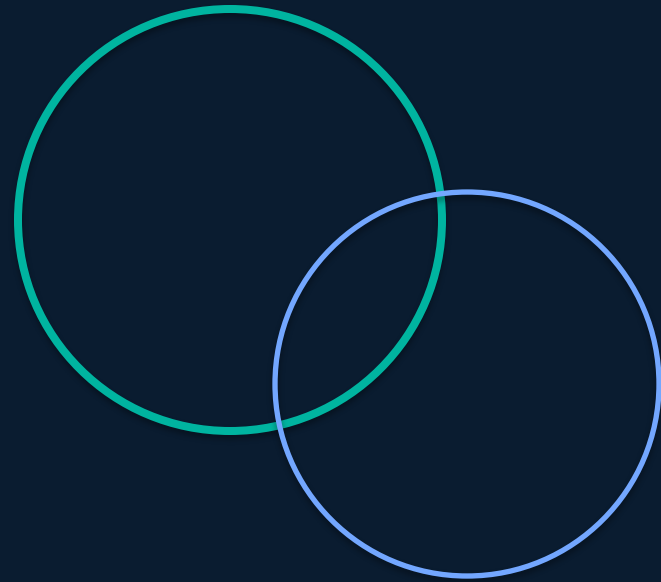
- Operational workflows
- Audit management
- Dashboards
- Evidence management

# Compliance Landscape

How operational compliance management is evolving across MENA and the GCC

- 1 How the regional compliance landscape is evolving
- 2 Why operational complexity is increasing
- 3 Where organisations are struggling
- 4 What integrated operational compliance looks like in practice

# The Compliance Landscape Is Changing

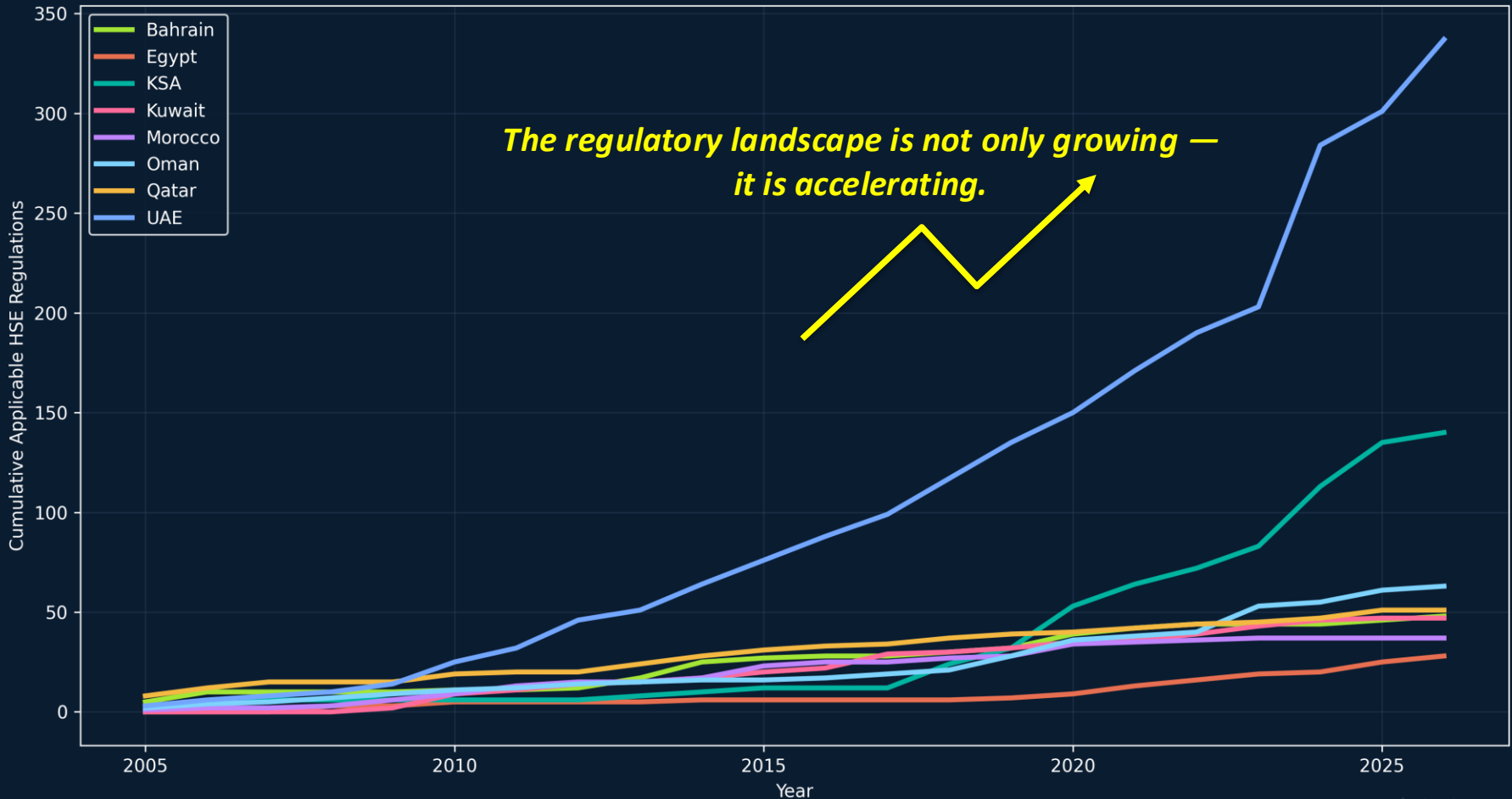


Operational compliance complexity across MENA and the GCC is increasing rapidly

*“The issue is no longer simply identifying obligations. It is managing interconnected obligations operationally.”*

# 10+ Years of Regulatory Expansion

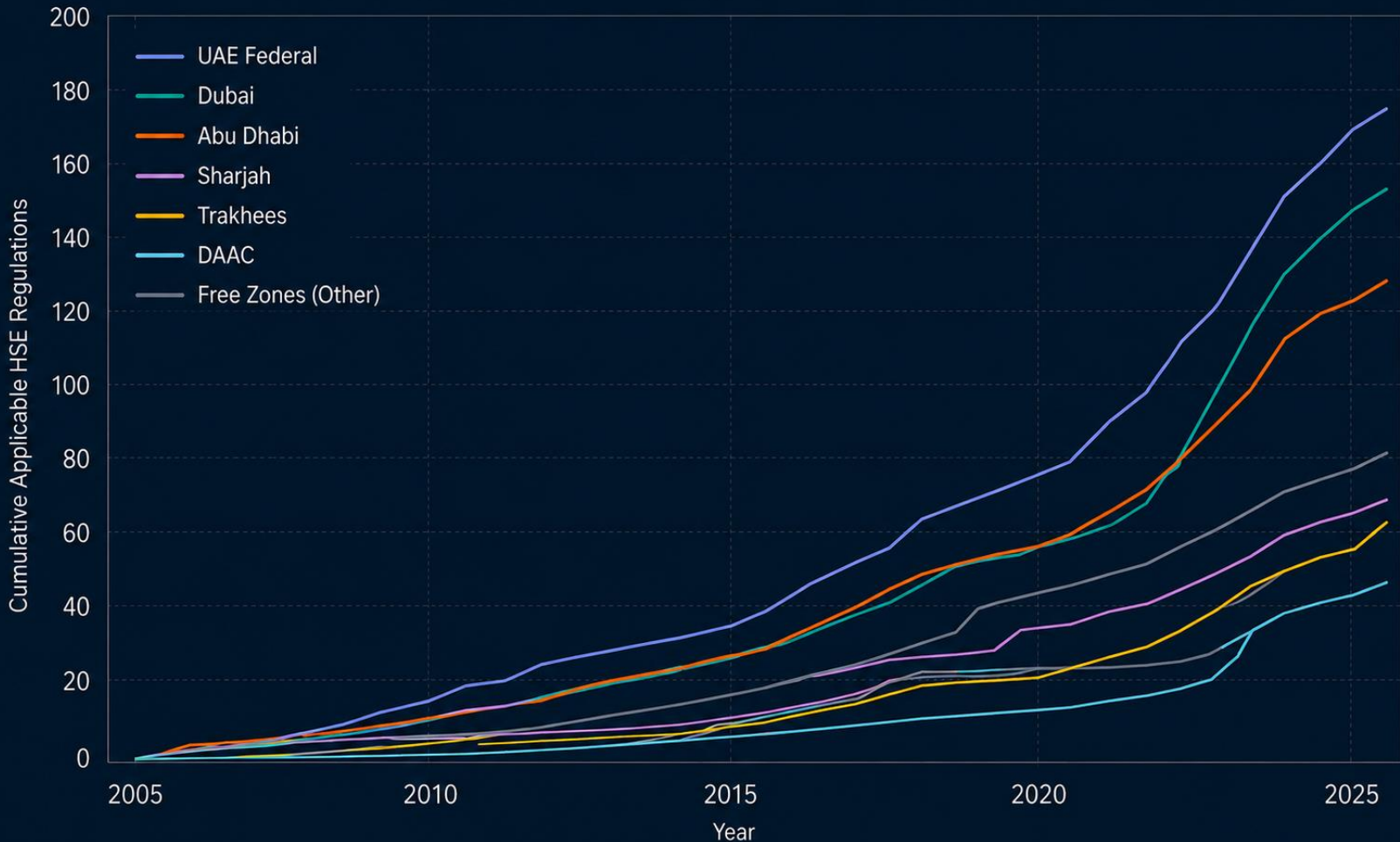
## Growth of HSE Regulatory Requirements Across MENA/GCC



# The UAE: A Multi-Layered Compliance Environment

Federal, emirate-level and free-zone obligations create significant operational complexity

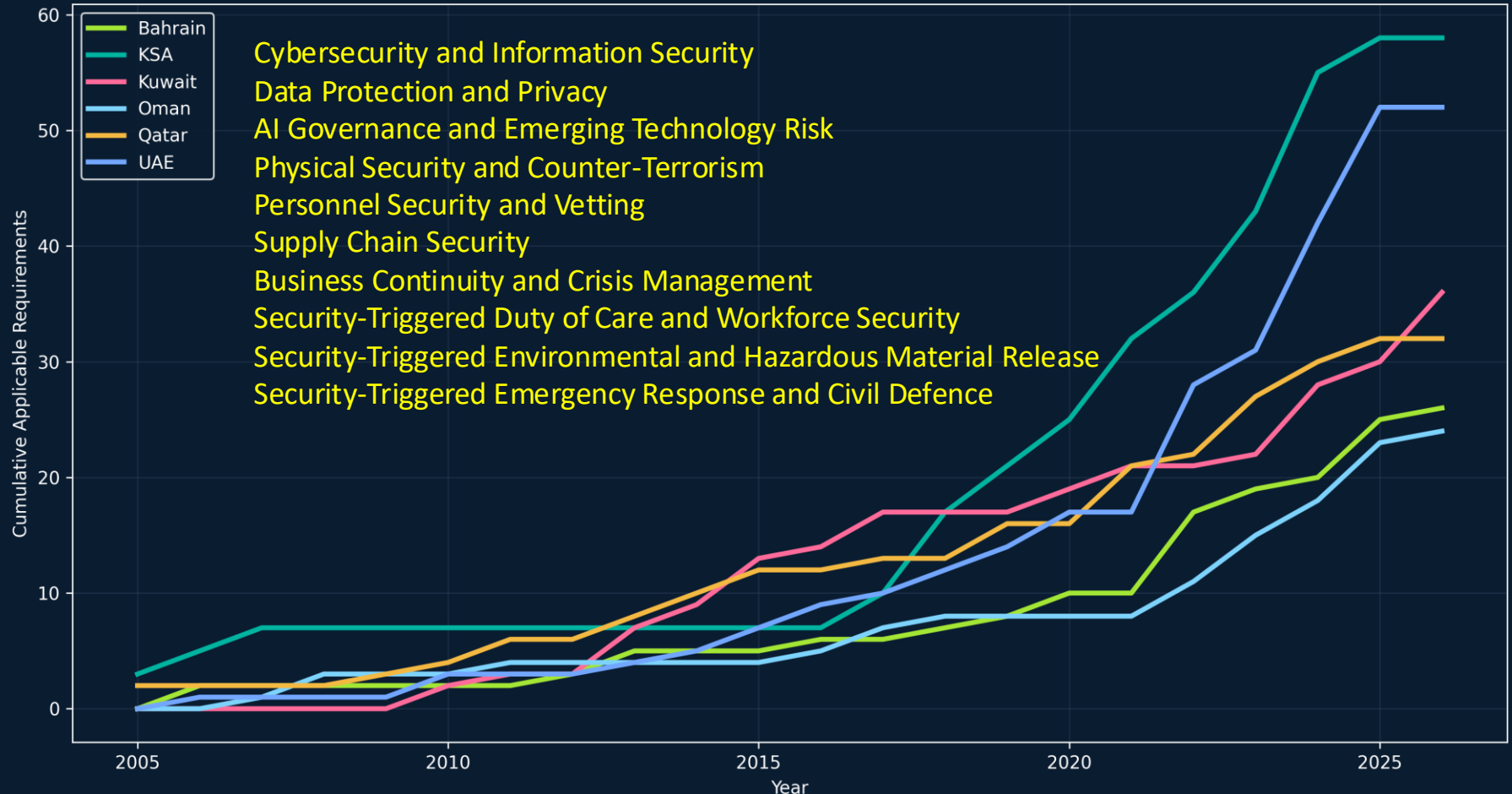
## Complexity of the UAE Regulatory Environment Over Time



# The Nature of Compliance Has Changed

Operational risk domains are converging across HSE, security, resilience and governance

## Growth of Security & Operational Governance Requirements



# Where Organisations Are Struggling

Operational obligations increasingly overlap across functions, systems, and jurisdictions



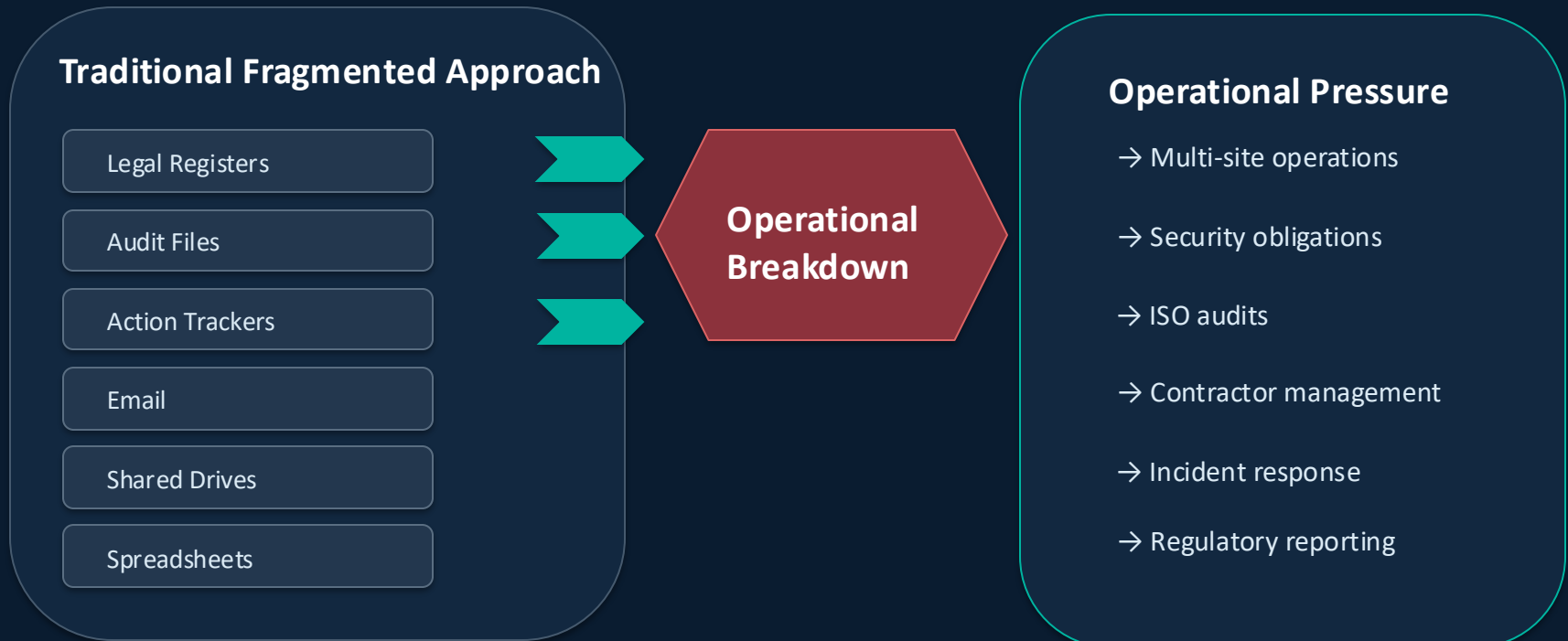
## Key Challenges

- Changing regulatory environment
- Unclear ownership
- Fragmented evidence
- Duplicate workflow
- Weak visibility
- Inconsistent implementation
- Delayed corrective actions

**“Real-world incidents do not follow organisational structures.”**

# Why Compliance Systems Still Break Under Pressure

Operational complexity increasingly exceeds fragmented compliance structures



**Systems often fail not because organisations lack effort —  
but because complexity exceeds structure.**

# What Integrated Compliance Management Looks Like

Moving from fragmented compliance activities toward structured operational governance



**Integrated compliance management creates visibility, accountability, auditability, and operational coordination.**

# Platform + Regional Regulatory Expertise

Effective compliance management requires both structured systems and reliable regional content

## Denxpert Platform

- Structured legal registers
- Compliance audits
- Action tracking
- Evidence management
- Dashboards & visibility

## Redlog Regulatory Content

- Regional HSE registers
- Security-related obligations
- Regulatory updates
- Practical interpretation
- MENA/GCC expertise

**Structured systems + reliable regional content =  
auditable operational compliance management**

# Where HSE and Security Requirements Overlap

The same event can trigger obligations across worker safety, emergency response, environmental protection, security, and regulatory reporting.

## Example 1

### Duty of Care & Workforce Protection

- Shelter-in-place
- Transit security
- Worker accountability
- Emergency communication

## Example 2

### Drone / Missile Incident at Site

- Fire and spill response
- Environmental release
- Evidence preservation / confidentiality
- Regulatory reporting

**Overlap becomes complex when one event activates multiple legal and operational obligations at the same time.**

# Example 1: Duty of Care During a Security Scenario

A security threat affecting worker movement or site access can activate overlapping HSE and security obligations.

## Labour / HSE

- Employer duty of care
- Shelter-in-place / evacuation
- Worker accountability
- Emergency communication

## Security / Counter-Terrorism

- Threat assessment
- Movement restrictions
- Access control
- Authority coordination

## Operational Management

- Who owns decisions?
- How is evidence retained?
- How are actions tracked?
- How is compliance demonstrated?

**A security threat can quickly become a worker safety and duty-of-care compliance issue.**

# Example 2: Security Incident Triggering Environmental and HSE Obligations

A drone or missile threat/incident may simultaneously trigger emergency response, environmental, worker safety, security, and evidence-management obligations.

## Incident Scenario

- Drone / missile impact
- Fire or explosion
- Hazardous material release
- Site disruption
- Restricted access zone

## Obligations Triggered

### HSE / Emergency Response

- Evacuation or shelter-in-place
- Fire response
- Worker/others accountability
- Medical response

### Environmental

- Spill containment
- Environmental reporting
- Hazardous material/waste controls
- Remediation actions

## Operational Management

- Which authority must be notified?
- Who owns each action?
- What evidence is retained?
- How are actions tracked?
- How is closure demonstrated?

**A security event can rapidly become an OHS, environmental, emergency response, legal, and evidence-management event simultaneously.**

# Structured Compliance Management

How organisations organise, audit, track, and demonstrate compliance across interconnected operational domains

1

How do broader security domains fit within structured compliance frameworks?

2

How do legal registers organise complex regulatory obligations?

3

How do compliance audits support ISO readiness and demonstrate control?

4

How do dashboards and action plans create visibility and accountability?

**Live Demonstration: Denxpert + Redlog operational workflows**

# Broader Security Domains Within Structured Compliance Frameworks

Broader security-related obligations increasingly need to sit within structured operational compliance systems.

## Broader Security Domains

- Cybersecurity & Information Security
- Data Protection & Privacy
- Physical Security
- Personnel Security & Vetting
- Supply Chain Security
- Business Continuity
- AI Governance & Emerging Technology Risk

## Structured Compliance Framework

- Legal Registers
- Compliance Audits
- Assigned Ownership
- Corrective Actions
- Evidence Management
- Dashboards & Reporting

# How Legal Registers Organise Complexity

Legal registers are operational governance tools — not simply lists of regulations.



# Compliance Audits, ISO Readiness & Demonstrable Control

Management system standards increasingly require organisations to identify, evaluate, maintain, and demonstrate compliance.



## Why It Matters



Assesses implementation of obligations and controls



Identifies gaps and reduces risk



Provides evidence for decision making



Supports accountability and due diligence



Strengthens management visibility and performance

## COMPLIANCE AUDIT LIFECYCLE



### 1. Plan

Define scope, objectives and criteria



### 2. Inspect

Assess processes, controls and implementation



### 3. Review Evidence

Evaluate documents, records and collected evidence



### 4. Identify Findings

Determine conformity, gaps and nonconformities



### 5. Corrective Actions

Define actions, assign owners and target dates



### 6. Verification & Closure

Verify effectiveness and close actions



## Relevant Standards

### HSE & Management Systems

- ISO 14001 Environmental Management
- ISO 45001 Occupational Health & Safety
- ISO 19011 Auditing Management Systems

### Security & Resilience

- ISO 27001 Information Security
- ISO 22301 Business Continuity
- ISO 18788 Private Security Operations
- ANSI/ASIS PSC.1 Security Management Systems



Legal compliance is both a regulatory obligation and a management system requirement.

# Dashboards, Action Plans & Operational Visibility

Dashboards and action plans help organisations maintain visibility, accountability, and operational coordination.



## Overdue Actions

Identify and prioritise overdue actions and obligations.



## Open Findings

Track open findings and monitor progress toward closure.



## Site Performance

Monitor compliance performance across sites and locations.



## Audit Status

View planned, in-progress, and completed audits at a glance.



## Corrective Trends

Analyse trends to identify recurring issues and drive improvement.



## Ownership

Ensure clear ownership and accountability at every level.

## ACTION MANAGEMENT WORKFLOW



### Finding

Issue identified during audit or inspection.



### Assigned Owner

Assign responsibility to the appropriate owner.



### Due Date

Set target date for completion.



### Evidence Upload

Upload supporting evidence of implementation.



### Verification

Verify effectiveness and adequacy of action taken.



### Closure

Action closed and recorded with audit trail.



Real-time visibility and structured action tracking drive accountability, support decision-making, and strengthen compliance performance.

# Live Demonstration

Managing HSE and security-related compliance operationally using **Denxpert** and **Redlog** regulatory content



## HSE Legal Registers

Centralised regulatory obligations from multiple sources.



## Security-related Obligations

Integrated security and resilience requirements.



## Compliance Audits

Plan, execute and track audits with evidence.



## Action Tracking

Assign, monitor and close actions efficiently.



## Dashboard Visibility

Real-time insights for informed decision-making.



See how **Denxpert** and **Redlog** work together to simplify compliance and strengthen operational control.

**REDLOG**

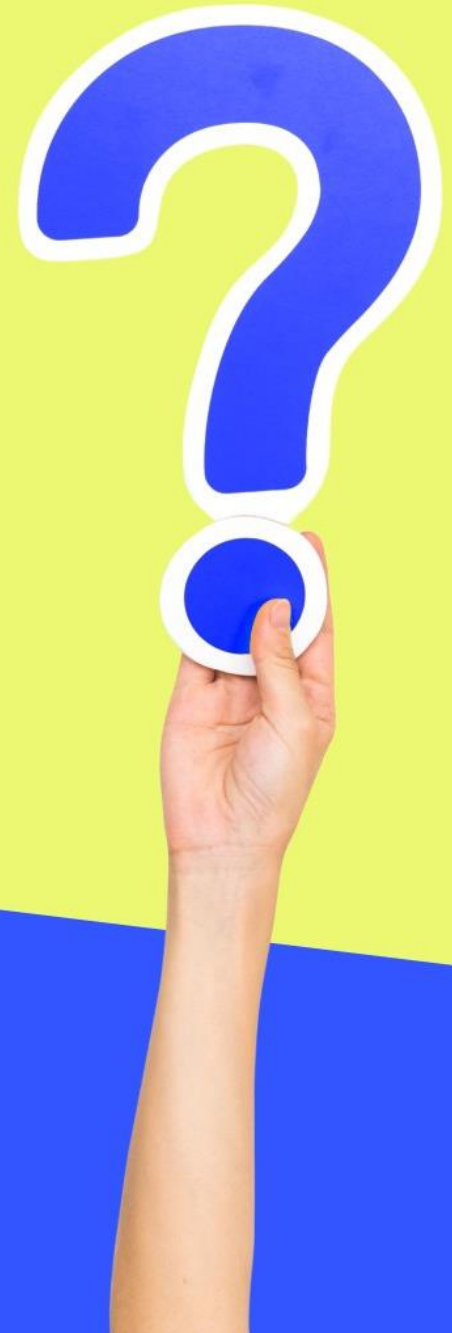


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# Questions?



# Thank you for your attention!

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