

Safety and environmental instruction ‘Working with third parties’

Ghent R&D Center

Internal Department for Prevention and Protection DENV
General Affairs Welfare and Environment



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Before the first works start, the third (sub)contractor will receive these safety and environmental instructions 'working with third parties' (**VI-00000074**), as well as the 'Declaration' agreement (**FCD-00000021**). These 'working with third parties' instructions must be read by the third (sub)contractor. The information from the instructions must be passed on by the third (sub)contractor to its employees, representatives and (sub)contractors. For approval, the third (sub)contractor must return the signed 'Declaration' to DENV. If DENV has not received a signed 'Declaration' from the third (sub)contractor, it will be denied access to DENV. Thereafter, the most recent version of **VI-00000074** can always be consulted on the DENV website and the third (sub)contractor will be notified by e-mail of any changes.

If the third (sub)contractor himself uses a representative or (sub)contractor, he is responsible for passing on the information from the instruction 'working with third parties' (**VI-00000074**) to the latter. The third (sub)contractor with whom DENV has concluded the agreement remains responsible for the work of his representative or (sub)contractor. His representative or (sub)contractor must register as such at the reception.

1 General

1.1 Health and safety policy (safety, health and welfare management system within DENV)

For DENV, a manufacturer, distributor, seller and service provider of air conditioning and heating systems, health and safety policy is of the utmost importance. We ensure the safety of our operations and carefully implement activities that guarantee the health and safety of our employees. In this way, we want to gain the trust of the people (employees, contractors, customers and the community).

Taking into account the Daikin approach, DENV management is committed to achieving progress in the following areas:

1.1.1 Discovering risks and hazards

DENV is committed to the prevention of risks and hazards that can lead to incidents, accidents and illness. To this end, we will regularly monitor our workstations and processes to detect causes, which will enable preventive measures. These measures will be periodically evaluated with random samples and audits, so that continuous improvement is possible and such incidents are prevented.

1.1.2 Harmony with the law

All Daikin products, processes and services shall at least comply with applicable health and safety legislation.

1.1.3 Collaboration and communication on safety and health

DENV will communicate actions in such a way that all levels in the organization are well informed about the objectives and applications. These efforts will be adapted when necessary. The policy is integrated into the objectives of each department. Furthermore, DENV will try to integrate the policy at an organizational level, taking into account the advice of all related parties (employees, contractors, customers and the community). These initiatives will be periodically monitored through sampling and audits to enable continuous improvement in our management systems.

1.1.4 Activities around safety and health

DENV will support and promote activities that reduce risks outside of work and improve the health of our employees. In addition, we aim to provide adequate resources for initiatives that increase capacity and awareness in the area of health and safety.

1.1.5 Education : know-how, training and instructions

In order to implement the health and safety policy, we will provide the necessary training and information to all related parties. This will also be evaluated periodically so that continuous improvement can be achieved.

DENV expects participation from every stakeholder so that these principles can be put into practice. The policy will be evaluated regularly so that these values remain current.

We count on everyone to join us in a commitment to making these health and safety principles a way of life.

1.1.6 Integrated management system

In addition to a safety management system, Daikin also has a management system and policy to reduce its energy consumption and environmental impact.

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Aim for ZERO to achieve complete 'customer' satisfaction !

For Daikin Europe NV, DENV, a leading manufacturer and distributor of HVAC-R products and services, quality, safety and the environment including energy consumption is of the greatest importance. These 4 aspects are an integral part of our core values, corporate ethics and business principles and will guide us to develop, produce and deliver differentiated products, services, processes and workstations that are stable, smart, safe and preferred by our 'customers'. This approach will outperform competitors in quality, environmental performance, safety, cost and lead time.

To achieve complete 'customer' satisfaction we aim for 'ZERO': zero defects, zero (serious) accidents, net zero emissions of greenhouse gasses.

This requires everybody to be engaged, motivated and to understand their responsibility in achieving our objectives. Empowerment to take action is key to achieve a high level of performance and assuring continuous improvement.

At DENV, our IMS policy summarizes the following essentials:

1) Taking steps to proactively improve

Taking into account the complete product life cycle we will design, manufacture and maintain our processes to eliminate risks and to minimize the environmental aspects (CO₂ eq emissions, energy efficiency, impact of HFC emissions, waste, water usage and VOC emissions). Sustainable and circular use of resources is key to reduce these impacts.

To ensure this we will periodically execute risk assessments and implement countermeasures. The management initiatives will be periodically evaluated to verify their effectiveness. Also advices and visions of the interested parties will be taken into account (employees, customers, third parties, communities). Supported by the management initiatives and the progressive technological developments continuous improvement will be guaranteed.

2) Compliancy with the applicable legislation

All Daikin products, processes and services will meet at least the applicable legislation and internal requirements.

3) Provision and promotion of the management activities

DENV will promote and support the management activities in all her processes to eliminate risks and unwanted output. To ensure the objectives, leadership will be shown and adequate resources will be made available. Employees will be consulted and encouraged to participate in the management activities.

4) Know-how, training, awareness and instructions

To succeed in our objectives the necessary training and information will be provided for all employees, including the hierarchical line and third parties. Through standards, education, training, supervision and effective bilateral communication we strive to create a 'culture' for improvement in favor of our processes, products and services. Teamwork, engagement, ownership and support by every stakeholder is needed to bring these principles into practice.

Each and every one of us has the power to influence the management initiatives to improve our product, processes and services so DENV remains a passionate and trusted leader on the HVAC-R market.

President	Chairman of the Board
	
Mr. T. Tsubouchi	Mr. M. Minaka

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This policy will be revised periodically, is available for the public and can be shared with all interested parties.

As a third (sub)contractor you have an important role in the field of both safety and the environment and energy. This instruction aims to inform you about the instructions to be followed.

1.2 Liability

The third party (sub)contractor shall bear full liability for the safety of its employees and the employees of its representative or (sub)contractor as well as for compliance with the regulations relating to safety and the environment by these employees.

The third (sub)contractor is liable for all damage caused to DENV or third parties by acts or omissions of himself, his employees and the employees of his representatives or (sub)contractors. All damage must be compensated and/or repaired by the third (sub)contractor. To cover this liability, the third (sub)contractor will take out the appropriate insurance.

1.3 Insurance

The third (sub)contractor undertakes to have taken out the following insurance policies:

- Occupational accident insurance;
- Civil Liability Insurance;
- Compulsory car insurance.

A copy of the Civil Liability insurance must be delivered to DENV together with the signed 'Declaration'.

If the third party (sub)contractor calls upon a representative or (sub)contractor, he undertakes that this representative or (sub)contractor has the same insurance as that imposed on him.

If the insurance policies to be taken out by the third (sub)contractor expire, are cancelled or suspended during the duration of the works or before the commencement of the works, DENV must be informed of this immediately.

1.4 Social security obligations, tax and social debts

The third party (sub)contractor is obliged to comply with all statutory, regulatory or contractual provisions regarding general employment conditions and regarding taxation and social security in relation to its personnel and to ensure that these are complied with by its representative or (sub)contractor, if any.

The third (sub)contractor must always be able to demonstrate that he has fulfilled all his social and tax obligations - including the timely and correct payment of wages to the staff - and This not only applies at the time the construction contract is concluded, but also when work commences and when invoicing for the services provided.

Any fines and liabilities incurred by DENV under social legislation (including Article 30bis of the Act of 27 June 1969 on social security for workers) and tax legislation (including Articles 400, 401, 403, 404 and 406 of the Income Tax Code 1992) will, where appropriate, be recovered from the defaulting third party (sub)contractor.

If the third (sub)contractor fails to comply with one or more of the statutory, regulatory or conventional provisions regarding social or labour law or tax law provisions, the construction contract may be terminated by operation of law at the expense of the third (sub)contractor.

In addition to the deductions made by DENV, pursuant to Articles 30bis of the Act of 27 June 1969 on social security for workers and 403 of the WIB 1992, the third-party (sub)contractor is obliged to compensate DENV for all possible expenses and costs incurred due to non-compliance with these obligations.

Non- Belgian employees of the third (sub)contractor will always be in possession of the necessary residence permits, work permits, Limosa notifications (L1 documents via www.limosa.be) and other documents proving correct affiliation and payment to a social security scheme, in accordance with legal requirements.

The third subcontractor needs to deliver a copy of these documents to DENV before commencing work and must keep these forms available for consultation by the client DENV throughout the entire duration of the contract.

The mandatory provisions regarding the minimum wage and the law on the protection of employees' wages will also be correctly observed by the third (sub)contractor with regard to these non-Belgian employees.

1.5 Confidentiality

The third party (sub)contractor - its representative or (sub)contractor - and their employees undertake to maintain confidentiality of technical information, manufacturing processes, commercial information and other information or documents that are confidential and that are provided during the performance of the agreement or of which the third party (sub)contractor - its representative or (sub)contractor - and their employees become aware as a result of the performance of the agreement .

If during the works the third party (sub)contractor - its representative or (sub)contractor - and their employees acquire data from employees within DENV, they will respect the rules regarding GDPR.

In the event of non-compliance, DENV may hold the third party (sub)contractor liable.

1.6 Health surveillance

It is the responsibility of the third party (sub)contractor to ensure that its employees and the employees of its representative or (sub)contractor, who are subject to health supervision, receive the necessary periodic health assessments by a **prevention adviser-occupational physician** .

1.7 Certificates / permits / driving licenses

It is the responsibility of the third (sub)contractor to ensure that his employees and the employees of his representative or (sub)contractor have received the necessary training (e.g. safety function, authorized person in case of use of scaffolding, working on electricity, etc.). To this end, the necessary certificates, permits or driving licenses must be able to be presented at all times.

2 Access to the company

2.1 General

On the first day of the works, each employee of the third (sub)contractor - his representative or (sub)contractor - will receive an abbreviated version of these instructions which must be read through.

Only the employees of the third (sub)contractor - his representative or (sub)contractor - who are required for the execution of the works are allowed on the DENV site.

It is prohibited for any employee of the third party (sub)contractor - his representative or (sub)contractor - to be in places other than those where the work is normally carried out.

Every day, before the start of the works, they will report to the DENV **reception where they will receive a badge**.



The badge must always be worn visibly and must be returned when leaving DENV. Depending on the assignment the badge can give access to the whole building or just a part of it such as the test building. The badge has a limited end date, after which it needs to be reactivated by the Daikin employee or reception. The employees of the representative or (sub)contractor of the third (sub)contractor must report as such at the reception.

Unless agreed in advance with the client of DENV, no work may be carried out on Saturdays, Sundays or public holidays, nor outside normal working hours. If, for exceptional reasons, an intervention must be carried out or continued outside normal working hours, the third (sub)contractor must immediately inform the client of DENV of this.

2.2 Start of works

2.2.1 General

Work may only commence once the necessary measures have been taken to ensure that work can continue safely.

The employees of the third (sub)contractor - his representative or (sub)contractor - must take the necessary measures by means of demarcation and signage to prevent access to the site for unauthorised persons or to ensure that passers-by are informed of the work in progress.

2.2.2 Work permit

On the first day of the works, before the start of the works, the work permit must be completed by the person responsible for the third (sub)contractor - his representative or (sub)contractor - (**FCD-00000211**). This work permit must be supplemented by the client of DENV (permission before the start of the works). Carrying out a risk analysis in the form of LMRA (Last Minute Risk Analyses) before the start of the works is a requirement. The work permit must be clearly displayed at the location of the works.

2.2.3 Hot work permit

hot work permit must be used .

This permit is expressly required for the following works: welding, burning, grinding, use of open flame, soldering, sandblasting and work in EX zones *.

Such activities are prohibited in roofing works . Alternatives must be used in the case of roofing works . Exceptions must be requested from the Internal Service for Prevention and Protection.

* The following locations are included in the explosion safety document:

- gas storage zone
- MTA zones on ground floor, second and fourth floors
- exhaust zone of the ventilation of test rooms

A hot work permit is not required for welding activities in a welding zone equipped for this purpose . The hot work permit must be requested from the internal client.

The works can only commence after the hot work permit has been completed and signed by the responsible employee of the third (sub)contractor - his representative or (sub)contractor - and the client of DENV.

The completed hot work permit must be kept by the employees of the third (sub)contractor - his representative or (sub)contractor - during the execution of the works.

The permit is issued for one specific work, at one specific location and has a maximum duration of one week. If the continuation of the work proves necessary after the period of one week, a new permit must be applied for.

Before commencing the works, the responsible employee of the third (sub)contractor -his representative or (sub)contractor- must carry out a risk analysis in consultation with the client of DENV. The employees of the third (sub)contractor -his representative or (sub)contractor- must observe all resulting safety measures.

Every day after the works, the responsible employee of the third (sub)contractor -his representative or (sub)contractor- and the client of DENV must perform a check in the environment and the adjacent rooms. The internal client (DENV) signs off on the hot work permit after performing the daily check .

The hot work permit must be issued to the internal client after the work has been carried out or after the validity period has expired.

2.3 End of the works

Every day before the end of the works and before the final end of the works, the employees of the third (sub)contractor - his representative or (sub)contractor - must verify the following:

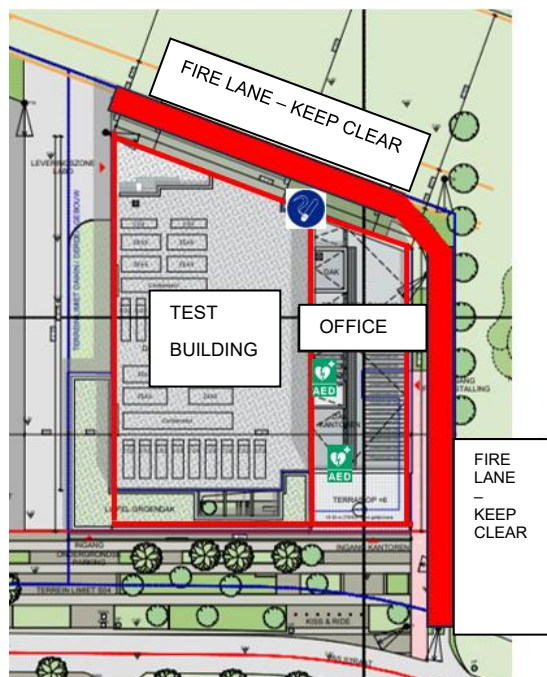
- all equipment must be disconnected and set to inactive,
- all waste must be removed by the employees of the third (sub)contractor -his representative or (sub)contractor- (unless otherwise agreed with the client of DENV),
- The area where the work is being carried out must be left tidy and clean.

Upon completion of the work, the client of DENV must sign the work permit to confirm that the work has been completed. The client of DENV uses the opportunity to indicate whether or not the employees of the third (sub)contractor -his representative or (sub)contractor- have complied with the instruction 'working with third parties'. The employees of the third (sub)contractor -his representative or (sub)contractor- must then hand in this work permit at the reception.

3 Vehicle access to the company premises and the building complex

All vehicles must be parked in the parking tower on the technology site unless the client permits temporary parking on the DENV site. The permitted parking space will be included on the work permit. Parking in other places is only permitted for loading or unloading materials and equipment. Parking may not hinder normal road traffic and may not in any way be dangerous. This parking may never take place in front of an entrance, exit or passage, nor in front of an emergency exit or on the fire road.

No vehicle may be left unattended with its engine running.

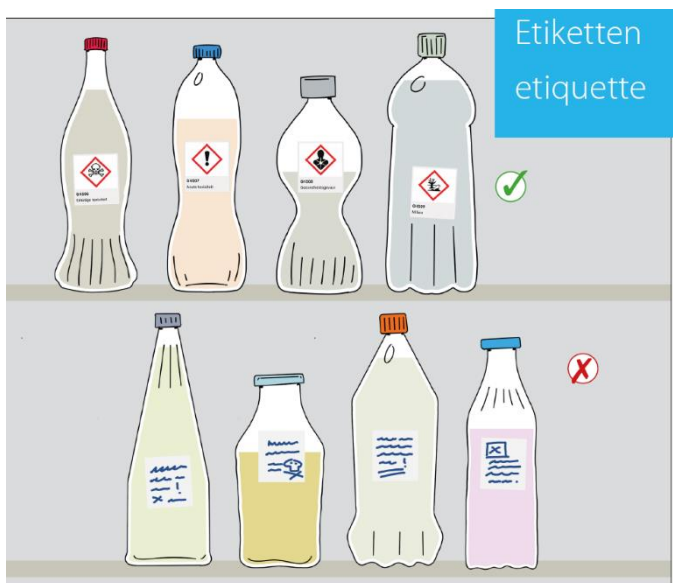


Site + fire route designation

4 General safety instructions

- The third (sub)contractor must comply with its obligations regarding the welfare of employees imposed by DENV and have them complied with by its employees, representatives and (sub)contractors. The third (sub)contractor can only pass this task on to DENV if this is agreed in advance.
- The third (sub)contractor is obliged to pass on all information about the risks and preventive measures of the DENV facility on the one hand and the activities of the third (sub)contractor on the other hand, to its employees, representatives and (sub)contractors.
- The third party (sub)contractor - his representative or (sub)contractor - must cooperate with DENV in its task of coordinating the actions of third parties and ensuring cooperation with his facility.
- The employees of the third (sub)contractor - his representative or (sub)contractor - must respect all safety regulations in DENV.
- The third (sub)contractor, its employees, representatives and (sub)contractors and its employees and (sub)contractors may not violate the regulations relating to safety and the environment (ARAB, Welfare Act, CODEX, AREI, Belgian standards, European directives, European standards, VLAREM). The third (sub)contractor -its representative or

(sub)contractor- is assumed to be aware of the regulations and to inform its employees, representatives and (sub)contractors about them.



■ All containers brought into DENV by the third party (sub)contractor - his representative or (sub)contractor - must be labelled.

■ The material and equipment of the third (sub)contractor - his representative or (sub)contractor - must be placed in such a way that they cannot pose any danger or hindrance. All exits, passages, escape routes, fire-fighting equipment, warning equipment and electrical signs must be kept clear under all circumstances.

5 Specific safety instructions

5.1 Use of work equipment, personal and collective protective equipment

As a general rule, DENV does not provide work equipment or collective or personal protective equipment to the third party (sub)contractor - his representative or (sub)contractor.

The third party (sub)contractor - his representative or (sub)contractor - is responsible for providing all appropriate and suitable work equipment and collective and personal protective equipment for the performance of the task by his employees.

All work equipment and collective or personal protective equipment of the third party (sub)contractor - his representative or (sub)contractor - must be clearly identified so that their ownership is irrefutably established.

If during the works, and in exceptional cases, the third (sub)contractor -his representative or (sub)contractor- borrows work equipment or collective or personal protective equipment from DENV, the third (sub)contractor -his representative or (sub)contractor- will be responsible for keeping the borrowed equipment in good condition. As soon as the third (sub)contractor -his representative or (sub)contractor- takes possession of the equipment in question from DENV, DENV will be released from all responsibility for the condition of the borrowed equipment, even if it is the cause of an accident.

All work equipment and collective and personal protective equipment provided must comply with all legal requirements.

The third party (sub)contractor - his representative or (sub)contractor - must ensure that all work equipment and collective and personal protective equipment made available are in good condition and must ensure that all his employees have sufficient information and instructions for use.

The third (sub)contractor - his representative or (sub)contractor - must ensure that all the work equipment and collective and personal protective equipment made available are used correctly by his employees during the execution of the works. These may not be used for any other purpose than the purpose for which they were manufactured.

Only if the risks cannot be eliminated at the source or cannot be sufficiently limited by measures, methods or procedures in the field of work organisation, may collective or personal protective equipment be used. The third-party (sub)contractor - his representative or (sub)contractor - must always give priority to collective protective equipment over personal protective equipment.

The third party (sub)contractor - his representative or (sub)contractor - must provide personal protective equipment for all activities and working conditions as required by law.

In DENV, wearing safety shoes is mandatory when entering the test building. Also when the work involves a risk of foot injuries, safety shoes are mandatory in the office building, the basement floors and outside the building.



In DENV, wearing glasses (personal glasses or safety glasses) is mandatory as soon as one enters the test building, unless other obligations are visualized at the entrance to a zone.

In DENV, wearing safety glasses or goggles is mandatory in the following circumstances:

- ▣ When carrying out work in the test building;
- ▣ When the nature of the work outside the workplace poses a risk of eye injury.

When working with an angle grinder, it is mandatory to wear a face shield.

In DENV, wearing head protection is additionally mandatory under the following circumstances:

- ▣ Activities involving a risk of falling objects (for persons exposed to falling objects).
- ▣ Activities with an increased risk of impact.

5.2 Working at heights

Work at heights refers to all work where a minimum height of 2 metres is reached or where a fall of 2 metres is possible.

Even when entering smaller heights, this should always be done safely. To the extent possible, the following preventive measures can also be applied at these smaller heights.

When working at heights, the third (sub)contractor - his representative or (sub)contractor - must take all material (e.g. use of collective and personal protective equipment) and organizational measures (e.g. demarcating the work zone) to ensure that this work is carried out safely. Always do this in consultation with the client of DENV, and before starting the work.

When working at heights, the area under the workstation must always be secured. If there is a risk of falling parts, collision hazard due to cross traffic or the presence of pedestrians, the work area where such risks occur must be demarcated sufficiently and widely. Also provide a suitable containment system in the event of a risk of falling parts.

If demolition work is carried out, always dismantle the entire installation. If this is not possible, check whether the remaining part is sufficiently secured and, if necessary, provide additional securing or a suitable containment system.

check with the client of DENV in the risk zone before starting the work what is attached to the ceiling in the indoor environment . Evaluate together with the client whether the activities could possibly lead to falling parts. Also pay close attention to the attachment method of installations, both in the outdoor environment and in the indoor environment (production hall, office, etc.).

If there appears to be a risk of falling parts, provide a suitable containment system and cord off the area above which you are working sufficiently and extensively.

The necessary measures must also be taken to ensure that there is no chance of parts of the roof or buildings being blown away. Examples of this are securing materials such as hammers

and the like using a carabiner. The area under the workstation is therefore also demarcated. Persons who must nevertheless be present in the area must be authorised and must wear the correct protective equipment (e.g. a safety helmet).

When working at heights, the third (sub)contractor - his representative or (sub)contractor - must provide the necessary protective equipment to prevent falls from heights and to stop any fall that may occur. To this end, the third (sub)contractor - his representative or (sub)contractor - must give priority to collective protective equipment (e.g. permanent or temporary railing, scaffolding, aerial work platform, etc.) over personal protective equipment (personal fall protection).

Work at heights may only be carried out if the weather conditions do not endanger the safety and health of the employees. Therefore, working at heights on a slippery (ice, snow, rain) surface and in gusts of wind is not recommended.

The dimensions, properties and characteristics of the equipment used for work at heights are adapted to the nature of the work to be carried out and to the anticipated loads.

The employees of the third (sub)contractor - his representative or (sub)contractor - must make correct use of the necessary work equipment.

The gondola may only be used after approval by the client of DENV. The gondola may only be entered after receiving the necessary instructions.

5.2.1 Use of collective protective equipment

a) Use of scaffolding

The third party (sub)contractor - his representative or (sub)contractor - who assembles, dismantles or converts the scaffolding must have:

- the manufacturer's instructions for use
- a note containing the strength and stability calculation
- an assembly, disassembly and conversion diagram of the scaffolding (drawn up by the manufacturer or a competent person)
- an instruction note regarding the use of the scaffolding (drawn up by a competent person)

The third party (sub)contractor - his representative or (sub)contractor - must be able to present the above documents at the request of DENV.

The third party (sub)contractor - his representative or (sub)contractor - must appoint a competent person to carry out the following tasks:

- Monitoring the application of measures to prevent the risk of persons or objects falling;
- Ensure that safety measures are applied in changing weather conditions that could affect the safety of the scaffolding in question;
- Monitoring compliance with the conditions regarding permissible load;
- Adjusting an assembly, disassembly and conversion diagram;
- Drawing up an instruction note regarding the use of the scaffolding;
- Carrying out the necessary checks (check to verify that the scaffolding continues to comply with the calculation note under all circumstances).

Evidence of the checks carried out by the competent person must be available at the request of DENV.

The parts of the scaffolding that are not ready for use must be marked and demarcated by the third party (sub)contractor - his representative or (sub)contractor.

The third (sub)contractor - his representative or (sub)contractor - may only allow authorized persons to work on a scaffolding and to cooperate in the assembly, disassembly and

conversion of a scaffolding. To this end, he must provide the necessary training that enables the employees to acquire the knowledge and skills necessary for the performance of their tasks.

The scaffolding used must comply with all legal requirements.

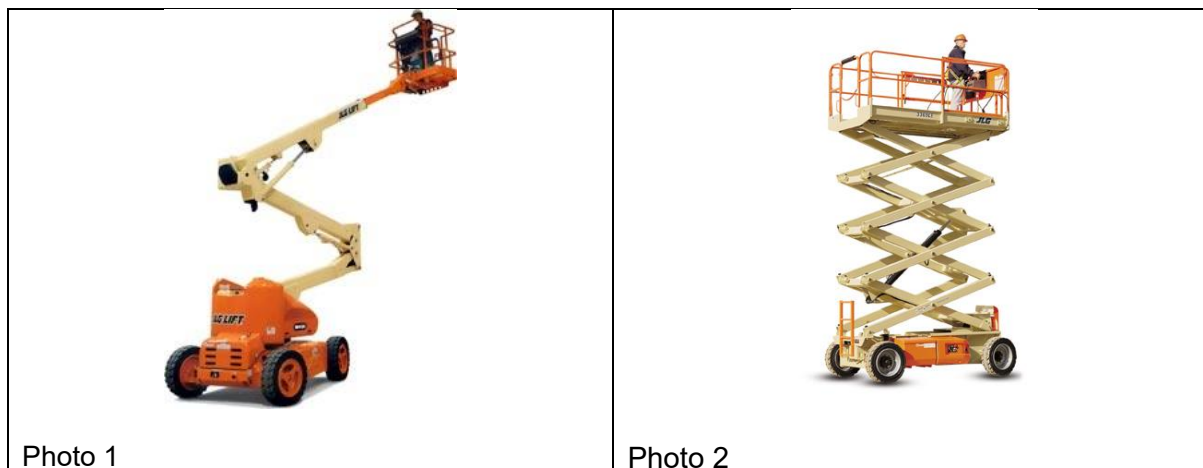
The following provisions must be observed:

- The scaffolding must be sturdy and stable and made of good materials;
- The scaffolding must be in good condition;
- The scaffolding must be constructed in such a way that no part can move relative to the whole;
- The scaffolding and the scaffolding floors must be able to bear and withstand all loads and all weather conditions to which they are exposed;
- The scaffolding must be sufficiently anchored or secured; if the height is more than 2 metres to the top platform, stabilising legs or anchoring to the wall must be provided.
- The support surface must be sufficiently strong;
- The dimensions, shape and position of the scaffolding floors must be adapted to the nature of the work to be carried out and the loads to be carried, so that traffic and work can take place safely;
- The scaffolding floors must be mounted in such a way that their parts cannot move during normal use;
- There must be no dangerous gaps between the edges of the floors and the structure against which the scaffolding is placed. If this is not possible, the necessary protective equipment must be used;
- There must be sufficient safe access routes between the different floors of the scaffolding;
- During assembly, dismantling, conversion and use of the scaffolding, appropriate protection against the risk of falling and falling objects must be installed at each level of the scaffolding;
- Scaffold planks must be of equal thickness and close together. These scaffold planks must overlap at the supports (0.6 meter overlap, with the support point in the middle of the overlap);
- Each work platform is protected with a railing, intermediate railing and a skirting board:
 - Height of railing: 1-1.2m
 - Middle railing : 0.5 – 0.6m
 - Skirting board: min 0.15m high
- Movable scaffolding must be free of persons, materials and tools before it is moved. Movable scaffolding must be secured against unintentional movement.

Scaffolding may not be used for any purpose other than that for which it was constructed.

b) Use of aerial work platforms

When using aerial work platforms, a distinction must be made between (articulated) aerial work platforms (see photo 1) where the workstation can move relative to the telescopic arm, and scissor lifts where the platform mainly only moves up and down (see photo 2).



Both can only be operated by a trained person. When using it, a safety helmet or bump cap is necessary if there is a risk of bumping the head.

The use of personal fall protection with a fixed safety line (see point 5.3.2) is mandatory when using both articulated aerial work platforms and scissor lifts.

5.2.2 Personal protective equipment against falls

Wearing a fixed safety line is mandatory when working in a (folding) aerial work platform or scissor lift and when working at heights without appropriate collective protective equipment, where the employee is positioned more than 2 metres from the edge.

In all other cases of working at heights where collective protective equipment cannot be used, personal protective equipment must be worn. This must then be adapted to the risk of falling and impact (personal fall protection and head protection).

All personal fall protection equipment provided must comply with all legal requirements.

All personal protective equipment against falls must be accompanied by a certificate of the last periodic inspection by a recognized inspection body.

5.2.3 Use of ladders

Ladders, stepladders and platform ladders are not included in collective and personal protective equipment.

The use of ladders, stepladders and platform ladders is only permitted to bridge height differences and if safer means are not justified due to the short period of use, the low risk of the task or the fixed characteristics of the workstation.

Activities for which ladders may be used:

1. To move to a higher or lower work plane;
2. To carry out inspection or control (e.g. visual inspection of damage at height);
3. In activities where safer means are not justified due to the short duration of use, the low risk of the task or the fixed characteristics of the workstation. That is to say, activities that:
 - And be short-term: standing time less than 4 hours per project
 - And performed within a limited range: within arm's length/arm's reach
 - And where no great effort is required: use of small tools with a total weight of less than 5 kg
 - And without the use of tools, powered by cables or pipes
 - And at a limited height: no higher than 6 meters
 - And not be repetitive;
 - And can be performed with one hand.

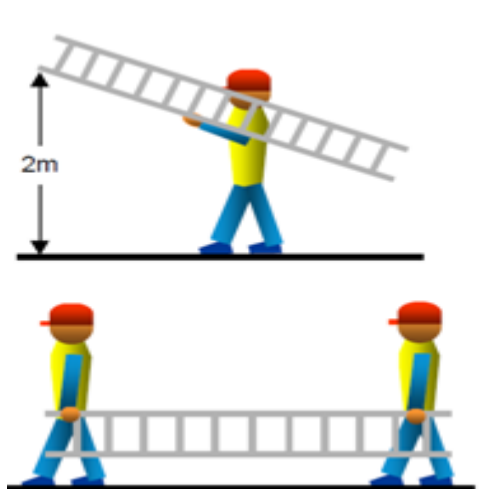
The ladders must be inspected regularly by a competent person designated by the third (sub)contractor - his representative or (sub)contractor. The ladders must also be checked before each use.

The ladders used must comply with all legal provisions. If the ladders no longer comply with the legal provisions, the third-party (sub)contractor - his representative or (sub)contractor - must take the necessary measures to ensure that they comply again.

The following provisions must be observed:

- The ladders must be sturdy and stable and made of good material;
- The ladders must be in good condition;
- The ladders must not bend. The rungs of the ladders must remain horizontal;
- The ladders must be set up stably (set-up angle between 65° and 75°);
- The ladders must be secured against falling;
- Ladders with more than 25 rungs must be secured at the top;
- Portable ladders must be supported on stable and sturdy points of suitable dimensions so that they remain immobile;
- With portable ladders, the foot must be prevented from slipping;
- Movable ladders must be secured;
- Hanging ladders must be securely fastened;
- Access ladders must extend sufficiently above the exit level;
- With multi-part ladders or extension ladders, it must be avoided that the different parts move relative to each other during use.

When using ladders, the carrying of loads must be limited and a safe hold must not be obstructed. Climbing a ladder must always be done with the face towards the ladder. A ladder must never be climbed by more than one person at a time.



When carrying a ladder, the employee of the third (sub)contractor - his representative or (sub)contractor - must have sufficient unobstructed visibility so that no one can be injured.

A ladder is therefore carried in such a way that it reaches at least 2 meters above the ground at the front.

If the ladder is carried by two employees of the third (sub)contractor - his representative or (sub)contractor - they shall always hold it as close to the ends as possible.

Ladders may not be used for any purpose other than that for which they were manufactured.

5.3 Use of lifting equipment, hoists and handling devices

Note:

- lifting equipment : hydraulic lifts, work platforms, hydraulic scissor tables, aerial work platforms, etc.
- lifting equipment : lifts, hoists, gantry cranes, cranes, suspended scaffolding, etc.
- handling equipment : platform trucks, pallet trucks, stackers , forklifts, reach trucks, etc.

All lifting equipment, hoists and handling devices used must comply with all legal requirements.

All lifting equipment, hoisting gear and handling devices brought in by the third party (sub)contractor - his representative or (sub)contractor - must be accompanied by a certificate of the last periodic inspection by a recognised body.

All employees of the third (sub)contractor -his representative or (sub)contractor- who operate a lifting device, a hoisting device or a handling device must have a valid certificate of medical fitness as well as a valid certificate of the necessary training followed. This evidence must be able to be presented on request.

It is not permitted to use lifting equipment, hoists or handling devices owned by DENV unless written permission is given by DENV's client.

If mobile work equipment is used where pedestrians are also present, the drivers of the internal transport must provide sufficient safe distance for pedestrians. They must slow down and warn at dangerous and unclear points and when pedestrians approach.

The drivers of the mobile work equipment must look in the direction of movement and always have a good view of the route they are taking. They may never drive with the load at a height. The forks, whether loaded or unloaded, must always be approximately 15 centimetres from the ground. If necessary, they must drive backwards or call on an attendant. They must also take into account the height of the free passage under the various obstacles, beams, pipes and gates. They must also keep sufficient distance. The maximum speed of 12 km per hour must be respected.

All mobile work equipment with one or more workers traveling along must be designed in such a way that the risks resulting from tipping or falling are limited.

5.4 Use of hazardous substances

If the third (sub)contractor -his representative or (sub)contractor- brings hazardous substances (including gases) into DENV, these must always be provided with the legal labelling. The safety health card (Safety Data Sheet = SDS) of these substances must always be available. The hazardous substances that a third (sub)contractor -his representative or (sub)contractor- brings into DENV must be limited to the quantity required to work with for one day.

The storage of hazardous substances (including gases) on DENV premises is prohibited.

An exception to this can only be made with the approval of the client of DENV and with the approval of the General Affairs section Welfare & Environment.

5.5 Working with electricity

5.5.1 General

All electrical power for the lighting and operation of the equipment of the third (sub)contractor - his representative or (sub)contractor - is provided free of charge by DENV.

All connections for the work of the third (sub)contractor -his representative or (sub)contractor- required electricity, must be in accordance with the General Regulations for Electrical Installations (AREI). All actions and works must be carried out in accordance with the AREI

When working on projects that require electricity, attention must always be paid to risks of tripping, cross traffic, etc.

The third (sub)contractor - his representative or (sub)contractor - must ensure that his employees are sufficiently informed and trained and have the correct personal protective equipment to carry out work on electrical installations. The necessary documents regarding professional knowledge/professional competence must be able to be presented.

5.5.2 Low voltage cabins

Working in low-voltage cabins is only permitted for authorised personnel in accordance with legal provisions and the AREI

It is strictly forbidden to work on live parts. If this cannot be done otherwise, this may only be done under the supervision or with the permission of an engineer or a member of General Affairs.

When working in the low-voltage cabins, the following safety procedure must be followed to protect the employees of the third-party (sub)contractor - his representative or (sub)contractor - and employees of DENV (the vital 6):

- 1 risk analysis ;
- 2 device disconnect (remove power from installation);
- 3 lock (make it impossible to switch on again , attach prohibition plates, etc.);
- 4 measure (check if voltage is missing);
- 5 grounding and short-circuiting;
- 6 to demarcate .

5.5.3 High-voltage cabins

High-voltage cabins are only accessible to authorized electricians. Permission must always be obtained for this via the work permit.

5.6 Excavation work

section must be contacted prior to commencing the work. Facilities . The third (sub)contractor - his representative or (sub)contractor - must obtain the necessary information regarding the underground pipes (electrical cables, water pipes, telephone lines, water drains, etc.) before starting the works.

The third (sub)contractor -his representative or (sub)contractor- must install proper barriers, railings, cover plates, signals or other effective warning signs for the floor openings, open trenches, excavations, etc. in order to protect DENV employees. These must be sufficiently marked so that they are clearly visible both during the day and at night.

If electrical cables, pipelines, etc. are exposed during the excavation work , they must be sufficiently supported by the third (sub)contractor - his representative or (sub)contractor - so that they do not break under their own weight.

request permission from DENV's client at least three days in advance to be allowed to dig up roads.

5.7 Weather conditions

When carrying out work on the DENV site, weather conditions must be taken into account at all times, especially when carrying out work outside the buildings. Any deviation from the agreements below may only be made after the contractor has carried out a risk analysis of the situation and written approval has been obtained from DENV's internal prevention service.

5.7.1 Wind

At wind speeds of 6 Beaufort and above, the following measures apply:

- ***Max. permitted working height = 10m;***
- ***Work on detached scaffolding is stopped;***
- ***Loose material is removed or secured to prevent the material from blowing away.***

The following measures apply at wind speeds of 7 Beaufort and above:

- ***Max. permitted working height = 3m;***
- ***Hoisting operations are stopped;***
- ***Sails, banners, tents and the like are removed;***

The following measures apply at wind speeds of 9 Beaufort and above:

- ***All work at heights is stopped;***
- ***Work on scaffolding is stopped;***
- ***Scaffolding may only be put back into use after it has been checked and released again by an authorised person.***

6 Safety features

Safety function means:

- anyone who uses work equipment
- anyone who uses motor vehicles, cranes, overhead cranes, hoists of any kind or machines that operate dangerous installations or devices

to the extent that this could endanger the safety and health of other employees of the company or of external companies.

The employees of the third (sub)contractor - his representative or (sub)contractor - who perform a safety function must be registered on the work permit (**FCD-00000211**) before the start of the work.

It is the responsibility of the third party (sub)contractor - his representative or (sub)contractor - to ensure that employees performing a safety function are subject to health surveillance and undergo the necessary periodic health assessments by a **prevention advisor-occupational physician**.

7 Emergencies and emergency procedures

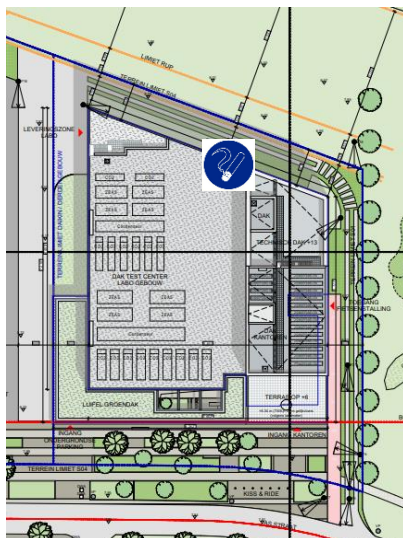
7.1 Fire prevention and fire protection

Flammable substances, such as fuel, oil, cleaning agents, etc. must be properly packaged. They must also be clearly recognizable by means of the legal labeling and stored separately in a designated place.

If gas bottles are used, they must always be correctly and clearly labelled. These bottles must be set up mobile and must be kept at a safe distance from any heat source. Empty bottles must be removed as quickly as possible to the designated places.

Burning waste is strictly prohibited.

Smoking outside the designated smoking area is strictly prohibited. On the premises of Daikin Europe, electronic cigarettes are also considered smoking and the same rules apply as for normal cigarettes! The smoking area is located at the rear of the building.



Carrying out work with open flames during roofing work is not permitted. Exceptions must be requested from the Internal Service for Prevention and Protection.

hot work permit must be used (see point 2.2.3)

When working in an explosive (Ex) environment, the following measures must be observed:

- Do not smoke, grind or make open flames.
- The tools must be “spark-free”, or better “spark-safe” and double insulated.
- The use of antistatic footwear is mandatory.
- Use of a telephone or mobile phone is prohibited.

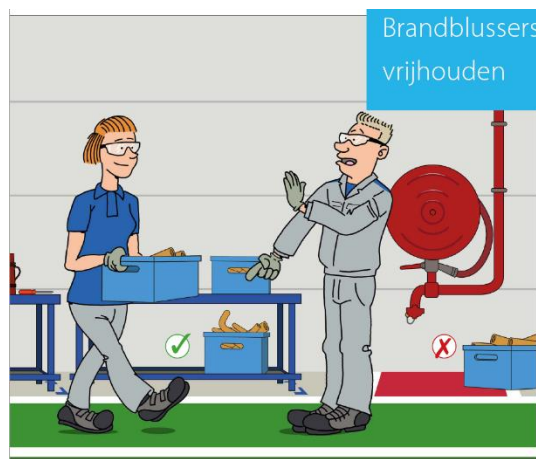
The following fire-fighting equipment is available in the offices, workshops and warehouse buildings: axial wall reels, powder extinguishers and CO₂ extinguishers .

The offices and the test building are equipped with a sprinkler system and smoke detection. The offices are additionally equipped with an aspiration system (smoke detection) in the floor. The SIM box room on the first floor of the test building has an automatic gas extinguishing system that is controlled by the smoke detectors present .

The third (sub)contractor - his representative or (sub)contractor - must provide the necessary fire-fighting equipment, in addition to that of DENV, if he carries out work with a fire risk.

The presence and operation of the fire-fighting equipment may not be changed without the permission of the Internal Prevention and Protection Service of DENV.

The evacuation routes, emergency exits and fire fighting equipment must be kept clear under all circumstances. If this is not possible, the Internal Prevention and Protection Service of DENV must give explicit permission for this. The safety equipment (emergency lighting, fire detection, water pressure hydrants, etc.) must never be interrupted. If an interruption is necessary, the Internal Prevention and Protection Service of DENV must give explicit permission for this.



The emergency doors are automatically secured and will only open under the following conditions:

- In case of evacuation signal,
- if the doors are opened by pressing the button in the yellow box with break glass (after using this button the evacuation signal will sound),
- exceptionally by using a key in the key switch of the green box (this key can only be obtained from **the General Affairs section Facilities**).



7.2 Emergency reporting

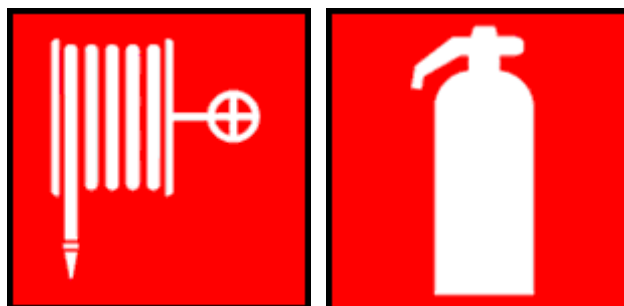
When fire, smoke or suspicious gases are noticed, all employees of the third party (sub)contractor - his representative or (sub)contractor - must remain calm.



They must report the fire, smoke or suspicious gases immediately by means of a warning. This can be done by using the warning button of the nearest fire alarm. These fire alarms are clearly indicated by means of the corresponding pictogram.

In an emergency situation, call 112 to alert the emergency services. Then also alert reception on 09 496 45 00. The use of the emergency telephones or the warning button for other purposes is prohibited.

If possible, the employees of the third (sub)contractor - his representative or (sub)contractor - must extinguish the fire with the available fire-fighting equipment until the intervention team arrives. This fire-fighting equipment is clearly indicated by means of the corresponding pictograms.



If the employees of the third (sub)contractor - his representative or (sub)contractor - cannot control the fire, they must leave the scene of the fire and close the door of the premises (do not lock it with the key).

7.3 Emergency evacuation

When the evacuation signal is heard, the following measures must be taken:

- ▣ machines , extractors and computers,
- ▣ if possible, turn off all heating and air conditioning systems,
- ▣ end all phone calls,
- ▣ windows and doors (do not lock with the key),
- ▣ immediately leave the building via the designated evacuation routes and emergency exits,
- ▣ do not use the elevators or catwalk to exit the building,
- ▣ all personal belongings behind.

After leaving the building, all employees of the third-(sub)contractor -their representative or (sub)contractor- must go to the assembly point at the parking building. There they must gather at the evacuation sign with the inscription 'Daikin'.



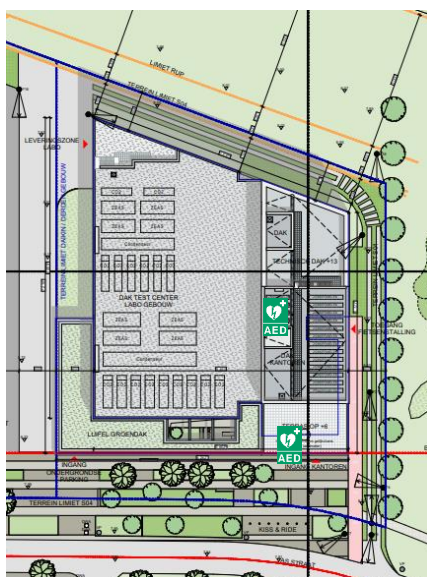
7.4 Accidents: treatment and reporting

All accidents and near-accidents must be reported to the client of DENV, who will pass this on to the Internal Service for Prevention and Protection of DENV. The Internal Service for Prevention and Protection of DENV may decide that an analysis (identify causes, determine measures) of the accident or near-accident is necessary. The third-party (sub)contractor -his representative or (sub)contractor- is obliged to cooperate in this analysis.

The DENV facility has a first aid room for administering first aid. To be able to use this, **a first aid assistant must be called upon.**

, the emergency services must be notified immediately . Care must be taken to always report the location of the victim and the nature of the injury. Seriously injured victims must, if possible, be left on site until the emergency services arrive. **Reception must always be contacted so that DENV is aware that the emergency services are on their way.**

At DENV there are 2 AEDs available, one in the lobby and one in elevator D:



The declaration of the occupational accident to the occupational accident insurance must be made by the third party (sub)contractor - his representative or (sub)contractor - himself.

After each serious industrial accident with an employee of the third (sub)contractor -his representative or (sub)contractor- during the work carried out at DENV, this accident will be immediately investigated by the competent prevention services. The third (sub)contractor will take the necessary initiatives for this. The third (sub)contractor -his representative or (sub)contractor- will provide a detailed report to the supervisory officials within ten days following the accident. Any costs resulting from this investigation will be borne by the third (sub)contractor.

8 Occupational hygiene

8.1 Work clothes



The third (sub)contractor - his representative or (sub)contractor - shall provide the necessary work clothing to his employees. These must fit well around the neck, arms and legs and they must fit well to the body. Loose clothing and fluttering shirt sleeves are not permitted.

Wearing shorts or a skirt when working in the workshops and warehouse buildings is not permitted unless the risk analysis can demonstrate that there is an acceptable residual risk; this will be stated on the work permit.

When carrying out work in the test building, long hair must be tied up above shoulder height.

Wearing loose jewelry is prohibited. Working with bare upper body is prohibited on the premises of DENV.

8.2 The use of the sanitary facilities

The use of changing rooms, washbasins, showers and toilets is only permitted if the employees of the third (sub)contractor - his representative or (sub)contractor - observe the rules of cleanliness and decency.

For changing clothes, the existing changing rooms must be used. The changing room in question will be designated by the client of DENV.

The employees of the third (sub)contractor - his representative or (sub)contractor - must use the toilets and washing facilities provided.

8.3 The use of the refectories, break zones and relaxation rooms

The use of the refectory is only permitted if the employees of the third (sub)contractor - his representative or (sub)contractor - observe the rules of cleanliness and decency.

Work breaks should preferably be taken in the refectory. The work break should be taken at a location and at a time that does not cause any inconvenience to DENV personnel.

Except during work breaks, drinking is not permitted in the workshops and warehouse buildings, except from the drinking fountains distributed throughout the DENV facility.

At no time may food or drink be taken into the workshops in the test building. Food and drink may only be stored in the designated places and may only be consumed in the designated places.

9 Alcohol and drug policy (alcoholic beverages and drugs being illegal drugs and excessive use of medication)

9.1 The DENV policy statement on alcohol and drugs

In line with the company's corporate values, DENV has identified a number of objectives and actions in the approach to alcohol and drug problems that give rise to performance problems within the company. Work-related use of alcohol or drugs is considered to be one of the factors that can negatively affect the safety, health and well-being of employees and their environment. In this sense, performance problems will always be assessed from the perspective of being able to deliver safe work at all times, for themselves, the environment and colleagues. This policy will be further elaborated in actions that are initially aimed at prevention, timely action and guidance, and ultimately at sanctions. It is further broken down into a number of objectives and actions below:

9.1.1 Objectives

- Promote the well-being and safety of all employees through preventive actions around this theme.
- Contribute to the proper functioning of the staff, the quality of the industrial relations and the positive image of DENV.
- To promote a responsible attitude towards the use of alcohol and other drugs.
- Raising awareness among people with problems and helping them to promote reintegration.
- To guarantee equal treatment of all employees in this.

9.1.2 Actions

- General awareness through appropriate channels, making the issue discussable.
- Ensure that problem situations are recognised as early as possible, with special attention to the decisive role of the hierarchical line in this.
- Encouraging behavioural change with regard to alcohol and drug use (if required).
- Adequate reception and guidance of problem users, in consultation with the prevention service/medical service, if desired with input from the confidential team. Cooperation with and possible referral to the curative sector.
- Determining the procedures to be followed when determining dysfunction at work due to possible alcohol or drug use or when determining violation of these rules. DENV retains

the option to subject persons to well-defined tests in consultation, however limited to the medical framework and always with respect for medical confidentiality. In all this, sufficient attention is always paid to the distinction between one-off and repeated incidents.

- Providing for appropriate measures and sanctions in the work regulations.
- Recording the method and procedure to be followed when determining whether an employee is incapacitated for work with regard to the transport of the person concerned.

DENV believes that the implementation of these objectives and actions is a shared responsibility of management and employees. Everyone is expected to contribute to the realization of these objectives, within the tasks and responsibilities assigned to him or her. Everyone will therefore receive the necessary information and training to be able to properly perform these tasks and responsibilities.

The above policy always applies to all employees, visitors, customers and employees of contractors within our company.

9.2 Use and possession of alcoholic beverages or drugs by employees of third party (sub)contractors -their representative or (sub)contractor-

The use and possession of alcoholic beverages or drugs in the DENV establishment is prohibited. Anyone in possession of alcoholic beverages or drugs may be denied access to DENV.

Employees of third-party (sub)contractors - their representative or (sub)contractor - who report and who are suspected of being under the influence may be refused permission to commence work.

10 Violence, bullying and OSGW

Every employee of third party (sub)contractors - their representative or (sub)contractor - is obliged to refrain from any act of violence, bullying or unwanted sexual behaviour at work.

of DENV appears to be the victim of inappropriate behavior committed by an employee of the third-party (sub)contractors -their representative or (sub)contractor-, DENV will contact the third-party (sub)contractor in order to intervene as quickly as possible and take appropriate measures. The third-party (sub)contractor -their representative or (sub)contractor- is obliged to cooperate.

If an employee of the third-party (sub)contractor -their representative or (sub)contractor- turns out to be the victim of inappropriate behavior committed by an employee of DENV, he or she can call on a member of the DENV confidential team. To this end, the person concerned can contact the Internal Service for Prevention and Protection of DENV. In addition, the third-party (sub)contractor can contact the client of DENV in order to intervene as quickly as possible and take appropriate measures.

11 Smoking ban



A general smoking ban applies in the DENV facility. Smoking is only permitted in the designated area outside.

Smoking is only permitted during work breaks.

On Daikin Europe premises, electronic cigarettes are also considered smoking and the same rules apply as for normal cigarettes!

12 Order and tidiness

Order and cleanliness are one of the most important safety requirements.

The employees of third party (sub)contractors -their representative or (sub)contractor- must do everything possible to keep mud, sludge or other slippery substances off the roads and walkways. If this cannot be prevented, the employees concerned must clean the roads and walkways immediately and regularly.

Materials, tools and other equipment must be stored or stacked in such a way that they do not hinder work or others.

Materials, tools and other equipment must never block DENV's safety equipment (e.g. emergency stairs, fire extinguishers, emergency stops, etc.).

After completion of the work, the employees of the third (sub)contractor - his representative or (sub)contractor - must leave their workplace in an orderly and clean condition. They will also remove all waste (unless otherwise agreed). If the employees do not comply with this, DENV reserves the right to clean up the workplace at the expense of the third (sub)contractor.

13 Theft and vandalism

If employees of third party (sub)contractors - their representative or (sub)contractor - are caught stealing or deliberately damaging goods, equipment, installations, buildings or property of DENV, they will not only be immediately denied access to the DENV facility, but will also be held liable for any damage caused.

Taking DENV property is strictly prohibited, even if it concerns waste or scrap. Exceptions to this can only be allowed with the express permission of the client of DENV.

The contents of the vehicles of third-party (sub)contractors - their representative or (sub)contractor - can always be checked by the company security guard when leaving the company premises.

DENV disclaims all responsibility for goods whose custody it has not expressly accepted.

The third party (sub)contractor - his representative or (sub)contractor - is responsible for taking the necessary precautions to protect his own goods against theft.

14 Visual equipment and music systems

It is prohibited to bring image equipment into DENV, unless explicit permission has been given by the client of DENV. If the client of DENV gives permission to bring image equipment, it must always accompany the employees of the third (sub)contractor -their representative or (sub)contractor- when image recordings are made. It is prohibited to bring music installations into DENV. Listening to music (via radios and all other music installations) is not permitted in DENV.

15 Environment and waste

15.1 Contractors' permit and permit conditions

The third party (sub)contractor - his representative or (sub)contractor - undertakes to comply with all applicable legislation relating to the environment.

This includes, among other things, that:

1. every third (sub)contractor has a valid (environmental) permit for his establishment/his operation

2. each third (sub)contractor complies with the applicable environmental conditions (VLAREM, VLAREBO, VLAREMA, VLAREL, CLP regulation, etc.)

15.2 Terms and Conditions on DENV

For each assignment, the third (sub)contractor -his representative or (sub)contractor- must consider all environmental aspects and take the necessary preventive measures. Specific points of attention related to the work must be stated on the work permit (**FCD-00000211**) .

If, for certain projects, activities are carried out on DENV that are included in VlareM I - Annex I, these must be reported to the environmental service prior to the start of the activities. The activities must take place according to the sectoral conditions according to VlareM II.

This includes, among others, the following common activities:

- Discharging waste water
- Disposal of waste materials
- Temporary installation of an emergency generator
- Storage of gas bottles
- Storage of hazardous products
- ...

Depending on the scope of the above activities, additional conditions may be imposed.

15.3 Waste on DENV

Waste is removed by the third (sub)contractor -his representative or (sub)contractor-. Packaging is also considered waste. If circumstances require a deviation from this, this is only possible with the permission of the client of DENV and with explicit mention in the work permit (**FCD-00000211**) . If waste containers, etc. need to be provided for this, this will be done in advance with the client of DENV. The processing certificates must be provided to the client.

At DENV, the following waste fractions are selectively collected:

- Metal
- Paper and cardboard
- PMD
- Copper
- Mixed wood
- EPS or ISOMO
- PE film (wrapping film)
- **Rags and gloves (PPE)**

- Batteries
- WEEE
- Spray cans
- Residual waste

If the client of DENV gives permission to dispose of waste to the waste containers of DENV, the waste must always be sorted correctly. In no case is waste placed at the containers without placing it in the correct container. If a certain fraction cannot fit in the container, this must be discussed with the client and the environmental service. This includes, for example, demolition material that cannot fit in the residual waste container, residual quantities of hazardous products or waste fractions that are not selectively collected at Daikin.

15.4 Wastewater at DENV

Waste water may not cause contamination of the soil and the rainwater sewers. Sewers, sanitary facilities and pouring basins may not be used to remove waste water or other waste. All waste water and other waste must be removed and processed by the third-party (sub)contractor - his representative or (sub)contractor - in a legal manner. Industrial waste water may only be discharged after consultation and with the permission of the environmental service. The various water drains are completely separated from each other (rainwater and industrial waste water). It is therefore prohibited to introduce polluted water or rinse water or chemicals into the sewer via the rainwater wells.

15.5 Soil on DENV

If excavation work needs to be carried out for projects where a volume of 250m³ or more needs to be excavated, the environmental service must always be informed.

The employees of the third (sub)contractor -his representative or (sub)contractor- who spill products that could lead to soil contamination must clean them up. If the contamination is of such a degree that the employees of the third (sub)contractor -his representative or (sub)contractor- are unable to clean it up, they must request assistance from the intervention team/General Affairs. All spilled material that could cause contamination of the soil, water or air must be reported to the client of DENV and must be registered on the work permit (**FCD-00000211**).

stored at DENV for carrying out work (= more than one day's supply), the following steps must be taken after contacting the environmental service:

- Forwarding of SDS sheets cfr . CLP
- For fixed tanks (e.g. temporary diesel tank), the necessary certificates must be provided (certificate of conformity, commissioning report and report of the last periodic inspection).
- The storage of products in commercial packaging (< 30L/Kg) must always be **stored** in a drip tray or bund. Acids and bases must be **stored separately** .

If possible, no storage of hazardous products at DENV.

Note: For specific production processes, silicone sprays or volatile products containing silicone may not be used on DENV premises.

15.6 Ambient noise at DENV

DENV has a good relationship with its neighbors and wishes to maintain this. When devices/machines are used outside that are more than

- day value 60 dB(A)
- evening value 55 dB(A)
- night value 55 dB(A)

making noise , General Affairs should be informed.

16 Energy and sustainability

The third (sub)contractor -his representative or (sub)contractor- undertakes to limit DENV's energy consumption to a minimum. This includes, for example:

- ▣ Turning off lights in the workplace when it is vacated after work.
- ▣ Switching off own tools, materials and vehicles when they are temporarily not in use.
- ▣ Maintain and adjust your own tools, materials and vehicles sufficiently so that they function optimally.
- ▣ ...

For DENV, sustainability is the standard. For this reason, DENV expects the third-party (sub)contractor - its representative or (sub)contractor - to think along with us about the possibility of offering sustainable goods and services and to deal sustainably with energy and raw materials.