	Irregularities		Other External Companies		
			Sanction in first case	Sanction in second case	Sanction in third case
FIRE PROTECTION	1	Noncompliance with smoking abnd e-smoking rules. *	Banishment of person for 6 months	-	-
	2	Fire ban breach and/or breaching the regulations if fire was induced. *	Banishment of person for 10 years	-	-
	3	Fire ban breach and/or breaching the regulations.	Written notification	Banishment of person for 6 months	Banishment of person for 2 years
	4	For restricting access rights to fire-fighting building areas, fire hydrants	Written notification	Banishment of person for 6 months	Banishment of person for 2 years
	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. *	Banishment of person for 6 months	Banishment of person for 2 years	Banishment of person for 5 years
	6	Fail to perform fire-fighting report obligation and/or providing of help. *	Banishment of person for 6 months	Banishment of person for 2 years	Banishment of person for 10 years
	7	Fire devices entry into technological area without permit	written notification	Banishment of person for 6 months	Banishment of person for 2 years
WORK SAFETY AND HEALH PROTECTION	8	Default of the regulations which is that would invite HSE event	written notification	Banishment of person for 6 months	Banishment of person for 2 years
	9	Leaving the area without gas-mask in case of emergency. *	Banishment of persons for 6 months	Banishment of persons for 3 years	Banishment of persons for ever
	10	Entry permit transfer and/or its unauthorized use;*	Banishment of person for 5 years	Banishment of person for ever	-
	11	Intentional damage, modification, or absence of collective protection (e.g., handrails, gratings, gas detectors, insulation).	Banishment of person for 10 years	-	-
	12	Intentional damage, modification of scaffolding	Banishment of person for 1 year	-	-
	13	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.	Banishment of person for 6 months	-	-
	14	Traffic or staying on prohibited area.	Written notification	Banishment of person for 1 years	Banishment of person for 5 years
	15	Traffic or staying on unauthorized area.	Written notification	Banishment of person for 6 months	Banishment of person for 3 years
	16	Exceeding the speed limit;	According to Table 2	According to Table 2	According to Table 2
	17	Closed railway barrier or light barrier, or ignoring the signalman's FORBIDDEN signal. In cases not causing an immediate emergency and/or material damage *	Banishment of person for 1 years	Banishment of person for 10 years	
	18	Disregarding RED light of railway traffic light barrier or signalman.*	Banishment of person for 10 years	Banishment of person for ever	-
	19	Causing road accident with personal injury.*	Banishment of person for 10 years	-	-

	Irregularities		Other External Companies		
			Sanction in first case	Sanction in second case	Sanction in third case
CORPORATE SECURITY	20	Disregarding traffic sign: „Stop! and give way".	Decline internal driving permit for 6 months	Banishment of person for 2 years	Banishment of person for 5 years
	21	Waiting with vehicle and vehicle driver is not present under the effect of prohibiting traffic signs, which is that cause/not cause HSE event.*	Written notification / Banishment of person for 6 months	Banishment of person for 1 years	Banishment of person for 5 years
	22	Stop vehicle, or waiting with vehicle (and vehicle driver is present) under the effect of prohibiting traffic signs.	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	23	Stop vehicle, or waiting with vehicle (and vehicle driver is present) under the effect of prohibiting traffic signs.	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	24	Driving with vehicle into grassy, crushed stone area without permit;	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	25	Using cellphone during the driving	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	26	Not using the seatbelt	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	27	Hindering traffic without permit on it was granted previously	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	28	Offenses of other traffic rules not defined here;	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	29	Performing activity without related permission*	Banishment of person for 6 months	Banishment of person for 6 months	Banishment of person for 6 months
	30	Prohibited equipment delivery, or attempted. (Alcohol, drugs, particularly dangerous devices for the public safety, weapons, pirotechnical product etc.)*	Banishment of person for 6 months	Banishment of person for 3 years	Banishment of person for 5 years
	31	Making video or photograph without permission of the BC territory and / or publication of such recording public.*	Banishment of person for 6 months	Banishment of person for 3 years	Banishment of person for 5 years
OTHER	32	Offenses against property*	Perpetrator's banishment for ever	-	-
	33	Non-compliant storage, transport, and labeling of chemical substances	Written notification	-	-
	34.	Obstruction of the inspection, refusal to cooperate, or exhibiting threatening behavior, verbal aggression, or other inappropriate conduct toward the inspector during the inspection process	Banishment of person for 6 months	Banishment of person for 2 years	Banishment of person for ever
	35	Other, not classified contravention.	According to individual treatment of Director HSE	According to individual treatment of Director HSE	According to individual treatment of Director HSE

Table 2.

Extent of applied sanctions in case of exceedance of speed limit by employees of other external contractors.

	The extent of exceedance	Sanction in first case	Sanction in second case (within 1 year)	Sanction in third case (within 1 year)
Employee of other external companies	from 31 to 40 km/h	Written notification	Decline internal driving permit for 6 months	Banishment of persons for 5 years
	from 41 to 50 km/h	Decline internal driving permit for 6 months	Banishment of persons for 5 years	-
	above 50 km/h	Banishment of persons for 5 years	-	-

Update: Jun 2026

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

** - We ban professional drivers from our site instead of just declining the internal driving permit - for the same period of time.