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| **CATALOGUE OF FINES** | | |
|  | **NOTE: FINES ARE CUMULATIVE** ! | AMOUNT OF FINE (PLN) |
| NON-CONFORMITIES | |  |
| **1** | Performance of works without clearance documents (including, among others, work order, HIRA, required permits) | 5 000.00 |
| **2** | Change in the scope and method of work performance without AMP consent. | 2 000.00 |
| **3** | Change in the team of employees performing works without prior arrangement with AMP representative | 5 000.00 |
| **4** | Absence of an employee appointed to exercise constant and actual supervision during performance of works | 2 000.00 |
| **5** | Performance of work at height without fall protection | 5 000.00 |
| **6** | Work without or with an inoperative gas detector | 2 000.00 |
| **7** | Performance of work without appointed safeguarding employee. Performance of works without equipment to evacuate an employee from a confined space | 1 000.00 |
| **8** | Use of machines and devices that are damaged or not approved by AMP (including, among others, machines and devices that do not have required shields or valid approval of the Office of Technical Inspection) | 1 000.00 |
| **9** | Performance of works without using an individual lock as required by "Isolation" standard | 1 000.00 |
| **10** | Operation of machines, vehicles and cranes by employees that do not have appropriate licenses | 1 000.00 |
| **11** | Use of damaged or wrong sling | 2 000.00 |
| **12** | Performance of works involving fire hazard without required fire hazard assessment, relevant permits and firefighting equipment (extinguishers). | 3 000.00 |
| **13** | Failure to use or use of inadequate PPE and work clothing (e.g. no logo, wrong color, no protective glasses etc.) | 1 000.00 |
| **14** | Smoking outside the designated areas. | 1 000.00 |
| **15** | Violations of pass system (using passes belonging to someone else, exchanging passes, using expired passes, counterfeiting passes, damaged and illegible passes. | 3 000.00 |
| **16** | Hiring of ArcelorMittal Poland S.A. employee by the Contractor to perform works on the premises of ArcelorMittal Poland S.A. | 10 000.00 |
| **17** | Hiring of the Subcontractor by the Contractor without AMP knowledge and consent. | 10 000.00 |
| **18** | Use of ArcelorMittal Poland S.A. work/protective clothes by the Contractor's employee. | 10 000.00 |
| **19** | Failure to observe traffic regulations Use of ArcelorMittal Poland S.A. work/protective clothes by the Contractor's employee | 1 000.00 |
| **20** | Theft and theft attempt | 10 000.00 |
| **21** | For each attempt of the Contractor's employee or their Subcontractor's employee under the influence of alcohol, drugs or other intoxicants to enter the Company's premises and for each case when it is found that an employee remains on AMP SA premises after consumption of alcohol, drugs or other intoxicants. | 10 000.00 |