

AGREEMENT ON COOPERATION OF EMPLOYERS
WHOSE EMPLOYEES PERFORM SERVICES OR STAY ON THE PREMISES OF STEICO Sp. z o. o.
ON ENSURING PROPER HEALTH AND SAFETY CONDITIONS

GENERAL HEALTH AND SAFETY GUIDELINES TO THE AGREEMENT ON COOPERATION

- Parties to the Agreement represent that their employees and people performing work on a different basis than an employment relationship, perform work simultaneously in the same place, i.e. on site of STEICO Sp. z o. o. in Czarnków, ul. Przemysłowa 2 and in Czarna Woda, ul. Mickiewicza 10, hereinafter referred to as the workplace.
- Parties to this Agreement shall cooperate with each other in order to ensure healthy and safe work to employees working on site, as well as to people working on a legal basis other than an employment relationship.

Parties to this Agreement set down the following rules of cooperation and assurance of safety:

- 1) The AGREEMENT ON COOPERATION OF EMPLOYERS shall form an integral part of any order from STEICO Sp. z o. o. It shall be assumed that by confirming an order or by starting an activity covered by an order the contractors have approved the aforementioned rules of cooperation.
- 2) The declaration of intent given on the order shall be binding for both parties, and the parties agree that the people giving a declaration of intent in the form of an order on behalf of the parties are authorized to make such declarations on behalf of such parties, unless it is proven that such a declaration of intent was made by an unauthorized person identified by their first name and surname, and then such person shall be liable for such action as a falsus procurator (unauthorized agent).
- 3) Entrepreneurs providing services on site of STEICO Sp. z o. o. premises in Czarnków and in Czarna Woda (hereinafter referred to as "contractors") shall closely cooperate with each other and shall observe the legal order with relation to health and safety, fire protection, plant guidelines and instructions, as well as the following provisions.
- 4) Under Article 208 and Article 304 of the Labor Code the contractors shall be liable for ensuring health and safety at work to employees they employ and to people performing work on a legal basis other than an employment relationship. Such people shall also use and observe the provisions of Articles 211 and 212 of the Labor Code.
- 5) In a separate agreement (Annex No. 4 to the Regulation) an applicable Theme Coordinator on Health and Safety and Fire Safety from STEICO Sp. z o. o. and a representative of the contractor, with participation of the facility manager on whose area work shall be performed, shall set down the scope of works or services in the electrical-and-power aspect, mechanical aspect and civil aspect, shall specify the proper organization of work, rules of cooperation, and shall appoint people responsible for work safety and delivery of individual tasks in accordance with Article 208 of the Code.
- 6) People mentioned by name in a separate agreement and responsible for work safety, proper cooperation and performance of tasks, prior to any commencement of work on site of STEICO Sp. z o. o. premises shall agree with the Coordinator for Health and Safety and Fire Safety safe methods of carrying out works, ways of protection against risks of accidents and fire hazards, as well as shall determine what collective and personal protective equipment is to be used during works, specifying at the same time the rules of conduct in non-standard situations, e.g. in case of accident, fire, breakdown, or another event which poses a risk to human health or life, or the natural environment. Following the above, the aforementioned people shall inform employees and other people who are to perform the tasks about the agreed work methods, protection against risks and hazards, conduct in case of accident or fire, and ways of notifying in such situations.
- 7) The Coordinator for Health and Safety and Fire Safety, the appropriate Theme Coordinator, Directors of individual functions, and facility Managers on whose sites works are being carried out are authorized to put such works on hold in case of a breach of this agreement on cooperation, or in case of a breach of general regulations and rules on health and safety or fire prevention, and also are authorized to request that appropriate action be taken for the irregularities, or to request termination of business with a contractor.
- 8) All matters not regulated by this agreement shall be governed by the provisions of the Labor Code, on health and safety at work and fire protection, and by implementing provisions.
- 9) A separate agreement (Annex No. 4 to the Regulation) is made in triplicate, one counterpart for each of the parties, i.e. appropriate Theme Coordinator for Health and Safety and Fire Safety, facility Manager on whose area work is to be performed, and representative of the Entrepreneur providing the service.

STEICO Sp. z o. o. ACCEPTS NO RESPONSIBILITY FOR ANY DAMAGE RESULTING FROM FAILURE TO OBSERVE SAFETY REGULATIONS

PARTIES RESPONSIBLE FOR WORK SAFETY AND PROPER COOPERATION WITH CONTRACTORS

*From **STEICO Sp. z o. o.***

*From the **CONTRACTOR***

Theme Coordinator for Health and Safety and Fire Safety

Person receiving the order designated by the Contractor