**SCHEDULE OF PENALTIES FOR BREACH OH&S, FP & EP REGULATIONS**

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|  | **AMOUNT OF PENALTY**  |
| **VIOLATION OF OH&S, FP & EP Regulations - (1)** | **1st & 2nd time** | **3rd time** |
| Smoking outside defined smoking areas - standard premises | **150,- € per violation** | **After 3 offences, the worker will be banned from all CRH ND premises for period of 6 months and the company penalized with 500 €** |
| Failure to use site general mandatory PPE in required manner |
| Non-professional operation and/or manipulation with machinery and mechanisms contradicting their operating and maintenance manuals or legal requirements, |
| Unsuitable electric devices or handtools (e.g. lacking valid official inspection and/or test, lacking protecting against dangerous contact voltage, with damaged conductors), |
| Disorderly situation in workplaces and/or roads and places, Housekeeping |
| Violation of Mobile phone policy or other rules for using of communication devices while walking |
| Failure to use the mandatory technical equipment of vehicles and construction machinery in line with general regulations and requirements of the customer |
| Unsuitable technical condition of machinery and devices (e.g. oil leaks from the gearbox or the engine, etc.) - Enviro |
| Incorrect way of waste treatment, (mixing of waste, non-marking) - Enviro |
| **SERIOUS VIOLATION OF OH&S , FP & EP Regulations - (2)** | **1st & 2nd time** | **3rd time** |
| Failure to adhere to defined work procedure supplied by the supplier and approved by the customer | **250,- € per violation** | **After 3 offences, the worker will be banned from all CRH ND premises for period of 6 months and the company penalized with 500 €** |
| Failure to fulfil the notification duty of dangerous situations that resulted or has a potential to result into an injury or damage to property of the customer |
| Failure to remove defects identified by supervisory authorities of the customer and repeated violation of OH&S, FP, and EP regulations |
| Violation of Mobile Equipment and traffic regulations or the safety rules for loading/unloading of materials, Violation of Mobile phone policy or other rules for using of communication devices while driving  |
| Damage or damaging of customer property |
| Use of unsuitable scaffolding ladders (e.g. damaged or wooden) non-conforming with the regulations or incorrect use of other equipment for working at height |
| Storage of alcohol and/or other dazing substances on site |
| Burning waste, polluting air, forming non-permitted waste storages -Enviro |
| Incorrect method of storage of flammable materials, dangerous substances and preparations in line with the material safety data sheets of these substances- Enviro |
| **SERIOUS VIOLATION OF OH&S , FP & EP Regulations (3)** | **1st time** | **repetition** |
| Failure to report and/or investigate any dangerous situations and/or accident at work, including providing required documentation |  |  |
| Violation of customer internal rules or general regulations for performance of high risk works (e.g. Working at Height, Working in Confined space, Hot Works, Electrical works LOTOC/LTT, Blasting etc.) including failure to use Mandatory PPE for high risk works. | **500,- €** | **ban for worker for 6 months and the company penalized with 1000,-€** |
| Performance of prohibited works in protective areas of engineering networks |
| Failure to remove defects identified by supervisory authorities of the customer and repeated violation of OH&S, FP, and EP regulations |
| Operating any specific machinery or mobile equipment without required authorisation |
| Unauthorised manipulation or falsification of OH&S, FP & EP documentation or evidence |
| Pouring dangerous waste into sewage (oils, acids, solutions of dangerous waste)- Enviro |
| Failure to report leaks of dangerous materials into environment, preventing subsequent decontamination and sanitation- Enviro |
| repeated violation of category (3) by ≥3 different workers of one company within 6 months | **ban for the company for 6 months** |
| **SERIOUS VIOLATION OF OH&S Regulations - (4)** | **1st time** | **repetition within company** |
| Presence at workplace under influence of alcohol and/or other dazing substances | **ban for the worker from any CRH ND site and company penalty 1000,- €**  | **ban of the company for 12 months & contract renegotiation**  |
| Unauthorised removal, replacement, by-passing or deactivation of any safety, firefighting or environmental or security protection, detection or warning systems or arrangements (eg. Machinery guarding, interlocks, barricading, firefighting equipment, etc..) |
| Working with open flame and smoking in prohibited premises that were identified as locations with an increased fire hazard or ATEX zones. |