



Schedule 16

OH&S AND ENVIRONMENTAL PROTECTION Regulations for Contracts with Service Providers

SGIMP Glass OH&S STAFF
Dąbrowa Górnicza:

Paweł Warmuz

Jaroszowiec :
Agata Mędrak

ENVIRONMENTAL PROTECTION:

Katarzyna Kordus

STYCZEŃ 2023

OH&S Regulations for Contracts with Service Providers

Service Providers must observe all the OH&S, fire protection, and environmental protection regulations, construction law, and other rules in force in the Republic of Poland, as well as SGIMP Glass standards while performing any work on the SGIMP Glass premises.

1. All personnel entering the SGIMP Glass plant production halls and warehouses must wear the following personal protective equipment: Helmet , long-sleeve blouses / shorts, high-visibility vests with the company logo, long pants, high safety steel toe-cap boots, cut-resistant safety gloves (Level 5 cut-resistant and Level 4 puncture-resistant), and safety glasses / goggles. Signs identifying locations with mandatory use of specific protective equipment are posted at entrances. Personnel working on the SGIMP Glass plant premises must wear clean, protective clothing and personal protective equipment before starting and while performing the assigned jobs.
2. Prior to starting the job, Service Providers must present valid OH&S training certificates, doctor's statements certifying there are no health conditions which would prevent workers from performing a given job, and relevant qualifications certificates (such as welding, power, maintenance, and work at heights certificates) for all the workers employed. Furthermore, OH&S Service shall instruct all the Service Providers' employees about the types of hazard occurring at the SGIMP Glass plant.
3. Service Providers shall perform the assigned jobs in compliance with the required qualifications and licenses, using tools, machinery, and equipment which are fully operational and which meet all the requirements of all the applicable laws and standards.
4. Employer shall define the working area and the manner of moving around the plant; for specific instructions see the **Service Provider Job Card** and **Work Authorization**.
5. Any changes in the membership of the team assigned to provide services within the SGIMP Glass plant premises must be agreed with Employer. Every new worker must first complete the required OH&S training, learning the work methods and risk assessment skills.
6. Service Providers may hire their own subcontractors to work at the SGIMP Glass plant only when their contracts so stipulate and only after obtaining Employer's approval prior to starting work.
7. While working at the SGIMP Glass plant, Service Providers' personnel must prominently display personal identification tags issued by the plant security (with the exception of the Jaroszowiec location), and voluntarily agree to any luggage check upon entering and leaving the plant, as well as a breathalyzer test.
8. Prior to starting work, Service Providers must submit to Employer a detailed **process methodology chart**, specifying safe work methods to be used.
The methodology chart must define the scope of work to be performed and detailed, step-by-step safe work instructions. It must also include a detailed description of any ancillary operations, such as transporting, lifting, etc., including any tools, power tools, etc. to be used.
9. Service Providers must develop an action (evacuation) plan in case of any potential life and health hazards, identifying the individual responsible for providing first aid. Service Providers must appoint a leader for their employees and draw up a list of all the personnel working on the jobs. Having read the process methodology chart, the employees sign their names and put a date on the relevant chart. Employer must approve the methodology based on the applicable SGIMP Glass Group standards and the laws in force.
10. Based on the process methodology, Service Providers shall analyze any risks posed by a specific job and define relevant compliance inspection methods to be used. The **risk assessment** must take into account any and all hazards potentially arising from the job / assignments described in the methodology chart.

Job Risk Assessment

The risk assessment team analyzes the likelihood of specific risks occurring while the work is in progress, as well as any potential consequences.

Depending on the degree of probability and the severity of potential disability (severity of loss of health consequences), the risk shall be

classified as:

- a. Minor or medium (green and yellow) – acceptable risk
- b. High (red) – unacceptable risk

Konsekwencje - dotkliwość ryzyka istniejącymi potencjalnymi obrażeniami/wypadkami/ chorobami (RS)		Prawdopodobieństwo wystąpienia ryzyka (ROP)				
		Nieuniknione	Bardzo duże prawdopodobieństwo	Prawdopodobne	M mało prawdopodobne	Najmniej prawdopodobne
		10	8	6	4	1
Śmiertelny	100	1000	800	600	400	100
Ciężki	40	400	320	240	160	40
Zwolnienie lekarskie	21	210	168	126	84	21
Pomoc medyczna	8	80	64	48	32	8
Pojedynczy incydent	2	20	16	12	8	2

The risk assessment team shall determine the risk mitigating measures or actions commensurate with the identified risk level.

The risk assessment must be approved by Employer and subsequently presented to employees working on the assignment prior to their starting the job. The risk assessment and the methodology chart shall constitute an integral part of the work permit.

11. Every time before starting work, Service Providers must obtain a **work permit** from Employer. All the individuals working at the location specified in the work permit must carry a copy of the permit. Employees must not exchange their work permits with one another.

After completing the work, all the copies of the work permits must be returned to Employer who – having verified and evaluated the jobs, shall sign off on an acceptance certificate.

For third-party contractors who regularly work on identical jobs, work permits together with the work methodology chart and risk assessment may be issued once a month. The work area owner shall specify the type of work and the company, as well as the type of jobs to be performed.

Any job other than the one described in the work methodology chart shall require opening a new work permit procedure, as well as developing new work methodology and risk assessment.

12. Any operation (regardless of its duration) involving a naked flame or generating heat and / or sparks, such as welding, cutting, machining, grinding, soldering, or roof work using a torch, shall require a separate **fire hazard permit**. The permit shall be applicable solely to the specified work, the specified location, and the specific time and day. The permit is valid for maximum 24 hours and must be available for inspection at the location where the work is being done. For jobs of this type, Service Providers must secure the area and arrange for fully operational and appropriate firefighting equipment to be available nearby. No firefighting equipment must be removed from any fixed stations which are designed exclusively to protect the buildings.

13. Chemicals, machines, equipment, and tools shall be brought onto the SGIMP Glass plant premises only upon presenting a relevant list and with Employer's approval. When bringing any chemicals onto the SGIMP Glass plant premises, Service Providers shall:

- a. Present the Material Safety Data Sheets (MSDSs) of any such chemicals; said MSDSs must be in the Polish language;
- b. Make the MSDSs of any substances used available to workers performing the assigned jobs on site;
- c. Discuss the MSDSs of any chemicals used with the employees performing the jobs and arrange for appropriate preventive / protective measures for the personnel.

Environmental Protection Regulations for Contracts with Service Providers

1. Service Providers shall arrange for any and all environmental permits and licenses necessary for performing the contract and – upon the SGIMP Glass plant representative's request – submit them for inspection.
2. Service Providers shall follow any and all environmental laws and regulations, as well as regularly take any steps and measures aimed at improving the quality of the natural environment.
3. Service Providers shall carry out the assigned jobs in a manner that prevents air, soil, and water pollution.
4. Service Providers shall manage **chemical substances in a safe way**:
 - a. Hazardous preparations and substances must not be stored in other than original containers. When chemical substances are transferred to other than original containers before use, they must be adequately marked, i.e. labels must clearly specify the contents, their effect on humans and the natural environment, as well as a proper procedure for handling any leakage or contact with human skin.
 - b. Service Providers must carry current MSDS/s for any hazardous substances / preparations / compounds in the Polish language, and deliver any copies thereof to Employer prior to bringing any such items onto the company premises.
 - c. Hazardous preparations and substances must be stored in a way preventing their leaking into the environment so as to avoid contamination of water, soil, or air. In particular, liquid hazardous substances / preparations (such as oils) must be placed in sump trays.

Containers with any hazardous substances remaining and used cleaning agents must be considered hazardous waste.
 - d. Service Providers must be equipped with agents neutralizing potential leaks and contamination, as well be able to prevent any spill from spreading.
 - e. Do not dispose of any hazardous waste or substances to the sewer / storm systems or to the soil.
5. If despite taking all the available precautions, water, soil or air become polluted and pose a risk to the environment, the following measures must be taken:
 - a. In the event of an accidental release of a potentially soil polluting substance, contain its spread by any means available.
 - b. Treat the leaked substance with absorbent or a neutralizing agent. When absorbed, collect the leaked pollutant, place it in a container, and hand over to a waste processing company; Service Providers shall cover all the costs of the clean-up and provide their own means of transportation.
 - c. SGIMP Glass plant fire safety instructions stipulate all the rules for handling a fire.
 - d. Notify Employer/Work Coordinator about any disruptions, breakdowns, etc. immediately.
6. Service Providers shall maintain good order at all the workstations while work continues.
7. Waste management procedure:
 - a. All the waste generated by works shall be considered the property of Service Providers, except for the waste SGIMP Glass indicates to be their own.
 - b. While working on the jobs, Service Providers must store all the waste they produce in special waste containers; Service Providers are responsible for delivering said containers themselves, at their own cost and expense. SGIMP Glass will assign a place for keeping Service Providers' containers.
 - c. Service Providers shall regularly remove all their waste in order to prevent any scattering, spilling, etc. and have it

processed as provided under the regulations in force. Upon SGIMP Glass request, Service Providers shall submit copies of documents confirming the waste had been processed in line with the regulations in force at the time (such as a Waste Hand-over Sheet or a contract with a waste collection company).

- d. Service Providers shall store any waste which is the property of SGIMP Glass in dedicated containers, in line with the rules applicable at the SGIMP Glass plant. Service Providers shall sort the waste before placing it in the containers. No hazardous waste must be placed together with non-hazardous waste in the same containers.
 - e. Service Providers' Coordinators shall supervise proper waste management handling.
8. The shipping company shall keep all the materials (bulk, liquid, solid, etc.) brought onto or removed from the premises from spilling on public and internal roads, as well as from being scattered by wind. Vehicles carrying cullet to and from the plant must feature tight tarpaulin covers.
 9. Service Providers shall be liable for any damage to the environment which results from activities they perform on the SGIMP Glass plant premises.
 10. Upon SGIMP Glass written request, Service Providers shall allow SGIMP Glass personnel to carry out an environmental audit of their respective offices.
 11. Service Providers commit and warrant to observe the above provisions at all times while performing work on the SGIMP Glass plant premises; failure to do so shall result in suspension of all the ongoing work, imposition of fines, or removal from the premises, as well as the need to cover any losses resulting from improper performance of the work.

MISCELLANEOUS PROVISIONS

1. Service Providers shall be liable for any damage and loss caused by improper action or conduct of their personnel.
2. Should a Service Provider's employee suffer an accident on the SGIMP Glass plant premises, Employer and the SGIMP Glass OH&S Staff must be promptly notified.
3. Any environmental accident occurring on the SGIMP Glass plant premises through a Service Provider's fault must be promptly reported to Employer and the SGIMP Glass OH&S Staff.
4. In the event Service Providers' employees violate any safety or environmental protection standards and/or regulations in force at the SGIMP Glass plants, Employer / Work Coordinator shall have the right to demand the following contractual penalties be paid:
 - For the first documented offence: **PLN 500**;
 - For the second documented offence: **PLN 1,000**;
 - For the third documented offence: **PLN 2,000**.
 - For the proven alcohol intoxication with an employee **PLN 5,000** (attempted entry / exit and being under the influence of alcohol in the plant)
5. In the event of a gross breach of the safety standards and environmental protection regulations applicable at the SGIMP Glass plant, Employer / Work Coordinator may stop any on-going works and demand the Service Provider's personnel vacate the premises and the Service Provider shall forfeit their right to any claims.
6. The right to claim contractual penalties shall be without prejudice to the right to claim damages over and above the agreed contractual penalty under general rules.

Schedules:

1. Schedule No 1 – OH&S and Environmental Protection Policy
2. Schedule No 2 – Rules of Conduct on the SGIMP Glass Plant Premises
3. Schedule No 3 – SGIMP Glass Dąbrowa Górnicza Plant General Layout
4. Schedule No 4 – SGIMP Glass Jaroszowiec Plant General Layout
5. Schedule No 5 – SGIMP Glass plant in Dąbrowa Górnicza - list of jobs to be performed by at least two individuals, owing to their hazardous nature, and requiring special physical fitness and psychological aptitude.
6. Schedule No 6 - SGIMP Glass plant in Jaroszowiec - list of jobs to be performed by at least two individuals, owing to their hazardous nature, and requiring special physical fitness and psychological aptitude

Related Documents:

1. Work Methodology Chart
2. Operation Risk Assessment
3. List of Service Providers' Machinery, Equipment, and Fixtures
4. Service Provider's Job Sheet
5. Work Permit
6. Fire Hazard Work Permit

Polityka

ZINTEGROWANEGO SYSTEMU ZARZĄDZANIA

My, wszyscy pracownicy Saint-Gobain Innovative Materials Polska Sp. z o.o. oddział Glass, czujemy się odpowiedzialni za ciągłe doskonalenie jakości naszych produktów i usług oraz systemu zarządzania. Wierzymy, że ten system, wspierany przez Pryncypia Zachowania i Postępowania, jak również Postawy Grupy Saint-Gobain ukierunkowane na poszanowanie człowieka i środowiska, zapewnią ciągłą dostawę wysokiej jakości produktów i usług oraz zrównoważony rozwój Firmy.

Zarząd Saint-Gobain Innovative Materials Polska Sp. z o.o. oddział Glass jako produującego producenta szkła płaskiego float, ornamentowego, szkła powlekanego, luster, szkła lakierowanego oraz laminowanego, w celu realizacji niniejszej polityki zobowiązuje się do utrzymywania oraz ciągłego doskonalenia Zintegrowanego Systemu Zarządzania opartego na wymaganiach norm PN-EN ISO 9001:2015, PN-EN ISO 14001:2015, PN-EN ISO 45001:2018.

Mając świadomość powyższych zobowiązań ustanawiamy ambitny cel dla naszej Organizacji bycia liderem innowacyjności produktów i usług na rynku szkła.

Wszyscy jesteśmy członkami zespołu ciągłego doskonalenia. Nasze wewnętrzne procesy i partnerstwo z solidnymi dostawcami tworzą wartość dodaną oferowanych i dostarczanych do naszych klientów produktów i usług.

NASZ ZINTEGROWANY SYSTEM ZARZĄDZANIA BAZUJE NA ZASADACH:

- zapewniamy bezpieczne i higieniczne warunki pracy oraz zapobiegamy urazom i chorobom oraz doskonalimy systemy zarządzania w obszarze BHP
- promujemy wysoką kulturę bezpiecznej pracy oraz podnosimy bezpieczeństwo pracy na stanowiskach.
- jesteśmy świadomi naszego wpływu na środowisko,
- dbamy o ochronę środowiska naturalnego i zapobiegamy jego zanieczyszczeniom
- klient jest w centrum naszej działalności,
- oferujemy wysokiej jakości produkty i usługi, które zadowolą naszych Klientów,
- dostarczamy innowacyjne rozwiązania w ramach strategii Habitat (zrównoważonego środowiska) zdefiniowanej przez Saint-Gobain,
- utrzymujemy dobre i przejrzyste relacje z naszym otoczeniem oraz wszystkimi zainteresowanymi stronami,
- nasi pracownicy robią wszystko, aby ciągle doskonalić naszą organizację,

POWYŻSZE ZOBOWIĄZANIA REALIZUJEMY PRZED WSZYSTKIM POPRZEZ:

- określenie i monitorowanie celów, potrzeb i zadowolenia zainteresowanych stron, uwzględniając ryzyka i szanse,
- ciągłe doskonalenie oraz rozwój świadczonych usług i wyrobów, a także spełnianie wszystkich podjętych zobowiązań,
- włączanie wszystkich pracowników organizacji w stałe doskonalenie Zintegrowanego Systemu Zarządzania,
- angażowanie wszystkich pracowników do programu WCM (Produkcji na Światowym Poziomie),
- podnoszenie kwalifikacji, świadomości oraz zaangażowania pracowników na rzecz jakości, BHP i środowiska,
- optymalne wykorzystanie posiadanych zasobów oraz dostosowanie wyposażenia technicznego do potrzeb zainteresowanych stron,
- prowadzenie działań w sposób etyczny i zgodny z dotyczącymi nas wymaganiami.

KIEROWNICTWO NAJWYŻSZEGO SZCZEBLA:

- zapewnia niezbędne zasoby do realizacji polityki i celów ZSZ,
- zobowiązuje się przestrzegać wymagań odnoszących się do zagrożeń BHP, aspektów środowiskowych oraz oferowanych wyrobów i usług, mających zastosowanie w działalności naszej organizacji,
- zapewnia, że każdy pracownik będzie znał, rozumiał oraz realizował zadania i cele,
- zobowiązuje się podjąć działania, aby zagwarantować osiągnięcie założeń niniejszej Polityki ZSZ.

Wszyscy pracownicy w zakresie swoich stanowisk są współodpowiedzialni za realizację tej Polityki i wyznaczonych celów.

Powyzszą Politykę Zintegrowanego Systemu Zarządzania upublicznia się wewnątrz i na zewnątrz Organizacji.

David Nicolas
Dyrektor Industrialny
2020-11-02 Dąbrowa Górnicza




FOLLOW THESE RULES WHEN MOVING AROUND THE SGIMP GLASS PLANT

- Report at the entry gate and follow the Security instructions and guidelines (show your ID upon request)
- Leave the premises immediately if so instructed by SGIMP Glass or Security personnel
- Report any accident or hazard you observe to Security
- Observe all traffic regulations:
 - ✓ Use designated roads only,
 - ✓ Park in designated parking areas,
 - ✓ Do not exceed 30 km/h when driving outdoors
Do not exceed 10 km/h when driving indoors (production halls and warehouses).



WHEN ENTERING PRODUCTION HALLS AND WAREHOUSES

You must have:

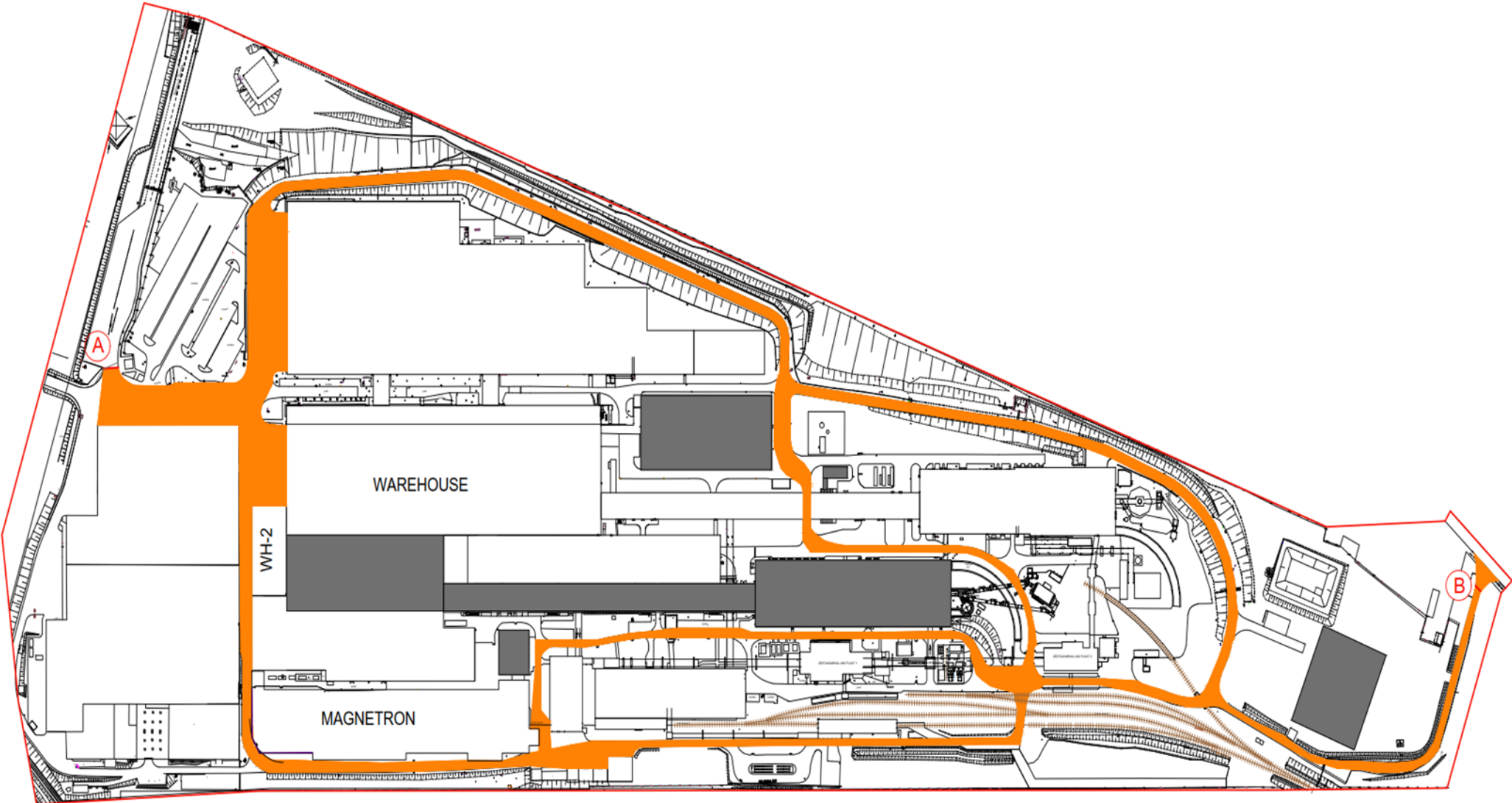
- Personal protective equipment
 - ✓ hard hat
 - ✓ safety boots
 - ✓ high-visibility vest
 - ✓ safety glasses / goggles
 - ✓ cut-resistant safety sleeves
 - ✓ cut-resistant safety gloves
- long leg pants
- long sleeve sweatshirt



YOU MUST NOT:

- Bring any third parties (e.g. children, friends) or animals onto the premises
- Smoke outside the designated areas
- Enter, leave or stay on the premises when under the influence of alcohol or other drugs
- Bring alcohol or other drugs onto the premises
- Move unattended outside your assigned areas or in the loading area





[Legend]

AREA		PHONE NUMBER	AREA		PHONE NUMBER
GATE HOUSE		(032) 295 44 23	25	Manager	(032) 295 43 33, 602 420 343
OH&S		(032) 295 44 08, 604 942 044		Warehouse Manager	(032) 295 45 31, 45 90
Environmental Protection		(032) 295 43 94, 664 484 352		Warehouse Leader	602 420 311 882 118 678
F1	Line Manager	(032) 295 42 90, 602 420 375		26, 27, 28	Manager
	Shift Manager	(032) 295 45 22, 602 420 336	21	Manager	(032) 295 43 32, 602 420 342
	1, 2, 3, 4, 8, 9	(032) 295 42 18, 692 939 561	22	Manager	(032) 295 44 84, 664 052 903
	5, 6, 7	(032) 295 42 39, 602 420 391		Shift Manager	(032) 295 44 83, 45 40
F2	Line Manager	(032) 295 42 11, 600 274 667	23	Manager	(032) 295 44 75, 602 420 377
	Shift Manager	(032) 295 45 64, 666 826 406		Shift Manager	(032) 295 45 47
	13, 14, 18,	(032) 295 42 37, 664 052 901	24	Manager	(032) 295 43 71, 602 185 233
	11, 12	(032) 295 42 08, 602 420 395		Shift Manager	(032) 295 45 11
15,16,17	(032) 295 42 66, 668 635 520	20		(032) 295 41 66	
10, 19	(032) 295 42 22, 602 422 344				

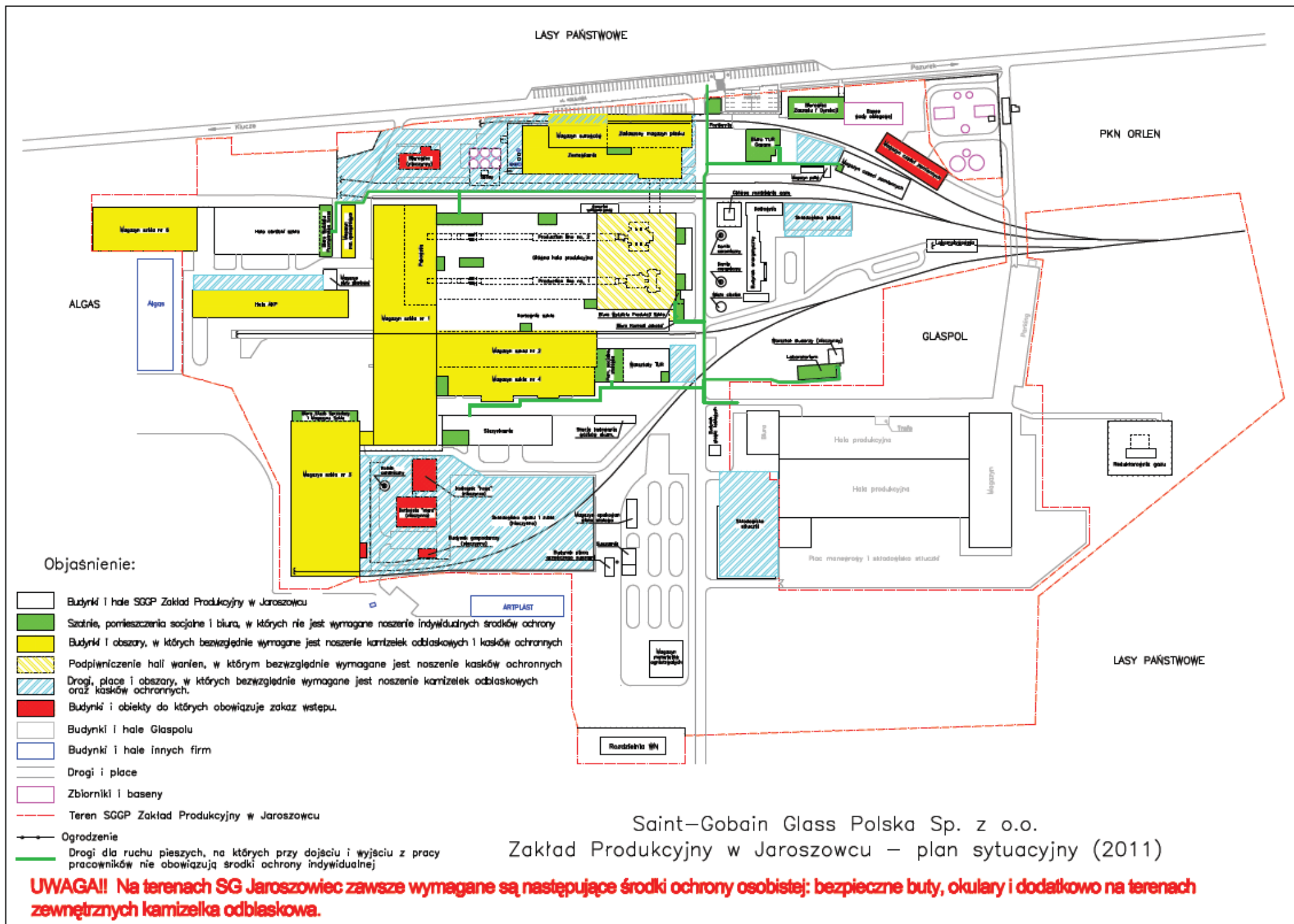


CAR PARK FOR PASSENGER CARS



RALLY POINTS














1.	F1 furnace	17.	F2 equarri
2.	F1 float bath	18.	F2 cullet store
3.	F1 mixing room	19.	F2 nitrogen generator
4.	F1 electro-filter	20.	Laboratory
5.	F1 annealing	21.	Technical store room
6.	F1 cutting	22.	Magnetron
7.	F1 equarri	23.	Mirror line
8.	F1 sand store	24.	Laminate line
9.	F1 cullet store	25.	Glass store
10.	F1 nitrogen generator	26.	Cutting line 1
11.	F2 furnace	27.	Cutting line 2
12.	F2 float bath	28.	Cutting line 3
13.	F2 mixing room	29.	Administration
14.	F2 electro-filter	30.	Cafeteria
15.	F2 annealing	31.	Gate house
16.	F2 cutting	32.	Drivers room



[LEGEND]

SGIMP Glass Production Plant in Jaroszowiec – General Layout (2011)

Legend

	Buildings and production halls at SGGPL Production Plant in Jaroszowiec
	Locker rooms, lunch / rest-rooms, and offices where no personal protective equipment is requirement
	Buildings and areas subject to mandatory high-visibility vests and hard hats
	Basement of the float bath house subject to mandatory hard hats
	Roads, yards, and areas subject to mandatory high-visibility vests and hard hats
	No-admittance buildings and areas
	Glaspol buildings and production halls
	Buildings and production halls of other companies
	Roads and yards
	Reservoirs and tanks
	SGGPL Production Plant in Jaroszowiec premises
	Fencing
	Footpaths exempt from mandatory personal protective equipment when entering and leaving the workplace

IMPORTANT! The following personal protective equipment must always be used on SG Jaroszowiec premises: safety boots, safety glasses, and high-visibility vests for outdoor use.

SAINT-GOBAIN

Dąbrowa Górnicza, November 27, 2014

List of jobs to be performed by at least two individuals, hazardous jobs, and jobs requiring special physical fitness and psychological aptitude, applicable to SGIMP Glass Plant in Dąbrowa Górnicza

List of jobs to be performed by at least two individuals:

- Work with overhead travelling cranes
- Welding
- Work in confined spaces, hoppers, and manholes;
- Work in metering chambers;
- Work in sewers;
- Work on active gas pipelines and industrial gas systems;
- Replacing sulphur dioxide cylinders in the SO₂ warehouse;
- Work in the sulphuric acid storage room
- Work on power equipment fully or partially live, except for work involving replacement of fuses and light bulbs (fluorescent lamps) in circuits of up to 1 kV;
- Maintenance, retrofitting, breakdown repairs or other jobs performed at high temperatures (work in the proximity of the bath and furnace), except for jobs involving regular maintenance of machines in hot departments, unless such operations are otherwise subject to specific instructions;
- Dismantling large, high temperature components;
- Work at more than 2 m high which requires mandatory personal restraint equipment;
- Inspection jobs requiring lean-on or step ladders;
- Chemical decontamination jobs;
- Installation and dismantling of covers for new cathodes at the Magnetron department;
- Unloading of large format glass panes using material handling trucks under limited operator's field of vision conditions;
- Work in cable chambers, connected rooms, and mounting pits;
- Maintenance, assembly, and repair of cranes and overhead travelling cranes;
- Work carried out in the immediate vicinity of unprotected live electrical devices or parts thereof;
- Work involving shipping of damaged glass packages using material handling trucks;
- Replacing rollers of the furnace rolling mill on the Laminate line;

- Replacing the PVB foil roller on the Laminate line;
- Inspection/repair of the autoclave bridge on the Laminate line;
- Inspection of the autoclave radiator integrity on the Laminate line;
- Cutting up laminated PLF on DLF.

List of particularly hazardous operations

(Legal basis: Journal of Laws 129/97 item 844, as amended)

- Construction, demolition, retrofitting, and installation jobs performed without suspending operation of a part or the entire plant;
- Working inside containers, ducts / inspection pits, technical equipment and other hazardous enclosed spaces, including:
 - Autoclaves,
 - Mixers in the mixing room,
 - Air shafts,
 - Sewer manholes,
 - Pressure tanks,
 - Annealing furnace,
 - Electro-filters,
 - Furnaces,
- Work involving use of hazardous materials;
- Work at more than 4m high;
- Work in hot microclimates;
- Work inside power distribution rooms;
- Work on operating production lines;
- Work on operating industrial power systems;
- Work on moving machinery (without following the complete LOTO procedure)

List of jobs requiring special physical fitness and psychological aptitude

(Legal basis: Journal of Laws 62/96 item 287, as amended)

- Operation of overhead cranes or winches controlled from an operator's cabin and remotely controlled;
- Work on the Magnetron Line generators;
- Lifting the Magnetron Line vacuum chambers;
- Work inside the Mirror Line furnace chamber;
- Operating chemical installations which produce explosive mixtures with air;
- Operating pressurized equipment requiring continuous technical supervision;
- Operating fork-lift trucks and other material handling equipment;
- Operating control panels of multi-function and multi-task technological systems;
- Sustained work in a high temperature environment (baths and furnaces);
- Work at pressure control and measurement stations of gas systems.

All one-off tasks which in Employer's opinion must be classified as work to be performed by at least two individuals, jobs performed under extremely hazardous conditions, and jobs requiring special physical fitness and psychological aptitude must be added to the above list.

Prepared by:

OSH Manager

Paweł Warmuz

Approved by:

**The list shall also apply to all the Contractors' employees performing jobs
at SGIMP Glass Dąbrowa Górnicza.**

	List of Jobs	Date issued: Dec. 05, 2012
		Last revision: March 01, 2019

No	Type of Job
1	Pneumatic unloading of tanks, trucks
2	Work at heights, including electric bulb replacement in offices and production areas, window cleaning, scaffolding erection and dismantling
3	Rooftop jobs, including roof inspection
4	Machinery maintenance and repair – fans
5	Repair and maintenance of cullet conveyor and unit
6	Work performed inside tanks, silos, and process equipment
7	Operation of pressure equipment
8	Water treatment
9	Inspection work performed using a ladder
10	Testing and measuring of electrical power equipment
11	Handling damaged glass packages
12	Welding, gas, and electric cutting
13	Grinding and cutting using power tools
14	Cleaning glass forming rolls
15	Rolling mill replacement

Approved by: Tadeusz Kaczmarczyk

01.03.2019

/-/ signature illegible