



FIESTA

FOOD + FACILITIES

COMPLIANCE / PUBLIC ASSURANCE

LEGAL AND STANDARDS BASIS

A public register of primary laws and authoritative food-safety references used to anchor Fiesta's governance system.

FCS-GOV-REG-001

VERSION 1.0

APPROVED

APPROVED BY

Angesom Kidane
Founder & Managing Director

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DOCUMENT CONTROL

Legal and Standards Basis

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PURPOSE AND PUBLIC SCOPE

Fiesta's policies are anchored in applicable Ethiopian requirements and authoritative international food-safety guidance. This public register shows the principal sources used for the documents in this library and links readers to the issuing institution.

PUBLIC SCOPE NOTE

This is a concise public register, not legal advice or a complete site-specific legal register. Contract, municipal, licence, tax, environmental, transport and other requirements may also apply. The controlled internal register is reviewed as operations and law change.

CORE COMMITMENTS

01 Prefer primary and issuing-authority sources	02 Check applicability before operational use
03 Track change and review at least annually	04 Never represent guidance as certification

01

Food and medicine administration

Food and Medicine Administration Proclamation No. 1112/2019 provides a principal Ethiopian legal basis for food administration. Fiesta uses the Ethiopian Food and Drug Authority publication as the public source and translates applicable duties into licences, operating controls, records and corrective actions.

- Owner: Food Safety & Quality Lead with operational management support.
- Application is confirmed for each service, product, premises and authority interface.
- Regulatory directions and amendments are assessed when identified.

02

Labour and worker protection

Labour Proclamation No. 1156/2019 is listed through ILO NATLEX as a principal labour source. Fiesta's people controls address lawful work, dignity, safety, employment records and fair handling of concerns, alongside any other applicable employment requirement.

- Owner: Managing Director and responsible people managers.
- Contracts and workplace procedures must not reduce statutory rights.
- Specialist advice is obtained where interpretation or jurisdiction is uncertain.

03

Whistleblower and anti-corruption law

The public register includes Protection of Witnesses and Whistleblowers of Criminal Offences Proclamation No. 699/2011 and Corruption Crimes Proclamation No. 881/2015 from the Federal Ministry of Justice. Fiesta's Code and Speak-Up Procedure reflect non-retaliation, evidence preservation and anti-bribery expectations without limiting access to public authorities.

- Owner: Managing Director, with conflicts reassigned where necessary.
- Alleged criminal conduct may be referred to a competent authority.
- Confidentiality is balanced with law, safety and procedural fairness.

04

Codex food hygiene and HACCP

FAO/WHO Codex Alimentarius General Principles of Food Hygiene CXC 1-1969 provides internationally recognized hygiene and HACCP guidance. Fiesta uses it to structure prerequisite programmes, site-specific hazard analysis, validated limits, monitoring, corrective action, verification and documentation.

- Generic HACCP material is tailored to the actual food and operation.
- Prerequisite programmes are established before HACCP is relied upon.
- Critical limits are scientifically validated for their intended control.

05

ISO 22000 reference framework

ISO 22000:2018 is used as a voluntary reference for food-safety management-system structure, communication, prerequisite programmes and HACCP integration. Referencing the standard does not mean Fiesta is certified, registered or independently audited to ISO 22000.

- Owner: Food Safety & Quality Lead.
- Only an accredited certification decision may support a future certification claim.
- Any future certification status would be stated separately with scope and validity evidence.

06

Control, review and hierarchy

The controlled internal legal register records applicability, owners, evidence, changes and actions in greater detail. Where a policy conflicts with law or a competent authority's lawful direction, the higher requirement prevails and the affected document is corrected through change control.

- Public links are checked at approval and during scheduled review.
- Material legal or operational change triggers an earlier review.
- Readers should verify the current official text before relying on a source.

07 / AUTHORITATIVE SOURCES

Reference basis

These links lead to an issuing institution or authoritative legal database. Confirm the current official text and its application before operational reliance.

Food and Medicine Administration Proclamation No. 1112/2019
Ethiopian Food and Drug Authority / OPEN SOURCE

Labour Proclamation No. 1156/2019
ILO NATLEX / OPEN SOURCE

Protection of Witnesses and Whistleblowers Proclamation No. 699/2011
Federal Ministry of Justice / OPEN SOURCE

Corruption Crimes Proclamation No. 881/2015
Federal Ministry of Justice / OPEN SOURCE

General Principles of Food Hygiene CXC 1-1969
FAO/WHO Codex Alimentarius / OPEN SOURCE

ISO 22000:2018 Food safety management systems
International Organization for Standardization / OPEN SOURCE

CONTROLLED COPY

The approved public master is maintained at fiestacaterings.com/governance/legal-and-standards. Printed or downloaded copies should be checked against the current version before use.