

General conditions for ensuring occupational health and safety at BONATRANS GROUP a.s. – PURCHASE OF MATERIALS

Seller's personnel's rights, obligations and responsibilities:

1. The Seller shall be responsible to ensure that:

- a) all its employees and employees of its subcontractors have been trained in the regulations of Occupational Health and Safety (OHAS), Fire Protection (FP) and Environmental Protection (EP) on a verifiable basis and shall bear a full responsibility for their abidance.

The basic condition for cooperation is proven training of external company employees from the following regulations to ensure safety at work with technical equipment:

- GR 591/2006 Coll. on specific minimum requirements for occupational health and safety on sites;
- GR 362/2005 Coll. on specific minimum requirements for occupational health and safety on sites with danger of falling from heights or in depths;
- GR 378/2001 Coll. specifying detailed requirements for safe operation and use of machinery, technical equipment, instruments and tools;
- GR 101/2005 Coll. on more detailed requirements for worksite and working environment;
- GR 361/2007 Coll. specifying terms and conditions of employees' occupational health and safety at work, as amended;
- GR 168/2002 Coll. stipulating a method of organizing work and work operations that the employer is obliged to ensure when operating transportation by means of transport (this applies to drivers and driver's assistants);
- 246/2001 Coll. establishing terms and conditions for fire safety and state supervision (Decree on fire prevention).

External company representative confirms by his/her signature that their employees became familiar with the above regulations.

- b) all its employees are qualified in technical and health terms to execute safe and health non-harmful works (work activities) and shall be obliged to substantiate the necessary documents upon request.

2. The Seller is obliged to:

- a) hand over prior to the commencement of works to a responsible Buyer's employee a list of names of employees with statement that all the personnel have been familiarized with the basic conditions and rules applicable in the integrated management system (hereinafter referred to as IMS), i.e. in the areas OHAS, FP and EP;
- b) deposit the material only in areas and places designated by a representative of the Buyer;
- c) provide its employees with protective clothing and shoes and other protective equipment necessary for the performance of their work activity; the Seller shall have an option to receive protective helmets upon request when entering (arriving) into the enterprise;
- d) immediately report any extraordinary event – fire, injury etc. on the telephone numbers 9 2219, 9 3319, 3333 on the land line of the Buyer or on mobile telephone number 604 228 340; in the case of injury the employee of the Seller is obliged to provide first aid immediately;
- e) observe instructions of security personnel and authorised persons, or managers of the Buyer personnel and shall present an "Entry permit" or entry authorization without a request to do so;
- f) respect the information and observe warnings and instructions communicated to the Seller by the safety, warning and information signs in the Buyer's premises;

Further, to use in BTG's internal production areas protective helmet according to the following colour specification:

- orange helmets - VIPs (important) visits, excursions and regular visits;
- yellow helmets – class A binders without logo and number (external companies' employees);
- red helmets – class B binders without logo and number (external companies' employees);
- blue helmets without logo and number – other external companies' employees;

*) exceptionally, helmets of the same (except for yellow or red) or other colours can be used by external companies operating in BONATRANS GROUP a.s. in the short term; in the event the external company is not able to respect this colour classification of helmets, binders must be **ALWAYS** visibly marked ("hook" on a helmet).

To wear appropriate warning and safety clothing (according to nature of work, e.g. fluorescent vest or protective footwear with reflective stripes etc.).

- g) have the "Entry permit" approved by the employee of the Buyer with whom the Seller dealt and return the approved permit to the lodge;
- h) use only the designated lodges, communication routes, access roads and parking lots for the access to workplaces, sanitary facilities, canteen or food hall, and shall move only at those workplaces where the Seller performs its work duties;
- i) when (arriving), the Seller shall have the materials and items (that will be taken out or transported again back out of the premises of BONATRANS GROUP a.s. on the same day) recorded at the porter's lodge;
- j) be subject to checking of persons as well as vehicles upon request; among checks will be that of entry (exit) permit, approval of loads according to the supporting documentation (or according to the delivery note) and the vehicle equipment with special tools (e.g. hydraulic jacks, additional fuel tanks, etc.);
- k) be subject to checking the use of alcohol through a breath test which may be requested by representatives of the BONATRANS GROUP a.s. inspection authorities; in case of a positive breathalyser test result or refusal to undergo a breathalyser test, the Seller's employee shall be debarred from the premises and such event shall be communicated to the Seller's responsible employee;

- l) when performing any works, the employees must follow the instructions of BONATRANS GROUP a.s.; they must not willingly undertake any action that could lead to mutual threat of employees in direct or indirect contact and/or that has not been approved by BONATRANS GROUP a.s. representative, except in cases of averting dangers;
- m) respect and consistently maintain the prohibition to:
 - use alcoholic beverages in the premises;
 - enter the premises under influence of alcoholic and other addictive substances;
 - take alcoholic beverages to buildings and the premises;
 - use any mechanisms, tools and resources owned by BONATRANS GROUP a.s. without the direct consent of the work manager supervisor and providing the documents entitling operation or use of equipment;
 - perform any work on the places where the operation takes place by BONATRANS GROUP a.s. employees, without prior agreement and coordination of work manager or a worker authorized by the work manager;

3. The Seller shall have the right:

- a) to apply for a long-term entry permit for carrying out activities on a regular basis;
- b) carry out the necessary maintenance of transport equipment (rectification of faults, replacement and filling of operational liquids) only in defined and secured areas with the Buyer's consent.

Buyer's personnel rights and obligations

- provide a responsible managing employee of the Seller with briefing or training in OSH

The Seller shall respect the following standpoint:

- a) If any of the above-listed regulations have been violated by the personnel of Contractor, including its subcontractors, the Seller shall respect the disciplinary actions listed below:
 - The Contractor shall remedy the situation immediately after notification by the Customer's employee;
 - Upon the first repeated violation of regulations the Customer shall be entitled to charge the Contractor a contractual fine of CZK 500.00; for each additional individual repeated violation the contractual fine of CZK 5,000.00 shall be charged;
 - in case the **work is executed** by a Contactor's employee under influence of alcohol or another addictive substance detected **in the Customer's premises** on the basis of a breathalyser or blood tests, the Contractor shall pay to the Customer a contractual fine amounting to CZK 10,000.00 for each individual finding.
- b) any violation of the regulations shall be the basis for an assessment of the contract partner.