

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 and e-smoking rules.*	100.000 HuF	Ban of person (for 10 years)	200.000 HuF
	2	Fire ban breach and/or breaching the regulations if fire was induced.*	100.000 HuF	Ban of person for 10 years	200.000 HuF
	3	Fire ban breach and/or breaching the regulations.	50.000 Ft	-	100.000 HuF
	4	For restricting access rights to fire-fighting building areas, fire hydrants.	100.000 HuF	-	200.000 HuF
	5	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.	50.000 HuF	Amount of supplement	100.000 HuF
	6	Fail to perform fire-fighting report obligation and/or providing of help.	100.000 HuF	-	200.000 HuF
	7	Fire devices entry into technological area without permit	50.000 Ft	-	100.000 HuF
WORK SAFETY AND HEALTH PROTECTION	8	Default of the regulations which is that would invite HSE event*	50.000 Ft	1 case: Notification 2. case: ban of person for 2 years	100.000 HuF
	9	Irregular work permit	50.000 HuF	-	100.000 HuF
	10	Work leader is not staying on area	30.000 HuF	stop to work	-
	11	Employing employee with non-compliance with restrictions.	100.000 HuF	-	200000 HuF
	12	Personal protective equipment is not used or used in improper way	30.000 HuF	-	-
	13	Worker jeopardizes his own life, physical status and health seriously	50.000 HuF	-	100.000 HuF
	14	Worker jeopardizes others life, physical status and health seriously;*	100.000 HuF	Immediately ban (for 5 years)	-
	15	Employment of inconvenient professional employee or employees who did not participate on safety training	70.000 HuF	-	140.000 HuF
	16	Performing activity without related permission	70.000 HuF	-	140.000 HuF
	17	Invalid or no available medical exam;	100.000 HuF	-	200000 HuF
	18	Supplying employees with insufficient or inappropriate personal protective equipment, or supplying employees with no personal protective equipment.	30.000 HuF	-	60.000 HuF
	19	Irregular power taking;	30.000 HuF	Treble of calculated cost of energy	-
	20	Not switching the electricity off during holidays - with the exception of devices that require continuous power supply.	50.000 HuF	-	-
	21	Leaving the area without gas-mask in case of emergency.	30.000 HuF	Notification in writing	60.000 HuF
	22	Not wearing or unproper wearing face mask	60.000 HuF	-	120.000 HuF
	23	Unauthorized use of the Construction machinery / Lift has not been prevented	30.000 HuF	1 case: Notification 2. case: sanction	60.000 HuF
	24	Failure to observe pandemic / Hygienic rules / Inadequate cleanliness of worn face masks, canteens, staying containers, lack of hygienic conditions eg: hand disinfection, hand washing, lack of cleaning /	20.000 HuF	-	40.000 HuF
CORPORATE SECURITY	25	Consumption of alcohol resp. drug and/or dope at company area, or in case of traceability of above mentioned agents the entrance or staying inside.	70.000 HuF	Ban of person for 10 years	-
	26	Entry permit transfer and/or its unauthorized use*	100.000 HuF	Ban of affected persons for 5 years	-
	27	Traffic or staying on prohibited area	30.000 HuF	Notification in writing	-
	28	Traffic or staying on unauthorised area.	20.000 HuF	Notification in writing	-
	29	Exceeding the speed limit	According to Table 1	According to Table 1	-
	30	Disregarding RED light of railway traffic light barrier or signalman.*	100.000 HuF	Ban of person for 10 years	-
	31	Causing road accident with personal injury.*	100.000 HuF	Ban of person for 10 years	-
	32	Disregarding traffic sign: „Stop! and give way”.*	50.000 HuF	1 case: Notification 2. case: ban of person for 2 years	-
	33	Stop vehicle, or waiting with vehicle and vehicle driver is not present under the effect of prohibiting traffic signs. *	50.000 HuF	1 case: Notification 2. case: ban of person for 2 years	-
	34	Stop vehicle, or waiting with vehicle and vehicle driver is present under the effect of prohibiting traffic signs.	30.000 HuF	Written notification	-
	35	Using of mobilephone or two-way portable radio telephone apparatus during the driving	30.000 HuF	Written notification	-

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36	Not using of the builtin seatbelt	20.000 HuF	Written notification	-	
37	Offenses of other traffic rules not defined here;	30.000 HuF	Written notification	-	
38	Hindering traffic without permit on it was granted previously.	50.000 HuF	Written notification	100.000 HuF	
39	Driving with vehicle into grassy, crushed stone area without permit	20.000 HuF	Written notification	-	
40	Prohibited equipment delivery, or attempted. (Alcohol, drugs, particularly dangerous devices for the public safety, weapons, pyrotechnical product etc.)*	50.000 HuF	Ban of person for 5 years	-	
41	Making photograph without permission of the BC territory and / or publication of such recording public.*	30.000 HuF	Ban of person for 6 month	100.000 HuF	
42	Offenses against property*	100.000 HuF	Amount of damage values (Perpetrator's banishment forever)	-	
43	Damage of green areas	20.000 HuF	reconstruction cost pay-off	40000	
44	Moving excessive mud onto the road surface and its cleaning failure later;	20.000 HuF	Cleaning cost pay-off	40000	
45	Road pollution during road transportation	50.000 HuF	Damage remedial cost pay-off	100.000 HuF	
46	Collecting waste is performed not at the right place and/or performed in unsuitable containers, or performed not selectively;	70.000 HuF	Cost of potential authority sanctions pay-off	140.000 HuF	
47	Non-permitted waste water emission which does not require water quality damage prevention.	30.000 HuF	Clean-up cost pay-off	60.000 HuF	
48	Waste water/ pollutant emission requiring water quality damage prevention	100.000 HuF	Damage prevention –as well as cleaning costs pay-off	200.000 HuF	
49	Soil pollution	50.000 HuF	Damage remedial cost pay-off	100.000 HuF	
50	Contamination of ground water monitoring wells, causing damages in them, which may lead to remake the wells;*	100.000 HuF	Recon-struction cost pay-off (Banishment for 3 years)	200.000 HuF	
51	Collecting waste is performed not at the right place and/or performed in unsuitable containers, or performed not selectively;	70.000 HuF	Cost of potential authority sanctions pay-off	140.000 HuF	
52	Lack of clearly on area of container	70.000 HuF	-	140.000 HuF	
OTHER	53	Other, not classified contravention	According to individual treatment of Director HSE (max. 100,000 HUF)	According to individual treatment of Director HSE	According to individual treatment of Director HSE (max. 200,000 HUF)

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	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 100.000 HUF sanctioning fee to the employer of perpetrator in addition to the sanction according to the table.

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 failing this (eg.: in the case of sole work), the leader of the subcontractor company