

Annex No.:	Contract No.:
<h2>SANCTION RULES</h2> <p>(valid for the premises of company Spolek pro chemickou a hutní výrobu, akciová společnost)</p>	

		1 <sup>st</sup> sanction	2 <sup>nd</sup> sanction	3 <sup>rd</sup> sanction	Authority
1	Violation of company regulations or valid legal standards in terms of health and safety, fire protection, prevention of major accidents, environmental protection (BOZP, PO, PZH, ŽP)	CZK 3,000 – 10,000	CZK 20,000	CZK 50,000	TŘ
2	Violation of the principles of safe work (PO) on the premises of Spolek with a threat to multiple people	CZK 2,000 – 10,000	CZK 20,000 + prohibited entry to Spolek premises		RBOZ HZSP
3	Work in the common areas of Spolek's premises, or at the Company's worksites, without the relevant professional qualifications	CZK 20,000	CZK 50,000 + prohibited entry to Spolek premises		RBOZ
4	Failure to report extraordinary events in Spolek premises	CZK 10,000	CZK 50,000 + prohibited entry to Spolek premises		TŘ RBOZ OŽP
5	Failure of an individual to use specified personal protective equipment when working at the workplaces and facilities of Spolek or Company	CZK 1,000 – 5,000	CZK 10,000	20,000	RBOZ
6	Failure to eliminate defects following health and safety (BOZP) inspections, accident prevention (PZH) inspections, fire safety (PO) inspections, or environmental protection (ŽP) inspections performed by Spolek	CZK 2,000 – 5,000	CZK 10,000	50,000	TŘ

		1 <sup>st</sup> sanction	2 <sup>nd</sup> sanction	3 <sup>rd</sup> sanction	Authority
7	Failure to secure an excavation work on the Spolek premises in accordance with Czech Government Decree No. 591/2006 Coll., on more detailed minimum requirements for safety and health protection at work on construction sites	CZK 10,000	CZK 20,000	prohibited entry to Spolek premises	RBOZ DOPRAVA
8	Smoking on Spolek's premises outside the designated areas	CZK 3,000	CZK 10,000 + prohibited entry to Spolek premises		HZSP
9	Use of a cell phone or other equipment without electrical protection in potentially explosive atmospheres	CZK 5,000	CZK 10,000 + prohibited entry to Spolek premises		HZSP RBOZ
10	Unauthorized work with increased fire danger (welding, cutting, etc.), failure to ensure fire supervision after finishing work with fire on Spolek premises	CZK 10,000	CZK 50,000 + prohibited entry to Spolek premises		HZSP RBOZ
11	Deliberate misuse of a pass to enter Spolek premises	prohibited entry to Spolek premises			SMÚ
12	1) entry or attempted entry into Spolek premises under the influence of alcohol/drugs, 2) refusal to check for the presence of alcohol/drugs	CZK 5,000	CZK 10,000 + prohibited entry to Spolek premises		SMÚ
13	Misuse of the card for vehicular entry into Spolek premises	CZK 2,000 + confiscation of card			SMÚ
14	Deliberate unauthorized issuance of material permit card (pass for material)	CZK 10,000 + prohibited entry to Spolek premises			SMÚ

		1 <sup>st</sup> sanction	2 <sup>nd</sup> sanction	3 <sup>rd</sup> sanction	Authority
15	1) Removal of material from Spolek premises without a material permit card (pass for material), 2) Importing highly dangerous substances, weapons, or explosives without prior consent from an authorized Spolek professional 3) Refusal to submit to a gatehouse inspection	CZK 2,000	CZK 10,000 + prohibited entry to Spolek premises		SMÚ
16	Photographing or filming production technologies and equipment without the permission of the facility administrator	CZK 3,000	CZK 10,000	prohibited entry to Spolek premises	operation manager, building administrator
17	Deliberate release of pollutant(s) to water/air	CZK 50,000 + prohibited entry to Spolek premises			OŽP
18	Release of pollutant(s) to water/air caused by negligence	CZK 10,000	CZK 50,000 + prohibited entry to Spolek premises		OŽP
19	Release of pollutant(s) into the premise's sewerage system (OV) resulting in exceeding the OV limits at the point of exit from Spolek premises	CZK 50,000	CZK 100,000 + prohibited entry to Spolek premises		OŽP
20	Violation of waste management principles (double sanction for hazardous waste)	CZK 2,000	CZK 10,000	CZK 50,000 + prohibited entry to Spolek premises	OŽP

		1 <sup>st</sup> sanction	2 <sup>nd</sup> sanction	3 <sup>rd</sup> sanction	Authority
21	Violation of the principles of handling Chemical Substances and Preparations (CHLaS), Non-compliance with the requirements of the Decree of the Minister of Foreign Affairs No. 64/1987 Coll., on the European Agreement concerning the International Carriage of Dangerous Goods by Road, in particular the RID (The Regulation concerning the International Carriage of Dangerous Goods by Rail)	CZK 2,000 – 5,000	CZK 10,000	CZK 50,000 + prohibited entry to Spolek premises	TŘ RBOZ DOPRAVA
22	Violation of traffic regulations – prohibition signs, accident, unannounced restrictions of traffic on marked intra-company roadways, parking a vehicle outside the reserved parking spaces	CZK 2,000	CZK 5,000	prohibited entry to Spolek premises	DOPRAVA
23	Violation of the principles of safe handling and storage in common areas of Spolek's premises and at the worksites of Spolek or Company	CZK 2,000 – 5,000	CZK 10,000	prohibited entry to Spolek premises	RBOZ
24	Movement of unauthorized persons in the railway areas, climbing wagons, interfering with the vehicle railway crossing and freely passable railway areas, etc.	CZK 2,000 – 5,000	CZK 10,000	prohibited entry to Spolek premises	DOPRAVA RBOZ
25	Restricting the vehicle railway crossing and freely passable railway areas without the consent of the train operator.	CZK 5,000	CZK 20,000	50,000 + prohibited entry to Spolek premises	DOPRAVA
26	Movement around an unauthorized workplace without notification to the responsible employee of the building or operation	CZK 2,000	CZK 5,000	prohibited entry to Spolek premises	VP

		1 <sup>st</sup> sanction	2 <sup>nd</sup> sanction	3 <sup>rd</sup> sanction	Authority
27	Clutter in areas on premises and at worksites of Spolek or Company	CZK 2,000	CZK 10,000	prohibited entry to Spolek premises	VP
28	Violation of regulations concerning fire protection (PO) in the sense of §78 of Act. 133/1985 Coll., as amended	CZK 2,500 – 5,000	CZK 10,000	Prohibited entry to Spolek premises i	HZSP
29	Violation of Business and Technical Conditions for Energy Provision (OTP)	According to OTP provisions			VPE
30	Significant violation of obligations in the fields of occupational safety, accident prevention, fire protection, or environmental protection resulting from concluded contractual documentation or anything not listed above in the Table of Sanction Rules – a significant violation is one that could possibly endanger human health or lives, endanger property within the Spolek premises, or cause damage to the environment	CZK 10,000	CZK 20,000 + based on severity, also prohibited entry to Spolek premises or termination of contract	CZK 50,000 + based on severity, also prohibited entry to Spolek premises or termination of contract	ŘP TŘ

**Abbreviation key:**

Spolek	company Spolek pro chemickou a hutní výrobu, akciová společnost
OŽP	Environmental Protection supervisor
ŘP	Operations Director
DOPRAVA	Transport department supervisor
HZSP	Commander of Spolek's Fire Brigade
VPE	Energetika group supervisor
RBOZ	Safety and health protection supervisor
VP	worksite supervisor
SMÚ	Asset and Maintenance Group supervisor
TŘ	Technical Director
BOZP	Work Safety and Health Protection
PO	fire protection
PZH	prevention of major accidents
ŽP	environment
CHLaS	chemical substances and preparations
OV	wastewater

NOTE:

- a) on Sanction No. 1: if the range is stated, Spolek reserves the right to determine the amount of the sanction according to the seriousness of the violation or to the circumstances of the specific infringement violation.
- b) on Sanctions Nos. 2 and 3: the sanction shall be applied in case of recurrence of the same or similar violation within 1 year from the commitment of the first violation or in case of repeated failure to eliminate the defect within the specified period.

If the sanction states that it may also include a prohibition on entering the premises, this always applies to the persons or vehicles that have committed such a violation.

The exercise of the right to a contractual penalty according to this list of sanctions does not affect the right of Spolek to compensation for damages incurred toward Spolek in connection with the violation of obligations.