SECTION 1 – HSE MANAGEMENT

1.1 Prevention as a key element – The cornerstones

Prevention is the foundation of Enaon Group's strategic approach to Health, Safety and Environment (HSE). This approach is based on four key pillars:

1.1.1 Spreading safety culture

- The implementation of safety procedures and the use of Personal Protective Equipment (PPE) should not be treated as a formal obligation, but as a consistent and natural attitude when performing duties.
- Safety is largely based on **human behavior** . Personal responsibility, active participation, and a sincere interest in the protection of colleagues and all those directly or indirectly affected by the work being performed play a decisive role.
- **Continuous concentration** while performing tasks and the **ability to foresee the possible consequences** of each action are essential .

1.1.2 Ensuring the integrity of equipment and PPE

- Regular maintenance and inspection of equipment and PPE is vital to creating and ensuring a safe working environment.
- Each employee is responsible for immediately reporting to the employer any malfunction, wear or expiration of equipment, to ensure timely replacement or repair.

1.1.3 Organization and order in the workplace

The existence of organized and tidy workplaces contributes substantially to both efficiency and enhanced safety.

For example, the rational arrangement of equipment and materials reduces the need for frequent or unnecessary movements, thus limiting the risk of accidents and facilitating the smooth and safe flow of work.

1.1.4 Near miss, Heinrich / Bird Pyramid and prevention

Establishing a safety culture is a critical element for implementing effective prevention practices, based on the Heinrich and Bird Pyramid models .

Herbert 's original model Heinrich (1931), who relied on more than 75,000 recorded accidents, describes a predictive relationship between different types of events: at the top of the pyramid is **1 fatal accident** , followed by **29 minor accidents** and **300 near misses** .

Heinrich also argued that the majority of accidents can be attributed to the person's decision to perform an "unsafe act" or to their own bad behavior, and this theory was later developed by Frank E. Bird on a much larger sample .

Frank Bird (1969) reformulated the model based on an analysis of 1.75 million cases, presenting a more detailed scaling: **1 serious accident** , **10 minor accidents** , **30 incidents with material damage** , **600 near misses** and **10,000 unsafe acts or conditions** .

The study added a first "step", specifically referring to prevention: if I recognize and avoid unsafe behavior, I immediately reduce the frequency of near-misses, with all the attendant benefits.

The modern approach extends the base of the pyramid even further, highlighting that tens of thousands of deviations from safe practices can lead to a serious accident if not identified and addressed in a timely manner.

Beyond the numerical values given, the fundamental concepts that must be followed for prevention are the following:

- **Early identification and management of causes:** The immediate identification and treatment of the root causes of potential hazards before they develop into a near miss or accident.
- **Training and awareness** : Employee training must highlight and reinforce the importance of timely reporting, not only of near misses, but also of operational situations that can be improved with the aim of eliminating – even potentially – unsafe behaviors.
- **Data utilization** : Systematic collection, analysis and evaluation of reports of near misses and unsafe situations

The aim is to intervene even before near-misses occur, through collaboration with contracting companies, which share the common goal with the Group: **the creation of a safer working environment.**

Reports must be made **immediately and responsibly to the Contract Administrator** , in order to achieve the timely prevention of more serious incidents, to fuel the learning process and to continuously strengthen the safety culture in the Group.

1.2 General HSE Requirements

All activities covered by the Contract will be performed in accordance with the requirements of this document, as well as with applicable Health, Safety and Environmental laws and regulations.

The Contractor is responsible for ensuring that its personnel, as well as the personnel of its subcontractors:

- has full knowledge of and complies with the provisions of this document,

- complies with applicable laws and regulations on Occupational Health and Safety and the Environment,
- understands and follows the Contractor's procedures and instructions when working in facilities, construction sites or other areas of the Enaon Group .

The Group reserves the right to verify the Contractor/Subcontractor's compliance with the H&S requirements set out in this document. These verifications may be carried out through inspections or audits (including those not previously agreed upon), either by the Company itself or by external partners appointed by it. More details are set out in Section 3 of this document.

The Contractor is obliged to ensure that the requirements of this document have been communicated to all its personnel (as well as the personnel of its subcontractors) who are to work on construction sites or facilities of the Group, and that the content has been understood and adhered to.

1.3 Work Permit and Prevention and Protection Measures

The Contractor and/or its Subcontractors must determine the procedures for carrying out all activities under their responsibility and ensure:

- **Work Permit by ENAON** for activities that require it, such as for example in work on **confined spaces.**

Before the start of the Contract/Assignment:

- The Contractor/Subcontractor is obliged to inform **clarity and completeness** its operational staff (as well as the staff of its subcontractors) regarding:
    - The **methods of performing the work** ,
    - The **security procedures** which will be applied to the specific ENAON workplace.

The information process should :

- To **officially recorded** by the Contractor,
- To **is signed** from all present staff,
- To **is submitted** to the Contract Administrator on behalf of ENAON.

Additional:

- The update must **updated immediately** whenever important issues arise **changes in working conditions** , in **procedures** or to **executors** the work.
- Daily use is recommended. **short safety meetings (toolbox meetings)** at the start of each working day, in order to enhance understanding of risks and adherence to the prescribed prevention and protection practices.

1.4 Personnel Custody and Identification

The Contractor/Subcontractor is obliged to provide full details (name and surname and other necessary general details) of all persons who will be active at the specific construction site, facility or workplace.

This information must be recorded in the relevant forms or annexes that accompany the safe work procedures and/or the **Health and Safety Plan (HSP) or equivalent risk assessment document** , depending on the nature of the activity.

It is the responsibility of the Contractor/Subcontractor to immediately and responsibly update the relevant documentation whenever changes occur to its personnel or the personnel of its subcontractors, simultaneously informing the Company's Contract Administrator.

Each member of the Contractor's/Subcontractor's staff must visibly wear an identification badge, issued by the Contractor/Subcontractor, during their presence at the work sites.

In case the Contractor/Subcontractor operates in buildings or natural gas station facilities:

- is obliged to immediately inform the Contract Administrator of any potential risk to safety, health or physical integrity that he becomes aware of during the execution of the work. This includes, among others: the presence of unknown persons/intruders, suspicious objects or packages, threats to persons or property, the possibility of an explosion or pollution.
- Contractor/Subcontractor personnel are only permitted to be in areas directly related to the activity for which they have been approved.

1.5 Workforce

To carry out the activities, the Contractor/Subcontractor must have sufficient, competent and appropriately trained personnel, who - where required by applicable legislation - must also be officially appointed (appropriately appointed for specific positions or roles).

The Contractor/Subcontractor must ensure that personnel involved in activities **High Risk** it is **medically appropriate** for the performance of its duties, in accordance with the requirements of the law.

All Contractor/Subcontractor personnel must have the necessary **permits and certifications** for the execution of the contractual works. The Contractor/Subcontractor is obliged to **maintains proof of education and relevant certificates** of his staff available for display.

Throughout the activities covered by the Contract, the Contractor/Subcontractor must ensure that:

- The staff has **adequately trained in first aid** , so as to be able to react immediately in cases of minor injuries or sudden health incidents,
- The staff has **trained in initial fire extinguishing** , so that he can respond immediately in the event of a fire occurring during work.

1.6 Personal Protective Equipment (PPE)

The Contractor/Subcontractor must, at his own expense, ensure that each member of his staff is equipped with the appropriate **Personal Protective Equipment (PPE)** , depending on the requirements of the activities performed under the Contract and in accordance with the applicable documentation (such as the Safety and Health Plan - OHS, or other relevant documents of the Contractor/Subcontractor such as the Occupational Risk Assessment Study).

All PPE used must **comply with applicable national and international standards and relevant legislation** .

The Contractor/Subcontractor is obliged to:

- **Adequately assesses the suitability of PPE** for the work being carried out,
- **Ensures their proper maintenance** and replacement when necessary,
- **Provides clear instructions and training** for their safe use by all its personnel and the personnel of its subcontractors,
- **Systematically checks the correct use of PPE** by all employees active in the workplace.

1.7 Checks and inspections

The Group reserves the right to carry out (or assign to external companies hired by it) any control and/or inspection it deems necessary during the contract. These controls may be carried out at the place of execution of the works or, where appropriate, at the premises of the Contractor and/or its Subcontractors.

Any deficiencies identified in the manner in which Health, Safety and Environment (HSE) issues are managed by the Contractor or Subcontractors must be immediately corrected by the Contractor at its own risk and expense. Group employees may supervise all high-risk activities performed by the Contractor/Subcontractor.

The designated supervisor may conduct documented inspections of the activities performed by the Contractor/Subcontractor, verifying compliance with the Group's H&S requirements.

1.8 Management of Injuries, Near Misses, Unsafe Actions/Situations

immediately inform the Contract Administrator of any injury, environmental incident, near miss (Near Miss - NM), unsafe condition or action occurring in the contract area and/or for damages arising in

areas belonging to the Group (in case of activities at company premises), including incidents related to any subcontracted personnel.

In the event of untimely reporting of accidents or near misses, the Group reserves the right to suspend operations for an appropriate period of time as well as pre-selection as a supplier for the companies of the Enaon Group .

In the event of an accident, environmental incident or near miss (related to the environment or occupational safety), the Contractor is required to submit to the Contract Administrator, within 48 hours of the incident, a detailed report indicating the main causes, while at the same time immediate measures must be taken for the safety of the area.

The contractor is then responsible for defining specific Corrective and Preventive Actions related to the incident, which must be reported to the Contract Administrator within 5 days, unless otherwise instructed by the Contract Administrator.

In addition to the other obligations arising from the contract and the general Health and Safety requirements, the Contractor is obliged to send on a monthly basis, within the first five days of each month, the working hours of the personnel employed under the contracts with the Company, through the MOD 249 form, which must be signed by an authorized representative of his company. These working hours are used by the Company for the preparation and monitoring of safety indicators and Health & Safety performance, thus contributing to continuous improvement and the mitigation of occupational risks.

1.9 Emergency procedures

The Contractor/Subcontractor shall ensure that all its personnel are familiar with the Emergency Procedures applicable to the specific work site. In the event of activities taking place on the premises or facilities of the Contracting Authority, the Contractor/Subcontractor shall comply with the instructions contained in the emergency plans.

In any case, the Contractor remains fully responsible for the management of its own personnel (as well as the personnel of subcontractors), particularly during emergencies and/or evacuations in the relevant area.

SECTION 2 – SAFETY PROVISIONS AND HIGH RISK ACTIVITIES

2.1. MAINTAINING ORDER AND CLEANLINESS IN WORKPLACES – HIGH RISK ACTIVITIES

The Contractor shall ensure that his work area is kept clean, tidy and free from debris and waste resulting from his activities. In particular, during excavations, special care shall be taken to ensure that pedestrian/vehicle traffic corridors remain completely clear of excavation materials.

The work area, especially in the case of construction sites, should be properly demarcated and marked with appropriate signage.

After the completion of the works and before a section of the road is returned to traffic, the section will be cleaned and washed if necessary, the temporary marking will be completely removed and the permanent marking will be restored.

All work equipment, materials and vehicles of the contractor/subcontractor must be properly maintained and kept in an organized and safe arrangement throughout the work, in order to avoid hazards.

For activities in the work area, the Contractor/subcontractor shall ensure that appropriate emergency equipment (fire extinguishers, first aid kit, etc.) is always available. Emergency equipment must be kept in excellent condition through regular maintenance, comply with applicable legislation and be fully operational at all times.

In the event of work being carried out at the facilities or premises of the Contracting Company, the Contractor/subcontractor must ensure continuous access to fire-fighting facilities and equipment, emergency exits and electrical panels, avoiding the storage of materials or vehicles near them.

2.2 CONFINED SPACES - HIGH RISK ACTIVITIES

In the event of work in confined spaces, the Contracting Company will inform the Contractor about the characteristics of these spaces.

In work carried out in the Contractor's facilities or areas, restricted areas must be identified and marked with appropriate signs, while entry to them will be prohibited to unauthorized personnel.

Before work in confined spaces commences, the Contractor must develop a procedure that addresses the hazards and the measures to prevent them, including how to respond in the event of an emergency. Personnel performing the work must be appropriately trained and have sufficient experience in confined spaces.

Specifically:

- There must be a supervisor, with at least three years of experience in working in confined spaces, who constantly supervises the work and ensures the implementation of safety and emergency procedures.
- All personnel in the workplace must have received adequate training and information regarding the risks of the specific activity.

- All personnel must be equipped with the necessary personal protective equipment, measuring instruments, and work equipment suitable for the prevention of confined space hazards (i.e., personal multi-gas detector) and must be trained in their proper use.
- The Contractor / Subcontractor must provide appropriate explosion-proof air supply and exhaust equipment, for use when required.
- Personnel must be medically fit to perform the specific tasks.

Work in confined spaces will be carried out as follows:

- A worker, depending on the type of work, will enter the confined space.
- One or two workers, depending on the type of work and in accordance with the requirements of the Client, shall remain outside as supervisors, providing first aid and communication with external assistance if needed.
- Personnel working in confined spaces and not meeting the above requirements should be removed from the area.

These conditions will be checked at the certification or tender stage, or will be specifically discussed with the Contractor at kick-off and coordination meetings, prior to the start of work.

In addition, the Contracting Authority will be able to check the conditions during inspections.

For all work performed in confined spaces by a Contractor/subcontractor, the issuance of **a "Work Permit" is mandatory.**

Specially trained personnel of the Contracting Authority will supervise the work performed by the Contractor's/subcontractor's employees.

2.2.1 Emergency Management in Confined Spaces

The Contractor’s personnel must be properly trained and informed on how to respond to emergencies. For preventive purposes, one or two of the Contractor’s workers, as mentioned above, shall remain outside the confined space, trained to provide assistance, maintain visual and verbal contact with those entering, and take all necessary preventive measures.

The worker entering the confined space must wear the safety harness at all times during the work, so that, in case of emergency, it can be quickly connected to the Fire Department’s retrieval tripod for emergency rescue.

When performing work in confined spaces, if an emergency arises (accident, employee illness, etc.), the following stages apply:

- Alarm Phase: If the worker inside the confined space feels unwell, loses consciousness, is injured or is exposed to a dangerous situation, the support staff outside the space must immediately activate an alarm, contacting the relevant hierarchy based on the procedure and calling the Fire Department (199)
- Recovery Phase:

Recovery from outside: The person in charge and support personnel outside the area will recover the worker using the intended system. Personnel outside do not enter the confined space but act from outside.

Recovery from inside: If they need to descend into the confined space, personnel must first check the atmosphere, put on additional protective equipment and take all safety measures before entering, ensuring that conditions allow safe access.

- Assistance Phase: If the injured person is recovered before the arrival of rescuers, they should be placed in a safe place outside the confined space while awaiting rescuers .
- Area Securing Phase: After recovery and assistance, to prevent further damage, workers should attempt to secure the area if necessary.

2. 3 CONTRACTOR CONTROL (MATERIALS, MACHINERY AND EQUIPMENT) - HIGH RISK ACTIVITIES

The Contractor/subcontractor must ensure that all machinery, equipment and tools used to perform the work:

- They comply with the requirements of the law, are suitable and safe to use, are maintained in accordance with the manufacturer's instructions and are regularly inspected to ensure safe operation.
- They are only used by individuals who have received adequate training and information, and where provided, the appropriate certification.
- They are equipped with protective devices that prevent access to dangerous parts of the machinery/equipment.

It is strictly forbidden to remove or bypass the protective systems during the use of the equipment. Any intervention or modification to the equipment that may alter its original condition or lead to unauthorized manufacturing deviations (patents) is not permitted.

In case of using portable electrical equipment, it is required:

- Verify that the equipment is earthed or double insulated. The electrical cable must always be in good condition (not spliced) and, where necessary, be waterproof.
- Regular checks should be carried out to ensure that the equipment is functioning properly and that any equipment that is unsuitable, damaged or does not meet the requirements of applicable occupational safety legislation should be removed.
- Enaon Group reserves the right to require the contractor/subcontractor to remove from the work site any material, machinery or equipment it considers unsafe, non-compliant with the law or without the required periodic maintenance.

2.4 PRESENCE & MOVEMENT OF VEHICLES - HIGH RISK WORK

The contractor/subcontractor must ensure that all vehicles, Project machinery and equipment (owned, rented or those of any subcontractor, including such subcontractors) used in the execution of the works fully comply with applicable regulations and legislation.

Any vehicle or project machinery without valid and up-to-date documentation and certificates will be immediately removed from the work site and replaced by one with the required documentation.

Any vehicle that does not meet safety requirements or does not undergo the required periodic maintenance will be immediately removed from the work site and rendered inoperable. Drivers of vehicles, project machinery on the construction site will always comply with driving regulations and signage at the work site (worksite, warehouse area, etc.).

The contractor/subcontractor's personnel assigned to operate Project vehicles and machinery at the work site must hold a valid driving license and adequate training in the safe operation of the vehicle.

During inspections/audits and in case of non-compliance with the above, the person conducting the inspection/audit may request the removal of unsuitable personnel.

All personnel in the workplace or in areas where vehicles are moving must wear high visibility vests for the entire duration of the work.

When operating the machines, all persons must maintain a safety distance of at least 2 meters from the machine's operating zone.

For parked/parked motor vehicles, the Contractor/subcontractor shall ensure that:

- The engine is switched off and the vehicle cannot be used by unauthorized persons (e.g. by removing the ignition keys), the handbrake is applied (and for heavy vehicles, the steering wheel is locked).
- All raised parts are attached to the ground or placed in a safe position (e.g. crane).
- Parked/parked vehicles must not block or make the escape exits of the surrounding area inaccessible .
- The machinery, if it remains on the construction site after the end of the day's work, is placed within the boundaries of the fence, locked and secured.

2.4.1 WORKS IN VEHICLE TRAFFIC CONDITIONS – WORK SITE DEmarcation and Installation of Work Site Marking

Road construction site fencing

The limitation of the construction site area must be done according to the environmental characteristics of the area, controlling possible effects or interference between the construction site and the environment and vice versa.

The area of the road construction site must necessarily be fenced off for safety reasons, adopting a type of fencing at least as specified in the Technical Regulations.

Workers entering the construction site must have and wear the following personal protective equipment (PPE):

- Safety helmet to protect the head from injuries due to impact or falling materials from above, from lifted loads, or from contact with dangerous elements of various kinds. The use of a protective helmet is mandatory throughout the entire time of presence in the area, by all attendees.
- Safety footwear of appropriate specifications for prevention and protection against cuts, abrasions, impacts, compressions and falls.
- Fluorescent vest with reflective elements, for use day and night, on roads with vehicle traffic or in other workplaces where visible marking of the presence of workers is required in normal or reduced visibility conditions.

The above personal protective equipment constitutes the minimum equipment required for entry into the construction site.

Road construction site marking

Regardless of the size, duration and type of work, where there is a road construction site, there is an obligation to properly place safety signs to inform drivers and pedestrians about the execution of the work and to enforce proper behavior depending on the situation. The signs are made based on the approved Traffic Regulation Study, where required.

The occupation of the roadway, areas intended for vehicle and pedestrian traffic or parking for any type of work, regardless of expected duration (e.g. excavations for the installation or maintenance of underground pipes, opening of manholes, etc.), must be adequately signposted .

The presence of workers, equipment and any obstacles to traffic must be clearly visible to passing vehicles.

In the event that the duration of the construction site extends into night hours or under conditions of reduced visibility (e.g. fog), appropriate marking must be ensured using special means.

It is recalled that it is prohibited to carry out work or deposit materials and open construction sites, even temporary, on roads and their accompanying infrastructure (sidewalks, islands, parapets, etc.), without prior marking of the presence of the obstacle or work area, while maintaining adequate traffic flow.

Temporary markings must be removed immediately after the work is completed, when the danger has ceased. Temporary markings must not conflict with permanent markings. In this case, the permanent markings must be covered (e.g. with black bags) and reappeared immediately after the work is completed.

All vertical construction site markings must be firmly fixed under all road traffic and weather conditions, using weights (e.g. sandbags) or other means of fixing, while the use of hard materials (e.g. stones, bricks, etc.) that may cause a traffic hazard is prohibited.

2.5 WORK AT HEIGHT - HIGH RISK ACTIVITIES

All persons working at height must undergo a formal verification of competence by the Contractor/Subcontractor, in order to analyse their qualifications, training and experience before commencing activities.

The Contractor/Subcontractor must ensure the presence and formal designation of a competent Supervisor to supervise any work where there is a risk of falling from a height.

The Contractor/Subcontractor must ensure that his personnel have received training related to the risks of working at height and are aware of the relevant prevention and protection measures to be taken. This training must be completed before the start of work and copies of certificates must be available if requested by Enaon during inspections/checks.

Whenever possible, collective preventive measures (e.g. elevating work platforms) should be preferred to individual measures (e.g. use of safety belts). Below the area where work at height is being carried out, the contractor/subcontractor shall prohibit access to persons not strictly necessary for the performance of the activity. This protection zone shall be maintained until the work is completed. All equipment used in elevated positions must be secured to prevent the risk of falling.

2.5.1 USE OF EQUIPMENT FOR WORKING AT HEIGHT

All ladders, safety belts, elevating work platforms, scaffolding and other equipment used for working at heights or for fall prevention/protection must have a unique identity, be recorded in a register (Contractor's file) and be subject to formal and regular inspection by the Contractor/Subcontractor.

All defective or untested equipment must be removed from the area or physically prevented from use. All equipment (including ladders, slings, ropes, scaffolding, etc.) must be inspected by the Contractor/Subcontractor before use.

When scaffolding is to be installed on site, the contractor/subcontractor must ensure both safety and compliance with the legislation. Specifically, he must have **a Scaffolding Installation Certificate** . which includes the details of the project, the details of the engineer in charge, the technical characteristics of the scaffolding, installation time, a plan or sketch of the scaffolding, etc.

The Contractor must verify that the bearing surface of the scaffold can withstand the forces transmitted by the vertical posts, with sufficient safety margin **.**

Any deviations from the standard scaffold geometry must be illustrated in the installation plan and technically documented.

The Contractor's engineer in charge must specify the type and method of anchoring. of the scaffolding, in accordance with the manufacturer's technical instructions and the requirements of static adequacy.

The scaffolding erection team must consist of at least three people **,** one of whom is a certified supervisor . The Contractor's supervisor is responsible for the direct supervision of all stages of erection, modification and dismantling, so that the work is carried out in accordance with safety instructions and the OHS **.**

The Contracting Authority has the right to refuse the use of scaffolding that:

- They do not meet the requirements of the legislation.
- They have not been maintained or inspected regularly.
- They are not accompanied by the required documents (certificates, certifications, plans).

It is noted that the scaffold manufacturer's technical manual must include standard assembly diagrams , which must be strictly followed during installation. When the actual configuration of the scaffold is not included in the original diagrams, a new technical report is required from an engineer of appropriate specialty in accordance with applicable legislation , with documented strength and stability calculations and an executive plan . The design must be based on approved elements of the same type of scaffold.

Scaffolding assembly and disassembly

- The assembly and disassembly of wooden scaffolding is carried out by technical personnel specialized for this task.
- The assembly and disassembly of metal scaffolding is carried out in accordance with the manufacturer's specifications.
- Partial dismantling of parts of the scaffolding before the work is completed is prohibited.
- The assembly and disassembly of scaffolding should not be carried out during peak hours, the surrounding area should be isolated and the distance from any overhead electrical wires should be taken into account in the working method and safety measures.
- When certain parts of a scaffold are not ready for use, in particular during the assembly and dismantling or modification phase, these parts must be marked with general danger warning signs. and be appropriately delimited by material elements that prevent access to the danger zone.

Scaffolding support

- It is prohibited to support metal scaffolding on external walls or unsafe points of the building.
- Tower-type scaffolding should only be used on stable, flat and smooth floors and should be secured against any tipping or shifting.
- The distance between the internal uprights from the building, on the metal scaffolding, must be up to 15 cm. The distance between the working surface and the floor of the scaffolding must not exceed 30 cm.

- When the distance of the internal uprights from the building is greater than 15 cm or the gap between the working surface and the scaffolding floor is greater than 30 cm, then fall protection is also required on the inner side of the working floor.

Construction materials

- The uprights and planks must be made of sound wood and in good condition. The ends of the planks must be protected laterally with metal tape.

Protection against falling and tipping of the scaffold

- Scaffolding must have a handrail at a height of one meter from the working floor with an intermediate bar.
- Work floors should not be overloaded.
- Work floors must have a 15 cm skirting board on the inside and outside. Also , They must protrude from their support point at a length at least 4 times their thickness.
- The use of portable ladders or other improvised means on the floors is prohibited.
- It is prohibited for more than 2 people to work on a floor, between 2 consecutive uprights.
- There must be a special ladder for ascending and descending the scaffolding and this should never be done by climbing.
- Suspended scaffolding must be equipped on its 3 outer sides with a parapet and guardrails.

Working floor width

- The minimum total width of the work floor must be 60 cm.
- For floors where materials will be deposited, beyond those directly used, a working floor width of 0.80 m is required.
- For floors that support another working floor at a higher level, a width of 1.10 m is required.
- Correspondingly, for stone cladding or marble paving works, a working floor width of 1.30 m is required.
- Finally, when the work floor is also used to support another floor, as well as for the above tasks, a width of 1.50 m is required.

Standers

- The uprights on fixed scaffolds are well supported on skids and extend for at least 1 m above the last working floor.
- The uprights should be slightly inclined towards the building.
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2.5.2 USE OF MOBILE SCAFFOLDS (WHEEL BRIDGES)

The use of mobile scaffolding (wheeled bridges) on construction sites is only permitted under strict safety conditions, as defined by applicable legislation.

Stabilization of a wheeled bridge

During the works, the wheeled bridge must be **fully stabilized** by appropriate means, such as:

- Weight compensation
- Side beams or supports
- Base weight
- Wheel locking with brake mechanisms or chocks

Stabilization is **a prerequisite** for any work at height.

The presence of workers on the mobile scaffolding **is strictly prohibited during the following phases:**

- After movement
- Lifting or lowering a step
- Order of the day

Movement should **only be done when there is no load or person** on the scaffold.

2.5.3 Safety nets

The manufacturer of safety nets according to EN 1263-1 must provide marking, indicating: manufacturer's name, reference standard EN 1263-1, system and category of net (System S or T), mesh type and size, production control method and date of manufacture and end of life.

The use of safety nets as collective fall protection measures when working at height results from a risk assessment that takes into account:

- the type of work
- the equipment and conditions
- The suitability of the net for arresting the worker's fall.

The installation of the nets must be done:

- according to the manufacturer's instructions
- by employees with the appropriate skills and knowledge, acquired through information, training and internships.

Before installation, the Contractor must obtain technical information to verify the suitability of the support structures, their ability to withstand static and dynamic forces such as worker falls, wind or other loads. The Contractor must maintain technical documentation and inspection records.

2.5.4. PORTABLE LADDERS

Stairs must meet the following requirements:

- Portable ladders must be secured at both the top and base to prevent accidental movement, sliding, impact or jamming.
- Portable ladders should never be tied or secured to pipes, ducts or air ducts.
- Temporary portable ladders must be kept and stored safely at the end of each working day.
- Portable ladders must be kept clean of oils, greases and other materials that may cause slipperiness.
- suitability approved before use.
- Portable ladders with structural damage must be immediately withdrawn and removed from the work area.

It is noted that for any type of activity, the use of ladders without CE marking, or the use of self-made ladders or damaged ladders is strictly prohibited.

2. 5.5 MOBILE ELEVATING PLATFORMS

Mobile lifting platforms are a suitable means for performing work at height, provided that the worker remains within the platform and wears the prescribed personal protective equipment. These platforms must fully comply with the requirements of applicable legislation (indicatively it is stated that they must have CE and Lifting Capacity Certificate) and be subject to regular, recorded maintenance by competent personnel.

All personnel of the contractor or subcontractor who are tasked with the use of mobile lifting platforms must have received appropriate training and have the relevant certification and license.

Before each use, it is required:

- **Preliminary operation check** of "man-at-arms" type safety systems (e.g. pedals, mechanical locks, control levers).

The use of a platform that shows damage, incompatibilities or obvious signs of wear (e.g. hydraulic fluid or compressed air leaks) is strictly prohibited.

- **Verification of ground stability** to ensure safe support of the machine.

- **Use of support bases or supports** , where provided, before starting the lift.

- **Isolation of the work area** , with appropriate marking and fencing, to prevent access by unauthorized persons.

The use of the platforms is only permitted under suitable weather conditions.

Their operation is prohibited in cases of:

- Rain or storm

- Strong winds (gusts over 12.5 m/s)
- Foggy or limited visibility

Climbing onto the guardrail, the middle rail or the extending arms of the platform is not permitted. Personnel must be anchored at all times and at a fixed anchor point. It is prohibited to exceed the maximum permitted capacity and number of persons provided for the platform and it is not permitted to be placed in emergency exit areas.

2.6 LIFTING ACTIONS – HIGH RISK ACTIVITIES

Before the commencement of lifting works and upon request of the Contracting Authority, the Contractor/subcontractor must prepare and submit to the Contracting Authority a lifting plan (Lifting Plan), which includes risk analysis, prevention measures and a safe execution process.

The Contractor/subcontractor should ensure that a supervisor is formally appointed for the lifting operation. Clear and continuous channels of communication must be ensured between all parties involved, with a single authorized person – the supervisor – giving instructions to the equipment operator.

During lifting and handling operations, the presence of personnel under suspended loads or between suspended loads and fixed objects is strictly prohibited.

All lifting equipment and accessories must:

- To bear the CE marking
- Be accompanied by a user manual in Greek
- Have a unique identifier (e.g. serial number)
- Clearly indicate the maximum permissible load (SWL)

In addition, they must undergo periodic maintenance and inspection, with recording in the Contractor's Machinery Maintenance Register.

Before any use of lifting equipment, the Contractor/subcontractor must:

- To carry out a preliminary check of proper operation and safety, according to the manufacturer's instructions. The use of unsuitable, worn or uncertified equipment is prohibited.
- Ensure that the ground is sufficiently stable and durable to support the weight of the equipment and load.
- Confirm that the equipment is suitable for the weight and type of load to be lifted.
- Use supports or stabilizers (e.g. outriggers) where required.
- Isolate the work area with appropriate signage and fencing to prevent access by unauthorized persons.

2.7 HAZARDOUS SUBSTANCES – HIGH RISK ACTIVITIES

All chemicals used by the Contractor/subcontractor must be kept in appropriate containers , identified and stored in accordance with the instructions in the MSDS safety data sheets.

All Contractor/Subcontractor personnel must have adequate training regarding the specific hazards of the products used.

All hazardous substances must be used, stored and disposed of by the Contractor/subcontractor in accordance with the Material Safety Data Sheet (MSDS) and applicable regulatory provisions.

MSDSs and their updates must be available at the work site and accessible to both the Contractor/subcontractor's employees and the Employer. Any expired chemicals must be disposed of in accordance with the MSDS and applicable legal requirements. After completion of the work, all unused materials/chemicals must be collected and removed from the work site by the Contractor/subcontractor.

2.8 MATERIALS CONTAINING ASBESTOS

In the event that the Contractor/subcontractor identifies materials containing asbestos during the execution of the works and their treatment (e.g. removal) is required, he is obliged to immediately inform the Contracting Authority and discontinue the works.
The works may be restarted after the appropriate measures have been taken in accordance with the applicable legislation (e.g. licensing , certifications, environmental approvals, etc.).

2.9 COMPRESSED GASES CYLINDERS

Gas cylinders must be clearly marked and used only by trained personnel with appropriate personal protective equipment (e.g. gloves and glasses). They must be stored in well-ventilated areas, upright and away from sources of heat or flame, while empty cylinders are separated from full ones. When transporting them, special equipment is required to avoid falls or impacts. Connection and checking for leaks are carried out with appropriate safety precautions, such as the use of soapy water and appropriate tools. All work must comply with Greek legislation and safety instructions for pressurized cylinders.

Gas cylinders have a specific lifespan determined by the manufacturer and legislation. Typically, their lifespan ranges from 10 to 15 years, depending on the type of gas and use. Each cylinder must be periodically inspected and re-inspected (e.g. hydraulic test) by a certified body, in accordance with the requirements of the Pressure Code and European standards. The date of manufacture and the last inspection are indicated on the cylinder, and the use of cylinders with expired certification is strictly prohibited.

2. 10 ELECTRICAL SAFETY – HIGH RISK ACTIVITIES

Work on electrical installations is carried out by appropriately licensed personnel, depending on the type of electrical installation and in accordance with applicable legislation.

The issuance of a work permit to work) is required at a minimum when the voltage exceeds 600 VAC . However, the issuance of a permit may be deemed necessary for lower voltages, depending on the nature and conditions of the work. It is noted that without the approved permit from the Contracting Authority, no employee of the Contractor/subcontractor is allowed to carry out work on electrical installations or live parts.

It is strictly forbidden to work on active systems, supplied with high or medium voltage. All work on high or medium voltage electrical installations must be carried out without power, on isolated equipment.

Work on active low or extra-low voltage systems is permitted only for measuring and/or checking components, using appropriate equipment and PPE.

Particular emphasis should be given to the following protection and prevention measures, which must be strictly applied during work on electrical installations or live parts:

- The work must be performed with complete avoidance of direct or indirect contact with live parts, through the use of appropriate equipment for the respective voltage, as well as by applying the prescribed Personal Protective Equipment (PPE).
- Before starting any activity on equipment that is not live, the actual absence of voltage must be confirmed using a suitable measuring instrument.
- When performing work at the Contracting Authority's facilities, the Contractor/Subcontractor is required to keep electrical panels with active circuits closed and secured, in order to prevent unauthorized access and ensure the safety of personnel.

2.11 FIRE HAZARD

During work on the Client's premises, access to emergency exits and fire-fighting equipment must remain free and unobstructed at all times.

The Contractor is obliged to provide and maintain temporary fire protection equipment (fire extinguishers) to address risks that may arise from its activities (work areas under its responsibility).

The Contractor/Subcontractor's fire extinguishers must be checked and maintained by qualified personnel and a suitable company, when required. In addition, a visual inspection of the fire extinguishing equipment is required by the Contractor/Subcontractor's workman at the start of each working day.

The Contractor/Subcontractor's personnel must be properly trained in the control and use of fire extinguishers for emergency situations.

2.12 WORKS IN THE PRESENCE OF GAS – HIGH RISK ACTIVITIES

This paragraph covers works in which gas is present and indicatively includes works on activating and deactivating pipelines, or works on installing meters. The manner of execution of these works is agreed between the Contracting Company and the Contractor/Subcontractor, in accordance with the applicable legislation and the procedures/instructions of the Contracting Company.

The Contractor/subcontractor must have appropriate gas detection equipment (gas detector), be calibrated in force and maintained in accordance with the manufacturer's instructions.

The following protection and prevention measures will be taken during the activation or shutdown of network sections:

- Taking appropriate measures to avoid sparks due to potential differences between metal parts or static electricity discharges (e.g. in polyethylene pipes)
- Prohibition of the presence of open flames or other sources of ignition near ventilation points (no mobile phones) and display of appropriate safety signs ("No Smoking" and "No Open Flames") in accordance with applicable legislation
- Presence of appropriate fire-fighting equipment (fire extinguishers)
- Taking measures to ensure that the volumes of gas or inert gas released do not cause asphyxiation or become trapped in enclosed spaces
- Provision and use of appropriate Personal Protective Equipment (such as anti-static work clothing, gloves, etc.), as defined by the General Occupational Health and Safety Authority (GEEK)

During the work, access to the work area will be allowed only to authorized personnel. Once the venting work has begun, it must be completed without interruption. In the event of an interruption, the entire process must be repeated.

2.1 3 EXCAVATION WORKS – HIGH RISK ACTIVITIES

To carry out excavations, the Contractor/Subcontractor will employ exclusively and only specialized and appropriately trained workers.

Special preventive and protective measures should be taken if excavations present the following risks:

- Excavation depth greater than or equal to 1.5 meters
- Possibility of water ingress
- Presence of foundations near the excavation or in neighboring structures
- Land or rock at risk of landslide (including already excavated soil)
- Presence of underground facilities (gas, electricity, water)
- Possibility of soil contamination (hazardous substances or unexploded explosives)
- Presence of simultaneous works and possibility of landslides (taking into account the following possible events: landslide, seismic vibration, flood, etc.)

The safety measures that must be implemented are those specified, at a minimum, in the Technical Regulations for the construction of natural gas distribution networks. Particular attention must be paid to the following:

- The support of the trench, shaft, etc. is mandatory for excavation depths greater than 1.80m, unless due to specific conditions (e.g. rain, frost) or other reasons they may cause landslides or vibrations, or otherwise required or permitted by the Supervision.
- For work at depths greater than 1.50m, ladders are required at distances no greater than 25m.
- Any amount of water must be removed by pumping and channeling directly into the stormwater drainage system .
- The walls and bottom of the excavation must be cleaned of stones, roots, sharp points and other materials. Excavation materials, tools, materials, etc. are placed at a minimum distance of 0.60m from the edge of the excavation.
- In excavations deeper than 2.25m, a fixed perimeter fence of the mesh or parapet type with a crossbeam will be installed at a height of 1.00m and 0.60m respectively (in addition to the construction site fence mesh, unless it is adjacent to the trench)
- In the event of excavation at a distance of less than 0.80m from an underground network well, immediate support is required for a length of 3.00m on either side of the well.
- Upon completion of the excavation each day or for interruption of work for a period of more than two hours, the trench must be completely fenced with a mesh.
- As for pedestrian movement, this should be ensured by crossings. The crossings will have two protective elements on the sides. The width of the crossing is at least 0.60m. For areas of small or medium crowding, the height will be 0.75m, while for areas of large crowding, 1.00m (e.g. schools, stadiums). The distances between two crossings are determined based on the area and its particular characteristics.
- There must be bridging in the ditches in a way that ensures the least possible disruption to traffic and supply to the areas. The bridging is carried out with metal plates with a minimum thickness as defined by the Technical Regulations. The dimensions and placement of the metal plates must ensure safe and smooth movement of cars, the immobility and stability of metal plates.

2.1 4 WELDING WORKS

- The Contractor / Subcontractor must issue a Hot Work Permit.
- Welding must be performed by certified technicians.
- The welding machines must be certified and in excellent working condition. According to the type of equipment and the frequency of use, the Contractor/subcontractor is obliged to make periodic adjustments to the equipment. Adjustment certificates and maintenance records will be given to the Project Supervision.
- Use of PPE for cleaning and handling pipes before welding, protection from sparks, heat and mechanical hazards.
- During welding, the network must be out of service and free of natural gas.
- When cutting a conductor (or a section of conductor) of a "live" network, the section of the network to be cut must be isolated and the section must be vented. Because there is a risk of gas in the area of the cut and sparks due to static electricity, the conductor must be wrapped with

cloth or rope on either side of the cut point, which must be permanently wet and grounded to the ground.

- If welding is required inside the trench, then the width of the trench can be widened up to 1.5m.
- During the Radiographic inspection of welds of steel pipelines, safety measures must be observed in accordance with those defined in the Technical Regulations for the Construction of Natural Gas Networks. In particular, the safety regulations of the DEMOKRITOS Industrial Association must be applied (strict adherence to safety measures such as limited time spent in radiation zones, prohibition of entry for unauthorized personnel, etc.).

2. 15 ENVIRONMENTAL REQUIREMENTS

2.15.1 Waste management

Waste management (from initial classification to final management) is the responsibility of the Contractor/subcontractor for any type of waste resulting from the assigned work, unless an exception is provided for in the Contract/Assignment.

The Contractor must provide evidence and reports regarding the proper implementation of waste management legislation. The transport, storage and management of waste must be carried out in accordance with the applicable provisions and taken to appropriate final facilities.

Waste generated by the Contractor/subcontractor's work should be categorized with the appropriate EWC code and stored in appropriately marked areas until processed. The Contractor/subcontractor will take all necessary measures to fully protect against soil and subsoil pollution.

2.15.2 Emissions

The Contractor must take all measures to reduce atmospheric emissions and noise.

2.16 HYGIENE IN WORKPLACES

Contractors operating on outdoor construction sites are required to provide clean and adequate chemical toilets for workers, in accordance with the provisions of P.D. 305/1996 and L. 3850/2010. These toilets must be accessible , located in a suitable location on the construction site and protected from the weather. Their number depends on the number of workers, with an indicative ratio of one toilet per ten people.

At the same time, the provision of drinking water for workers must be ensured, either through bottled water or with appropriate tanks or coolers , in order to cover hydration needs during work. These facilities may be temporary or portable, as long as they ensure hygiene, safety and decent service for workers.

SECTION 3 - CHECKS AND VERIFICATIONS OF THE CONTRACTOR 'S HSE PERFORMANCE

The Contractor/subcontractor must be available to conduct checks and inspections of the assigned work, carried out by the contracting authority or by companies assigned by the contracting authority, with a frequency determined by the contracting authority.