

---

## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations make amendments to the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (“the 2012 Regulations”).

Regulation 2 adds Environmental Standards Scotland (“ESS”) as a “listed authority” for the purposes of the 2012 Regulations. Regulation 2 also modifies the 2012 Regulations in their application to ESS so as to provide different dates by which the duties in regulations 3,4(1) and 4(4) of the 2012 Regulations have to be complied with, and amends regulation 8A of the 2012 Regulations to provide different dates by which publication of gender pay gap information and statements on equal pay is to take place by ESS under regulations 7(1) and 8(1) of the 2012 Regulations. Regulation 2 also adds a further category of “relevant period” for the purposes of regulation 8A(3) of the 2012 Regulations.