

Irregularities		Other External Companies			
		Sanction in first case	Sanction in second case	Sanction in third case	
FIRE PROTECTION	1	Noncompliance with smoking and e-smoking rules. *	Banishment of person for 10 years	-	-
	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 HEALTH 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	Not wearing or improper wearing face mask	written notification	Banishment of person for 6 months	Banishment of person for 2 years
	12	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 10 years	Banishment of person for ever	-
	13	Traffic or staying on prohibited area.	Written notification	Banishment of person for 1 years	Banishment of person for 5 years
	14	Traffic or staying on unauthorized area.	Written notification	Banishment of person for 6 months	Banishment of person for 3 years
CORPORATE SECURITY	15	Exceeding the speed limit;	According to Table 2	According to Table 2	According to Table 2
	16	Disregarding RED light of railway traffic light barrier or signalman.*	Banishment of person for 10 years	Banishment of person for ever	-
	17	Causing road accident with personal injury.*	Banishment of person for 10 years	-	-
	18	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
	19	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
	20	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
	21	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
	22	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
	23	Using cellphone during the driving	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	24	Not using the seatbelt	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	25	Hindering traffic without permit on it was granted previously	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years
	26	Offenses of other traffic rules not defined here;	Written notification	Decline internal driving permit for 6 months	Banishment of person for 5 years

## Other external companies

Irregularities		Other External Companies		
		Sanction in first case	Sanction in second case	Sanction in third case
27	Performing activity without related permission*	Banishment of person for 6 months	Banishment of person for 6 months	Banishment of person for 6 months
28	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
29	Making 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
30	Offenses against property*	Perpetrator's banishment for ever	-	-
OTHER	31	Other, not classified contravention.	According to individual treatment of Director HSE	According to individual treatment of Director HSE

	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	-	-

## 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

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