



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: **COYA RESTAURANT LIMITED (000000415)** (trading as **COYA**)

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. Since March 2020, the Registration Authority has issued a number of Circulars setting out health & safety preventive and precautionary measures against COVID-19 that must be followed by ADGM Licensed Persons. Coya Restaurant Limited ("**Coya**") is an ADGM Licensed Person.
 - c. On 9 September 2020, the Registration Authority issued Circular No.(36) of 2020 which states that all ADGM hotels and tourism establishments will also be subject to the health and safety preventative and precautionary requirements set out in Circulars issued by the Abu Dhabi Department of Culture and Tourism (AD-DCT). Coya is a tourism establishment.
 - d. Under AD-DCT Circular No.25 of 2021, AD-DCT Circular No.28 of 2021 and Registration Authority Circular No.(23) of 2021, ADGM Licensees and tourism establishments must ensure the ALHOSN Green Pass is shown to be able to enter their premises, or other suitable pass. These three Circulars were issued on 15 August, 26 August and 7 September 2021 respectively.



- e. Under AD-DCT Circular No.25 of 2021, tourism restaurants must maintain precautionary measures including social distancing and face masks, including mandatory mask-wearing when moving. This Circular was issued on 15 August 2021.
 - f. In addition, under Registration Authority Circular No.(25) of 2021, all employees must wear masks and gloves. This requirement has been in place since May 2020 when Registration Authority Circular No.(21) of 2020 was issued.
 - g. On 17 September 2021 at approximately 11:55 PM, an inspector from the [REDACTED] attended the business premises of Coya in ADGM. Upon entering the premises, the [REDACTED] inspector was not asked to display their ALHOSN application Green Pass by anyone associated with Coya.
 - h. Inside the premises, the [REDACTED] inspector observed approximately 20 customers in the bar area of Coya not wearing masks. The [REDACTED] inspector also saw that these Coya customers were not wearing masks when moving around the rest of Coya's premises.
 - i. The [REDACTED] inspector also saw that these Coya customers were dancing and hugging each other, and not maintaining any social distancing.
 - j. The [REDACTED] inspector further observed a number of Coya employees not wearing masks correctly, leaving their noses exposed, while serving customers.
 - k. The [REDACTED] inspector spoke with the Coya manager on duty and informed this manager that what occurred was a breach of COVID-19 preventative measure requirements. The manager said they thought that showing the ALHOSN application was enough. The manager said they would comply with all requirements.
4. Taking into account the facts set out above, the Registration Authority considers you have not complied with the requirements set out in the abovementioned Registration Authority and AD-DCT Circulars. 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, the following fine is imposed on you by the Registration Authority:

USD 1,200.
 6. This fine may be paid at any time before 5pm local time on 3 November 2021, 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 3 November 2021, 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. Should you neither pay the full amount of the fine, nor file a Notice of Objection before 5pm on 3 November 2021, then the Registration Authority may take any necessary steps to recover that part of the fine that remains unpaid, together with costs.
8. The Registration Authority may publish details of the matter to which this Notice of Financial Penalty relates.



Tim Land

Delegate of the Registrar

27 October 2021

Abu Dhabi Global Market Registration Authority

