

**Specification of Competency Standards**  
**for the Retail Industry**  
**Unit of Competency**

Functional Area - Strategic and ESG Management

Title	Comply with business laws
Code	111221L3
Range	This unit of competency (UoC) is applicable to retail staff. Practitioners have the ability to understand the business laws of Hong Kong, the Mainland and regions of other trading partners; follow and apply them in daily operation and management of the organisation in order to protect the benefit of the organisation.
Level	3
Credit	6 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Understand the knowledge of business and laws</p> <ul style="list-style-type: none"> <li>• Understand the legal system of Hong Kong, including: <ul style="list-style-type: none"> <li>○ Understanding whether the client has entered a legal binding contract</li> <li>○ Understanding the reasons for a contract to be invalid and the compensation for breach of contract</li> <li>○ Applying the Sale of Goods Ordinance and compare the rights and obligations of both the buyer and the seller</li> <li>○ Understanding the nature of agency</li> <li>○ Understanding the laws related to tort and the principle for claiming damages</li> <li>○ Understanding the pros and cons of different business models and their modes of operation</li> <li>○ Understanding the conditions and procedures of filing petitions for individual bankruptcy and liquidation of a limited organisation</li> <li>○ Understanding the legal meaning of the laws of guarantee and their provisions</li> </ul> </li> <li>• Understanding the law of contract, foreign investment law and company law in the Mainland and the regions of other trading partners, and compare the major differences and similarities between the business laws in the Mainland and Hong Kong</li> </ul> <p>2. Comply with business laws</p> <ul style="list-style-type: none"> <li>• Comply with the following business laws and apply them in the organisation's daily operation <ul style="list-style-type: none"> <li>○ The legal system of the Hong Kong Basic Law</li> <li>○ Law of Contract</li> <li>○ Sale of Goods Ordinance</li> <li>○ Law of Agency</li> <li>○ Competition Ordinance</li> <li>○ Law of Tort</li> <li>○ Business Organisation Law</li> <li>○ Bankruptcy and liquidation Laws</li> <li>○ Law of Guarantee</li> <li>○ Essentials of business laws in the Mainland China</li> <li>○ Business laws in regions of other trading partners</li> </ul> </li> </ul> <p>3. Exhibit professionalism</p> <ul style="list-style-type: none"> <li>• Ensure compliance with business laws in daily operation and no cheating and malpractice</li> </ul>
Assessment Criteria	The integrated outcome requirement of this UoC is the ability to:

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	<ul style="list-style-type: none"><li>• Perform operational management in the organisation in accordance with the business laws of Hong Kong, the Mainland China and regions of other trading partners to protect the benefit of the organisation.</li></ul>
Remark	This UoC is adopted from 105020L3.