

CONTRACTOR CODE OF CONDUCT

This material has been prepared by TRANS-OIL GROUP OF COMPANIES, in accordance with the internal requirements of TOGC, local legal requirements, the requirements of international development banks (IFC, EBRD) in the field of social accountability, environmental, occupational health and safety protection in the workplace, and with the requirements of international standards for environmental management systems (ISO 14001) and Occupational Health and Safety Assessment Series (ISO 45001).

SECTION 1

GENERAL

1. Purpose

The contents of this document are aimed at supporting the process of training and awareness of employees of contractors and subcontractors in the field of social accountability, environmental, occupational health and safety protection in the workplace, as well as for the promotion of internal rules and regulations of the Company TOGC.

2. Concepts, Definitions and Acronyms

Enterprise – An Enterprise or site as part of TOGC that hire a contractor to perform certain work for and in the name of Company.

Contractor – Refers to any company, firm or person carrying out activities on behalf of the Company.

Subcontractor – Refers to any company, firm or person hired by a contractor.

EOHS Officer – Engineer or enterprises other authorized person responsible for social, environmental, occupational health and safety protection.

Company – Company TOGC

IFC – International Finance Corporation

EBRD – European Bank for Reconstruction and Development

TOGC – Trans-Oil Group of Companies

SA – Social Accountability

E – Environmental

OHS – Occupational Health and Safety

RTA – Road Traffic Accident

EPRP – Emergency Preparedness and Response Plan

PPE – Personal Protection Equipment

3. Scope

This material is passed to the Contractor prior to starting work. TOGC and the Contractor sign two copies, one for each side, according to which the Contractor shall comply with the requirements in the field of social accountability, environmental, occupational health and safety protection in the workplace, in accordance with the Moldovan legislation (including the Labor Code) standards and requirements of TOGC.

SECTION 2

DOCUMENTATION

Contractors

Materials that are used for training in the field of social accountability, environmental, occupational health and safety protection in the workplace will be in line with the nature of the work, which the contractor or subcontractors will carry out on the premises or in the name of TOGC. This documentation consists of a code of practice for contractors and subcontractors, of the Moldovan legal requirements, environmental protection and OHS regulations, risk assessments and mitigation measures, and other requirements and rules.

TOGC Company

Documentation used in the preparation of this material is in accordance with the rules and the requirements of TOGC Company, local statutory requirements, the requirements of international development banks (IFC, EBRD) in the field of social accountability, environmental, occupational health and safety protection in the workplace and the requirements of international standards for Environmental Management Systems (ISO 14001) and Occupational Health and Safety Assessment Series (ISO 45001).

SECTION 3

LIABILITIES

A. CONTRACTOR'S LIABILITIES

1. Commitments of contractors and subcontractors to its own employees

1.1 General Requirements

- 1.1.1 The Contractor shall provide trained and qualified employees and subcontractors in accordance with the nature of the work for which was hired by the Company TOGC.
- 1.1.2 Contractor shall provide training and examination of their employees and the employees of subcontractors in the field of environmental protection, health and safety in the workplace, in accordance with the nature of the work for which was hired by the Company TOGC.
- 1.1.3 Contractors and subcontractors must provide their employees with working clothes and necessary individual and collective protective equipment in accordance with possible hazards and the nature of the work for which they were hired.
- 1.1.4 The Contractor shall inform all its employees and employees of all subcontractors with the requirements and regulations set forth in this "Contractor Code of Conduct"
- 1.1.5 Contractors and subcontractors must be trained and familiar with the system, hazards and limitations in the area where they work.
- 1.1.6 Contractors and subcontractors should be familiar with EPRPs, know the rules of evacuation and firefighting, the location of fire extinguishers, fire alarm buttons and assembly points in emergency situations.

- 1.1.7 Contractors and subcontractors must know the basic rules of first aid provision and have for their workers the necessary means and first aid kits, equipped according to the possible hazards and the nature of the work for which they were hired.
- 1.1.8 The employees of the Contractor and Subcontractors need to know the basic rules of electrical safety and to have a group of electrical safety not less than II, or according to the nature of the work for which they were hired.
- 1.1.9 It is not allowed to take pictures on the premises without the consent of an authorized person.
- 1.1.10 It is not allowed to use any Company telephones without the consent of an authorized person, except in an emergency situation (fire, accident or other threats).

1.2 Grievance Mechanism

- 1.3 Contractor and its subcontractors must respect human rights, that is, avoid and prevent violation of the rights of their own employees.
- 1.4 Contractor shall provide its employees and the employees of subcontractors a grievance mechanism related to their social rights and OHS protection norms and requirements.
- 1.5 The Contractor shall inform its employees and the employees of its subcontractors how to submit complaints, including anonymous.
- 1.6 The Contractor shall provide the review and resolution of all complaints and problems within a reasonable time and in accordance with legal requirements.
- 1.7 Periodically, the Contractor will inform the Company about the existence of any complaints from their employees and their subcontractors related to the activities for which they were hired by the Enterprise, and the way of their solution.

1.8 Discipline Provision

- 1.8.1 On the territory of Enterprise, all Contractor or subcontractors' employees must show a kind, respectful and reverential attitude, both in terms of their superiors, and to subordinates, colleagues and to the Company's employees.
- 1.8.2 Any violent relationship or obscene gestures to any employees of the Contractor, Subcontractor or Company shall be prohibited, regardless of gender, age, ethnicity, disability, religion and other staff orientation.
- 1.8.3 Do not throw any objects or splash any liquid.
- 1.8.4 It is strictly prohibited the possession and consumption of alcohol or other illicit drugs or psychotropic substances on Company premises.
- 1.8.5 It is strictly forbidden the access of any employees of Contractor or Subcontractors on Company premises that are in a state of alcohol intoxication or under the influence of any other narcotic or psychotropic substances.
- 1.8.6 On the premises is strictly forbidden the access with or storage of firearms or knives, or other dangerous or hazardous items (firecrackers, fireworks, etc.).
- 1.8.7 It is prohibited any gambling or other similar events in the territory of the Company.
- 1.8.8 The contractor and its subcontractors are prohibited to share or offer any gifts or enter into any transaction not related to their direct activity on the premises.
- 1.8.9 The contractor and its subcontractors are prohibited to bring any outsiders, including relatives or children on the premises. In special cases, the contractor or subcontractor must notify the director of the Company or other authorized officer and obtain written permission.
- 1.8.10 Company first aid kits or first aid equipment will only be used in emergency situations.
- 1.8.11 The Contractor and his Subcontractors must comply strictly with the work schedule of the Company.

1.8.12 All Contractor and his Subcontractors employees must know and comply with the rules set forth in the "Contractor Code of Conduct" or other relevant Company Corporate Rules and requirements.

1.9 Access to the Territory of the Enterprise

1.9.1 Access of Contractors and Subcontractors Personnel

1.9.2 Before starting work, the Contractor shall provide a list of names of employees who will work at the Company. List of employees of the Contractor will be approved by the Director of TOGC Enterprise and will be at the main entrance of the Enterprise.

1.9.3 Access of Contractor's personnel and its subcontractors will be carried out through the main entrance and strictly according to the approved list.

1.9.4 The employees of the Contractor and his Subcontractors shall stay and work only in specially designated areas. Movement and / or being in other places is prohibited or permitted only with the consent of an authorized enterprises person (chief of a site or area foreman who initiated the contract).

1.9.5 Access of contractors and subcontractors employees in Enterprises areas with restricted access is prohibited. If necessary, access shall be provided only by an authorized person (section foreman) and accompanied by a representative of the Company.

1.9.6 Carrying out the work after working hours is prohibited, except when there is a written consent of an Enterprises authorized person (site foreman who initiated the contract) and accompanied by a Company representative.

1.9.7 Contractor and Subcontractor employees while accessing and being present on the territory of Enterprise shall put on their own signal vest (yellow or orange) with fluorescent strips, shall have protective footwear and have head protection (cap or helmet) according to the possible hazards and the nature of the work for which they were hired.

1.9.8 Access of Contractors and Subcontractors on Vehicles

1.9.9 All drivers and vehicles used by the Contractor or subcontractor to perform work for which they were employed must comply with the following rules:

1.9.9.1.1 All vehicles must be in good condition and not pose any threat to environment and safety of own employees, Enterprise employees and other persons and / or property of the Enterprise.

1.9.9.1.2 All vehicles should be subject to security control, at the entrance to and exit from the territory of Enterprise.

1.9.9.1.3 It is forbidden to access the territory of Enterprise with vehicles, which have leaks of petroleum products or other hazardous materials relevant to environmental and safety.

1.9.9.1.4 It is forbidden the access the territory of Enterprise of vehicles carrying dangerous goods (flammable and explosive materials, compressed air cylinders, chemicals, pesticides, etc.) and / or toxic waste without the prior consent of an Enterprise authorized person (chief of a site, or area foreman who initiated the contract).

1.9.9.1.5 It is strictly forbidden the use of alcohol or other drugs on the premises and / or driving under their influence on the territory of the Enterprise or outside.

1.9.9.1.6 It is forbidden to drive vehicles on the premises or outside in increased state of fatigue, especially at night. Contractor drivers must abide the driving (works) and rest regime provided by the traffic rules.

1.9.9.1.7 Strictly observe the traffic plan, safety and traffic signs and the speed limit on the premises (5 km / h) and off site (according to the Traffic Regulations).

1.9.9.1.8 Only park in designated parking areas or other places with the consent of an Enterprise authorized person, and in compliance with the rules of parking (parking brake, and when they leave loaded truck put chocks under the wheels).

- 1.9.9.1.9 Do not obstruct walkways or driveways, emergency exits and firefighting vehicles and equipment.
- 1.9.9.1.10 It is strictly forbidden to carry out any cleaning or repairing of vehicles, to unload wastes or spill any liquids on premises.
- 1.9.9.1.11 There shall be available in the vehicles an operational fire extinguisher and a first aid kit equipped according to the requirements.

1.10 The Use of Own Tools, Machinery and Equipment

- 1.10.1 Contractor or its Subcontractors shall only use their own tools, equipment and personal or collective protection equipment.
- 1.10.2 Contractor or its Subcontractors shall provide only good working tools and technical equipment necessary to ensure quality and safe work.
- 1.10.3 All the tools and technical equipment used by the Contractor or its Subcontractors must comply with the safety conditions, shall be used only for its intended purpose, according to the technical requirements of the manufacturer, and with all guards in place.
- 1.10.4 It is prohibited bring on the Enterprise territory any materials, tools and / or equipment without a prior consent of an Enterprise authorized person (chief of a site or area foreman who initiated the contract). All materials, tools and equipment should be stored in compliance with all safety standards and rules.
- 1.10.5 Do not leave powered tools, equipment, vehicles, unattended during breaks or after working hours.
- 1.10.6 Never leave keys in the ignition of vehicles or other equipment.
- 1.10.7 It is forbidden to use vehicles and / or any equipment of Enterprise without the prior approval of an authorized person. In this case the equipment should be serviceable and used appropriately.
- 1.10.8 If it is necessary to use Enterprise vehicles or trucks, these will be operated only by Enterprise authorized employees, without exception.
- 1.10.9 Hoists will be only operated by specially trained and authorized employees of the Contractor or Subcontractor.
- 1.10.10 Load lifting equipment used by the Contractor or its Subcontractors must comply with the loads, and should be accompanied by a valid test certificates according to industry requirements.
- 1.10.11 If 'Dangerous Works' will be performed by a Contractor or Subcontractors or in areas with restricted access, with an increased risk for environment, safety or enterprise property (e.g., sparks emissions, vapor or fumes, use of chemicals and other materials through the activities of drilling, welding, stripping, painting, cleaning, etc.), these works will be carried out only with the permission of an Enterprise authorized person (chief of a site or area foreman who initiated the contract) and based on a Permit to Work System.
- 1.10.12 It is prohibited to work on roofs or other places at height during production or during times when it can become a hazard for the Contractor's and Enterprise employees or for manufacturing process. Carrying out such operations shall be permitted only in the presence of the authorized person (chief of a site or area foreman who initiated the contract) with the prior consent of the delimitation and marking areas and to take all appropriate safety measures.

2. Contractor and Subcontractors Commitments to the Staff and Assets of Company Enterprises

2.1 Environment, Occupational Health and Safety Standards and Requirements

2.1.1 General Requirements

- 2.1.1.1 The Contractor and its Subcontractors shall conduct its activities in such a way as not to impact negatively on the health and safety of its own workers, Enterprise and other present on the premises. Contractors and

Subcontractors, including their employees, must comply with TOGC Company policies, as well as with legal requirements in the field of environmental protection, health and safety in the workplace.

- 2.1.1.2 The Contractor and its Subcontractors shall inform the Company about all possible dangers to health and safety in the workplace and / or harmful effects on the environment related to the activities, processes, materials and / or equipment, to be performed or used by the Contractor and its Subcontractors.
- 2.1.1.3 Contractor Management shall exercise control over the activities of their own employees and employees of their Subcontractors, and ensure compliance with all rules and regulations in the field of social accountability, environment, occupational health and safety in the workplace.
- 2.1.1.4 Contractor and its Subcontractors shall promptly and without fail take concrete actions to resolve any nonconformities or inconsistencies in relation to the requirements of this Code of Conduct, to the requirements of the internal regulations or other Company and / or Enterprise policies, and identified by the Enterprise EOHS Officer or other authorized persons during internal periodic inspections.

2.1.2 EOHS Requirements and Regulations

- 2.1.2.1 Contractor and his Subcontractors will provide its own staff and Enterprise EOHS Officers with the list of relevant names and phone numbers in case of an emergency situation.
- 2.1.2.2 Contractor and his Subcontractors will provide its own employees the necessary working tools and equipment, personal and collective protective equipment, means for first aid provision, firefighting equipment and work clothes according to the possible dangers and the nature of the work for which they were hired.
- 2.1.2.3 Contractor and his Subcontractors will provide its employees with drinking water, and in the cold season, warm tea, and special food in accordance with legal requirements and / or collective bargaining with employees.
- 2.1.2.4 Certain specific equipment and utilities (valves, electrical switches, etc.) will be powered exclusively by Enterprise personnel, except in cases where there is agreement of the authorized person (chief of a site or area foreman who initiated the contract).
- 2.1.2.5 Contractors and Subcontractors do not have the right to disable monitoring systems, fire detection, alarm, fire or other safety systems or workflows supply system without the prior consent of the authorized person (Chief Engineer or area foreman).
- 2.1.2.6 Contractors and Subcontractors materials, tools and equipment must be stored neatly and securely in an especially reserved for this purpose place so as not to impede or block the access roads for vehicles, pedestrian ways, stairs, emergency exits, firefighting equipment, etc.
- 2.1.2.7 Do not store materials, tools or equipment on the roof of buildings, on the upper platforms, basket lifts, conveyors, pipes, ladders or other equipment.
- 2.1.2.8 Do not throw materials, tools, waste and other objects from a height (from roofs, platforms, ladders, etc.).
- 2.1.2.9 Portable lights shall be explosion proof.

2.1.3 Reporting of Accidents and Dangerous Occurrences

- 2.1.3.1 Any work related accident, incident or dangerous occurrence that happened to a Contractor or Subcontractor employee on the territory of a Company Enterprise, or outside while performing an activity in the name of TOGC Company, will be immediately brought to the attention of Enterprise management and TOGC Company.
- 2.1.3.2 Any work related accident that has happened to a Contractor or Subcontractor employee on the premises of a Company Enterprise or outside during the performance of work in TOGC Company's name, will be immediately communicated to the Territorial Labor Inspectorate.
- 2.1.3.3 In the event of an incident or dangerous incidents involving Contractor or Subcontractor employees (minor injury, first aid provision, fire, accident, accidental spillage or release of hazardous substances, etc.) that

threaten the safety of Contractor's, Subcontractor or Enterprise employees, environment safety or Enterprise property, will be promptly reported to the Enterprise management and TOGC Company.

2.1.3.4 Any damage in respect of Enterprise (damage to buildings, equipment, tools, raw materials, products, materials, etc.) as a result of Contractor or its Subcontractors activities, will be immediately brought to the attention of Enterprise management and TOGC Company.

2.1.4 Use of Hazardous Substances and Materials

2.1.4.1 Contractors and Subcontractors will use in the process of work on the Enterprise premises, only those chemicals and materials that are approved for use in the Republic of Moldova by State competent authorities and / or by TOGC Company.

2.1.4.2 Contractor and Subcontractors must provide the Enterprises the list of chemicals and / or hazardous materials, which plan to use in the process of work prior to making them available on the territory of the Enterprise, for approval by an Enterprises authorized person (Chief Engineer or Department Chief).

2.1.4.3 Contractor and Subcontractor must provide and submit to the Enterprise "Chemical Safety Cards" for all chemicals and / or hazardous materials before bringing them on the premises.

2.1.4.4 Contractor or Subcontractor shall inform own workers and Enterprise employees about hazardous chemicals which they may come into contact with in the course of work or accidentally, and to provide the necessary protective equipment.

2.1.4.5 Containers and tanks for chemicals and / or hazardous materials must be labeled with the contents, risk factors (e.g., flammable, explosive, corrosive, irritant, toxic, etc.) and the owner of the container.

2.1.4.6 If as a result of Contractor or Subcontractor activity, hazardous to health or the environment fumes, dust, vapor, liquid residues, etc., are released, they should take all the measures to ensure that these substances will be under control and their concentration or quantity will not exceed the safety permitted limit.

2.1.4.7 During the weekends and at night, all chemical substances and / or hazardous materials must be stored according to the requirements: in enclosed areas with restricted access, and in protected from rain areas and ventilation provision, away from incompatible materials (oxidizing materials separately from combustible and so on).

2.1.5 The Use and Maintenance of Electrical Equipment

2.1.5.1 Contractor and Subcontractors shall not use uninsulated or damaged electrical equipment, wires or terminals.

2.1.5.2 All equipment and electrical systems must be grounded as much as possible before starting work.

2.1.5.3 Electrical equipment operating above 380 V will be used only when absolutely necessary and only with the permission of the Main Power / Chief Engineer.

2.1.5.4 All electrical cables at ground level must be closed or secured in such a way as to eliminate the risk of damage, trips and falls, and all temporary connections must be suitable for the purposes of and in accordance with the nature of work, are properly installed and secured.

2.1.5.5 Hand tools used for electrical works (screwdrivers, pliers, wire cutters, etc.) shall be provided with appropriate insulating handles and high voltage tested according to the rules of application of protective equipment in electrical installations.

2.1.5.6 Heating devices shall not be blocked and they must be easily accessible. The use of improvised heating electric heaters is prohibited.

2.1.5.7 If you need to work in places where there is a risk of contact with electrical or mechanical equipment, the Chief Engineer shall be informed prior to the start of work to take all necessary measures to secure the lock the equipment.

2.1.5.8 It is strictly prohibited to perform electric welding or other electrical works on the lower floors when at higher levels activities are carried out with the use of water or other liquids with high electro-conductivity, during the rainy season or high humidity.

2.1.5.9 It is allowed the lighting of bunkers and silos with portable lamps that meet relevant electrical and AtEx requirements for the area hazardous class, provided with protective nets, and with a voltage not more than 42V in reinforced concrete bunkers, and not more than 12V in metal bins.

2.1.6 Working with Compressed Gas Cylinders

2.1.6.1 Cylinders must be clearly marked and identified with the year of manufacture, serial number of the container, the operating pressure, survey date and the date of the next test. The date of the next test should not be expired.

2.1.6.2 Cylinders with compressed gas (O₂, Propane) should be painted in the appropriate color and clearly labeled. They should be stored in ventilated rooms, in a vertical position, protected with a chain to solid basis or handled in a special sustainable trolley, and wear protective caps.

2.1.6.3 Oxygen cylinders must be stored at least 6 meters from any combustible materials, such as cylinders with propane or acetylene, paint, oil or solvents.

2.1.6.4 Do not store cylinders and connections in areas where they may be contaminated with oil or lubricants.

2.1.6.5 Do not store cylinders in a place where they may become part of an electrical circuit and cause a fire through the creation of an electric arc.

2.1.7 Carrying Out 'Dangerous Works'

2.1.7.1 Dangerous work, such as hot work, work at heights, work in confined spaces, excavations, works in high-voltage substations, etc. will be authorized only on the basis of Permit to Work System for hazardous works and with the use of all necessary control measures for safe operation. Contractor or Subcontractor must have one copy of the work permit in the workplace.

2.1.7.2 Places where hazardous works are carried out, should be identified and marked accordingly, and access to unauthorized employees must be restricted.

2.1.7.3 It is strictly forbidden to carry out hot work or other dangerous works in the absence of an approved Work Permit or no security measures in accordance with the approved work permit.

2.1.7.4 After the fireworks, provide a 2-hour fire watch.

2.1.8 Enterprise Tools and Equipment

2.1.8.1 Enterprise tools or equipment shall not be used by Contractor or Subcontractor employees.

2.1.8.2 In certain exceptional cases, the Enterprise can give to Contractor or Subcontractors certain tools or equipment, but under the condition that responsibility for any injury, loss, damage or destruction to be completely held by the Contractor or its Subcontractors.

2.1.8.3 Contractors or Subcontractors must obtain a prior approval from the Chief Engineer before connecting and using of electricity, gas, water, sewerage or other Enterprise utilities and infrastructures.

2.1.8.4 All equipment and materials extracted from Contractors or Subcontractors activities on Enterprise territory shall remain in the property of the Enterprise, if the contract does not provide for other agreements.

2.2 Emergency Response

2.2.1 Preventive Measures

2.2.1.1 It is strictly forbidden to use open fire on Company sites.

- 2.2.1.2 Smoking on sites is strictly forbidden, except for specially designated areas and marked accordingly "Smoking Place".
- 2.2.1.3 Strictly observe safety signs and markings on sites and premises.
- 2.2.1.4 Removal of combustible waste should be carried out daily.
- 2.2.1.5 The workplace should be maintained in order for the entire working day or after work.
- 2.2.1.6 Contractor and Subcontractors shall hold a minimum amount of flammable liquids on sites and premises. Flammable liquids and liquefied petroleum gas must be stored in metal containers, with an indication of the content and in accordance with applicable regulations.
- 2.2.1.7 Even if there is no danger of fire, under any circumstances, fire extinguishers and / or emergency routes should not be blocked, fire alarm and / or fire pumps should not be turned off without the written consent of the Director of the Enterprise and without additional safety measures in place.

2.3 Emergency Actions

- 2.3.1.1 In the event of an alarm, all Contractor's and Subcontractor's employees must leave the work areas and go to the muster evacuation point, indicated in the evacuation plan.
- 2.3.1.2 Contractor's and Subcontractor's employees actions will be checked by an Enterprise authorized person (Chief Engineer on site or EOHS Officer).
- 2.3.1.3 In case of fire, Contractor and Subcontractor employees are required to leave the work area according to the evacuation plan and call 901 from any phone available. It is allowed to start extinguishing the fire using available firefighting equipment only if it does not pose a threat to life and security.
- 2.3.1.4 In the event of a work related accident with injured, Contractor or Subcontractor employees shall call 903 from any phone available. Only specially trained personnel are allowed to provide first aid, and if it does not pose a threat to the victim or to other employees.

2.4 Environmental Protection

- 2.4.1.1 Contractor and Subcontractors are required to know and comply with all Enterprises rules and legal requirements related to environmental protection in terms of transportation, delivery, use and disposal of waste generated as a result of the work; air protection, water and soil protection; resource efficiency; the use of dangerous and hazardous materials; conservation of biodiversity and other.
- 2.4.1.2 All Contractor and Subcontractors employees must know and comply with all legal requirements and regulations in line with the nature of the work assigned to them, which the Contractor will carry out on the premises or in the name of TOGC Company.
- 2.4.1.3 To perform the work, Contractor or Subcontractors must choose harmless for environment materials, methods of operation, energy-saving equipment, with minimal noise or other emissions.
- 2.4.1.4 When working, Contractor or Subcontractor shall monitor the amount of used materials, resources and energy, minimizing their consumption to a reasonable level.
- 2.4.1.5 Disposal of all wastes, including garbage and hazardous waste generated during the work by Contractor or their Subcontractors, is the responsibility of the Contractor or its Subcontractors. Waste should be removed promptly from the workplace and from the territory of Enterprise, regardless of quantity.
- 2.4.1.6 Household and toxic waste generated by the activities of contractors or subcontractors must not be mixed with waste managed by the Enterprise.
- 2.4.1.7 Contractor or Subcontractor shall not refer to the name of the Enterprise or Company's during waste disposal.
- 2.4.1.8 Contractor or its Subcontractors will not use the name of the Company without the prior consent of the Company's management in transactions related to the disposal of hazardous waste, which was generated as a result of its activities or use of its materials.

- 2.4.1.9 Contractor or subcontractors must separate the waste resulting from their activities by categories (household, metal, plastic, paper / cardboard, glass, hazardous waste, etc.) and dispose of, respectively, according to the legal requirements.
- 2.4.1.10 Contractor or its Subcontractors shall have valid contracts with companies that are authorized / licensed for waste management, including transportation, storage, recycling or neutralization of different types of waste.
- 2.4.1.11 It is strictly forbidden to discharge toxic waste or chemicals, lubricants, cement or concrete residues in ponds, on land, ditches, and pits, into Enterprise storm or household sewers.
- 2.4.1.12 Contractor or its Subcontractors that work with toxic and hazardous substances, should provide for measures to limit any accidental leakage to the environment. Liquid chemicals and / or hazardous materials must be stored in a double container. Secondary containment should have a capacity of 110% from the larger container.
- 2.4.1.13 Contractors, who work with toxic and hazardous substances, must have the necessary equipment and tools for intervention in the event of an accidental spill or other accident, and have appropriate training.
- 2.4.1.14 In case of big pollution or incident with chemicals and / or hazardous materials (e.g., spill or leaks of chemicals), the Contractor or its Subcontractors shall notify the representatives of the Enterprise and the relevant public authorities.

B. TOGC COMPANY'S ENTERPRISES LIABILITY

1.1 General Requirements

- 1.1.1 The Enterprise shall provide the Contractor the "Contractor Code of Conduct" to become familiar with the contents of this document, to understand the provisions and signed it.
- 1.1.2 The Enterprise shall inform the Contractor with the EPRPs, with evacuation and fire rules, the location of fire extinguishers, fire alarm buttons and evacuation assembly points in case of an emergency situations.
- 1.1.3 The Enterprise shall inform the Contractor with all the specific hazards and risks of the enterprise, in the workplace or in connection with the activities that the Contractor will perform, and / or their impact on the environmental, occupational health and safety, and all control measures to eliminate or mitigate hazards.
- 1.1.4 The Enterprise shall provide access to all Contractors or Subcontractors employees in accordance with the requirements and regulations of the Code and with the nature of the work which the Contractor and his Subcontractors will carry on the site or in the name of TOGC.
- 1.1.5 The Enterprise shall issue permits to all Contractor employees for access to the site of Enterprise.
- 1.1.6 In emergency situations, the Enterprise will provide the Contractor or Subcontractor with available first aid means.
- 1.1.7 Enterprise authorized person (area foreman or chief of the site that initiated the agreement) shall provide the Contractor with all necessary information about the toilet's locations, points of first aid, telephone, drinking water, dining and any other useful information to the Contractor if the parties have agreed so. Contractor will inform to all its employees and the employees of all subcontractors.
 - 1.1.1 The Enterprise shall provide Contractor or its Subcontractors a place for safe storage of tools, equipment and materials and parking of vehicles.
 - 1.1.2 The Enterprise shall allow access to the working area of Contractor or its Subcontractors only for authorized Enterprise persons (EOHS Officer, Chief Engineer and / or technical staff).
 - 1.1.3 The Enterprise should provide Contractor and Subcontractors with all relevant technical documentation in accordance with the nature of work that Contractors and their Subcontractors will be carried out on the territory of Enterprise (example: technical documentation of equipment or machinery, the plan of buildings and structures, schemes of electric circuits and other).

- 1.1.4 Enterprise employees should not engage or be involved in certain activities, which are performed by the Contractor or its Subcontractors, without notice and permission of the immediate supervisor or Entries Director.
- 1.1.5 The Enterprise shall receive and consider in reasonable timeframes any complaints from Contractors about issues related to social accountability, environmental protection, occupational health and safety.

SECTION 4

PENALTIES AND FINES

1. The Enterprise reserves the right to impose a penalty on the Contractor in the amount of up to 5% of the contract value for the violation of the rules and requirements of Enterprise and / or other legal requirements related to social accountability, environmental protection, occupational health and safety in the workplace.
2. Severe violations of Company rules and requirements and / or other legal requirements related to social accountability, environmental protection, occupational health and safety by the Contractor, its Subcontractors or their employees, can lead to irreversible cessation of the cooperation agreement with the Contractor.
3. For flagrant violations of Company rules and requirements and / or other legal requirements, Company reserves the right to stop any work until implementation of corrective measures.
4. The Enterprise, through its authorized representatives, reserves the right to eliminate its site any Contractor or Subcontractors employee who display inappropriate behavior, and / or are under the influence of alcohol or exposure to other illicit drugs or psychotropic substances.
5. Any damage of Enterprise property (damage to buildings, equipment, tools, raw materials, products, materials, etc.) as a result of Contractor's or its Subcontractors' activity, will be restored in accordance with the Companies requirements and / or local legal regulatory requirements.
6. In case of an incidents or accidents with significant impact on the environment through the fault of the Contractor or its Subcontractors, the Contractor shall be solely responsible for all reparation costs and impact assessment, and to remove all the consequences for the environmental rehabilitation.

We hereby confirm to have read and understood the content of this Code, and commit to comply with its provisions:

Company

Position

Name / Surname

Signature / Stamp

Date