

## Conditions of Compliance with the OSH, FP, environmental and Product and Food safety regulations while Supplying of the Company VETROPACK NEMŠOVÁ, s.r.o.

### A OSH, FP and Product and Food safety requirements

1. Supplier's employees are before conducting any works or activities required to complete an initial training concerning the OSH and FP regulations in the company VETROPACK NEMŠOVÁ s.r.o which they shall follow during their presence in the Ordering Party's facility. They shall also be informed about the conditions connected with the entering the company, about bans, orders, dangers, threats and risks concerning the devices on which or near which the supplier will carry out his activities. In case of non-participation at the initial training the Supplier's employee must not carry out any activities on the premises of VPN.
2. The Supplier is during the performance of his activities, which are the subject of the works carried out for the Ordering Party, obliged to follow safety regulations in accordance with the Act No. 124/2006 on OSH Coll. as amended by later regulations and to follow the associated ordinances, decrees, standards and internal regulations of VPN.
3. Supplier's employees are obliged to follow the smoking ban in the facility according to the Directive No. 13-R01-00VPNs-0100-3B - Smoking Ban on the Premises of VETROPACK NEMŠOVÁ. The smoking ban is issued in accordance with the Act No. 377/2004 Coll. on the protection of non-smokers as amended, subsequent provisions of the Labour Code and in accordance with the requirements of the Ordering Party's customers concerning the hygienic safety of products.
4. Supplier is responsible to ensure that the workwear of his employees (including the subcontractors) will be marked with visible identifiable signs - name of the employer's company and a reflective vest.
5. Supplier is responsible for activities and behavior of his employees, for the machines, devices, tools used by him, for their technical conditions and for the observance of OSH and FP regulations during the performance of activities and works in the specified objects of the Ordering Party. He is responsible for their professional, health and mental competence for the works which they will perform so that they their behavior would not jeopardize them and other persons and they would not cause an accident, fire, damage or collision of a device, environmental disaster, contamination of products or they would not disturb the health/hygienic safety of products (glass packages).
6. Violation of environmental, OSH, FP and Product and Food safety regulations shall be considered a severe violation of the Contract. Ordering Party is in case of such a violation, which must be supported by a record, entitled to require a financial penalty - a sanction or an immediate banishment from the facility.
7. Each service or goods supplier is obliged to respect the requirements on cleanness, safety and hygiene harmlessness of the glass containers, directly in the production process (hot end, cold end zone) or in the internal and external storage areas of the products (pallet units), but also in the area of the products sorting and repackaging. A proven training on the product safety and hygiene requirements has to be carried out (see documents VPN-0901-01-WIS-192-EN Hygiene guidelines and requirements in the high risk zone according FSSC for cold end, resorting and repackaging line, VPN-0108-05-CHL-106-EN FSSC 22000 Entry and hygiene rules, VPN-0108-05-CHL-107-EN Guidelines for behaviour of the visitors in the enterprise VPN, VPN-0108-05-CHL-111-EN Guidelines for behaviour of external companies in the enterprise VPN).

#### Sanctions:

- a) in case of a first violation of the environmental, OSH, FP or Product and Food safety regulations  
sanction in the amount of €200
- b) in case of a repeated violation of the environmental, OSH, FP or Product and Food safety regulations  
sanction in the amount of €800

Sanction - the Ordering Party shall enforce the penalty from the Supplier by decreasing the agreed amount in the invoice by a particular amount for the violation of environmental, OSH, FP or Product and Food safety regulations. The amount in the invoice which is not reduced by the required amount for the violation of environmental, OSH, FP or Product and Food safety regulations shall not be paid by the Ordering Party to the Supplier. In case of violation of environmental, OSH, FP or Product and Food safety regulations or in case of the second or another subsequent violation of environmental, OSH, FP or Product and Food safety

regulations the Ordering Party is authorized to expel the person who violated the regulations from the premises of VETROPACK NEMŠOVÁ s.r.o immediately and to withdraw from the Contract and in case of incurred damage or delayed implementation to require the compensation of the incurred and consequent damage. In case of performing the activities in a dangerous manner or if there is no equipment available for the safe performance of activities the Ordering Party or a responsible person of the Ordering Party (FP and OBP technician, supervising technology employer, environmentalist, PSC member...) is entitled to temporarily stop the performance of activities and works until the measures are taken to eliminate the adverse state.

All delays resulting from this reason shall be borne by the Supplier including the sanctions for the non-observance of the delivery date.

8. In accordance with Article 18 (cooperation of employers) of the Act No. 124/2006 Coll. as amended by later regulations if employees of several employers or physical persons authorized to conduct business fulfil their assignments in the same workplace in the object of VETROPACK NEMŠOVÁ s.r.o. in such a way that their safety or health can be endangered the cooperation of employers and these persons must be ensured to assure the prevention, preparation and performance of measures connected with occupational safety and health. Activities coordination and mutual awareness must be agreed in writing by means of this Appendix. The agreement in the Appendix defines that the Supplier is obliged to create conditions for occupational safety and health of the Supplier's employees in the common workplace in VETROPACK NEMŠOVÁ s.r.o. in the full extent.

## **B Ecology**

1. Supplier is when performing the works for the Ordering Party required to follow the legal regulations concerning the area of environment, primarily the Act of the ME SR No. 79/2015 Coll. on waste as amended by later regulations and Ordinances and Act No. 364/2004 on waters and at the same time to observe the organizational Directive „Waste Manipulation“ in the company VETROPACK NEMŠOVÁ s.r.o and preventive „Measures for Prevention of Occurrence of Uncontrolled Leakage of Dangerous Substances into the Environment“ as well as waste water protection - see „Emergency plan“. External employees shall be familiarized with both documents at the initial training in VPN.
2. Supplier is obliged to keep the specified/taken over objects of the Ordering Party clean while performing the works primarily if he performs the activities in a high risk zone, in the cold zone or in finished products warehouse.
3. Supplier is obliged to act in such a way so that during his activities or as a consequence of his activities no emergency situation connected with environment, VPN objects or areas outside the VPN objects occurs, to prevent contamination or decrease of products safety during production or in the finished products warehouse.
4. Supplier is obliged to follow the Act No. 79/2015 on waste and amendments and to separate, store, dispose of or ensure the disposal of the waste produced in connection with his activities by an authorized person and in an environmentally friendly way, at his own expenses if the Contract does not specify otherwise.
5. Supplier who will handle the waste generated as a consequence of his activities is required to prove a valid permission for handling the waste. If dangerous waste is produced he is obliged to prove a valid permission for handling and transport of dangerous waste.
6. Supplier's employees are required to complete an initial training on observance of environmental regulations in the company VETROPACK NEMŠOVÁ s.r.o.
7. Supplier is responsible for his employees and observance of environmental legislative regulations of SR, i.e. handling waste, chemicals and other substance dangerous for the environment when performing activities and works in the specified objects of the Ordering Party.
8. Non-observance of environmental regulations shall be considered a severe violation of the Contract. Ordering Party is in case of violation of environmental regulations entitled to withdraw from the Contract immediately or to require the compensation of damage incurred or compensation of damage caused by special events in the same way as defined in the Article 6 of this Annex on OSH and FP.