

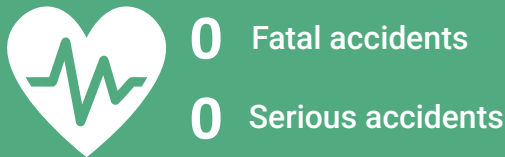
Conditions for occupational health & safety for subcontractors in the order fulfilment process

External service providers and contractors working as subcontractors in the order fulfilment process at Powerlines Group (PLG) locations and PLG operating sites are obliged to fulfil all essential requirements for maintaining occupational safety.

This includes:

- **Compliance with all legal requirements** with regard to occupational health and safety in the planning and execution of activities
- **Compliance with the 12 golden rules for health & safety**, the central framework of the POWERLINES Group.

Our targets:



Our success factors:



1		BEFORE WE START ALWAYS set up the work site, conduct a risk assessment and discuss the work (pre-start meeting) before starting the work.	7		Lifting activities ALWAYS keep distance to (floating) loads and lifting-/transporting activities. ALWAYS use safe lifting procedures.
2		READY TO START WORK? Alcohol & Drugs NEVER work or drive under the influence of alcohol or drugs.	8		Confined spaces ALWAYS ensure that the entry to confined space is permitted and approved.
3		Personal Protective Equipment & Tools ALWAYS wear appropriate Personal Protective Equipment (PPE) and use appropriate/approved tools.	9		Hot work, fire and explosion NEVER perform hot work until the risk of fire or explosion has been eliminated. - Provide extinguishing equipment.
4		WE WORK SAFELY Fall from height ALWAYS put in place protective measures to prevent falls from height and falling objects. ALWAYS wear your safety body harness* when working at height.	10		Stability of excavations / structures ALWAYS ensure that excavations / trenches are secured and structures are stable.
5		Dangerous energies ALWAYS ensure before starting work that dangerous energies (mechanical, chemical, electrical, pressurized, etc.) are eliminated or controlled. - Adhere to the 5 electrical safety rules!	11		Health ALWAYS ensure a healthy working environment (dust, chemicals, fumes, ...) and adapt the activities to the people (ergonomics). ALWAYS stay focused, especially when using mobile devices (smartphones, tablets, etc.).
6		Facilities, vehicles and traffic ALWAYS keep distance from moving machinery, vehicles, and hazardous areas. - Keep eye contact with the driver.	12		STOP! - Mutual vigilance! IMMEDIATELY stop work or stop a colleague if you feeling unsafe. - Ask for support!

*PPE = Personal Protective Equipment

1. Scope of application

These conditions apply to all subcontractors and their vicarious agents who provide services in the order fulfilment process as part of contracts with PLG's affiliated companies. They are binding for all phases of order fulfilment.

2. General requirements

2.1 Compliance with regulations: All subcontractors must comply with all applicable occupational safety and accident prevention regulations. This includes all relevant national and EU directives, laws, ordinances, industry-specific regulations and accident prevention regulations. The applicable PLG documents defined in point 8 must also be complied with.

2.2 Permissions, Training and certifications: The subcontractor's employees or vicarious agents must have the necessary training and certifications to work safely and competently on projects and construction sites. This includes, in particular, employment and tax law requirements (e.g., work permits and social security registration certificates) and safety instructions and training on personal protective equipment (PPE). By signing, the subcontractor expressly confirms that all employees engaged by him and his agents possess all necessary permissions, trainings, and certifications.

2.3 Subcontractors' vicarious agents: If the subcontractor intends to use vicarious agents (= subcontractors or similar), this must be communicated in writing to the employees responsible in PLG's Purchasing department in advance. The subcontractor is strictly prohibited from using vicarious agents without the express authorization of the employee responsible in PLG's Purchasing department. Violation of this contractual provision may result in extraordinary cancellation by PLG.

3. Safety requirements in the workflow

3.1 Person to contact: Each subcontractor must appoint a person with disciplinary responsibility to ensure compliance with this Conditions for occupational health & safety throughout the execution of the contract. This person must have the language skills to communicate fluently with the PLG team.

3.2 Registration and Deregistration: The employees of the subcontractors or their vicarious agents must sign in and out with the PLG contact person before the start and at the end of the work. If the PLG contact person is not on site at the relevant time, the notification must be made by e-mail or telephone.

3.3 Risk assessment/hazard assessment: Before starting work, the subcontractor must carry out a comprehensive risk assessment/hazard assessment and take appropriate measures to minimise risks.

3.4 Use of personal protective equipment (PPE): The contractual partner is obliged to provide its employees with the necessary PPE and to ensure its proper use. The requirements for PPE depend on the respective activities and hazards. See also applicable documents: "PLG_HS_2.0_Personal Protective Equipment"

3.5 Work place safety: During the fulfilment of the order, the contractual partner must ensure that workplaces and construction sites are kept safe and clean. Hazardous materials or work equipment must be properly secured.

3.6 Alcohol / Drugs: It is generally prohibited to be at the order fulfilment location or to work under the influence of alcohol or drugs. Even the carrying of alcohol and drugs at the place of fulfilment and all PLG operating sites is not permitted. If permitted by law, PLG is authorized to carry out unannounced alcohol or drug tests on the personnel of subcontractors and their vicarious agents. Employees of the subcontractor or its vicarious agents who give the impression or are demonstrably under the influence of alcohol or other intoxicating substances will be denied access or expelled from the place of work. For reasons of duty of care, these persons must be accompanied home by employees of the subcontractor or taken home under supervision.

3.7 Working at height are among the greatest risks at PLG. In addition to the statutory provisions, PLG's internal regulations, for example in connection with ladders, scaffolding, aerial work platforms, anchor points, etc., must be complied with. See applicable documents "PLG_HS_1.0_Working at heights" together with their detailed provisions.

3.1 Lifting and transporting loads: Safe loading and unloading procedures must be carried out in accordance with the applicable legal requirements. The transport route must be suitable for transport. Load capacities and dimensions must be taken into account accordingly.

3.2 Traffic routes, internal traffic: The company premises and construction sites may only be entered and exited via paved or designated traffic routes.

The signposted traffic regulations must be observed on the company premises. Traffic, escape and rescue routes, including those within buildings, must be kept clear.

Passenger cars, delivery and assembly vehicles may only be parked in appropriately labelled or expressly allocated areas on the company premises. When transporting parts, the necessary load securing measures must be taken. The maximum load-bearing capacity of floors, platforms, scaffolding and structures must be observed.

3.8 Work equipment: All work and operating equipment used for the fulfilment of the contract must comply with the relevant statutory regulations and the provisions of PLG in accordance with Section 8. The subcontractor is responsible for the safety-compliant equipment, the proper condition and the safe operation of the work and operating materials. This also applies to the equipment and the work and operating materials of the external company (third party) used by the subcontractor. Work and operating equipment provided by PLG must be checked by the subcontractor for obvious defects before use. Any defects found must be reported to PLG immediately.

The work equipment of the subcontractor or their vicarious agents may only be used by their own personnel. They must be secured against use by unauthorised persons, especially after the end of work.

Working with equipment, devices, facilities and systems owned by PLG requires the express consent of PLG. The work and operating equipment provided by PLG must be used in accordance with PLG's valid operating instructions. As part of its risk assessment, the subcontractor must check whether further protective measures are required for the specific application.

4 Communication and reporting

- 4.1 **Safety instructions:** The subcontractors must instruct all employees that they deploy or are deployed by their vicarious agents in safety before starting work. In addition, all employees involved must be instructed independently by the subcontractor on all contents of these conditions as part of the safety briefing. When working on PLG construction sites, the subcontractor's employees or their vicarious agents must take part in the daily pre-start meetings (safety briefings) scheduled by PLG. All instructions must be documented by the subcontractor and presented to PLG upon request. The subcontractors must ensure that linguistically suitable personnel receive the information from the briefings and meetings and convey it in a suitable manner to all employees of the subcontractor and their vicarious agents working on the respective project.
- 4.2 **Accident Reports:** The subcontractor is obliged to report all accidents and near misses (= sudden, unplanned event that does not result in significant injury, illness or damage to property, but had the potential to do so) immediately to the PLG work supervisor. As part of the detailed accident investigation, close co-operation must be maintained with PLG and detailed information on the accident must be made available if required.
- 4.3 **Hours worked:** The subcontractor is obliged to report the hours worked to PLG, insofar as this is permitted by law.
- 4.4 **Regular audits:** PLG reserves the right to conduct regular safety inspections and audits of subcontractors to monitor compliance with this policy.

5. Sanctions for violations

- 5.1 **Contractual penalties:** Contractual penalties may be imposed for non-compliance with these occupational health and safety conditions. Contractual penalties must be agreed in the corresponding contracts between PLG and subcontractors. Serious violations can lead to cancellation of the contract without notice.
- 5.2 **Consequence management:** Failure to comply with these health and safety conditions may result in expulsion from the premises.
- 5.3 **Stop work:** In the event of acute hazards or repeated violations, PLG reserves the right to stop work immediately until the safety deficiencies have been rectified. In this context, PLG also grants every employee of the subcontractor or its vicarious agents the right and at the same time the duty to interrupt work that is perceived to be unsafe or to protect themselves or someone else from imminent danger. - "STOP - Mutual vigilance"
- 5.4 **Rework costs:** The subcontractor shall indemnify and hold PLG harmless from and against any claims arising from subsequent improvements caused by safety deficiencies on the part of the subcontractor.

6. Liability

Unless otherwise stipulated in the main contract, the following provisions shall apply: The subcontractor shall be fully liable for all damages and accidents caused by non-compliance

with these Terms and Conditions for Occupational Health & Safety for Subcontractors in the order fulfilment process. PLG accepts no liability for damage caused by the subcontractor's negligence.

7. Final provisions

This directive comes into force with immediate effect. Subcontractors are encouraged to regularly inform themselves about the applicable regulations and to make any necessary adjustments to their safety concepts.

8. Applicable documents

- PLG_HS_1.0_Working at heights
- PLG_HS_1.1_Rules - Platform Safety
- PLG_HS_1.2_Rules - Using MEWP
- PLG_HS_1.3_Rules - Using Mobile Scaffolding
- PLG_HS_1.4_Rules - Using Rolling Platform
- PLG_HS_1.5_Rules - Using Anchor Points
- PLG_HS_1.6_Rules - Using Fall Arrest System
- PLG_HS_1.7_Rules - Using Ladders
- PLG_HS_1.7_Waiver – Using Ladders
- PLG_HS_2.0_Personal Protective Equipment

The documents in the respective valid version can be accessed via the following link:

[Conditions for occupational health & safety - Applicable Documents - Subcontractor](#)



As an authorised representative of the company named below, I confirm that I have read this document, and **undertake to fulfil the above obligations.**

Name of the Subcontractor / Partner company:

Name and function of the contact person:

date:

Signature:

Company Stamp