Irregularities			For the contractor companies		
			Preparator (Sanction amount is to be paid by the employer)	Other Sanction	Person in charge of labor inspection: (Sanction amount is to be paid by the employer)
FIRE PROTECTION	1	Noncompliance with smoking abnd e-smoking rules.* (causes immediate danger)	300.000 HuF	Ban of person (for 10 years)	500.000 HuF
	2.	Violation of the ban on smoking and e-smoking.* (does not cause immediate danger	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	3.	Signs of smoking (on premises or in the work area)	300.000 HuF	-	
	4.	Fire ban breach and/or breaching the regulations if fire was induced.*	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	5.	Fire ban breach and/or breaching the regulations, lack of fire extinguisher, lack of flame-retardant tarpaulin, performing fire-hazardous activity without a fire safety exam.	300.000 HuF	-	500.000 HuF
	6.	For restricting access rights to fire-fighting building areas, fire hydrants.	300.000 HuF	-	500.000 HuF
	7.	Causeless usage of fire protection, disaster elimination equipment held in stand-by (e.g. using fire hydrant without permit was granted on it previously), etc.	100.000 HuF	Amount of supplement	200.000 HuF
	8.	Fail to perform fire-fighting report obligation and/or providing of help.	300.000 HuF	-	500.000 HuF
	9.	Fire devices entry into technological area without permit	150.000 HuF	-	300.000 HuF
	10.	Improper bottle storage, use, lack of fixing.	150.000 HuF	-	300.000 HuF
WORK SAFETY AND HEALH PROTECTION	11.	Default of the regulations which is that would invite HSE event*	150.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	300.000 HuF
	12.	Irregular work permit / no work permit	150.000 HuF	stop to work	300.000 HuF
	13.	Failure to close work permit (Confined space, hot work, etc.)	75.000 HuF	-	75.000 HuF
	14.	Work leader is not staying on area	75.000 HuF	stop to work	150.000 HuF
	15.	Employing employee with non-compliance with restrictions. (healt)	300.000 HuF	-	500.000 HuF
	16.	Personal protective equipment is not used or used in improper way. Supplying employees with insufficient or inappropriate personal protective equipment, or supplying employees with no personal protective equipment.	75.000 HuF	-	150.000 HuF
	17.	Useness of more than two personal protective equipment at the same time or in the event of injury resulting from failure to use any personal protective equipment	150.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	300.000 HuF
	18.	Worker jeopardizes his own life, physical status and health seriously	150.000 HuF	-	300.000 HuF
	19.	Worker jeopardizes others life, physical status and health seriously;*	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	20.	Lack of protection against entering or falling (including collective protection such as a protective barrier).	150.000 HuF	-	300.000 HuF
	21.	Performing activity without related permission	150.000 HuF	-	300.000 HuF
	22.	Invalid or no available medical exam; no medical pass.	300.000 HuF	-	500.000 HuF
	23.	Irregular power taking; incomplete protection of wires	75.000 HuF	Treble of calculated cost of energy	150.000 HuF
	24.	Not switching the electricity off during holidays - with the exception of devices that require continuous power supply. / unattended.	150.000 HuF	-	300.000 HuF
	25.	Leaving the area without gas-mask in case of emergency.	75.000 HuF	Notification in writing	150.000 HuF
	26.	Unauthorized use of a machine/lifter/other vehicle was not prevented. Leaving the ignition key in the vehicle.	150.000 HuF	If employees are not present on site, we reserve the starting key.	300.000 HuF
	27.	Failure to report work accidents or injuries, late reporting	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	28.	Intentional damage, modification, or absence of collective protection, and failure to perform periodic inspections (e.g., handrails, gratings, gas detectors, insulation).	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	29.	Intentional damage, modification, absence, improper construction of scaffolding, or failure to perform periodic inspections.	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	30.	Improper construction of scaffolding, failure to perform regular inspections	50.000 HuF	Notification in writing	50.000 HuF
	31.	Failure to adhere to pandemic and hygiene protocols, including the use of worn face masks or neglecting hand hygiene and the cleanliness of breakroom areas, eating and drinking at the technology area	75.000 HuF	-	150.000 HuF
	32.	Failure to keep protective equipment	150.000 HuF	-	300.000 HuF
	33.	Lack of physical order in the workplace. ready.	150.000 HuF	-	300.000 HuF

Irregularities			For the contractor companies		
			Preparator (Sanction amount is to be paid by the employer)	**Other Sanction**	**Person in charge of labor inspection: (Sanction amount is to be paid by the employer)**
CORPORATE SECURITY	34.	Unjustified request for medical care with suspicion of gas inhalation.	150.000 HuF	The costs of medical examinations arising in the event of suspicion of gas inhalation must be billed to the contractor in the event that gas inhalation is not confirmed.	300.000 HuF
	35.	Entering or staying inside the premises of the company if alcohol or narcotics and/or intoxicants are consumed, or if the above substances are detectable in the body *	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	36.	Transfer and/or unauthorized use of access permit.*	300.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	500.000 HuF
	37.	Driving or staying in a prohibited area.	75.000 HuF	Notification in writing	-
	38.	Driving or staying in an unauthorized area.	75.000 HuF	Notification in writing	-
	39.	Exceeding the speed limit.	According to Table 1	According to Table 1	-
	40.	Closed railway barrier or light barrier, or ignoring the signalman's FORBIDDEN signal. In cases not causing an immediate emergency and/or material damage *	300.000 HuF	Ban of person for 1 years	
	41.	Closed railway barrier or light barrier, or ignoring the signalman's FORBIDDEN signal. *	300.000 HuF	Ban of person for 10 years	-
	42.	Causing a traffic accident involving personal injury. *	300.000 HuF	Ban of person for 10 years	-
	43.	Operation a work machines/Forklift/Motor vehicle/Other vehicle in the absence of a license.	100.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	
	44.	Operation of work machines / Forklift/Motor vehicle or other vehicles without a valid technical inspection or other required certification.	75.000 HuF	Written warning and removal of the work machine, lifting equipment, or other vehicle from the premises of BC Zrt.	-
	45.	The operator of any construction machinery, lifting equipment, or motor vehicle fails to present at the site of inspection their valid driver's license, vehicle registration certificate, machinery logbook, or the owner's written authorization/permit granting the right to operate and use the vehicle.	75.000 HuF	Written warning and prohibition of the operation of the work machine, lifting equipment, or other vehicle.	-
	46.	The operator's name and the driver's mobile contact information are not displayed on the work machine, lifting equipment, or other vehicle located on the premises of BorsodChem.	75.000 HuF	Written warning	-
	47.	Ignoring the no-entry sign	75.000 HuF	-	-
	48.	Stop! Priority Ignore Mandatory sign*	150.000 HuF	1st time warning 2nd time immediate ban of person (2 years)	-
	49.	Stopping or waiting under a prohibition sign and the driver is not present.*	150.000 HuF	1st time warning 2nd time immediate ban of person (2 years)	-
	50.	Stopping or waiting under the prohibition sign and the driver is present.	75.000 HuF	written warning	-
	51.	Using a hand-held mobile phone or radio transceiver while driving	75.000 HuF	written warning	-
ENVIRONMENTAL PROTECTION	52.	Failure to use the seat belt installed in the vehicle/improper use	75.000 HuF	written warning	-
	53.	Violation of other traffic rules not defined here	75.000 HuF	written warning	-
	54.	Unauthorized obstruction of traffic.	75.000 HuF	written warning	150.000 HuF
	55.	Driving onto a vehicle without permission, waiting in a grassy, crushed stone area.	75.000 HuF	written warning	-
	56.	Violation of material and equipment transport procedures	75.000 HuF	2nd time immediate ban of person (6 months)	
	57.	Unauthorized delivery of prohibited items or attempts to do so (alcohol, drugs, weapons, ammunition, pyrotechnic devices... etc.)*	100.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	-
	58.	Unauthorized video or photography in BC and/or public publication of such photography.*	150.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	300.000 HuF
	59.	Crime against property *	300.000 HuF	Compensation for damages to BC (immediate and permanent ban)	-
	60.	Failure to take basic asset protection measures.	75.000 HuF	-	-
	61.	Damage to green areas	75.000 HuF	recovery cost reimbursement	150000 HuF
	62.	Applying a large amount of mud to the pavement is failure to clean it afterwards.	75.000 HuF	reimbursement of cleaning costs	150000 HuF
	63.	Road pollution during transport.	75.000 HuF	reimbursement of remediation costs	150000 HuF
	64.	The generated waste is not in the right place, or collection in inappropriate containers or non-selectively	75.000 HuF	reimbursement of the cost of possible official sanctions	150000 HuF
	65.	Unauthorized wastewater discharge that does not require water quality remediation.	75.000 HuF	reimbursement of cleaning costs	150000 HuF

Irregularities			For the contractor companies		
			Preparator (Sanction amount is to be paid by the employer)	**Other Sanction**	**Person in charge of labor inspection: (Sanction amount is to be paid by the employer)**
	66.	Discharge of waste water/pollutants requiring water quality remediation	300.000 Ft	compensation for damage prevention and cleaning costs	500.000 HuF
	67.	Soil pollution	75.000 HuF	reimbursement of remediation costs	150000 HuF
	68.	Pollution and damage to groundwater monitoring wells, which may result in re-drilling of the well.*	300.000 Ft	reimbursement of restoration costs, ban (3 years)	500.000 HuF
	69.	A company with an existing container does not enter into a contract for the collection of municipal solid waste with the regionally competent public service provider.	150.000 HuF	reimbursement of the cost of possible official sanctions	300000 HuF
	70.	Inadequate physical order around the debtor or in the contractor's area of activity.	75.000 HuF	reimbursement of the cost of possible official sanctions	150000 HuF
OTHER	71.	Repeated violation of the same nature within thirty days	Double the penalty fee for the violation	immediate ban of person (1 months)	-
	72.	Deliberate deception of the organizational unit responsible for investigation	150.000 HuF	1st time immediate ban of person (6 months) 2nd time immediate ban of person (5 years)	300.000HuF
	73.	Non-compliant storage, transport, and labeling of chemical substances	150.000 HuF	-	150.000 HuF
	74.	Obstruction of the inspection, refusal to cooperate, or exhibiting threatening behavior, verbal aggression, or other inappropriate conduct toward the inspector during the inspection process	150.000 HuF	ban of person (6 months)	150.000 HuF
	75.	Strict liability***	150.000 HuF		

Table 1.
Extent of applied sanctions in case of exceedance of speed limit

	The extent of exceedance	Sanction in first case	Sanction in second case (within 1 year)	Sanction in third case (within 1 year)
For contractor companies (car or vehicle)	**from 31 to 40 km/h**	15,000 HuF	40,000 HuF	100,000 HuF
	from 41 to 50 km/h	40,000 HuF	100,000 HuF	100,000 HuF + Ban
	above 50 km/h	100,000 HuF	100,000 HuF + Ban	-

Remark I.
*In case of the affected contractor company or its subcontractor commits any of above-mentioned irregularities for the third time within 1 year, BorsodChem Plc invoices additional

Remark II.
* marking of serious breaching of rules

Remark III.
** - Person in charge of labor inspection: any person who is designated as the on-site supervisor of the work in the work permit or in case of faling this (eg.: in the case of sole work), the

Remark IV.

*** - In terms of maintaining physical order and cleanliness, the contractor accepts and acknowledges that his responsibility is objective (i.e. blameworthiness or culpability does not matter), if BorsodChem's organizations and persons authorized to inspect the work area handed over to him show signs of smoking or the use of an open flame (e.g.: abandoned cigarette butts, matchboxes, abandoned lighters, etc.) or traces of alcohol consumption (empty bottles, cans or other objects used to store alcoholic beverages) containing partially or fully alcoholic beverages) and cannot clearly identify the smoker or alcoholic beverage consumer person(s). In this case, BorsodChem is entitled to sanction the contractor and the contractor is obliged to pay the sanctioning fee specified in the Sanctioning Table. If more than one contractor works in a given work area and BorsodChem cannot determine which contractor employs the person who smokes or drinks alcoholic beverages, each contractor shall be sanctioned separately. Update: Jun 2026