

REGISTRATION AUTHORITY
ABU DHABI GLOBAL MARKET

NOTICE OF FINANCIAL PENALTY

**ISSUED PURSUANT TO RULE 6(1) OF THE EMPLOYMENT REGULATIONS 2019 (COMPENSATION
AWARDS AND LIMITS) RULES 2019 ("THE ADGM RULES")**

To: **ALSHAYA INTERNATIONAL CO. L.L.C (Registration 000002676)** (trading as **STARBUCKS**)

1. The ADGM Registration Authority (the "**Registration Authority**") finds that you have failed to comply with Section 37 of the ADGM Employment Regulations 2019 ("**ADGM Regulations**"), regarding the general duties of employers to ensure the health, safety and welfare of all its employees, and to provide and maintain a workplace that is safe and without risks to an employee's health.
2. Under the ADGM Rules, employers failing to comply with Section 37 of the ADGM Regulations are liable to a fine of up to USD 10,000.
3. The particulars of the facts giving rise to the non-compliance by you with the ADGM Regulations are as follows:
 - a. You are currently carrying on commercial activities from The Galleria Mall, Al Maryah Island, Abu Dhabi, being the geographical location of Abu Dhabi Global Market ("**ADGM**"), the financial free zone of the Emirate of Abu Dhabi.
 - b. On 6 May 2020, the Registration Authority issued Circular No. (21) of 2020: mall reopening and operating requirements to all ADGM Licensed Persons. Circular No. (21) sets out the COVID19 preventative and precautionary health and safety measures that are required to be met by ADGM licenced mall operators and retailers in order to carry on their commercial activities.
 - c. Circular No.(21) was subsequently updated with amendments with the issue of:
 - i. Circular No.(23) on 19 May 2020,
 - ii. Circular No.(24) on 22 May 2020,
 - iii. Circular No.(25) on 30 May 2020,
 - iv. Circular No.(26) on 2 June 2020,
 - v. Circular No.(29) on 18 June 2020,
 - vi. Circular No.(30) on 29 July 2020, and
 - vii. Circular No.(33) on 9 September 2020 (collectively "**the ADGM Circulars**").

- d. The health and safety measures set out in the ADGM Circulars align to regulations set by the Abu Dhabi Department of Economic Development (AD-DED) for dealing with the COVID-19 pandemic that were issued on 22 April 2020 (and amended from time to time).
- e. The requirements in all the ADGM Circulars include, amongst other things, restrictions on seating capacity for food and beverage outlets. Since the issue of Circular No.(30) on 29 July 2020, the relevant seating capacity restrictions for food and beverage outlets are as follows:

“Section 1 – General requirements

Paragraph 5: Food and beverage outlets, including restaurants and cafes and mall food courts, shall not exceed 80% seating capacity, including maximum four (4) people per table with a minimum of 2m distance between tables.”

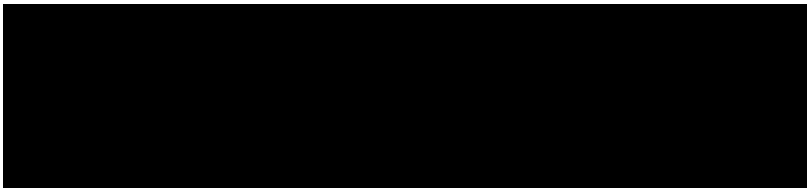
- f. On 18 September 2020 at approximately 19:25, a Registration Authority (RA) inspection staff member entered the store with a The Galleria Duty Manager and observed a group of five (5) adults (two (2) men and three (3) women) sitting together at a table in the store.
 - g. The RA inspection staff member informed the store manager on duty, [REDACTED], that this is a breach of the health and safety precautionary measures requirements and it is the store’s responsibility to manage the number of guests in the premises.
 - h. As per paragraph 5 of Section 1 of ADGM Circular No. (33), a maximum of four (4) people per table is permitted in food and beverage outlets. As per the observations of the RA staff member and Galleria Duty Manager, StarBucks had failed to comply with the restriction by allowing a group of five (5) adults from sitting at a table in the store in contravention of Circular No. 33 of 2020.
4. Taking into account the facts set out above, the Registration Authority considers you have not complied with the requirements set in Circular No. (33) and by doing so, you have failed to comply with your duty under the ADGM Regulations to ensure, as far as reasonably practicable, the health, safety and welfare of employees, and to provide and maintain a workplace that is safe and without risks to an employee’s health.
5. Taking into account the facts set out in paragraph 3, the findings set out in paragraph 4 and the general circumstances of this matter, the following fine is imposed on you by the Registration Authority:
- USD 800.**
6. This fine may be paid at any time before 5pm local time on 24 October 2020, by forwarding payment to the Registration Authority (please refer to the invoice at **Annexure A** of this Notice of Financial Penalty for details on making payment). Should you pay this fine prior to 5pm on 24

October 2020, no proceedings will be commenced by the Registration Authority against you in respect of the contravention set out in this Notice of Financial Penalty.

7. If you wish to object to the imposition of this fine, you may file a Notice of Objection by sending or delivering a Notice of Objection, to the following address:

The Registration Authority
Level 3, Abu Dhabi Global Market Building
ADGM Square, Al Maryah Island,
P.O. Box 111999, Abu Dhabi, UAE

8. The Notice of Objection must detail the issues and circumstances you wish the Registration Authority to take into account against issuing the fine. The Notice of Objection must be received by the Registration Authority before 5pm on 24 October 2020.
9. Should you neither pay the full amount of the fine, nor file a Notice of Objection before 5pm on 24 October 2020, then the Registration Authority may take any necessary steps to recover that part of the fine that remains unpaid, together with costs.
10. The Registration Authority may publish details of the matter to which this Notice of Financial Penalty relates.



Tim Land

Delegate of the Registrar

24 September 2020

Abu Dhabi Global Market Registration Authority

