



LABOR REGULATIONS IN MACAO

Please be aware that Macao has labor regulations that may affect your booth at IAAPA Expo Asia 2020. Only Macao residents or registered foreign labor are allowed to work in Macao including building the booth structure. Any exhibiting company constructing **their product** will be required to provide the following information of the staff constructing to IAAPA by **Friday, April 24** for the Macau Labour Affairs Bureau's record. Note, no exhibiting company or non-official contractor may build their booth or perform booth construction if they are outside of Macao.

- Name in Full
- Passport Information (Country of Issue and Number)
- Company Name
- Job Title
- Description of Duties to be Conducted in Macao
- Duration of Stay in Macao
- Number of Working Days in Macao (First Working Day; Last Working Day)

For non-official contractors, please contact the official services contractor, AMC Exhibits Ltd. for login credentials to complete the worker information in Form 12a. For exhibitors, please complete Form 12b for workers who will be constructing their products.

Exhibiting companies based outside of Macao that need assistance with booth construction can arrange labor through the official services contractor, AMC Exhibits Ltd.

Exhibitors that employ a non-official contractor outside of Macao to construct their booth must ensure their contractor only acts as supervisor and must employ labor from Macao to do the actual construction.

Please refer to the House Rules & Regulations for Contractors from The Venetian® Macao for further information:

- 1.1 The Contractor and its sub-contractors must ensure that their labors carrying out any work in Macao must have the right to work legally in accordance to the Macau law. If illegal labors are found, Sands China has the right to report such incident to the Macau Labour Affairs Bureau and shall be released by the Contractor and its sub-contractors for any liability issues arising out from the use of illegal labor. For further details on the Macau labor regulations, please contact Macau Labour Affairs Bureau (website: <http://www.dsal.gov.mo>, enquiry email: dsalinfo@dsal.gov.mo / dsaldit@dsal.gov.mo, hotline: +853 2856 4109).
- 1.2 Under the Macau Administrative Regulation 17/2004 (Regulation on Prohibition of Illegal Work), the Contractor and its sub-contractors hereby acknowledge that it is a criminal offence to recruit and deploy illegal labor.
- 1.3 Under the Macau Law 21/2009 and additional regulations, non-Macao residents that are allowed to work legally in Macao will only be restricted to provide specific or occasional services of guidance, technical, quality control, or supervision.
- 1.4 Under the Article 4 number 4 of the Macau Administrative Regulation 17/2004, the Contractor and its sub-contractors must maintain a daily service log of each non-Macao labor working in Macao that provides specific or occasional services of guidance, technical, quality control, or supervision. This log must be kept at the work site and available if asked.
- 1.5 Under the Article 4 number 2 of the Macau Administrative Regulation 17/2004, for the non-Macao labors that provide specific or occasional services of guidance, technical, quality control or supervision, the Contractor and its sub-contractors must ensure that these labors deployed for the event at the Sands China property has not worked for more than 45 days consecutively or non-consecutively in Macao over the last six months upon completion of the event.



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- 1.6 The work conducted by the Blue Card labor must be relevant to the job nature stated in the Blue Card.
- 1.7 The labors from the Contractor and its sub-contractors are required to carry their legally valid ID card, Macao ID card and/or Blue Card at all times, and must be able to present to Sands China or Macao government officials for inspection, in order to verify their legal status to work in Macao.
- 1.8 Sands China has the right to cease operations if the workers cannot provide legally valid documentations.
- 1.9 The Contractor shall be liable for any accidents and injuries whilst the Contractor, its sub-contractors and their labors carrying out the work in the Contracted Space during the Contracted Period, and shall release Sands China from any liability.