

# Guideline for subcontractors of ALUMETAL GROUP

#### Valid at the sites of:

Alumetal S.A.
Alumetal Poland sp. z o.o. Zakład Kęty
Alumetal Poland sp. z o.o. Zakład Gorzyce
Alumetal Poland sp. z o.o. Nowa Sól
T+S Sp. z o.o.

Approved by:

WICEPREZES ZARZĄDI Dyrektor Opolacyjny i Rozwoj

Krzysztof Błasiak

Kęty, 2014-07-07

Lept

#### Foreword

- **1.1** The guideline pertains to all Contractors, i.e. service providers and suppliers of repair and investment materials, and their subcontractors, performing the ordered works and providing services at the site and in facilities being the property of: Alumetal S.A., Alumetal Poland sp. z o.o. Plant Kęty, Nowa Sól, Gorzyce, T+S sp. z o.o. hereinafter referred to as Alumetal Group.
- **1.2** The Contractor performing tasks/works at the site of Alumetal Group is obliged to comply with the legal regulations in scope of industrial health and safety, fire protection and environmental protection.
- **1.3** The Contractor performing tasks/works at the site of Alumetal Group is obliged to organize, prepare and conduct works in a manner preventing against:
  - accidents and occupational diseases
  - fires
  - environmental degradation
  - damage to equipment, installations, etc.
  - occurrence of crimes and petty offences

#### 2. General principles

- **2.1.** Provision of services by external companies at the sites of Alumetal Group takes place on the basis of concluded contracts/orders, according to the Company rules in this scope.
- **2.2.** Employees of Alumetal Group preparing and concluding contracts/orders with external companies are obliged to pass the information, that this guideline is available at Alumetal website, and to include the following clause in the order form or in the contract: "While accepting the order/contract, I represent, that I have read the "Guideline for Contractors" valid within Alumetal Group and I undertake to comply with its requirements".
- **2.3.** The Contractor is obliged to present the following rules of operation of external companies at the sites of Alumetal Group to all of its employees.
- **2.4**. The Contractors/entities executing orders at the sites of Alumetal Group are obliged to use the facilities, machines, devices and equipment in proper manner and to protect it against theft, destruction or exposure to failures.
- **2.5.** If an employee of Alumetal Group identifies a case of incompliance with the HSE regulations/recommendation perpetrated by the Contractor's employee, such employee is obliged to report the fact to work manager/coordinator, who shall take the appropriate steps.
- **2.6.** External companies performing works at the sites of Alumetal Group shall guarantee, that their subordinate employees hold the valid medical certificates, HSE training certificates, permits for execution of specific tasks or operation of machines and equipment, and that during the work the employees will be directly supervised. Such guarantee is made as a declaration, attached as **appendix 1** hereto.
- 2.7. Employees of external companies shall bear permanent visible ID tags.
- 2.8. Employees of the Contractor can move only around the area of execution of the ordered works and in the provided staff rooms. If the Contractor is allowed access to the rooms at the sites of Alumetal Group, the Contractor is obliged to maintain such rooms in order and to use the rooms according to the valid regulations. A representative of Alumetal (Development Department Manager/Investment Manager/Plant Manager/Facility Maintenance Foreman or a person authorized by one of them) shall have an unlimited access to such rooms.
- **2.9.** Employees of the Contractor perform work at the sites of Alumetal Group in times prearranged with a representative of Alumetal Group. Each time they are obliged to report the start and end of their work time.
- **2.10.** The Contractor performing work in the afternoons and at nighttime is obliged each time to inform and prepare the list of employees for the person appointed by Alumetal. The list shall include the following information:
  - full name of the person responsible for the group

Sy

- contact phone number
- full names of the employees
- venue of works
- forecasted duration of works
- **2.11.** The Contractor is obliged to consider all information received in relation to its employment at the sites of Alumetal Group as confidential ones.
- **2.12.** Without the written consent of the Management Board of Alumetal Group, the Contractor cannot provide any information related to Alumetal Group to mass media.
- **2.13.** Consumption of electricity and other utilities is allowed only in places specified by the appropriate employee of Alumetal Group.
- **2.14**. Consumption and carrying alcohol or other intoxicating substances at the sites of Alumetal Group is fully prohibited. Employees of external companies are subject to sobriety control procedure valid in Alumetal Group and are obliged to comply with the Pass Guideline in the respective scope. If a temporary pass is not returned, the Contractor is obliged to cover the costs of pass issuance.
- **2.15.** If it is found, that the employees of the Contractor perform works not in compliance with the valid regulations, the HSE Inspector, Representative of Alumetal, Management and plant supervision are obliged to stop the works without any legal or financial consequences for the employing entity and without holding the Employer culpable for any delay of works.
- **2.16.** The Employer is obliged to present to the Contractor, and the Contractor is obliged to comply with the relevant regulations and provisions of the law, Environmental Policy, Health and Safety Policy available at the Company website, and the applicable rules of conduct. The Contractor is obliged to:

guarantee that all of its employees, and the employees of the subcontractors, have learned and are complying with the requirements.

## 3. Rules on complying with HSE regulations by the companies performing ordered works at the sites of Alumetal Group

- **3.1.** The Contractor employed to execute an order is obliged to comply with the health and safety and fire protection rules, the Environmental Law, and to equip the employed workers with appropriate working clothing and personal protection equipment.
- **3.2.** Prior to commencement of work at the devices, machines and installations requiring additional qualifications, the Contractor is obliged to provide the Representative of Alumetal on request with the list of employees delegated for the task, including:
  - numbers, type and group of qualification certificates and their validity dates,
  - full name of the person holding the specified qualification,
  - additional documents permitting the execution of specialist tasks (e.g. licenses in scope of power engineering, welding, industrial trucks, crane equipment).
- **3.3**. The Representative of Alumetal Group (Development Department Manager/Investment Manager/Plant Manager/Facility Maintenance Foreman or a person authorized by one of them) is obliged to:
  - issue a written consent, approving for work, and to retrieve such document after the work is completed,
  - prepare the work area,
  - inform about the existing risks possible at the work area.
  - supervise the Contractor's work.
- **3.4** During the maintenance, repair, assembly and installation of electrical, heating, electromagnetic, gas, construction and mechanic devices, the respective state and industry regulations and standards, and plant procedures and guidelines are binding.
- **3.5.** Alumetal provides information and general training to the employees of external companies executing the ordered works in the following scope:

Her 3

- risks to health and safety, which are recognized at the site and in place of performed works
- preventive and protective actions taken in order to reduce or eliminate such risks
- rules of conduct in case of failure and evacuation or other circumstances posing a threat to employees' life and health
- survey of harmful factors (noise, dust, electromagnetic field)
- occupational risk in place of performed works
- **3.6.** All employees starting work at the sites of Alumetal Group for the first time are subject to the mentioned training. Provision of training for the employees of external companies is the obligation of the HSE Inspector or a trained person, holding authorization to provide training in scope of HSE, fire safety and risks occurring at the plant, and the facility maintenance foreman/investment manager in scope of work execution techniques.
- **3.7**. At the plant site the Contractor moves in compliance with the general traffic and plant traffic regulations, and applies special care in scope of movements of pedestrians, transport means and technological installations.
- **3.8.** The Contractor and its employees are obliged to apply special care in vicinity of gas, power engineering, electrical and mechanical installations or scrap aluminum melting and processing installations.
- 3.9. Employees of external companies are obliged to:
  - wear protective helmet in all industrial facilities and during works with identified risk of head injury
  - apply hearing protection equipment in work areas, where the highest noise limit is exceeded
  - use dust masks in work areas, where the highest dust concentration limit is exceeded
  - remain only in the area of assigned work
  - observe the plant traffic rules
  - report any identified incompliance with HSE and fire protection regulations
  - inform the appointed representative of Alumetal, Facility Maintenance, HSE Inspector or a member of Alumetal Group supervision team about each accident at work, identified failure or leakage of liquid or solid chemicals, oils or biological agents.
- **3.10.** If the works are simultaneously performed in one place by employees of various contractors, these employees are obliged to cooperate and to appoint a coordinator supervising the health and safety of all employees working in the same place (Labor Code, article 208, paragraph 1,2,3).

The appointment of the coordinator shall be confirmed with "Agreement on cooperation of employers", attached as **appendix3** hereto.

- **3.11**. The detailed protection measures required during execution of works and the terms and conditions of permitting and acceptance of the performed works shall be recorded with use of **appendix4**: **Permit for works**.
- **3.12.** If an alarm is announced, all employees shall report to the specified and marked assembly point.
- 4. Rules on compliance with fire protection regulations
- **4.1**. All Companies or Contractors performing activities or any works at the sites of Alumetal Group are obliged to comply with the provisions of **Fire Safety Guideline for: ALUMETAL S.A., Alumetal Poland sp. z o.o. Plant Kęty, Nowa Sól, Gorzyce, T+S sp. z o.o.** and foremostly: to use and maintain all buildings, devices, storage areas and greens in a condition protected against fire.

Company managers and Contractors are obliged to present the contents of the above mentioned guideline to its employees and to confirm the acknowledgment of its provisions in writing.

Gef

- **4.2.** In the facilities and in the adjacent areas, it is forbidden to perform actions, which may result in fire, spreading of fire or may hinder the fire-fighting activities and evacuation, and in particular:
  - a. to use open fire and to smoke in Ex zones or areas with presence of flammable or fire hazardous materials;
  - b. to gather and store flammable materials, including waste, e.g.: pallets, timber, used packaging, etc. at the building walls, and especially at the walls of building with openings, including windows;
  - c. to stack any objects, which may hinder evacuation, in staircases;
  - d. to store flammable materials at general communication routes used for evacuation;
  - e. to heat tar and other materials with open fire in distance smaller than 5 m from the facility, adjacent storage, or storage area with flammable materials; it is allowed to perform such actions on the roofs with inflammable structure and roofing material in the constructed facilities, and in other facilities, on condition of application of appropriate heaters designed for such purposes;
  - f. to use any additional electric or gas heating equipment;
  - g. to use damaged or untested installations and electrical and gas devices;
  - h. to connect electrical devices to the mains simultaneously and in such number, where the total consumption of power may result in overload;
  - i. to leave the electrical or gas devices not designed for permanent operation connected to the grid without supervision;
  - j. to block access to operating switchboards, cut-off switches, switches, etc. of electrical equipment, and to the local fire fighting equipment;
  - k. to leave electrical or gas equipment not toggled off after the completion of work in warehouses, production rooms or other facilities;
  - I. to store tanks filled with flammable gas, including gas welding equipment, in rooms inside the buildings;
  - m. to store substances, which, in case of interaction, may cause ignition or explosion, in their direct vicinity and without proper protection.
- **4.3.** Companies performing activities or any works at the sites of Alumetal Group are forbidden to perform modifications or repairs of devices and electrical or gas installations, and to build additional electricity or gas consumption points without the consent of the owner.
- **4.4.** Furthermore, the following provisions must be adhered to:
- **4.5**. Smoking is allowed only in specified places:
- **4.6.** After work machines and technical devices shall be protected against access of third persons and left cleaned of dust, greases, flammable production waste, etc.;
- 4.7. Storage of:
  - tanks filled with flammable gas, including gas welding equipment,
  - flammable liquids and other fire hazardous substances in quantities exceeding daily demand,
  - chemicals, which, in case of interaction may cause ignition or explosion, on condition of appropriate securing and application of sealed original packaging,
  - machine cleaning cloth, on condition of securing in closed, inflammable containers.
  - protective and working clothing.

in the rooms and at the sites of Alumetal Group is allowed only in places specified and provided for use by the Company or the Contractor performing activities or any work on the basis of written agreement or provision for use approved by the authorized representative of the owner or Plant Manager.

**4.8.** Companies or Contractors performing activities or any work in the facilities or at the sites of Alumetal Group are obliged to mark and secure the above mentioned facilities or work area and to provide company name with contact information to the person responsible for the facility or the works performed.

Jefl

**4.9.** Use of fire fighting tools and materials, being the equipment of facilities, devices and sites of Alumetal Group, for other purposes, e.g. to secure welding works or to protect property of the Companies or Contractors performing activities or any work in the facilities or at the sites of Alumetal Group is prohibited.

#### 5. Conducting fire hazardous works

- **5.1** Works not planned in the technological guideline or conducted outside of the place permanently specified for such purpose, as repair/construction works related to use of open fire conducted in building interiors, in adjacent areas and storage areas, as well as all repair/construction works performed in Ex or fire hazard zones, which if performed may cause a direct risk of fire or explosion, including welding works executed at the sites of Alumetal Group must be performed in compliance with Fire Safety Guideline for plants Alumetal S.A., Alumetal Poland sp. z o.o. Plant Kęty, Nowa Sól, Gorzyce, T+S sp. z o.o.
- **5.2** Prior to commencement of fire hazardous works, an entity performing activities or any work at the sites of Alumetal Group is obliged to present the contents of this guideline, section 4.2, to its employees and to confirm the acknowledgment of its provisions in writing in form presented **as appendix 1**.
- **5.3** In particular, persons directly supervising and performing fire hazardous works should be trained in scope of:
  - execution of such works in compliance with the rules of securing such fire hazardous works with the appropriate fire fighting equipment,
  - obligation to perform inspections at the completion of works;
- **5.4** Execution of fire hazardous works shall take place on the basis of a written permit.
- **5.5** Employees of the Companies or Contractors performing activities or any work at the sites of Alumetal Group, including ordered works, are also obliged to be aware of:
- Rules of conduct in case of fire and after the fire;
- Rules of extinguishing of electrical devices;
- Rules of conduct in case on extinguishing of a human;
- Evacuation exits from the work station and rooms:
- Rules of first aid:
- Rules of secure storage and use of gas tanks and welding equipment.
- **5.6** Except for the above provisions, each Company or Contractor performing activities or any work at the sites of Alumetal Group is obliged to comply with general fire safety rules, as specified in general regulations.

#### 6. Environmental protection

- **6.1.** The Contractor can store materials required for execution of works at the sites of Alumetal Group only in specified places, agreed with the Representative of Alumetal (Development Department Manager/Investment Manager/Plant Manager/Facility Maintenance Foreman or a person authorized by one of them).
- **6.2**. The Contractor cannot transport any materials or substances, which can contaminate water, soil or atmospheric air to the site of Alumetal Group without consultation with the person responsible for service supervision
- **6.3**. All materials and substances necessary for the execution of works, brought to the site of Alumetal Group and used during provision of service, shall be secured, so as to prevent these from contaminating water, soil or atmospheric air. The Contractor has the duty to neutralize and collect such agents, if these get spilled, leaked or otherwise spread.
- **6.4.** The Contractor is not allowed to burn any substances, objects, waste, etc. at the sites of Alumetal Group and in the work area.

Body

- **6.5.** During the execution of works for Alumetal Group, the Contractor is not allowed to pour any caustic, toxic or otherwise dangerous substances or liquids to the ground.
- **6.6**. The Contractor is obliged to act in compliance with the valid legal regulations related to waste management, including the handling of dangerous waste (e.g. to hold the decisions required by law).
- **6.7.** The waste produced as an effect of provision of service for Alumetal Group is the property of the Contractor and the Contractor is obliged to manage the waste according to the valid legal regulations.
- **6.8**. Storage of waste produced during the execution of tasks by the Contractor should be performed in an organized manner, with observance of waste segregation rules, in a separated and marked area, and with adequate protection depending on the waste type.
- **6.9**. While executing works, during which there are noises emitted to the surroundings, the Contractor is obliged to act in compliance with the relevant legal regulations.
- **6.10**. If the exceeding of noise limit is detected during the execution of works by the Contractor, the person responsible for service supervision is obliged to stop the works and take the appropriate corrective actions.
- **6.11.** The Contractor undertakes to minimize the use of hazardous substances to a possible extent, and to apply such substances properly and to process the related waste in compliance with the legal regulations.
- **6.12.** If the execution of works is related with use of hazardous substances, the Contractor shall provide the Representative of Alumetal Group with:
  - Manual of conduct in case of packaging damage and release of hazardous materials, including the method of protection of the place of occurrence,
  - Method of handling of the used hazardous materials (waste) according to the Material Safety Data Sheet for the substance.
- **6.13.** The Contractor shall organize the storage in such manner, so as to prevent from contamination of air, soil or water.

#### 7. Preventing environmental damages and their repair

- **7.1.** If there is a direct risk of damage to the environment, the Contractor shall take preventive actions.
- **7.2.** If a damage to the environment had occurred, the Contractor immediately informs the representative of the Plant about the event, and takes actions aimed to limit the damage to the environment, to prevent from further damage or adverse consequences for human health or further deterioration of natural components, and applies repair actions.
- **7.3**. The Contractor bears full legal and financial responsibility for the occurred damage, and preventive or repair actions according to the legal regulations.

#### List of appendices:

**Appendix 1**: Work execution safety sheet

Appendix 2:Declaration on supervision and employees' rights

**Appendix 3**: Agreement on cooperation and appointing of a coordinating person

**Appendix 4**: Permit for works at the site of Alumetal plant

Byl.

## **Contractor Work Safety Sheet**

- 1) Form filled out by the Plant/Department Manager together with the Contractor
- 2) Contractor, who will perform commissioned works at the premises of the company Alumetal share should agree on how to carry them out of ministry safety and seek the approval of

Basic data Employer (company name):			
City:		Date:	
Contractor:			
Type of performed work: (and contract no., order no. or request no.*)			
Planned time start of perfomed work	comp	pletion	
Appointed contact persons at the work site:			<u> </u>
From the Contractor's side:	From the Employer's side:	Work coordinator is:	
Contractor's employees - acknowledg	ement of information on poten	itial risks	
Full name:	ID card no.:	Date of training:	Signature:
1.			
2.			
3.			
4.			
Contractor's declaration:			
All employees, regardless of the type of per work, handle machines and devices, and valid     All changes of the Contractor's/Subcontract	I medical checkup proofs and HSE ti	raining certificates.	
3. All employees of the Contractor/Subcontract	tor were informed about the potentia	al risks at the work site, and res	
protection regulations, and undertake to apply	urese rules during the execution of	WOINS.	
* - niepotrzebne skreślić	1	Contractor (date and signatur	e)

Contractor (date and signature)   Contractor (date and signature)	Contrac	tor's insurance					
2. Employer's avail liability mustrance, business liability, professional indemnity insurance, etc. Insurance company, policy type, policy number and validity date    NO	(check the	annronriate selection field w	ith "Y")				
Required personal protective equipment (check the appropriate selection field with "X")  1. Protective hemset				al indemnity insurance, etc.:			
Required personal protective equipment  check the appropriate selection field with "X")  1. Protective helmet	VEC [	Insurance company, police	cy type, policy number and	validity date			
Required personal protective equipment    Critical transpropriate selection field with "X"    1	TES L						
1. Protective helmet	NO						
1. Protective helmet							
1. Protective helmet 4. Dust masks 7. High visibility vests  2. Protective goggles 5. Protective gloves  3. Hearing protection 6. Protective shoes    Dither required personal protective equipment:    Wachines and devices							
2. Protective goggles 5. Protective gloves  3. Hearing protection 6. Protective shoes  Cither required personal protective equipment  Wachines and devices  Equipment, machine, devices and vehicles used by the Contractor for the performance of works.  Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 6. 7. 8. 9. 9. 10.	(cneck the	appropriate selection field wi	tn "X")				
3. Hearing protection 6. Protective shoes  Dither required personal protective equipment:  Wachines and devices  Equipment, machine, devices and vehicles used by the Contractor for the performance of works.  Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 8. 9. 10.		Protective helmet		4. Dust masks		7. High visibility vests	
3. Hearing protection 6. Protective shoes  Dither required personal protective equipment:  Wachines and devices  Equipment, machine, devices and vehicles used by the Contractor for the performance of works.  Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 8. 9. 10.		2. Protective goggles		5. Protective gloves			
Dither required personal protective equipment:  Wachines and devices  Equipment, machine, devices and vehicles used by the Contractor for the performance of works.  Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 9. 10.							
Machines and devices  Equipment, machine, devices and vehicles used by the Contractor for the performance of works.  Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 6. 7. 8. 9. 10.		Hearing protection		6. Protective shoes			
Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 9. 10.	Other requi	red personal protective equip	oment:				
Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 9. 10.							
Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 9. 10.							
Lp: Name, Type, Brand Expiry date technical examination if required  1. 2. 3. 4. 5. 6. 7. 8. 9. 10.							
Lp: Name, Type, Brand Expiry date technical examination if required  1.	wacnine	s and devices					
Lp: Name, Type, Brand Expiry date technical examination if required  1.	-cuipment	machine devices and vehic	les used by the Contractor	for the performance of works			
1. 2. 3. 4. 5. 6. 7. 8. 9. 10.	-qu/p/meme,	A service of the serv	ios acca by the contractor	tor the performance of works			
1. 2. 3. 4. 5. 6. 7. 8. 9. 10.							
1. 2. 3. 4. 5. 6. 7. 8. 9. 10.	l n:	Name Type Brand	Evniny date technic	al examination if require	ad		
3. 4. 5. 6. 7. 8. 9. 10. 10.		Ivame, Type, Brand	Expiry date technic	ar examination in require	ou		
4.							
6. 7. 8. 9. 10.							-
7. 8. 9. 10.							
8. 9. 10.							
	8.						
			-				
Employer (date and signature)  Contractor (date and signature)	10.						
Employer (date and signature)  Contractor (date and signature)							
Employer (date and signature)  Contractor (date and signature)							
Employer (date and signature)  Contractor (date and signature)							
Employer (date and signature)  Contractor (date and signature)	*						
Employer (date and signature)  Contractor (date and signature)							
		Employer (date and signat	ure)		Contractor (	date and signature)	



## Appendix 2 to the Guideline for Subcontractors of Alumetal Group

### List of employees informed about risks

A., Alun ⁄as traiı	netal Poland sp. z o.o	out the risks to life and h . – Plant Kęty, Nowa Sól, and fire protection rules, orks.	Gorzyce,	T+S sp. z o.o*
О.	Full name	ID card number and series	Date	Signature
	10100 - 1011 - 2111			
	CONTRACTOR STATE IN			
	*		***	



#### Agreement on cooperation and appointment of a coordinating person

#### AGREEMENT

on cooperation of employers in scope of joint work of employees in one place and the guaranteeing of healthy and safe work conditions and on the appointment of HSE coordinating person

On the basis of the provisions of Article 208 of the Labor Code, an agreement on cooperation is made between the following employers:

1
/company name/
in/company address /
2/company name /
W/company address /
3
/company name /
w/company address /
§ 1
Employers jointly represent that their employees are performing work in the same place, hereinafter referred to as the work site.
§ 2
Employers undertake to cooperate with each other in scope and in order to guarantee the safe and healthy working conditions for the employees working in the same place.  § 3
Employers appoint a coordinator
employed at and living in /company/
/address of residence, contact phone/
who will supervise the compliance with HSE rules and regulations by all persons employed at th

work site. Employers are not released from their duty to guarantee the healthy and safe conditions for

their employees.

§ 4

The Coordinator is entitled to:

- 1. Check the HSE situation and the compliance with the health and safety regulations at the work
- 2. Address the specific employees or managers with a recommendation to remove the accident risks and infringements in scope of HSE.
- 3. Immediately stop machine or device operation in case of direct threat to health or life of an employee or other persons
- 4. Immediately exclude from work a person employed for works, he/she is not allowed to perform
- 5. Immediately exclude from work an employee, who through his/her behavior or manner of work poses direct threat to his/her own or other's life and health
- 6. Request the employers to immediately stop work in the specified work site, if a direct threat to life or health of employees or other persons is identified
- 7. Issue commands in scope of HSE rules to all employees performing work in one place, but working for different employers.



Employers agree on the following rules of cooperation and manner of conduct, including the situation of threats to employees' life or health:

- 1. Prior to commencement of cooperation, and also periodically, according to the settlements of the parties, meeting of the authorized representatives of specified companies will be organized with aim to discuss the prevention of occupational risks occurring during the execution of works.
- 2. Employees of external companies are approved to work at the site of Alumetal S.A. on the basis of:
  - valid preventive medical statement, without contraindications for performance of specific works
  - valid required HSE training
  - possession of the required personal protection equipment, working clothing and shoes, and, if necessary, required specialist equipment
  - learning and compliance with the procedures and guidelines binding at the site of Alumetal S.A. in scope of HSE and fire protection rules and regulations in the area or at the facility, where the works are performed
  - having the suitable professional qualifications for performance of specific works
- 3. Employers are obliged to employ and to delegate to the ordered work only such employees, who satisfy the criteria of section 2 §5.
- 4. Alumetal S.A. is obliged to:

2. ......

3. ......

- inform all employees about risks to safety, life and health, occurring during the performance of work.
- inform the employees about the risks existing in the specific work area, the evacuation plan and the guidelines of conduct in case of failure
- prepare the work site in an appropriate way
- provide first aid to the injured person in case of an accident
- 5. In case of accident at work, the circumstances and causes of the accident are investigated by the post-accident team formed by the injured employee's company. The investigation of the circumstances and causes of the accident is performed in presence of a representative of Alumetal S.A.
- 6. Employees of external companies are obliged to comply with HSE rules and regulations valid at the work site.

Jeph

## Alumetal S.A./Alumetal Poland sp. z o.o – Zakład Gorzyce, Nowa Sól, Kęty / T+ S sp. z o.o.

Original copy to be posted at the work site

Plant Manager appoints persons responsible for safety measures.

Field "I approve" can be signed only after the required safety measures are applied.

PERMIT No/	
For ( name of the company, service pro	ovider)
for work on	urs
*************************************	
( specify in detail, e.g. area, press, rollin	g mill, etc.)
(define the type of work, with indication of the	ne primary risk)
Take note of the safety measures listed on the reverse side.	
Persons respons	ible
for operations - shift I for shift II for shift III for sh	or safety
for repair for electrical p	part
We declare that all safety measures listed on the reverse sid	e are executed.
	person responsible for safety
person responsible for operations	repair foreman
date time	electrician foreman
I approve the start of works	
Kęty/Gorzyce/Nowa Sól *, date time	
	Plant Manager
Safety measures:	
1. De-energizing of a device	



2. Cleaning
3. Disconnection of a tank, unit, device,
4. Blow through, venting,
5. Gas protection
6. Protective equipment
7. Securing of the adjacent areas and persons in vicinity  8. Scaffolding  9. Safety watch from operations  10. Other risks  Work was completed on  hour:  safety measures can be removed.  Persons responsible
r croons responsible
for repair for operations
Date:
Work accepted by:

<sup>\*-</sup> delete, where inappropriate