

<p>The Board of Directors’ Instructions to avert COVID-19/SARS-CoV-2</p>	<p>Order number: 02/2021</p>
	<p>Issued: 17.02.2021</p>
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The Board of Directors of TŘINECKÉ ŽELEZÁRNY, a. s. (“TŽ Company”) issues

within the meaning of Article I.5. of the “Basic Conditions and Rules of Operation on the premises of TŘINECKÉ ŽELEZÁRNY, a. s., in Třinec”, Article I.5. of the “Basic Conditions and Rules of Operation on the premises of TŘINECKÉ ŽELEZÁRNY, a. s., Plant VZ – Sochorová válcovna, Kladno”, Article I.5. of the “Basic Conditions and Rules of Operation on the premises of TŘINECKÉ ŽELEZÁRNY, a. s., Operation VF – Steel Drawing Plant, Staré Město”, Article I.5 of the “Basic Conditions and Rules of Operation on the premises of the trading company TŘINECKÉ ŽELEZÁRNY, a. s., Operation VT – Tube Rolling Mill, Ostrava”, and Article I.5 I.6.(c) of the “Basic Conditions and Rules of Operation on the premises of the trading company TŘINECKÉ ŽELEZÁRNY, a. s., VHb Centre – Universal Line, Bohumín” (“Rules”), in conjunction with Article I.6.(c) of the Rules,

with effect from 00:00 on 19.02.2021

the following guidelines to ensure health protection and to prevent the occurrence and spread of COVID-19/SARS-CoV-2 (“COVID”) on TŽ premises:

01. Unless otherwise stated, the terms shall have the same content and meaning as those set out in the Rules, as appropriate to the place of entry/entry or operation/residence of the External Person.
02. For the purposes of these Guidelines, an External Person means any contractor of TŽ Company, including a contractor of works for TŽ Company, where, by reason of the performance of its obligation to TŽ Company, it or its External Person Entities enter/enter or operate/reside on/at the TŽ Premises.
03. Instructions under paragraphs 05. to 10. shall be issued in respect of each External Person (i) if it has a TŽ Permit issued for an indefinite period or for a fixed period of time longer than the expiry of the second calendar day after its effective date, or (ii) if its External Person Entity (“Obligated Person”) has such a TŽ Permit.
04. The instructions under paragraphs 11. through 13. shall be issued with respect to each External Person.

Basic Responsibilities:

05. Each Obligated Person is obliged to
 - a) to duly comply with all obligations set out in legislation and decisions and measures taken by public authorities to prevent the occurrence and spread of COVID (“General Measures”); and
 - b) take, where practicable, its own measures to prevent the occurrence and spread of COVID; and
 - c) discuss the adoption of its own measures to prevent the occurrence and spread of COVID, if it may affect the rights and obligations of TŽ, with the Responsible TŽ Employee in advance.

06. Each Obligated Person is obliged to
 - a) ensure and be responsible for ensuring that its External Entities properly perform their obligations under the General Measures and these Guidelines; and
 - b) prevent its Outside Person Entities, if they do not meet the conditions under the General Measures as natural persons to enter the premises and workplaces after their stay in a foreign country or other place under the General Measures, from entering/driving the TŽ Premises; and
 - c) at the request of the TŽ Representative, submit to the TŽ Company a written (except SMS) confirmation from an accredited laboratory of a negative result of an antigen or RT-PCR test for COVID pursuant to the General Measures, or any other document provided for in the General Measures, which allows its Entity External Persons to enter/drive the TŽ Site.

07. Each Obligated Person is obliged to allow TŽ to verify the fulfilment of its obligations under the General Measures and these Guidelines.

Notification Obligations:

08. Each Obligated Person is obliged to immediately notify TŽ to its main control room, tel.: 558 532 200, 558 532 208, e-mail: TZ.Dispecink@trz.cz, that
 - a) its External Entity has had a positive antigenic or RT-PCR test result for COVID; or
 - b) its External Person Subject has been quarantined or isolated by a public health authority.

09. The Obligated Person is obliged to state the number of persons referred to in points a) and b) of the same point in the notification pursuant to point 08 and to notify the TŽ Company without delay of the measures taken by the Obligated Person and the public health authorities on account of the notified fact.

10. Each Obligated Person shall be obliged to notify TŽ similarly according to paragraphs 08. and 09. that its Subject of the External Person has entered/entered the TŽ Premises not fulfilling the conditions according to the General Measures for entry/entry into the TŽ Premises after his/her stay in a foreign country or another place according to the General Measures.

TŽ Company Extraordinary Measures:

11. Each External Person is obliged to comply with the measures and instructions of TŽ Company to ensure health protection and to prevent the occurrence and spread of COVID on the TŽ Site.
12. The measures and instructions referred to in point 11. may be issued by TŽ in particular, but not exclusively, in connection with the occurrence and spread of COVID on the TŽ Site and/or in connection with the General Measures, in respect of all External Persons or only some or some of them and on the basis of Articles I.5. and I.6. of the Rules.
13. Without prejudice to the obligations under the General Measures and these Guidelines, the measures and instructions referred to in paragraph 11. may also include, but are not limited to,
 - a) Allowing the External Person to enter/drive the TŽ Site only upon presentation of a written (except SMS) confirmation from an accredited laboratory of a negative result of an antigenic or RT-PCR test for COVID or another document; or
 - b) denying the External Person entry/drive to the TŽ Site or expelling him/her from the TŽ Site; or
 - c) restricting the entry/drive, movement and stay of the External Person Entities to/in the TŽ Site.

Ing. Jan Czudek, m.p.
Chairman of the Board

Ing. Ivo Žižka, m.p.
Member of the Board