

General Terms and Conditions for ensuring occupation health and safety at work in BONATRANS GROUP a.s. – PURCHASE OF MATERIAL

Rights, duties and responsibilities of the seller's employees:

1. The seller is responsible for:

- a) Demonstrable training of all its employees, as well as of employees of its suppliers, in the occupational health and safety, fire safety and environment protection regulations, including the relevant Company documentation (related to individual standards of the Company), understand it and it bears full responsibility for their observance.

The basic condition of cooperation is demonstrable training of employees of the external company in the following regulations, in order to ensure occupational safety and safety of technical equipment:

- Government Regulation No. 591/2006 Coll., on more detailed minimum requirements for safety and health protection at work on construction sites
- Government Regulation No. 362/2005 Coll., on more detailed minimum requirements for safety and health protection at work on workplaces with a risk of falling from a height or into a depth
- Government Regulation No. 378/2001 Coll., which sets out more detailed requirements for safe operation and use of machines, technical equipment, devices and tools
- Government Regulation No. 101/2005 Coll., on more detailed requirements for the workplace and work environment
- Government Regulation No. 361/2007 Coll., which lays down the conditions for the occupational health of employees, as amended
- Government Decree No. 168/2002 Coll., which stipulates the method of work organization and work procedures that the employer is obliged to ensure when operating transport by means of transport (applies to drivers and co-drivers)
- Decree No. 246/2001 Coll., on determination of fire safety conditions and performance of state supervision (Decree on Fire Prevention).

The representative of the external company confirms acquaintance of the workers with the above-mentioned regulations, including the relevant Company documentation (related to individual standards of the Company), with his/her signature. By signing, he/she further confirms that he/she has been acquainted with legal and other regulations to ensure safety and health at work, fire protection and the environment - everything was understandable and the topics of understanding took place.

- b) Professional capability and medical fitness of all its employees for performance of work (work activities) in a manner that is safe and not harmful for health, and it is obliged to provide the necessary documents on request.

2. The seller is obliged to:

- a) Prior to the start of work, hand over to the responsible employee of the customer the list of names of employees, with the statement that they all have been demonstrably acquainted with basic conditions and rules in the Integrated Management System (hereinafter referred to as "IMS") areas, i.e. the areas of occupational health and safety, environment protection and fire protection.
- b) Store material only in premises and place designated by the buyer's representative.
- c) Equip its employees with protective clothing and footwear and with other protective equipment necessary for performance of their work activities; the seller has the possibility to obtain, on request, protective helmets at the entrance to the company.
- d) Immediately report an emergency situation, fire, etc., at the tel. number 9 2219, 9 3319, 3333 on the landline of the customer, or at the number 604 228 340; in the case of an injury, the employee of the seller is obliged to provide first aid immediately.
- e) Follow the instructions of the security employees and authorized persons, or head employees of the buyer, and submit without request the "Entry permit" or authorization for entry.
- f) Use, during the work, protective aids and equipment specified by the contractual partner, and eventually also protective aids and equipment specified by the customer – protective helmet:
- orange helmets - VIP (important) visits, excursions and regular visits
 - yellow helmets– class A binders without the logo and number (employees of external companies)
 - red helmets– class B binders without the logo and number (employees of external companies)
 - blue helmets without the logo and number – other employees of external companies
- *) In exceptional cases, external companies operating in BONATRANS GROUP a.s. for a short time may use helmets of the same colours (but not yellow and red) or other colours. If the external company is not able to respect such colour division of helmets, the binders must ALWAYS be visibly marked ("hook" on the helmet).
Have warning and informative marking (depending on the nature of the work, e.g. safety vest or protective clothing with reflective strips, etc.).
- g) Have the "Entry permit" approved by the employee of the buyer with whom the seller dealt, and hand in the permit at the gatehouse.
- h) Use only designated gatehouses, communications, access routes and parking lots serving for entry to the workplace, to sanitary facilities, canteen or dining room, to move only at workplaces where they perform their working duties.
- i) Upon entry, have the material and things registered that will be taken out or driven out of BONATRANS GROUP a.s. premises on the same day.
- j) On request, undergo the check of persons and vehicles; the entry (exit) authorization, approval of loads according to the accompanying documentation (e.g. the delivery note) and equipment of the vehicle with special tools (e.g. hydraulic jacks, additional fuel tanks, etc.) are checked.
- k) Undergo the check of alcohol consumption by means of the breath test, which the representatives of BONATRANS GROUP a.s. control bodies are authorized to request. In the event of positive result of the breath test or refusal of the

breath test, the seller's employee will be expelled from the premises, and the responsible employee of the seller will be notified of this fact.

- l) During performance of any work, the employees must follow instructions of the BONATRANS GROUP a.s. representative; the workers must not perform any activity of their own will that could lead to mutual danger of workers in direct or indirect contact and has not been approved by the BONATRANS GROUP a.s. representative, except in cases of risk aversion.
- m) Respect and strictly observe prohibition of:
 - Consumption of alcoholic beverages and/or other addictive substances in the premises.
 - Entry to the premises under the influence of alcohol and/or other addictive substances.
 - Bringing alcoholic beverages to the objects and premises.
 - Using any mechanisms, tools and means owned by BONATRANS GROUP a.s. without a direct approval of the work leader and submission of documents authorizing the operation or use of the equipment.
 - Performing any work at places where an activity is performed by BONATRANS GROUP a.s. employees without a direct approval and coordination of the work by the work leader or a worker authorized by the work leader.

3. The seller has the right:

- a) In the event of regular work with the buyer, to ask for a long-term entry permit.
- b) The seller may perform necessary maintenance of transport equipment (elimination of failure conditions, exchange and replenishment of operating fluids) only in dedicated and secured areas with awareness of the buyer.

Rights and duties of the buyer's employees:

- To ensure occupational health and safety instruction or training of the responsible managing employee of the seller.

The contractual partner respects the following standpoint:

- a) In the event of violation of all above mentioned regulations by the employees of the contractual partner, including its suppliers, the seller respects the following penalties:
 - After notification by the customer's employee, the contractual partner is obliged to arrange remedy immediately.
 - After the first repeated violation of the regulation, the customer has the right to charge the contractual partner a contractual penalty in the amount of CZK 500. A contractual penalty in the amount of CZK 5,000 is charged for each additional individual repeated violation.
 - In the event of **performing work** under the influence of alcohol and/or other addictive substance by an employee of the contractual partner found **in the customer's premises** on the basis of a breath or blood test, the contractual partner shall pay to the customer the contractual penalty in the amount of CZK 10,000 per each individual finding.
- b) Any violation of the regulations will be the basis for evaluation of the contractual partner.