

## SANCTION CODE

valid for the premises of the company FORTISCHEM a. s., M. R. Štefánika 1, 972 71 Nováky, Slovak republic

No.	Violation	1 <sup>st</sup> violation / sanction	2 <sup>nd</sup> violation / sanction	3 <sup>th</sup> violation / sanction	Manager
1.	Non-use of specified personal protective equipment (PPE) at work (by individuals)	€ 200, -	€ 600, -	€ 1.500, - + ban on entering the premises	HDSPaFP
2.	Violation of the principles of safe work on the premises with a threat to more than one person	€ 300, -	€ 1.000, - + ban on entering the premises	-	HDSPaFP
3.	Smoking on the premises	€ 150, -	€ 500, - + ban on entering the premises	-	HDSPaFP
4.	Failure to eliminate irregularities from controls (HaSaW, FP, EP)	€ 500, -	€ 1.500, -	€ 3.000, - + ban on entering the premises	TD
5.	Work on the premises without the relevant professional qualifications	€ 300, -	€ 2.000, - + ban on entering the premises	-	HDSPaFP
6.	Failure to notify the occurrence of an extraordinary event	€ 500, -	€ 3.000, - + ban on entering the premises	-	HDSPaFP
7.	Failure to ensure excavation work in accordance with the Regulation of the Government of the Slovak Republic No. 391/2006 Coll. on the minimum safety and health requirements for the workplace	€ 200, -	€ 600, -	€ 1.500, - + ban on entering the premises	HDSPaFP
8.	Use of mobile phone / other device without electrical protection in potentially explosive atmospheres	€ 150, -	€ 500, - + ban on entering the premises	-	HDSPaFP HROU
9.	Unauthorized work with increased fire risk (welding, cutting, etc.). Failure to provide fire supervision after finishing fire work	€ 300, -	€ 2.000, - + ban on entering the premises	-	HDSPaFP
10.	Deliberate misuse of a permit to enter the premises	€ 300, - + ban on entering the premises	-	-	HAMaB
11.	1) entry or attempt to enter the premises under the influence of alcohol / narcotics or psychotropic substances, 2) refusal to submit to inspection	€ 400, -	€ 800, - + ban on entering the premises	-	HAMaB
12.	Misuse of the card to enter the premises	€ 500, - + card seizure + ban on entering the premises	-	-	HAMaB
13.	Deliberate unauthorized exposure of the pass to material	€ 500, - + ban on entering the premises	-	-	HAMaB
14.	1) bringing out the material from the premises without permission, 2) refusal to submit to inspection	€ 150, -	€ 500, - + ban on entering the premises	-	HAMaB
15.	Photographing and filming production technologies and equipment without the permission of the facility administrator	€ 300, -	€ 3.000, - + ban on entering the premises	-	HDSPaFP HROU

No.	Violation	1 <sup>st</sup> violation / sanction	2 <sup>nd</sup> violation / sanction	3 <sup>th</sup> violation / sanction	Manager
16.	Intentional emission of pollutants into water / air	€ 20.000, - + ban on entering the premises	-	-	HTaLD
17.	Emissions of pollutants to water / air caused by negligence	€ 300, -	€ 3.000, - + ban on entering the premises	-	HTaLD
18.	Emission of pollutants into water leading to exceeding the limits at the exit from the premises	€ 20.000, -	€ 50.000, - + ban on entering the premises	-	HTaLD
19.	Violation of waste management principles (in the case of dangerous waste, twice the rate)	€ 500, -	€ 3.000, -	€ 10.000, - + ban on entering the premises	HTaLD
20.	Violation of the principles and / or non-compliance with the requirements of the European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) and the Convention concerning the International Carriage of Dangerous Goods by Rail, in particular the RID Regulation	€ 500, -	€ 3.000, -	€ 10.000, - + ban on entering the premises	HLD
21.	Violation of traffic regulations - prohibition signs, accident, unannounced restrictions on traffic on marked internal company roads	€ 200, -	€ 1.000, -	€ 5.000, - + ban on entering the premises	HLD
22.	Violation of the principles of safe handling and storage	€ 200, -	€ 1.000, -	€ 5.000, - + ban on entering the premises	HDSPaFP
23.	Movement of unauthorized persons in the track, climbing of wagons, interference with the transition cross-section and free feasible profile of the track, etc.	€ 300, -	€ 1.500, -	€ 5.000, - + ban on entering the premises	HDSPaFP HLD
24.	Restriction of the transition cross-section and the free feasible track profile without the consent of the siding operator	€ 500, -	€ 5.000, -	€ 20.000, - + ban on entering the premises	HLD
25.	Movement around a foreign workplace without notification	€ 100, -	€ 300, -	€ 1.000, - + ban on entering the premises	HROU
26.	Mess on the premises and in the workplaces	€ 100, -	€ 300, -	€ 1.000, - + ban on entering the premises	HROU
27.	Other violation of company regulations or applicable legal norms in terms of HaSaW, FP, EP (i.e. not explicitly stated in this code)	€ 300, -	€ 1.500, -	€ 15.000, - + ban on entering the premises	TD

## Abbreviations:

**HaSaW** Health and safety at work  
**FP** Fire protection  
**EP** Environmental Protection

**TD** Technical Director  
**HDSPaFP** Head of the Department of Safety Prevention and Fire Protection  
**HROU** Head of the relevant organizational unit  
**HAMaB** Head of Asset Management and Brownfield  
**HTaLD** Head of the Technical and Legislative Department  
**HLD** Head of Logistics Department