

**SAFETY CONDITIONS OF HOLCIM (ČESKO), a.s.
FOR DRIVERS OF VEHICLES OVER 7.5 TONS
VALID FROM 1ST JANUARY 2026**

Scope of the conditions: Premises of Holcim (Česko), a.s. and (as appropriate) transports, loading and unloading operations paid for by Holcim (Česko), a.s.

Parties:

Cement Plant: Holcim (Česko), a.s.

Partner: Supplier of transport services, customer and other third parties (including those contracted by the above) entering the premises of Holcim (Česko), a.s. with a vehicle over 7.5 t, including Dispatch or the Quarry.

Driver: A person (employee of the Partner) performing transport services with a vehicle over 7.5 t entering the premises of Holcim (Česko), a.s. with a vehicle over 7.5 t, including Dispatch or the Quarry.

1. The Partner (including its contractual partner) must:

- demonstrably familiarize its employees and contractual partners with these conditions and comply with them.

The driver must:

- have a valid electronic driver training and a document issued by the Cement Plant confirming it (electronic driver identification card or one-time code);
- respect traffic signs, road traffic rules and the maximum speed limit in the premises of 20 km/h, or lower according to local traffic signs;
- move only along designated roads, comply with marked entry or access prohibitions, and maintain eye contact with drivers of mobile equipment in the immediate vicinity;
- bring and use the following personal protective equipment when leaving the vehicle cabin: safety helmet with a three-point chin strap, safety glasses, dust-tight goggles (in case of blowing material with compressed air), high-visibility vest, safety footwear of at least category S3 (according to EN ISO 20345 – closed heel, reinforced toe cap, reinforced sole, puncture-resistant insole in the sole) (ankle version not required); changing footwear is also permitted outside – next to the vehicle cabin; use suitable gloves during manual handling; trousers with long legs are recommended;
- when climbing onto a tanker, always use stable access walkways with protective railings intended for this purpose and comply with the prohibition of working at height without fall protection (e.g. when climbing over the vehicle body);
- if access walkways are not available at the loading place, raise the tanker's protective railing when climbing onto the tanker;
- during pallet unloading and loading of packaged products, always stay at least 2 metres away from the forklift truck (FLT) and its forks, and always in such a way that the forklift driver can see the driver (maintain eye contact), completely outside the forklift operating area, for example in the vehicle cabin;
- secure loads with straps on flatbed vehicles without tarpaulin (recommended also on vehicles with tarpaulin);
- where possible, perform operating activities, especially "strapping", from ground level;
- if it is necessary to climb onto the vehicle loading area, use the Cement Plant's mobile stairs for climbing onto and descending from the trailer;
- only if they are not available may a portable certified ladder with anti-slip feet or a ladder integrated into the trailer be used;

- during driving, including reversing, in case of risk of accident or vehicle overturning, be fastened with a seat belt;
- during tipping, remain fastened with a seat belt in the cabin of the tipping vehicle/set (unless the unloading technology requires presence outside the vehicle – in that case it is necessary to remain outside the potential impact zone of a possible overturned vehicle);
- ensure that the vehicles used comply with legal and technical regulations and that their trucks remain with the engine switched off at loading points, in queues or in parking areas within the Cement Plant premises (unless the engine must run due to loading/unloading technology);
- if this is repeatedly found not to be the case for the same vehicle, it will be considered a minor violation of the Cement Plant rules;
- when leaving the cabin:
 - apply the manual or automatic brake;
 - prevent misuse of the vehicle – either by removing the keys from the ignition and storing them and/or locking the cabin, or by maintaining permanent uninterrupted supervision of the vehicle;
- when standing outside the weighbridge, secure the vehicle against movement with at least 2 wheel chocks (or a similar system) so as to prevent the vehicle from moving (if necessary, in both directions);
- report every occupational injury, accident or dangerous situation to tel. (416 577) 333;
- when using a telephone or other communication device, stop driving or walking in a safe place;
- when walking on stairs, hold the handrail;
- comply with the prohibition of handling open fire and prevent leakage of substances hazardous to the environment;
- comply with generally applicable regulations.

The Partner (Driver) is obliged to immediately report to the Cement Plant (Customer Service, the relevant sales representative, or in urgent cases tel. 416 577 333) every occupational injury and property damage, as well as dangerous situations or conditions that could lead to occupational injury, environmental damage or property damage. This applies both within the Cement Plant premises and in connection with transport, loading or unloading paid for by the Cement Plant.

2. The Driver must not:

- stay in the Cement Plant premises without a valid reason;
- enter the Cement Plant if the vehicle is not collecting material, transporting material or transporting larger tools;
- smoke within the Cement Plant premises outside designated areas.

Without explicit authorization (valid electronic driver identification card, valid external contractor worker ID) or without accompaniment or demonstrable instruction from a Cement Plant employee, entry/access for unauthorized persons is prohibited.

Passengers in the vehicle are an exception, provided that they do not leave the vehicle within the Cement Plant premises, and during vehicle movement, tipping or other hazardous situations they are fastened with a seat belt. The driver of the vehicle is responsible for this. Failure to comply with this rule will be considered a serious violation of health and safety regulations (HSE).

3. SANCTIONS AND VIOLATIONS OF RULES

Because we value your health and the environment and want to protect them, you will understand that we will continuously supervise compliance with these rules and cannot tolerate violations.

If a violation of the conditions occurs (see points 1 and 2), the Cement Plant:
will notify the Partner's contact person;
may impose a financial penalty as follows:

A) Serious Safety conditions violations with a financial penalty of CZK 20,000:

Invalid electronic HSE training, Assaulting another person, Serious property damage, Exceeding the maximum permitted speed by more than 15 km/h, Failure to wear a seat belt while driving including reversing or during tipping when there is a risk of overturning, Using a phone while driving, Failure to give right of way from the right, Failure to respect traffic lights, Leaving a vehicle with the engine running without direct supervision, Driving a vehicle not complying with legislation in condition and/or equipment, Blocking an escape route, Unsecured vehicle during parking, loading or unloading, Vehicle movement during loading, Entering a prohibited area, Failure to comply with rules for loading and securing cargo, Staying in the driver's cabin during loading by a loader, Climbing onto a vehicle/trailer with the engine running, Exceeding the maximum permissible vehicle load capacity, Incorrect positioning of the vehicle during tipping, Improper storage of pressure cylinders, Improper disposal of slurry or wastewater, Improper marking and securing of construction areas, Uncoordinated work on several levels above each other, Improper cleaning of the vehicle, Improper waste disposal, Removal or modification of safety elements, Entering scaffolding without authorization, Working at a height greater than 1.5 m without fall protection, Failure to immediately report damage to health or property, or a near-miss.

B) Particularly serious violations of safety conditions with a penalty of CZK 20,000 and possible permanent ban from entering the premises for the driver.

Working under the influence of alcohol or narcotic/psychotropic substances, Driving in prohibited or closed areas, Driving with the body/tanker raised except during unloading itself, Working under a suspended load, Transfer of a personal card, identity etc. to a third party, Working without the required qualification, authorization or permit, Operating handling equipment without authorization.

C) Minor Safety conditions violations with a financial penalty of CZK 3,000

Violation of all other rules, for example: Smoking in prohibited areas, Failure to comply with direct instructions, Failure to use designated pedestrian routes, Exceeding the maximum permitted speed by less than 15 km/h, Minor property damage, Failure to use prescribed personal protective equipment (PPE), Damaged/non-functional PPE, Failure to use safety glasses, Failure to use a safety vest or clothing with reflective elements, Failure to use a safety helmet and/or unfastened chin strap, Failure to use safety footwear S3, Parking outside designated areas, Incorrect waste sorting, Failure to clean the construction site.

Accumulation of violations:

- If two minor violations occur simultaneously, a fine will be imposed for each violation separately, i.e. **2 × CZK 3,000**.
- If three or more minor violations occur within one incident, such conduct will be considered a serious violation of safety conditions and will be sanctioned with a fine of **CZK 20,000**.

2.1 Forms of payment:

- separate invoice to the **Partner**
- mutual offset

2.2 Payment of the contractual penalty does not exclude the Cement Plant's claim for compensation for damage caused by breach of duty by the **Partner**.

2.3 The Cement Plant further reserves the right to:

- **expel the Partner's employee (driver)** or its contractual partner seriously violating safety regulations from the Cement Plant premises,
- terminate the contractual relationship with the Partner in case of repeated serious violations of OHS rules,
- **use its own radar** to measure speed and use the measured speed as evidence.

Marián Holič, HSE-Manager