

RAKEZ VIOLATION CODES

DPT	NO	DESCRIPTION	VIOLATION 1	VIOLATION 2	VIOLATION 3
Registration and Licensing/Compliance	1	Operating without getting necessary approvals or permits from federal or local authorities	Official notice to comply and rectify within specific period, maximum duration is 10 days from the notification date	Financial fines apply, which is equal to AED 2,500/per activity on monthly basis	Suspending all services and official licence block
	2	Intentionally submitting forged, false, or misleading documents, details or information to obtain a licence	AED 25,000	licence termination	NA
	3	Delay in completing the registration or licensing Procedure	Hold on releasing the registration and licensing set/welcome pack until complied with the all relevant procedures	Right to decline the registration/licence submittal	NA
	4	Delay in completing the de-registration procedure	Absconding the sponsored visas on the 30th day from licence expiration date. Penalty value 1,500/per month for maximum of 6 months	Striking off the company (registration records and all issued licences) after completing 6 months from licence expiration date	NA
	5	Failure to renew licence within maximum 6 months from licence expiration date	Absconding the company/owners/partners on the 30th day from licence expiration date. Penalty Value 1,500/per month for maximum of 6 months	Striking off the company (registration records and all issued licences) after completing 6 months from licence expiration date	NA
	6	A company carrying out activities other than those appearing on its licence without official approval	AED 5,000	AED 10,000	Suspending all services
	7	Change of shareholders without notifying the authority	AED 2,500	Suspending all services	Licence termination
	8	Change of manager/board members without notifying the authority	AED 2,500	Suspending all services	Licence termination
	9	Change of business activity without notifying the authority	AED 2,500	Suspending all services	Licence termination
	10	Failure to submit audited financial statements	AED 2500 with a deadline of 3 months	Suspending all services	NA
	11	Deliver or cause to be delivered a statement that is misleading, false or deceptive in a material particularly relating to identification of Ultimate Beneficial Owner (UBO)	AED 50,000	Licence termination	NA
	12	Failure of PLC to list its shares on a stock exchange in accordance with the market's laws within 9 months from the date of incorporation, unless extended by the Registrar	AED 10,000 with a deadline of 30 days	Conversion to FZ-LLC	NA

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Registration and Licensing/Compliance	13	Not responding to official notifications by the Authority or failure to comply with any laws, rules, regulations or licensing requirement within 30 days from notice/request by the Authority	AED 2,500 with a deadline of 30 days	Suspending all services for maximum of 30 days	Licence termination
	14	Activities violating UAE Anti Money Laundering Laws	Immediate termination	NA	NA
	15	Failure of legal person to create Register of BO (beneficial owner) and maintaining its data	Written warning	AED 50,000 and warning the legal person to rectify its situation within 30 days from the violation issue	AED 100,000 and suspension of the trade licence for at least 12 months
	16	Failure to maintain in BO register (full name, nationality, place of birth, residence address, passport or ID details, basis of being BO, date when BO ceased to be BO)	Written warning	AED 20,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 40,000 and suspension of the trade licence for at least 6 months
	17	Failure of legal person to maintain adequate, accurate, specific, and updated data of BO or failure of legal person to correctly record down the BO)	Written warning	AED 10,000 and warning the legal person to rectify its situation within 15 days as from the violation issue	AED 20,000 and suspension of the trade licence for at least 1 month
	18	Failure to submit Director or Nominee Board Member details	Written warning	AED 20,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 40,000 and restriction of the powers of the board members or directors, who are proved liable for the violation
	19	Failure to create Shareholder/Partners Register	Written warning	AED 50,000 and warning the legal person to rectify its situation within 60 days from the violation issue	AED 100,000 and suspension of the trade licence for at least 12 months
	20	Failure to maintain information required in Shareholders/Partners Register	Written warning	AED 30,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 60,000 and suspension of the trade licence for at least 6 months
	21	Failure of the legal person to provide the Registrar with the information of C15 and the Register of Partners or Shareholders and maintain such registers from damage, loss or destruction.	Written warning	AED 15,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 30,000 and suspension of the trade licence for 3 months
	22	Failure to provide the Registrar with any required information	Written warning	AED 5,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 10,000 and suspension of the trade licence for at least 1 month

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Registration and Licensing/Compliance	23	Failure to provide the details of natural person resident in UAE who is mandated to disclose the basic or BO details or any details mentioned in the AML Federal Decree-Law and its executive regulations	Written warning	AED 1,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 2,000 and suspension of the trade licence for at least 1 month
	24	Issuance of bearer shares	Written warning	AED 5,000	AED 10,000
	25	Failure to update the Registrar within 15 days of shares issuance	Written warning	AED 5,000 and warning the legal person to rectify its situation within 15 days as of the violation issue	AED 10,000 and restriction of the powers of the board members, directors or owners, who are proved liable for the violation
	26	Failure to provide the liquidator of shareholders and BO registers within 30 days from the date of appointing the liquidator	Written warning	AED 5,000 and warning the legal person to rectify its situation within 15 days from the violation issue	AED 10,000 and suspension of the trade licence for at least 1 month
	27	Failure to maintain the records and information in the Cabinet Resolution for 5 years (applies to legal person or liquidator)	Written warning	AED 20,000	AED 40,000
	28	Failure to undertake the actions and procedures necessary to identify the risks associated with the crime in the violator's field of work		AED 100,000	
	29	Failure to identify and assess the risks that may arise in the violator's field of work when developing the services that the violator offers or when conducting new professional practices through its facility		AED 100,000	
	30	Failure to undertake the actions and procedures necessary to mitigate the risks identified based on the results of the National Risk Assessment or the self-assessment process given the nature and scale of the violator's business		AED 50,000	
	31	Failure to implement internal policies, procedures and controls within the facility aimed at combating crime or preventing involvement in suspicious business relationships		AED 50,000	

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Registration and Licensing/Compliance	32	Failure to take the necessary enhanced due diligence measures to manage high risks		AED 200,000	
	33	Failure to take the necessary simplified due diligence measures to manage low risks		AED 50,000	
	34	Failure to undertake the necessary customer due diligence measures before establishing the business relationship or resuming a business relationship or performing a transaction under the customer's name or in his/her favor		AED 100,000	
	35	Failure to undertake the necessary measures to understand the purpose of the business relationship and its nature, or the failure to acquire any information pertaining to this purpose when needed		AED 50,000	
	36	Failure to undertake the necessary measures to understand the nature of the customer's business, the ownership structure of his/her business, and the extent to which the customer has control over that business		AED 50,000	
	37	Failure to verify the identity of the customer and the real beneficiary or their representative using documents or data collected from reliable and independent sources before or while establishing a business relationship or opening an account or prior to performing a transaction for a customer with whom no business relationship has been established		AED 100,000	
	38	Failure to undertake the due diligence measures pertaining to the ongoing supervision of customers while conducting the business relationship		AED 50,000	
	39	Failure to notify the Financial Intelligence Unit of the suspicious transaction report when the customer due diligence measures were not taken before establishing or continuing a business relationship with the customer or performing a transaction for the customer or under his/her name		AED 200,000	

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Registration & Licensing/Compliance	40	Delay in notifying the Financial Intelligence Unit of the suspicious transaction report in case there is suspicion or if there are reasonable grounds to suspect that the business relationship with the customer is in whole or in part linked to the crime, or that the customer's funds that are subject to the business relationship are in fact proceeds of a crime or were used in committing a crime		AED 100,000	
	41	Failure to provide the Financial Intelligence Unit with the additional information it requires regarding the matter reported in the suspicious transaction report		AED 200,000	
	42	Dealing with shell banks in any way		AED 1,000,000	
	43	Opening or maintaining bank accounts using pseudonyms, fictitious names or numbered		AED 1,000,000	
	44	Failure to conduct due diligence measures on politically exposed persons before establishing or continuing a business relationship with such customers		AED 100,000	
	45	Disclosing, directly or indirectly, to the customer or any other person(s) that they have reported or are intending to report a suspicious transaction		AED 200,000	
	46	Failure to appoint a compliance officer		AED 50,000	
	47	Failure to implement the measures prescribed by the National Committee for Combating Money Laundering and the Financing of Terrorism and Illegal Organizations with respect to customers from high-risk countries		AED 200,000	
	48	Failure to create records for keeping track of financial transactions with customers		AED 100,000	
	49	Failure to create records that keep track of financial transactions with the customers in an organised manner, which prevents data analysis and tracking of financial transactions		AED 50,000	

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Registration & Licensing/Compliance	50	Failure to keep records and documents related to the financial transactions for a period of five years from the date of concluding the transaction or terminating the business relationship with the customer, or from the date of completion of the inspection of the customer's facilities		AED 50,000	
	51	Failure to make all the information pertaining to the customer due diligence, ongoing supervision, and the results of their analysis, records, files, documents, correspondence and forms available to the competent authorities upon request		AED 50,000	
	52	Failure to provide training for the facility's employees on combating money laundering and the financing of terrorism		AED 50,000	
	53	Failure to take the necessary measures regarding customers included in the international or domestic sanctions lists before establishing or continuing a business relationship with those customers		AED 1,000,000	
HS&E	54	Inspectors being blocked from <ul style="list-style-type: none"> • Entering place of business • Examining records • Making copies of the records • Inspecting, documenting, and recording the status of the facilities as required • Taking photograph or collect samples of materials or substances as required or misbehaviour with the inspector 	AED 2,500	AED 5,000	AED 20,000 (3rd instance and subsequent cases)
	55	Consistent failure to take action on Health Safety & Environment (HS&E) observations highlighted during HS&E inspection for observation not listed in this violation code	Warning Letter per report (with a deadline up to 5 calendar days)	AED 1,000 per observation (with a deadline up to 5 calendar days)	AED 5,000 per observation (with a deadline of 5 calendars. This applies to 3rd instance and subsequent cases)

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HS&E	56	Failure to satisfactorily progress on an undertaking letter within the timeframe agreed by HS&E	Warning letter (with a deadline up to 5 calendar days)	AED 2,000 per Undertaking Letter (with a deadline up to 5 calendar days)	AED 5,000 per Undertaking Letter (with a deadline of 5 calendars. This applies to 3rd instance and subsequent cases)
	57	Unsafe storage/accumulation of waste within the company's premises	Warning letter (with a deadline up to 5 calendar days)	AED 10,000 (with a deadline up to 5 calendar days)	AED 25,000 (with a deadline of 5 calendar days. This applies to 3rd instance and subsequent cases)
	58	Failure to meet applicable emission/discharge standards due to visible emission, odour, vibration, or client complaint	Report the case to EPDA		
	59	Illegal hazardous waste emission/discharge or any act causing or having the potential to cause environmental contamination of soil/air/water or disturb the neighbourhood+C63	AED 25,000 and report the incident to EPDA		
	60	Operating without valid Operation Fitness Certificate (OFC)	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 10 calendar days)	AED 10,000 and suspension of facility
	61	Operating without a valid RAKEZ HS&E NOC for use of lifting equipment	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 5 calendar days)	
	62	Operating lifting equipment with unlicensed or uncertified operator	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 5 calendar days)	
	63	Storing chemicals without a valid RAKEZ HS&E NOC for storage of chemicals	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 5 calendar days)	
	64	Importing restricted substances without a valid RAKEZ HS&E NOC for importing of chemicals	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 5 calendar days)	
	65	Operating without a valid RAKEZ HS&E NOC for use of LPG tank/LPG cylinder	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 5 calendar days)	
66	Operating without a validRAKEZ HS&E NOC for radiography materials and its related activities	AED 10,000 and immediate suspension of activity			
67	Operating without a valid RAKEZ HS&E NOC which is not listed above	Warning letter (with a deadline up to 5 calendar days)	AED 5,000 (with a deadline up to 5 calendar days)		

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HS&E	68	Unauthorised use of the outdoor area (outside the boundaries of the leased unit) without a valid Authority approval	Warning letter (with a deadline up to 5 calendar days)	AED 1,000 (with a deadline up to 5 calendar days. 2nd instance and subsequent cases)	
	69	Unauthorise activities/operations which does not match with activities approved by the Authority	Warning letter (with appropriate deadline 5 days)	Add AED 10,000 (with deadline up to 5 calendar days to comply)	Activity suspension
	70	Fatal accident as a consequence of management failures	AED 100,000		
	71	Serious injury as a consequence of management failures	AED 10,000 - 50,000		
Technical Support Services	72	Breach of Insurance of Buildings under Rule 15 of the Operating Rules	Warning letter (with appropriate deadline of max. 90 days)	AED 20,000 (if within 30 days of 1st violation deadline)	Suspension of services (if within 30 days of 2nd violation deadline)
	73	Breach of Building Regulations	Warning letter (with appropriate deadline of max. 90 days)	AED 20,000 (if within 30 days of 1st violation deadline)	Suspension of services (if within 30 days of 2nd violation deadline)
	74	Breach of Building and Operation Controls under Rule 12 of the Operating Rules	Warning letter (with appropriate deadline of max. 90 days)	AED 20,000 (if within 30 days of 1st violation deadline)	Suspension of services (if within 30 days of 2nd violation deadline)
	75	Inspectors being blocked from accessing the site/premises	AED 2,000	AED 5,000	AED 10,000
	76	Causing damages to the Authority facility structure or infrastructures and systems or to the Zone area services	AED 20,000 (with appropriate deadline of max. 30 days)	AED 25,000 (with appropriate deadline of max. 90 days)	AED 50,000 suspension of services (if within 30 days of 2nd violation deadline)
	77	Failure to comply with the conditions of the NOCs/permit or renewing or closing a permit	Warning letter (with appropriate deadline of max. 30 days)	AED 2,000	AED 5,000 suspension of services (if within 30 days of 2nd violation deadline)
	78	Construction or modifications without approval	AED 3,000 (with appropriate deadline of max. 30 days)	AED 5,000 (with appropriate deadline of max. 90 days)	AED 10,000 suspension of services (if within 30 days of 2nd violation deadline)
	79	Use of temporary structure	Warning letter (with appropriate deadline of max. 90 days)	AED 3,000 (with appropriate deadline of max. 90 days)	AED 5,000 suspension of services (if within 30 days of 2nd violation deadline)
	80	Working on Zone areas without obtaining permits	AED 5,000 (with appropriate deadline of max. 30 days)	AED 10,000 (with appropriate deadline of max. 90 days)	AED 15,000 suspension of services (if within 30 days of 2nd violation deadline)
	81	No signage installed/signage non-compliance	Warning letter (with appropriate deadline of max. 30 days)	AED 500 (with appropriate deadline of max. 14 days)	AED 1,000 (every 7 days until compliance)
	82	Not following the agreed development schedule in lease agreement	3 months delay AED 10,000	6 months delay AED 20,000	1 year delay AED 50,000 per annum

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Park Operations	83	Violating accommodation rules 1. Cooking inside premises 2. Storing cooking items or food materials inside rooms 3. Extra tenants per rented room 4. Damaging assets 5. Keeping prohibited material inside premises: knives, hammers, alcohol (storing or handling or drinking)	1. Warning letter (with deadline of 1 calendar day) 2. Warning letter (with deadline of 1 calendar day) 3. Warning letter (with deadline of 1 calendar day) 4. Actual fixing cost + admin cost of AED 250 5. Warning letter (with deadline of 1 calendar day)	1. AED 1,000 (with deadline of 1 calendar day) 2. AED 500 (with deadline of 1 calendar day) 3. AED 2,000 per person (with deadline of 1 calendar day) 4. Actual fixing cost + admin cost of AED 1,000 5. AED 3,000 (with deadline of 1 calendar day)	1. AED 5,000 2. AED 1,500 3. AED 5,000 (per person) 4. Actual fixing cost + admin cost (AED 5,000) 5. AED 5,000 Plus suspension of services until rectified and/or paid
	84	Violating housekeeping rules 1. Poor hygienic standards (indoor/outdoor) 2. Disposing wastes at inappropriate places (indoor/outdoor) 3. Misusing municipality waste bins 4. Sewage water overflowing and causing land contamination 5. Discharging unauthorised waste water to RAKEZ holding tank (oil, paint, food content etc) 6. Failure to hire RAKWMA waste containers (contractors and clients) 7. Damaging landscaping areas (trees, green grass and plants) 8. Failure to comply with the sanitary conditions for cleaning and disinfecting the workplace (pest control) 9. Poor service delivery (late delivery; no response and negligence) 10. Failure to replace/reinstate the area, equipment's or properties	1. Warning letter (with deadline of 5 calendar days) 2. Warning letter (with deadline of 5 calendar days) 3. Warning letter (with deadline of 5 calendar days) 4. Warning letter (with deadline of 1 calendar day) 5. Warning letter (with deadline of 5 calendar days) 6. Warning letter (with deadline of 5 calendar days) 7. Warning letter (with deadline of 3 calendar days) 8. Warning letter (with deadline of 3 calendar days) 9. Warning letter (with deadline of 2 calendar days) 10. AED 1,000 (with cost of the items/task)	1. AED 1,000 (with deadline of 5 calendar days) 2. AED 5,000 (with deadline of 5 calendar days) 3. AED 1,000 (with deadline of 5 calendar days) 4. AED 1,000 (with deadline of 1 calendar days) 5. AED 5,000 (with deadline of 5 calendar days) 6. AED 1,000 (with deadline of 3 calendar days) 7. AED 2,000 (with deadline of 2 calendar days) 8. AED 1,000 (with deadline of 2 calendar days) 9. AED 3,000 (with deadline of 1 calendar days) 10. AED 2,000 (with cost of the items/task)	1- AED 5000 2- AED 25,000+ any remedial measures 3- AED 2,000 Plus suspension of services until rectified or paid. 4- AED 3,000 5- AED 10,000 6- AED 3,000 7- AED 5,000 8- AED 5,000 9- AED 5,000 10- AED 5,000

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Park Operations	85	Violating building/premises rules 1- Wrong storage or over stocking of material 2- Sticking/distributing ads posters with no permission 3- Premises Signage Discrepancy 4- Misusing the premises or damaging assets 5-No signboard for the industrial zones Leased Premises	1- Warning Letter (with deadline of 5 calendar days) 2- Warning Letter (with deadline of 3 calendar days) 3- Warning Letter (with deadline of 15 calendar days) 4- Actual fixing cost + Admin cost (AED 250). 5- Warning letter (with appropriate deadline. Max. 30 days)	1- AED 2,000 (with deadline of 5 calendar days) 2- AED 1,000 (with deadline of 3 calendar days) 3- AED 1000 (with deadline of 15 calendar days) 4- Actual fixing cost + Admin cost (2,000 AED). 5-AED 500 (with appropriate deadline. Max 14 days)	1. AED5,000 2. AED 2,000 3. AED 3,000 4. Actual fixing cost + Admin cost (5,000 AED) Plus suspension of services until rectified and/or paid 5. AED 1,000 (every 7 days until compliance)
	86	Violating Security Rules 1- Entry pass violations 2- Cutting fence, damaging security assets 3- Installing Cameras, gate, hiring security guard without pre-approval 4- Causing troubles, fights, misbehavior and strike 5- Disrespect/unfollow security rules as instructed by security guards 6- Drinking, handling, selling, storing alcohol or any prohibited materials. 7- High speed driving 8- Wrong parking/long parking 9- Wrong driving direction 10-Changing keys with no permission	1- Warning Letter 2- Actual fixing cost + Admin cost (AED 250) 3- Warning Letter (with deadline of 5 calendar days) 4- Warning letter 5- Warning letter 6- Warning letter 7- Warning letter 8- Warning letter 9- Warning letter 10-Actual fixing cost + Admin cost (AED 250)	1- AED 500 2- Actual fixing cost + Admin cost (AED 5000) 3- AED 1,000 (with deadline of 5 calendar days) 4- AED 2,000 5- AED 500 6- AED 2,000 7- AED 200 8- AED 200 9- AED 200 10-Actual fixing cost + Admin cost (AED 2,000)	1. AED 1,000 2. Actual fixing cost + Admin cost (AED 10,000) 3. AED 3,000 4. AED 5,000 5. AED 1,000 6. AED 5,000 7. AED 400 8. AED 400 9. AED 400 10. Actual fixing cost + Admin cost (5,000 AED) Plus suspension of services until rectified and/or paid
Leasing	87	Sub leasing the premises without authorization	Warning Notification to be rectified within 5 working days	AED 10,000 & Suspending all Services	Termination of lease and licence

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Leasing	88	Usage of facility without valid lease agreement and licence Usage of facility without valid lease/sublease agreement and licence	Warning legal notification to renew within 15 working days block company account	2nd warning legal notification to renew within 15 working days and suspension/block of facility	AED 10,000 and immediate renewal
	89	Illegal use of office space	Warning notification to be rectified in 5 working days	AED 10,000	Termination of lease and licence
	90	Unauthorised use of land/facility	AED 10,000 (with appropriate deadline of max. 90 days)	AED 20,000 (if within 30 days of 1st violation deadline)	Suspension of services (if within 30 days of 2nd violation deadline)
	91	Late in lease payments	50 AED/day for maximum of 6 months	Strike off the company	NA
Employment	92	Illegal employment of persons who are employees of another licensee without approval from RAKEZ Authority	AED 5,000 per employee	Suspension for all services for 1 month + AED 10,000 per employee	NA
	93	Illegal employment of persons not sponsored by the Authority under Rule 14.1 of the Operating Rules	AED 5,000 per employee	Suspension for all services for 1 month + AED 10,000 per employee	NA
	94	Illegal employment of persons not approved by the Authority under Rule 14.4 of the Operating Rules	AED 7,500 per employee	Suspension for all services for 1 month + AED 10,000 per employee	NA
	95	Allowing sponsored employee to work for another company without approval from RAKEZ Authority	AED 7,500 per employee	Suspension for all services for 1 month + AED 10,000 per employee	NA
	96	Licensee who fails to notify RAKEZ Authority about absconding (missing) employees within 14 days	Warning	AED 10,000 per employee	NA
	97	Cancellation of absconding application	AED 500 per application	N/A	NA
	98	Labour working continuously without break or prohibited hours during summer or Ramadan	Activity block for 5 days	AED 1,500/day per employee	NA
	99	Any misuse of employment visa other than the actual purpose of the visa	AED 10,000 per employee	Visa cancellation	NA
	100	Failure to submit visa stamping request after 60 days but less than 90 days from the date of utilised entry permit or status change	AED 250 per employee + any penalties imposed by immigration	Visa cancellation	NA
	101	Failure to submit visa stamping request after 90 days from the date of utilised entry permit or status change	AED 1,500 per employee + any penalties imposed by immigration	Visa cancellation	NA
	102	If employment visa holders exceed their stay without renewing the resident visa over 60 days	AED 1,500 per employee + any penalties imposed by immigration	Visa cancellation	NA

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Employment	103	If canceled employment visa holders exceed their stay for a period over 15 days from the expiry of grace period	AED 1,500 per employee + any penalties imposed by immigration	Absconding	NA
	104	If visit visa holders exceed their stay in the UAE for a period over 15 days of visa expiry date	AED 1,500 per employee + any penalties imposed by immigration	Absconding	NA
	105	Non-payment of salaries	DEADLINE	COVERAGE	ACTIONS
			1. On the due date	All licencees	The licencee will be monitored electronically to ensure its compliance with the payment of salaries of its employees
			2. On the 15th and 21st day after the due date		Sending reminders and notifications to the non-compliant licencee to pay the salaries of its employees
			3. On the 30th day after the due date	All licencees	Suspension of RAKEZ's services to the non-compliant licencee. A notification will be sent to the non-compliant licencee stating the reason for the suspension of services
				Establishment employing 25 workers and above	The non-compliant licencee will be subject to inspection visit. An inspector will conduct inspection visits, and duly issue warnings

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Employment	105	Non-payment of salaries	4. 45 days from the due date	All licencees	<ul style="list-style-type: none"> ✧ Relevant Public Prosecution will be notified, and information about the non-compliant licencee will be communicated to the competent authorities ✧ Suspension of RAKEZ's services to the non-compliant licencee. A notification will be sent to the non-compliant licencee stating the reason for the suspension of services ✧ Suspension of RAKEZ's services to all other exclusively owned companies by the non-compliant licencee, on the condition that partners in all the companies are the same

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Employment	105	Non-payment of salaries	5. 60 days from the due date	All licencees	<ul style="list-style-type: none"> ✧ Relevant Public Prosecution will be notified, and information about the non-compliant licensee will be communicated to the competent authorities ✧ Suspension of RAKEZ's services to the non-compliant licensee. A notification will be sent to the non-compliant licensee stating the reason for the suspension of services ✧ Suspension of RAKEZ's services to all other exclusively owned companies by the non-compliant licensee, on the condition that partners in all the companies are the same ✧ The non-compliant licensee will be liable to pay a penalty of AED 1,000 per employee, subject to a maximum of AED 20,000

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Employment	105	Non-payment of salaries	6. In the event that the licensee repeats the violation or accumulates more than 3 violations	All licensees	<ul style="list-style-type: none"> Relevant Public Prosecution will be notified, and information about the non-compliant licensee will be communicated to the competent authorities Suspension of RAKEZ's services to the non-compliant licensee. A notification will be sent to the non-compliant licensee stating the reason for the suspension of services Suspension of RAKEZ's services to all other exclusively-owned companies by the non-compliant licensee, on the condition that partners in all the companies are the same The non-compliant licensee will be liable to pay a penalty of twice the amount mentioned in item 5 above

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Employment	106	Non-payment of salaries	7. Failure to pay a worker's salary for more than 6 consecutive months	All licencees	<ul style="list-style-type: none"> ✧ RAKEZ will strike off the licence of the non-complaint licencee ✧ The owners of the licencee will be black listed/prohibited to transact any business within RAKEZ ✧ The non-compliant licencee will be liable to pay a penalty of thrice the amount mentioned in item 5 above ✧ Electronic notification will be sent to non-compliant licencee ✧ If the failure to pay salaries continues, an inspection visit to the facility will be conducted after 6 months from the date of non-payment, in order to ensure the existence of the employment relationship. In case there is no active employment relationship, the violating licencee will be referred to the Public Prosecution
	107	Labor Strike	Suspension for all services till issue is resolved	AED 10,000	NA
Accounts	108	Licencee issues a bounced cheque to Authority	<ul style="list-style-type: none"> • AED 500/cheque + notifying client of the bounced cheque • Block of customer ID in system • Suspension of all services • Right to revoke licence and lease 	Forward case to legal department for actions if no settlement agreement reached	NA
	109	Non oayment of outstanding balance	Block of Customer ID in system	Suspension of all services	NA

The imposition on any licencee of any penalty under these Violation Codes shall be without prejudice to any other liability which such licencee may incur, or may have incurred, under UAE laws for the time being in force.