

# Legislation Outlook

January 2026



This monthly legislation briefing will help you plan for the maintenance of your ISO 14001, ISO 22301, ISO 27001, ISO 45001 and ISO 50001 systems. We will provide advance warning about important legislation that will affect compliance with these standards, including relevant news, newly published guidance and government consultations, and any other significant legislation beyond the scope of the standards listed, which may potentially impact your organisation. We don't waste your time on items such as an increase in administrative fees, we only report on items of value.

This month's Legislation Outlook provides details of increased landfill tax rates and new building safety duties in Wales, to significant reforms to the EPC regime in Scotland. We also provide a useful summary of how upcoming changes to employment rights will affect your organisation.

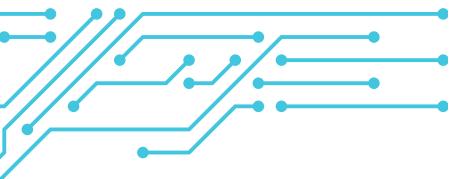
## Upcoming Standard-Related Legislation

### ISO 14001

#### [Landfill Disposals Tax \(Tax Rates\) \(Wales\) \(Amendment\) \(No.2\) Regulations 2025](#)

These Regulations come into force on 1<sup>st</sup> April 2026 and amend the Landfill Disposals Tax (Tax Rates) (Wales) (Amendment) Regulations 2025 by setting the rate of taxable disposals of waste to landfills in Wales as follows:

- standard rate: £130.75 per tonne (previously £126.15);
- lower rate: £8.65 per tonne (previously £6.30); and
- unauthorised disposals rate is £196.15 per tonne (previously £189.25)



## ISO 14001 and 45001

### Building etc. (Amendment) (No. 2) (Wales) Regulations 2025

These Regulations come into force in Wales on 1<sup>st</sup> July 2026 and amend the Building Regulations 2010 and other related legislation to implement the post-Grenfell safety reforms relating to the design and construction phase for higher-risk buildings as set out in Part 3 of the Building Safety Act 2022 in Wales.

The Regulations establish new duties for clients, designers and contractors, including requirements for competence and cooperation throughout the design and construction phases. They revise and clarify procedures for building control approval, including the submission and determination of applications, and introduce new mechanisms for enforcement such as compliance notices and stop notices. The Regulations also enhance fire safety compliance by strengthening provisions for the handover of fire safety information and introduce new rights of appeal to support transparency and accountability.



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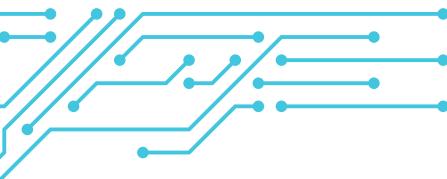
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### Energy Performance of Buildings (Scotland) Regulations 2025

These Regulations come into force on 31<sup>st</sup> October 2026 to revoke and replace the Energy Performance of Buildings (Scotland) Regulations 2008 in order to implement the following reforms to the Energy Performance Certificate (EPC) regime:

- introduce a new rating system for domestic buildings:
  - Heat Retention Rating (reflecting fabric energy efficiency);
  - Heating System Rating (covering type, emissions and efficiency); and
  - Energy Cost Rating (an updated version of the existing Energy Efficiency Rating);
- introduce a new rating system for non-domestic buildings:
  - Energy Performance Rating;
  - Energy Use Rating; and
  - Direct Emissions Rating;



- reduce the validity period of EPCs from 10 years to five years;
- introduce strengthened operational governance arrangements for EPC assessors; and
- introduce Approved Organisations who will accredit and oversee EPC assessors using accreditation schemes approved by the Scottish Ministers.

## News

### UK Adequacy Agreements Extended

The European Commission has announced that it has renewed its two adequacy decisions for the free flow of personal data to the United Kingdom. The decisions were due to expire on 27<sup>th</sup> December 2025 but have now been renewed for a period of six years. The renewals ensure that transfers of personal data between the European Economic Area and the United Kingdom can continue flowing freely without having to implement further safeguards.

## Consultations

### Standard Rules Permit: Waste Motor Vehicles

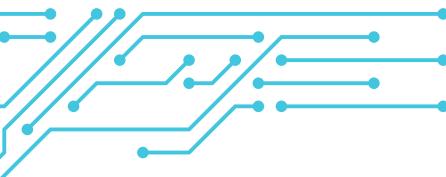
The Environment Agency has published a [consultation](#) seeking views on its proposals for a new standard rules permit and an accompanying new mandatory standards document relating to the storage and treatment of waste motor vehicles. The consultation period ends on 10<sup>th</sup> March 2026.

### H5 Site Condition Report Guidance

The Environment Agency has published a [consultation](#) seeking views on its proposed guidance relating to the H5 site condition report, which certain sites are required to complete to show that soil and groundwater are protected from the permitted activities in order to ensure that the land is in a satisfactory state when the permit is surrendered. The consultation closes on 18<sup>th</sup> January 2026.

### Extended CE Marking for Eco-design

The Department for Energy Security and Net Zero has launched a [consultation](#) seeking views on its proposal to extend recognition of CE marking for eco-design requirements so that it applies to new measures made under the EU's new framework for setting eco-design standards, the Eco-design for Sustainable Products Regulation in order to futureproof the existing policy of CE mark recognition. The consultation closes on 20<sup>th</sup> January 2026.



## Non-Standard Related Legislation

### Employment Rights Act 2025

This Act received Royal Assent on 18<sup>th</sup> December and significantly updates UK employment law. It will be implemented in phases throughout 2026 and 2027 and introduces major reforms including:

- reducing the qualifying period of employment for unfair dismissal protection to six months (down from two years) and increasing the time limit within which employees are able to make an Employment Tribunal claim from 3 months to 6 months;
- ending zero-hours contracts by introducing rights to guaranteed hours, reasonable notice of shifts, and compensation for short-notice cancellations;
- dismissals for failing to agree to changes in core terms ("fire and rehire") become automatically unfair, except where businesses are in genuine severe financial hardship;
- strengthening collective redundancy rights by requiring government notification where the number of redundancies meet a specified threshold (20 employees at one establishment or a number to be set in separate legislation where redundancies are proposed across the entire organisation) and doubling the maximum period of the protective award (from 90 to 180 days' pay) for failure to properly consult;
- increasing statutory sick pay by removing the waiting period and the lower earnings limit;
- introducing new rights to bereavement leave;
- strengthening the duty on employers to take reasonable steps to prevent sexual harassment of employees by requiring them to take all reasonable steps, and introducing a new duty on employers to not permit harassment of their employees by third parties;
- requiring large employers to produce action plans addressing the gender pay gap and supporting employees through menopause;
- voiding any provision in a non-disclosure agreement between a worker and employer which seeks to stop a worker from speaking out about harassment and discrimination they have experienced; and
- establishing the Fair Work Agency which will bring together the enforcement of domestic agency rules (which will also be extended to umbrella companies), the National Minimum Wage, licensing of gangmasters, and action against serious labour exploitation.

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