

BINDING TERMS AND CONDITIONS

For Performance of Activities by External Persons in Terms of Occupational Safety and Health, Fire Protection, and Environmental Protection in Hutní montáže, a.s.

(hereinafter referred to just as "Binding Terms and Conditions")

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I. Recitals

1. The Binding Terms and Conditions apply to performance of any and all contracted activities carried out by external persons and their subcontractors for Hutní montáže, a.s. (hereinafter referred to as the Company).
2. The Binding Terms and Conditions form an integral Annex to the Business Contract based on which an external person, i.e. a legal or natural person, identified in the Contract as a Contractor (also Provider/Supplier, Forwarder, Employment Agency, etc.), performs required activities, provides services, and performs works being a performance subject according to a respective Business Contract for the Company designated in the Contract as the Customer (also Client, Buyer, Principal, User, etc.), and they are deemed to be a written agreement for coordination of measures implemented in the field of occupational safety and health (hereinafter referred to as "OSH"), fire protection (hereinafter referred to as "FP"), and environmental protection (hereinafter referred to as "EP"), and procedures to provide them.
3. External persons that will carry out a contractually agreed activity may not start their activity unless they are provably familiar with the present Binding Terms and Conditions and with other OSH and FP principles, as well as with regulations on property protection and environmental protection, and also with other internal regulations applicable to any external person performing a respective contractual activity (hereinafter referred to as "internal regulations").
4. The initial familiarization/training of external persons with principles and risks of OSH, FP and environment protection is provided by a respective manager at the Company workplace, or by employees professionally competent in the field of risk prevention. A date of training should always be prior to the work commencement.
5. The initial familiarization/training of external persons with principles and risks of OSH, FP and EP is valid for a period of 12 months from the initial familiarization/training. In case of extension of the Business Contract (Addendum to the Contract), repeated initial familiarization/training of external persons is not necessary provided binding terms and conditions are attached to the Business Contract, and the most recent familiarization/training of external person was carried out not later than 12 months ago.
6. The familiarization with effective internal regulations and specific risks in occupational safety and health, FP and EP of external persons is carried out by a responsible employee of the Company. Before commencing a contracted activity, external persons are obliged to send their responsible representatives to become familiar with principles and specific risks of OSH, FP, environmental risks and internal regulations that will then confirm in writing that he has been familiarized with the relevant risks and internal regulations, has taken them into account, and undertakes to comply with the obligations arising from them in the meaning of the Act No. 262/2006 Coll., Labor Code, § 349 paragraph 1, as well as to comply with relevant safety instructions - instructions and corresponding safety measures in current conditions, and he undertakes as a locally responsible person in the above meaning provably to train persons entrusted to him, including their subcontractors. A confirmation of the responsible representative of an external person will be made on the form titled **"A Statement by the Responsible Representative of the External Person"** a template of which forms the Annex 2 hereto.

NOTE:

If it is purposeful for provision of a subsequent training of employees of the external person or subcontractors, copies of respective Internal Regulations may be given to the responsible representative of the external person.

7. Provided there are more than 25 employees of the external person working at the assigned workplace, the external person is obliged to arrange supervision regarding compliance with the OSH and FP requirements following from the effective Binding Terms and Conditions, effective legal and other regulations, at regular intervals (**at least 1x weekly unless a more frequent inspection frequency is specified**), and keep verifiable records of these inspections. The external person is obliged to ensure that these checks are carried out by a professionally qualified person in accordance with the Act No. 309/2006 Coll., as amended. This obligation of the external person can be adjusted in individual contracts when this activity is provided by a professionally qualified person in accordance with the Act No. 309/2006 Coll., as amended, for the Company and its subcontractors.
8. External persons are responsible for a proper (up-to-date and appropriate) state of professional authorizations, professional training, medical and professional qualifications, etc., of their employees when performing activities for the Company. External persons are also responsible for a safe condition of used tools or equipment, including the borrowed ones. They are also responsible for a disciplined behavior of their employees, especially complying with principles of OSH, FO and environmental protection, including respecting occupational and other risks which these employees have been informed of (in form of training, safety tables, notice boards, orally by a workplace manager, etc.).

9. External persons are obliged to proceed in such a way that their activities do not endanger the health or lives of the Company's employees, other persons incl. their property, or environment protection. The external person is obliged to provide first aid means for its employees to the extent necessary with regard to the activity performed, and these means should be available for the whole duration of the external person activity if not stated otherwise in the contract.
10. The external person is strictly prohibited from visiting other workplaces of the Company than that one which the external person performs activities for. In addition, it is forbidden to move outside the handed over workplaces (except for movement from the gatehouse to the handed over workplace and back and within the production premises, using only marked roads). Simultaneously, the external person is obliged to comply with any and all obligations set by the Company when moving on public roads which the external person was familiarized with before starting the activity to be performed by the external person,
11. When manufacturing, selling and handing over for use specified products (in the meaning of the Act No. 22/1997 Coll., as amended) for the Company, the external person is obliged to proceed in accordance with the Act No. 22/1997 Coll., as amended, following relevant government regulations. In this context, the external person is obliged to present technical documentation of the equipment, detailed drawings of the equipment, risk assessment documentation, written procedures for inspection, maintenance, adjustment, repairs, replacement of equipment parts, assembly and disassembly, etc.

II. Inspections and Fines

1. External persons and its employees are obliged to respect control activities provided by employees of professional departments and responsible employees of the Company or other persons (this also applies to the security service) who are determined to implement them (hereinafter referred to as the "responsible employee"). External persons are obliged to submit, upon request and without objection, to the responsible employee entrusted with control of compliance with regulations in the field of OSH, dedicated technical equipment, FP or EP all documentation related to the management system and applicable principles for the mentioned areas. External persons are obliged to allow the responsible employee an access to all premises at the inspected place and to all documents and records connected with the subject of the inspection. All employees of the external person are required to provide complete and true information required. If necessary, a written record will be made of the performed inspection
2. The external person acknowledges that any breach of legal and other regulations to provide occupational safety and health in the meaning of § 349 of the Act No. 262/2006 Coll., Labor Code, as amended (hereinafter referred to as "legal and other regulations to provide OSH "), and any breach of internal regulations by the external person can become a reason for application of contractual fines by the authorized Company which the external person performs the contracted activity for. A **Tariff of Contractual Fines** forms the Annex 1 hereto. The amount of contractual fines specified in the Tariff of Contractual Fines is set as the maximum. A decision of the entitled Company to impose a contractual fine on the external person, including its justification, should be made in writing. A classification of the severity of infringement of legal and other regulations to ensure OSH and Internal regulations belongs exclusively to the competence of the Company and is governed by the Measure of CEO of HM - OSH Sanctions. A contractual fine is payable in 30 days from delivery of a decision to impose it. Contractual fines imposed due to infringement of legal and other regulations to ensure OSH and internal regulations can be repeatedly imposed by the Company on external persons. The external person undertakes to pay the imposed contractual fine provided fine has been exercised and charged. The head of the Health and Safety Manager unit decides on A final decision to issue a fine to the external person shall be made by the Head of the Department of OSH - Technical Inspection.
3. A payment or exercise of a contractual fine does not affect the Company's right to compensation for a damage incurred (e.g. material, fines of state administration bodies), or the obligation of external persons to meet obligations imposed by law and other regulations in order to ensure OSH and Internal regulations. The responsible employee of the Company is authorized to stop the performance of any activity by external persons for the Company that would be in any conflict with commonly binding legal regulations or with internal regulations until the reasons that led to the activity stop are removed.
4. External persons are obliged to stop work immediately, even without any call, if lives and health of persons are at risk, or if there is a danger of the operating equipment crash, or a threat to the environment. External persons should immediately report this fact to the responsible employee of the Company. Damages caused by any breach of legal and other regulations regarding OSH and internal regulations to the external person who caused the damage are borne by this external person.
5. The responsible employee of the Company is entitled to immediately expel from the premises of the Company, for which the external person performs the contracted activity, any employee of the external person, if such employee has committed a criminal act, a serious violation of OSH rules, or his behavior is not compatible with a good moral.
6. Based on a written request (e-mail, etc.), external persons are obliged to allow professionally competent employees to carry out audit of the OSH/EMS management system at the external person. An professionally competent employee shall inform the external person of a date of the audit to be carried out 15 days as minimum in advance . The output of the audit is a report - evaluation of the OSH/EMS status which is processed by the professionally competent employee, and discussed with the external person. Based on identified non-conformities, the external person should adopt adequate measures in cases where non-conformities could affect performance of the external person's activities for the Company.

III. Obligations of External Persons in Terms of Occupational Safety and Health

1. Prior to the activity commencement for the Company :

- a) A responsible representative of the external person that will carry out the contracted activity is obliged to subject his employees to initial training on OSH and FP.
- b) The initial OSH and FP training of a responsible representative of the external person will be carried on the last working day at the latest preceding a contracted activity start for the Company. The initial training will be carried out by a professionally qualified employee, or by a senior employee of a respective.

In the course of the initial familiarization/training of external persons with principles and risks of OSH, FP and EP, the responsible representative of the external person is obliged to present a written information of risks and measures taken to protect against their effects resulting from activities performed by the external person. A written information of the risks and the measures taken to protect against their effects should be prepared by a person that meets qualification requirements based on the Act No. 309/2006 Coll., (the Act on Other OSH Terms and Conditions Providing), as amended.

- c) The responsible representative of the external person is obliged to carry out OSH and FP training for all employees of the external person, or at its subcontractor, intended for activities for the Company, before starting their activities. He is obliged to write a record of this training and hand it over to a respective responsible employee of the Company as to a date of the contractual activity commencement at the latest, however, always before its starting. The record should contain details as follows:

- a name of the external person
- a date of the training course
- a content of the training course
- a name list of trainees incl. signatures
- lecturer 's name and signature

2. External persons are obliged to adopt all measures to prevent risks in relation to their own employees as well as to external employees and other persons. In case of performance of several external persons at the same workplace, responsible representatives of external persons are obliged to inform each other in writing about risks and measures adopted to protect against their effects related to the performance of work and the workplace, and to cooperate in OSH providing for all employees at the workplace. The risks prevention means any and all measures following from legal and other commonly binding regulations aimed to ensure occupational safety and health (hereinafter referred to as OSH) and from measures aimed to prevent risks, eliminate them, or minimize the impact of unavoidable risks. For this reason, external persons are particularly obliged to:

- a) appoint in writing a responsible employee of an external person for OSH and FP that will be responsible for compliance with all safety and fire regulations. This employee is also responsible for ensuring that all employees of the external person use personal protective equipment, and work clothing is clearly marked by a name or logo of the external person,
- b) pursuant to § 101 paragraph 3 of the Act No. 262/2006 Coll., to hand over to the responsible employee of the Company written information of risks and measures adopted to protect against their effects in relation to work performance the Company,
- c) hand over to the responsible employee of the Company a duly completed and signed form titled **"A Statement by the Responsible Representative of the External Person"**, a form of which is presented in the Annex 2 hereto,
- d) prior to their contracted activity in the Company commencement, to provide provably a written information of risks and measures adopted with other external persons performing activities at the same workplace,
- e) **comply with requirements and measures defined** in individual OSH plans and risk analyzes for a respective activity prepared by the Company, as well as an investor by all external persons,
- f) keep a site diary or any other diary/simple record (hereinafter referred to as the "Diary"), in which data on the course of activities carried out by external persons are recorded throughout the whole period of their performance until termination, if required so by law, or if expressly agreed so in a respective contract. Before starting the work, the external organization is obliged to carry out security measures to eliminate risks that may arise for the Company during its activities. **The external person is obliged to request from the responsible employee of the Company information of risks and places of danger at the workplace upon handover of a respective workplace or place where the work is to be carried; about this familiarization, he will prepare a "Record of the Activity Commencement, Progress, and Termination" (or a Workplace**

Handover Record) to the necessary extent, stating the specifics of a respective workplace. External persons without this record must not start any work for the Company, must not take over the workplace, and must not start the agreed upon activity until the workplace boundaries or a method of their demarcation are determined by the responsible employee of the Company, designation of engineering networks, a method of technologies providing, etc., which could directly endanger the employees of external persons,

- g) not to allow their employees to enter premises and buildings not intended for their activities. To enter social facilities, cloakrooms, canteen or dining room, employees can only use public roads intended for that purpose. The external person is responsible that its employees minimize their movement and a scope of work to a workplace having been assigned to them and which they were familiarized with. A handed over workplace shall be properly demarcated by the external person and marked by a name or logo of the external person,
- h) follow instructions of a respective responsible employee of the Company which the agreed upon activities are performed for, and follow safety measures determined by him,
- i) alert a responsible employee of the authorized company or responsible employee of the Company to all circumstances that could result to a threat to the life and health of persons during his activity, or to circumstances that could result to a threat to operation or to a threat to a safe condition of the Company's technical equipment and facilities, also in terms of Fire Protection
- j) employees of the external person are forbidden to bring alcoholic beverages and other addictive substances into the Company's workplace, consume these beverages and substances at the workplace, or further distribute them. Employees of the external person are required to undergo tests for presence of alcohol or addictive substances that are carried out by a responsible employee of the Company or by another designated person,
- k) if the external person uses machines or equipment, the external person shall notify a responsible employee of the Company before starting the work of potential dangers caused by the machine or equipment, so that the responsible person can adopt necessary safety measures in time,
- l) if the external person will use during his activity any Company's property (e.g. cranes, elevators, lifting platforms, welding machines, electrical wiring, etc.), the external person shall conclude a written agreement in advance with the responsible employee of the Company on its use. A content of the agreement will be the determination of rights and obligations as well as determination of conditions for a safe use of the respective property. The external person shall arrange that a person that will use the Company's property (e.g. cranes, elevators, lifting platforms, welding machines, electrical wiring, etc.) possesses a certificate of professional and medical fitness in relation to the activity performed and used Company's property,
- m) if the external person observes any danger that could threaten the health or lives of persons, or that could cause an operational accident or failure of technical equipment, or signs of such a danger, the external person is obliged to stop the work immediately, to notify of that a responsible employee of the Company immediately, and, if possible, notify all persons who could be endangered by that situation,
- n) in case of any threat to production, a threat to the health and life of employees, or in case of any occurrence of an emergency, the external person is obliged to stop the work and obey the order of the responsible employee of the Company,
- o) external persons must not use dangerous and health-damaging substances while performing the work and other activities at the workplaces and leased premises of the Company the use of which could endanger persons, or they should adopt such measures as to prevent any danger of their occurrence,
- p) external persons are obliged to adopt necessary safety measures when using devices with X-ray, laser or other ionizing radiation and sources of electromagnetic radiation, and to report such work performance to a responsible employee sufficiently in advance. For a period of use of devices with ionizing radiation, the external person is obliged to notify the responsible employee of a name of his employee entrusted with supervision of protection against ionizing radiation, and to submit a quality assurance program for dealing with sources of ionizing radiation,
- q) registration of occupational accidents shall be governed by commonly binding legal regulations. Further, it is stipulated that an external person who is also an employer shall perform the following actions (outside the territory of the Czech Republic according to local regulations):
 - qa) the external person records work-related accidents, writes down, sends and presents records of work-related accidents to state authorities (Regional Labor Inspectorate, Police of the Czech Republic) and the health insurance company separately for accidents that have happened to its employees. The external person is obliged to meet his reporting obligation according to § 4 of the Government Decree No. 170/2014 Coll.,
 - qb) any occupational accident that requires incapacity for work, and any fatal accident, should be reported by a superior of the external person immediately to the responsible employee of the Company that informs the OSH Manager in order to clarify the causes and circumstances of the occupational accident.
 - qc) all information, interrogations, photo documentation, documents, etc. discovered during the clarification of the causes and circumstances of the occupational accident shall be handed over to the external person by the OSH Manager; the external person shall archive them for a purpose of potential submission to state authorities and institutions, insurance companies, respective trade union body, OSH employee representatives, etc.,
 - qd) after clarifying the causes and circumstances of the occupational accident occurrence, the OSH Manager, Technical Inspection, together with an external person, will establish measures against the recurrence of

occupational accidents that shall be provably recorded, e.g. in the "Diary" and OSH Book including signatures of all parties,

pe) always forwards one copy of the accident record to the OSH Manager

3. Providing work safety on technical equipments, external persons are obliged particularly to
 - a) observe the prohibition of any handling with the Company's machinery and technical equipment without a written agreement, relevant authorization, and knowledge of the responsible employee of the Company whom the agreed upon activity is performed for. The external person shall inform the responsible employee of the Company of a start and end of work on the equipment and at premises that are operated and are not handed over to the external person as a permanently secured workplace,
 - b) coordinate with the responsible employee of the Company a method and time of securing and shutting down the equipment that is partially or permanently operated, or that is located in the immediate vicinity of the operated equipment, and could endanger employees of the external person,
 - c) maintain permanently free and unobstructed escape routes and roads, including dedicated spaces in front of electrical switchboards. Installed safety signs shall not be removed, damaged or covered,
 - d) ensure that employees of external persons use protective equipment of machines and technological units preventing or reducing a risk of injury in the course of working, or preventing violation of hygienic parameters of the working environment (noise, dustiness, etc.); they shall not remove them or put them out of business. In addition, employees of external persons are obliged not to put into operation and operate machines and equipment without properly fitted and adjusted protective covers and equipment,
 - e) carry out work using machinery and technical equipment only after necessary equipment securing (e.g. switching off, shutting down, security against movement, etc.). The equipment shall be provided by a responsible employee of the Company which the agreed upon activity is performed for based on a request of the external person. A necessary coordination of the agreed upon activity performance, including familiarization with relevant technical documentation, shall be provided by a respective responsible employee of the Company. The coordination of the agreed upon activity as such shall be provided by the external person according to relevant documentation (legislation, technological and work procedures, etc.),
 - f) ensure the work performance in accordance with OSH regulations. A method of workplaces securing is specified and coordinated by a respective responsible employee of the Company,
 - g) protect employees and third parties when working at heights with individual or collective protection against falling, and this shall be done always. A construction and work on auxiliary protective and arresting structures (scaffolding, arresting scaffolding, protective railings, protective barriers) should be carried out in accordance with provisions of the applicable legislation. These protective and arresting structures should be sufficiently strong and resistant to external forces and adverse influences, and they should be fixed in such a way that they can safely withstand the expected stress, and use before starting work on them, they should be properly taken over to use.
4. In any their work, external persons are responsible for keeping the order of used premises and buildings of the Company. Because of that, they are particularly obliged to
 - a) use only the buildings outside the workplace intended to them. External persons are obliged to keep these premises and buildings free from any obstacles that are not necessary, and they are obliged without any unreasonable delay to store or remove any redundant materials, assembly equipment that will no longer be required, or that will not be needed in their activities,
 - b) provide immediate cleaning of access roads if they have been polluted, or if passages were restricted as due to their activity,
 - c) following the activity termination, they are obliged to hand over the workplace (building, area) in a cleaned and safe condition, free of any excess materials, waste assembly equipment, etc. If the external person fails to do so, any and all costs incurred to the Company for putting it in order shall be paid by the external person,
 - d) properly designate the lands used as assembly, storage and handling areas, using a table with a name of the user and name of a responsible person of the external person. Other buildings (garages, sheds, etc.) shall be designated in the same way. A table with the name of the user and name of the responsible person shall be provided by the external person. The external person is obliged to arrange cleaning at regular intervals, at least once a month.
 - e) not carry out any construction, excavation, storage or other activities on lands that are grassed, planted with greenery or otherwise horticulturally maintained inside and outside the Company's areas without a consent of the responsible employee,
 - f) respect traffic signs and keep a maximum permitted speed within the Company's areas when operating vehicles,
 - g) request in writing the use of sanitary facilities at the Company, at the Company's workplaces.

IV. Obligations of External Persons in Fire Protection

1. Carrying out works for the Company, external persons are obliged to act in such a way that their actions do not cause a fire, explosion, danger to life or damage to property. The obligations of external persons in the field of fire protection during activities for the Company are determined by commonly binding legal regulations in the field of fire protection.
2. At taken over workplaces or within leased premises, the external person shall provide fire protection independently in accordance with effective, commonly binding regulations, and is responsible for compliance with provisions of these regulations and for damages caused by his activities. The external person appoints in writing an employee for the field of fire protection that will be responsible for compliance with the above mentioned regulations.
3. If more than one external person operates at the same workplace, external persons are obliged to provide a mutually coordinated procedure for fire safety ensuring, and to designate a contact and responsible person for FP and OSH.
4. The external person is obliged to familiarize himself with a place, workplace, and any and all dangers that can be associated with the work activities performance, and the external person undertakes to adopt all fire safety measures in relation to a type of work to be performed, taking into account a respective location of the workplace. This obligation applies to all employees of the external person.
5. In addition, external persons are obliged particularly to:
 - a) follow the prohibition of smoking within the Company's premises, premises leased and entrusted to it, with the exception of designated premises,
 - b) in the case of handling fire-hazardous or explosive substances and materials that could contribute to an increased risk of fire or explosion, report this fact to the responsible employee of the Company before starting the work,
 - c) comply with any and all provisions of the Decree of the Ministry of Interior No. 87/2000 Coll. which establishes fire safety conditions for welding and heating resins in melting vessels, as amended,
 - d) properly designate provided premises, buildings workplaces, warehouses, rooms, etc., where activities with increased or high fire risk are carried out, orders, prohibitions, instructions according to legal regulations,
 - e) report to the responsible employee of the Company a type, quantity, number, location and method of storage of flammable and explosive substances and materials, pressure cylinders, etc.,
 - f) report any fire occurrence in accordance with fire alarm guidelines immediately and without any delay, in accordance with Act No. 133/1985 Coll., as amended,
 - g) ensure that all FP physical resources and fire safety equipment are intact, undamaged, and are always kept in operable condition and accessible, in all premises that were handed over or leased to the external person,
 - g) in case of any loss, use or damage of a part or all of the fire equipment, report this fact immediately to the responsible employee of the Company. Losses, willful use and misuse of fire equipment by an external person will be charged depending on the incurred costs,
 - h) compensate all the Company's costs related to putting the fire equipment into a standby mode that incur to the Company due to non-compliance with the Internal Regulations,
 - i) performing activities with increased and high fire risk according to the Act No. 133/1985 Coll., as amended, the external person shall perform continuous control of employees of the external person as well as of employees of subcontractors of the external person in the course of these activities performance..

V. Obligations of External Persons in Environment Protection

1. External persons are obliged to follow any and all legal provisions arising in particular from the Act No. 541/2020 Coll., on waste and on amendment to some other Acts, as amended, Act No. 254/2001 Coll., on water and on amendment to some Acts, as amended, Act No. 274/2001 Coll., on water pipes and sewers for public use, as amended, Act No. 201/2012 Coll., on air protection, as amended, and Act No. 350/2011 Coll., on chemical substances and chemical mixtures and on amendment to some Act (Chemical Act), as amended, including related implementing regulations. In addition, external persons are obliged to take into account the fact that the Company applies or implements the EMS system according to EN ISO 14 001, and they are obliged to follow its respective.
Any sanctions imposed by state administration bodies active in particular environment areas related to violation of legislation by an external person shall be borne by the external person.
2. Protecting the living environment at the premises of Hutní montáže, a.s., external persons are obliged particularly to:
 - a) dispose of wastes from their activities in accordance with effective legal regulations for waste management,
 - b) use waters during their activities in accordance with applicable legal regulations for water protection and for its economic use,
 - c) protect the atmosphere during their activities in accordance with effective legal regulations,

- d) handle chemical substances and chemical mixtures during their activities in accordance with effective legal regulations.

3. In addition, external persons are obliged particularly to:

- a) mark buildings and areas reserved for the external person for material storage and waste collection with a designation and name of the responsible employee of the external person during the activities performed for the Company,
- b) collect, concentrate, sort, store, transport, remove and hand over waste arising from its activities performed for the Company at its own expense, in a way in accordance with effective legal regulations for waste management and in accordance with the Internal regulations applicable in the Company,
- c) not collect and store waste generated by its activities in containers for sorted waste (e.g. glass, paper, plastics) and in containers for municipal solid waste, which are intended exclusively for the Company, without a prior written agreement,
- d) if the activities performed by the external person have endangered the environment or there is a potential threat, any employee of the external person is obliged immediately to notify the responsible employee of the Company,
- e) store all raw materials and waste of the contractual partner that may endanger the environment or the health of people in such a way that they do not endanger the environment and the health of people, and secure them against improper handling, misuse and leakage,
- f) follow the prohibition to carry out maintenance of vehicles and mechanisms, in particular draining, changing and topping up oil and washing bodywork at the Company's premises,
- g) operate equipment that is a source of pollution of the environment and its components only in accordance with the legal regulations valid for protection of the environment, and in accordance with the Internal regulations,
- h) to inform the responsible employee of the Company in writing of risks of their activities performed for the Company in relation to the environment (e.g. of a used type, properties, quantity and location of substances regulated as a part of protection of the Earth's ozone layer, chemical substances and chemical mixtures, including petroleum substances and PCBs, radioactive substances, asbestos, etc.), and of their preventive measures to mitigate such risks,
- i) follow the prohibition to use chemical substances, the production, import and distribution of which are prohibited in a respective country. If the contractual partner has to use these dangerous chemical substances and mixtures at the Company's premises, the external person is obliged to prove competence of his employees to handle these substances,
- j) follow the prohibition on the air pollution by burning flammable substances and dust, follow the prohibition on discharging used chemical substances, mixtures and liquids onto the ground or into sewers. Any leaks of chemical substances, chemical mixtures and used liquids (time and place of leak, type and amount) the external person is obliged to report to the responsible employee of the respective Company,
- k) provide removal of packaging, used chemical substances and mixtures, radioactive substances, municipal waste, etc., which arise from the performance of the contracted activity, exclusively in accordance with effective legal regulations and with the Internal regulations,
- l) not pollute roads and paved areas at the Company's premises, and not to damage greenery.

VI. Other Obligations of External Persons at Premises of Hutní montáže, a.s.

1. The external person sending their employees, EU/EEA citizens, foreigners listed in § 98 Letters a) to e) of the Act No. 435/2004 Coll., on employment, as amended, and foreigners - holders of a green or blue card, at the Company's workplace, is responsible for meeting the information obligation to relevant regional branch of the Labor Office. In case the external person sends other foreigners to perform duties, the external person is responsible for ensuring that his employees sent to perform work at the Company's workplace have a valid work permit and residence permit in the territory where the work is performed. Before starting the work, representatives of the Company shall submit copies of documents proving the employer's obligations meeting (i.e. a copy of the Information for the Labor Office, or a copy of a blue card, green card, or work permit and residence permit).
2. The external person subcontracting their activities shall be responsible to the Company for meeting the obligations specified in paragraph 1 of herein by the subcontractor.
3. In case of non-compliance with obligations arising from paragraphs 1 and 2 herein, the external person is obliged to pay the Company as compensation for damages in full the amount of all sanctions (fines) that will be assessed to the Company for this reason by a competent state administration body, particularly in 15 days from delivery of the Company's written notification, which includes documentation of the amount of the damage.
4. In case of employment mediation, the external person is required to possess a permit for employment mediation issued by the Labor Office of the Czech Republic. A contract will not be concluded without submission of appropriate authorization by the External Person. If, after the contract conclusion, any changes occur in the employment

mediation permit, or if this permit is withdrawn, the external person shall be obliged immediately to notify the Company representative of this fact.

5. In case the external person concludes a work contract with the Company in accordance with the Act No. 89/2012 Coll., Civil Code, as amended (§ 2582 to § 2661) with the contract subject performance at the Company's workplaces, the external person provides the agreed upon activities on his own dangers, is responsible for defects in the work, assigns duties to its employees sent to the Company's workplace, and checks their work.
6. In case of agency employment providing, the external person is required to submit all valid permits for such activity performance, and all particulars should be implemented in accordance with the Act No. 262/2006 Coll., Labor Code, as amended, and in accordance with the Act No. 435/2004 Coll., Employment Act, as amended, or equivalent one, according to requirements of legal regulations of a respective country.
7. Without an approved request, photography and filming at the Company's premises are forbidden.

VII. Final Provisions

1. The present Binding Terms and Conditions can be amended in relation to a amendments to legal standards and internal regulations binding for the Company, as well as in relation to identified deficiencies in conduction of external persons and/or their employees and subcontractors when agreed upon activities performance for the Company. The external person acknowledges and agrees that such amendment is binding for the external person since a day of provable delivery of these Binding Terms and Conditions.

Annex 1
A TARIFF OF CONTRACTUAL FINES

Number:	Fine Specification:	Amount:
(1)	Failure to carry out or non-performance of provable and relevant OSH, FP and EP training for persons working for the external person	CZK 10, 000.-/person
A.	WORK SAFETY	
(2)	Failure to provide provable and adequate medical fitness of persons working for the external person	CZK 5, 000.- /person
(3)	Failure to provide provable and adequate qualification or professional competence of persons working for the external person (slinger, crane operator, driver, welder, inspection technician, etc.)	CZK 10, 000.- / person
(4)	Failure to remove a defect preventing from OSH providing	CZK 25, 000.- / occurrence
(5)	Non-reporting of occupational accidents of persons working for the external person, fire, leakage of chemical substances or preparations, damage to the Company's property, or other extraordinary events	CZK 50, 000.-/ occurrence
(6)	Breach of the prohibition regarding the use or importation of alcoholic beverages and the use of other addictive substances or refusal to take a breath test of a person working for the external person	CZK 25, 000.-/ occurrence and termination of activity of the respective person
(7)	Non - designation of persons working for the external person by a company designation on working or protective cloth	CZK 500.- / person
(8)	Failure to meet the obligation to wear protective helmets and other personal protective work equipment	CZK 5, 000.- / person
(9)	Non-compliance with the rules for construction of scaffolding and suspension bridges, exits to scaffolding, uncovered or not properly marked excavations, unsecured walls of the excavation with protection in accordance with valid legal and other regulations to provide OSH or the manufacturer's Instructions	CZK 25, 000.-/ occurrence
(10)	Failure to meet requirements of the Government Regulation No. 362/2005 Coll., when working at heights or above open depth, in particular – failure to secure openings in roads, failure to secure free edges, failure to take measures to secure the workplace or persons against falling, failure to use PPE, or failure to ensure professional and medical qualifications of persons when working at heights and above depth.	CZK 25, 000.-/ occurrence
(11)	Failure to follow effective legal and other regulations to provide OSH or Instructions from the manufacturer regarding operation of equipment, in particular a failure to carry out regular checks and revisions of equipment or operation of equipment for purposes for which it is not intended and which are not in proper condition or have been taken out of service or are without a valid revision.	CZK 5, 000.- / occurrence
(12)	Failure to meet respective regulations regarding dedicated technical equipment	CZK 10, 000.-/ occurrence
(13)	Non-observance of safety signs and signs at the Company's premises.	CZK 5, 000.- / occurrence
B.	FIRE PROTECTION	
(14)	Breach of the Act No. 133/1985 Coll., as amended, Decree No. 246/2001 Coll., as amended, or Decree No. 87/2000 Coll., which establishes fire safety conditions during welding.	CZK 20, 000.- / occurrence



(15)	Non-observance of the prohibition of smoking	CZK 5, 000.- / occurrence
(16)	Non -observance of the prohibition of smoking or use of open flames at fire-hazardous areas, workplaces and buildings, and in the course of activities performance with an increased fire risk	CZK 20, 000.- / occurrence
(17)	Making impossible access to emergency exits, escape routes, or to power, gas and water distribution facilities and to fire protection equipment	CZK 10, 000.- / occurrence
C.	ENVIRONMENT	
(18)	Non-compliance with effective legal regulations and other regulations for environment protection in handling other (O) or hazardous (H) category wastes	CZK 10, 000.- / occurrence (O) CZK 20, 000.- / occurrence (H)
(19)	Failure to follow Company's internal regulations for sorting, storing, handover and removal of waste	CZK 10,000.- / occurrence
(20)	Leakage of oil and other harmful substances (e.g. chemicals)	CZK 50, 000.- / occurrence
(21)	Breach of effective legal regulations for environmental protection in chemical substances and chemical mixtures handling	CZK 10, 000.- / occurrence
(22)	Breach of applicable legal regulations for water management	CZK 20, 000.- / occurrence
(23)	Breach of applicable legal regulations for the air protection	CZK 20, 000.- / occurrence
(24)	Bringing waste or used chemical substances and mixtures into the premises of the Company for a purpose of their disposal	CZK 50, 000.- occurrence
(25)	Unauthorized disposal of waste in containers for sorted waste or solid municipal waste reserved for the Company	CZK 10, 000.- / occurrence
(26)	Not permitted material storage	CZK 10, 000.-
D.	OTHERS	
(27)	Photography and filming at the Company's premises without an approved request	CZK 10, 000.- / occurrence
(28)	Damage to property or unauthorized use of Company equipment	CZK 5, 000.- / occurrence
(29)	Failure to hand over a completed and signed Form: " A Statement by the External Person"	CZK 50, 000.-
(30)	Failure to submit written information on risks and measures adopted	CZK 25, 000.-
(31)	Failure to hand over complete documentation to determined products in the meaning of the Act No. 22/1997 Coll., and related Government Decrees	CZK 100, 000.- /occurrence
(32)	Breach of other obligations following hereof	CZK 10, 000.- /occurrence
33	Repeated breach according to fine specification in the course of 12 months.	A double amount of the previous fine

Annex 2**A Statement by the Responsible Representative of the External Person**

I have become familiarized with the Binding Terms and Conditions and with the document Written Information on Risks for External Persons, I have been informed on dangers when working at Hutní montáže, a.s. and its operational facilities, including any and all consequences arising from non-compliance with applicable legal and other OSH regulations, these Binding Terms and Conditions, and conduction in Hutní montáže, a.s., according to applicable rules and principles in OSH, FP and EP.

I undertake to follow the Binding Terms and Conditions, document Written Information on Risks for External Persons, including internal regulations, as well as to follow appropriate safety measures in current conditions with regard to specific risks of Hutní montáže, a.s. workplaces.

I undertake to be locally responsible, or as an authorized representative of the external person, train provably the employees entrusted to me and other persons in the above meaning.

For External Person

External person, registered office,
ID.No.

Responsible representative

Name, signature, date

For Hutní montáže, a.s.

(Responsible employee of Hutní montáže, a.s.)

Name, signature, date