



DREHER SÖRGYÁRAK ZRT.

1106 Budapest, Dreher Antal út 3.
 telefon: +36 1 432 9700 | web: www.dreherzrt.hu
 cégjegyzékszám: 01-10-042040

HEALTH AND SAFETY REQUIREMENTS

For contractors, service providers and other business partners

1. Our business partners acknowledge that the headquarters, sites and branches of Dreher Breweries Ltd. (hereinafter referred to as "Dreher") are dangerous operating areas where all activities have to be carried out with due diligence, foresight and organization (hereinafter referred to as: "Work Area (s)").
2. Our business partners also acknowledge that at the sites of Dreher work is only possible with a Work Permit issued by a person authorized by Dreher
3. From the installation to the clearance phase (hereinafter referred to as: "Duration of Work"), our partners shall be fully responsible for compliance with work safety, accident prevention, fire protection, environmental protection and any other applicable laws, professional standards and regulations required by the nature of the given work, as well as shall ensure compliance with the same by their subcontractors, fulfilment partners, employees and third persons entering the Work Area (hereinafter collectively referred to as: "Employee (s)").
4. In connection with the above, our business partners shall comply and ensure compliance with the relevant provisions of Act XCIII of 1993 on Occupational Safety and Health and its implementing decree [5/1993. (XII.26.) MüM] by their Employee(s) at the Site of Dreher, as well as Act XXXI of 1996 on the Protection Against Fire, Technical Rescue and the Fire Department.
5. Our business partners acknowledge that only those Employees are allowed to work at the premises of Dreher who hold a valid occupational medical certificate required for the given job upon the commencement and the entire Duration of Work as provided by NM Decree 33/1998. (VI.24.). For works carried out in an epidemiologically key area or in parts of the plant where a hearing test is also necessary due to elevated noise, all Employees are required to hold such certificates.
6. Our business partners hereby commit to ensure that only such persons stay and work in the Work Area who are in a condition required for safe work (sufficiently rested, sober). It is strictly prohibited to bring and/or consume any alcoholic drink in the premises of Dreher.
7. Our external partners are obliged to ensure that only persons in a condition suitable for safe work (rested, sober) stay and perform work in the Work Area. Bringing and/or consuming alcoholic beverages into the Dreher area is strictly prohibited. Dreher conducts random alcohol testing at the entry and exit points, where entering and exiting Employees are selected for a probe alcohol test through an automatic selection module. If an employee refuses the test either upon entering or leaving or the test shows a positive result, Dreher bans the person from its own area for a fixed period of 2 years, and applies the penalty clause applicable to the positive alcohol test against the external



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partner. If an Employee is unsure whether she/he is under the influence of alcohol upon entering Dreher's premises (e.g. whether the alcohol consumed the night before can still be detected in his system), she/he may notify the security service of his request for voluntary testing. If the test is negative, the employee can enter Dreher's premises and start working. If the test shows a positive result, the employee may not enter Dreher's premises or take up work, but in this case Dreher does not apply sanctions against the person. In the latter case, Dreher applies a sanction against the external partner only if the failure of the entry of the concerned Employee for some reason (e.g. delayed performance, failure of performance, etc.) results in a contractual situation on the basis of which there is room for its application. In addition to the above, Dreher also carries out a breathalyzer test in the event that the Employees of the external partner are involved in any accident. If the Employee refuses a breathalyzer test by Dreher's security service in such a case, Dreher ensures the possibility that the police will perform the breathalyzer test, if the latter is refused by the Employee, then the sanctions applicable to random breathalyzer tests will apply.

8. Our business partners shall provide the Employees appearing for and performing work at the Work Area with uniform and clean workwear in good condition that ensures appropriate health and safety at work in accordance with the applicable laws, as well as with personal protective equipment as provided by Decree 65/1999. (XII.22.) EüM and with first aid equipment as provided by the joint Decree of the SzCsM-EüM 3/2002. (II.8.) and the applicable standards. For the purpose of identifiability, the name of the employer (business partner) shall be indicated on the workwear. Wearing a visibility vest is mandatory in the brewery yard, loading areas and warehouses. The use of a safety helmet with a chin strap is mandatory when working at heights (ladders, stands, personal lifts, body harnesses).
9. Business partners shall ensure the following:
 - only such dangerous work equipment is brought to the Work Area which has a valid safety review, and a protocol attesting this is available on site;
 - the non-dangerous work equipment used in the Work Area has been reviewed and this can be confirmed by a protocol available on site;
 - the contact protection measurement protocol for electrical tools used in the Work Area (including hand tools) is available in the Work Area.

The use of forklift-mounted work baskets, wooden ladders, and home-made or other work tools that do not have a conformity (CE) mark is prohibited on the premises of the brewery!

10. Our business partners shall warrant that they hold a risk assessment of their activities which they shall hand over to the representative of Dreher
11. Our business partners shall comply and enforce compliance by the Employees with the hygiene regulations to maintain order and safety in the Work Area(s) used. They are required to provide a container for storing waste. They shall collect or arrange for the collection of hazardous waste selectively, and shall ensure its proper disposal.



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12. Our business partners acknowledge that the rules of road traffic apply in the premises of Dreher, with which they are required to comply and ensure compliance by their Employees.
13. Our business partners acknowledge that they shall have full liability for any damages or accidents occurring in the course of their or their Employees' activity. They may be exempted from this liability only if proving that the damage occurred as a result of the instructions of a person authorized by Dreher or due to a defect of the device handed over. As an additional condition of exemption, the given instruction must be one for which no legal obligation prescribed its refusal, or the defect of the device could not be recognised under the prevailing circumstances. In this respect, the risk of damage shall be borne by the business partner concerned during work, and shall also compensate for any damages caused to the Employees, Dreher or third persons (including fines imposed by the authority on Dreher as the owner of the Work Area due to unprofessional work or illegal conduct, as well as any corresponding costs).
14. In the event of an accident in the premises of the company, the business partner shall suspend the work and investigate the accident by involving a competent person delegated by Dreher. A protocol of the accident shall be prepared, a copy of which shall be handed over to the work safety specialist.
15. Our business partners shall notify the technical service manager prior to commencing work in close proximity to water, steam, condensate and gas pipelines.
16. Our business partners acknowledge that the technical inspector and/ or fire and work safety specialist designated by Dreher shall be entitled to inspect the work at any time and to record any work safety irregularity experienced in the construction (or installation or other work) log. Furthermore, they acknowledge that Dreher shall be entitled to apply a penalty in connection with the above deficiencies on the basis of the list of deficiencies / fees being an Annex to this Health and Safety Rules.
17. Our business partners acknowledge that any occasional fire risk activity may be conducted in the premises of Dreher solely in possession of a valid fire protection exam and fire licence. Furthermore, work in confined spaces or work at height are subject to a special permit. The external partner is obliged to ensure that it informs the Dreher representative before such licensed activities and acts in accordance with the applicable internal regulations.
18. By performing installation at the Work Area, our business partners acknowledge that they – along with their Employees – have been provided with sufficient and proper education of the risks of work, including the necessary use of protective equipment and all other measures. The business partner agrees to immediately suspend or arrange for the suspension of work, and to request instruction, information or education from the competent representative of Dreher if any need for further education arises, it detects a potential threat, or an event is foreseen to occur which it will not be able to resolve due to the lack of appropriate expertise or knowledge.
19. Dreher informs its business partners that its professionals are at their disposal at any preliminarily agreed time to provide them and their Employees with education in work safety, accident prevention, fire protection, environmental protection and with information on the specific threats of the given

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Work Area as appropriate. Our business partners acknowledge that if they fail to exploit this possibility, any consequence resulting from the lack of such education, provision of information will be borne by them.

20. Our business partners shall warrant that the forklift truck made available by Dreher to facilitate loading activities will be used only by Employees who have the appropriate exam and qualification and a valid medical certificate, as well as are properly trained in work safety and are in a condition suitable for driving the truck in all respects. Our business partners represent that they have checked their Employees' corresponding certificates and have found them satisfying. Furthermore, they agree to review the qualifications, medical certificates and the work safety education of Employees with a frequency corresponding at least to the applicable laws or reasonably expected.
21. The Employee driving the forklift truck shall follow the instructions of the delivery clerk on site. He shall also keep the forklift log properly, and shall immediately notify the delivery clerk of any truck failure.

This document forms part of the contracts concluded with Dreher, and its current version of all times will be published on the official company website of Dreher Sörgyárak Zrt (www.dreherzrt.hu). Please be aware of any changes or updates to this document from time to time to ensure that compliance with the above requirements is ensured.

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