

SAFETY AND ENVIRONMENT REGULATION FOR CONTRACTING COMPANIES


COPY No : 02

DOCUMENT IDENTITY

New version
Partial revision
Total review

X

Signature of the owner


**Head of Integrated Management
Systems**

Published by: Quality Management, Health and Safety & Environment

Inspected by:

- Quality, Health and Safety & Environment Management
- Rolling Stock Safety Maintenance
- Operation & Certification Security
- Operation Directorate
- Commercial Management
- Directorate of Legal Services & Corporate Compliance

Confirmation of compliance with the principles of the Group is required: NO

Approved by :


Technical Director Transport Operations Manager

Date of issue / revision : 15/09/22

Replaces : GEN / REG / 0042 revision 05

Review Table

No. _ If.	Date	Description
0 1	21.03.2016	First edition
02	19 . 03 . 2018	Review due to the renewal of Safety Certificates
03	10 . 0 5 . 2021	Integration of Maintenance Complexes and Warehouses due to Merger by absorption of EESSTY SA from HELLENIC TRAIN SA
04	06.10.2021	Integration of environmental requirements
05	19/04/22	Modification of Owner & Approver(s) according to the new Organization Chart of HELLENIC TRAIN (OD 12)
06	15/09/2022	Revision due to company name change

TABLE OF CONTENTS

1. PURPOSE	5
2. SCOPE	6
3. RESPONSIBLE ORGANIZATIONAL STRUCTURES	6
4. GENERAL OBLIGATIONS OF THE CONTRACTOR	6
4.1 STAFF INSURANCE	7
4.2 WORK SAFETY AND HEALTH LEGISLATION	8
4.3 GENERAL SAFETY MEASURES	8
5. SPECIAL OBLIGATIONS OF THE CONTRACTOR DUE TO SPECIAL RISKS OF HELLENIC TRAIN SA	15
5.1 TRAIN MOVEMENT	15
5.2 HIGH VOLTAGE ON LINE	16
5.3 ENGINE LOCATIONS UNDER VOLTAGE	16
5.4 PASSENGER FLOW-CROWD	16
5.5 INFORMING THE CONTRACTOR'S STAFF	17
5.6 BEHAVIOR OF THE CONTRACTOR'S STAFF	17
5.7 STORAGE	18
6. SPECIFIC ENVIRONMENTAL REQUIREMENTS	18
7. CONTRACTING FRAMEWORK OF THE CONTRACTOR WITH HELLENIC TRAIN SA FOR SECURITY ISSUES ...	20
7.1 ACCESS TO STATIONS	20
7.2 ACCESS TO ROLLING STOCK MAINTENANCE COMPLEXES AND WAREHOUSES	21
7.3 LABOR INSPECTIONS	21
8. SECURITY SYSTEM	22
8.1 CONTRACTING COMPANIES WITH A CONTRACT WITH HELLENIC TRAIN SA	22
8.2 CONTRACTING COMPANIES WITH A CONTRACT WITH HELLENIC TRAIN SA AND REGISTERED OFFICE	22
8.3 CONTRACT OF HELLENIC TRAIN SA WITH TRENITALIA	23
8.4 CONTRACTING COMPANIES WITH A CONTRACT WITH GAIAOSE SA	23
9. REFERENCE DOCUMENTS (AS APPLICABLE).	23

1. PURPOSE

The purpose of this document is to identify the obligations of each external company cooperating with HELLENIC TRAIN (Stations, Line, Rolling Stock Maintenance Depots and workshops, Material Warehouses) and at the Head Offices regarding safety and environmental / energy compliance.

This document does not replace existing documents (Contract or Service Assignment) but acts as a supplement. It is distributed to every external company, which **signs** it upon acceptance of the terms of the Contract. Hereinafter, the foreign company is referred to in this document as "the Contractor".

The document is structured as follows:

- The first part records the general obligations of the Contractor as an employer or as a company. It is understood that each Contractor fulfills his obligations and if he does not fulfill them, he will have to pay monetary compensation and take responsibility for corrective actions, in order to meet his obligations.
- The second part includes the special obligations of the Contractor in the network of HELLENIC TRAIN SA. These obligations arise from specific risks (moving trains, high voltage current, live engine rooms) and from the organization and the object of HELLENIC TRAIN SA. (crowd management, extension of opening hours)
- The third part presents the internal procedures and the organization related to security in HELLENIC TRAIN SA. as well as the desired cooperation between HELLENIC TRAIN SA and the Contractor in matters relating to Security
- The fourth part includes the special environmental requirements of HELLENIC TRAIN, in the light of its environmentally friendly operation, which the Contractor must meet.
- The fifth part describes the Security System, ie the conditions and documents required for the approval of entry and undertaking work at the premises of HELLENIC TRAIN SA.

In case the Contractor does not comply with its obligations as described in this document, and therefore directly or indirectly threatens the safety of passengers, employees or the environment in the network of HELLENIC TRAIN SA. The Contractor is obliged to pay compensation for damage caused to HELLENIC TRAIN but for damage caused to third parties either directly or through HELLENIC TRAIN as a procedural guarantor and is responsible for any accident that occurs as a result of non-compliance with its obligations.

HELLENIC TRAIN SA reserves the right to monitor the application of the terms of this Regulation during its safety and environmental inspections.

2. SCOPE OF APPLICATION

This Regulation applies to the entire network and facilities of HELLENIC TRAIN (Stations, Line, Rolling Stock Maintenance Complexes, Material Warehouses, Head Offices) by each Contractor.

3. RESPONSIBLE ORGANIZATIONAL STRUCTURES

The responsibility of coordinating the Contractors in accordance with this Regulation is primarily the Operations Department, the Rolling Stock Maintenance Department and the Commercial Department. Depending on the subject of each contract, other Directorates may also assume responsibility.

All the requirements of the Contractor regarding the organization of safety and the environment are addressed to the person in charge of each Installation of each Directorate.

The competent Directorates of HELLENIC TRAIN SA are willing to respond to all the requests of the Contractors regarding the management and the security policy and the environment of the company.

4. GENERAL OBLIGATIONS OF THE CONTRACTOR

The Contractor is obliged to:

- He has insured all his staff with the competent insurance companies.
- It has insurance coverage for the subject of the respective contract with HELLENIC TRAIN and for any civil liability against third parties, in order to cover any damage caused to third parties, due to actions or omissions of its staff during the execution of works. The staff of HELLENIC TRAIN SA are also considered third parties. and anyone affiliated with it in any form of contract.
- Complies with Laws, Decrees, Police and other provisions concerning the health and safety of employees.
- Complies with the provisions of the existing environmental provisions .

When concluding his insurances, the Contractor must take into account and comply with the provisions of the current Legislation, as in force on the day of concluding the insurance contracts. It must also keep in mind the European Union Insurance legislation and comply with the provisions of Community Directives. The Contractor must comply with the terms of the insurance policies.

The insurance provided does not relieve, nor in any way limit the obligations and responsibilities of the Contractor arising from his contract, especially with regard to the provisions of the relevant insurance contracts, exemptions, discounts, privileges, restrictions, etc., and the Contractor remains solely responsible for repairing damages to persons and / or things beyond the amounts covered by the above insurance policies.

The Contractor is obliged to have and submit for approval to HELLENIC TRAIN SA the following texts, each time it modifies:

- Health and Safety Policy.
- Environmental Policy

- Description of the Organizational Structures and Action Plans that manage the issues of Security and Environment, with special reference to the activities, which derive from its contractual obligations.

The Contractor is obliged for the satisfaction of his Contractual Obligations to observe and apply all the provisions, Police, Administrative, Fire, Labor Legislation, Funds and Organizations of Main and Auxiliary Insurance, etc., as well as the provisions on working hours, health conditions security and in general all the provisions of the current Legislation.

During the Contract, the Contractor will provide its services to the Company using methods and practices that ensure Health and Safety conditions for the passenger public, its staff, the staff of HELLENIC TRAIN SA, the staff of other Contractors and in general those involved and influenced by its activities.

The Contractor must prove to the Company that it carries out a Risk Assessment, in relation to the work it performs.

During the Risk Assessment it is obliged to identify the actions by which it minimizes the special risks arising from the operation of the Railway such as moving trains, broken contact line that is in contact with the ground, work in electric network installations and work in non- electric network trend.

The Contractor is obliged to take the measures on Safety and Environment provided by the current Legislation, the Regulations of the Company as well as the modern technical and scientific methods.

The Contractor must, in order to meet his Contractual Obligations in accordance with all the rules of science and art, declare that he has staff, properly trained, qualified, competent, with the relevant qualifications and equipped with the required licenses, certifications and diplomas, as well as also to be provided with all the licenses, documents, certificates and other supporting documents required by the Legislation for the equipment it uses, which must at all times have the certifications and be properly maintained.

It is noted that in the event that the Contractor utilizes subcontractors for the execution of the supply / project, the requirements of the company and the obligations of the Contractor are automatically transferred in their entirety to the respective subcontractor. The Contractor is responsible for informing the subcontractors and their compliance with all the requirements governing the execution of the service / project.

4.1 Staff Insurance

The Contractor is obliged to have all the staff employed by the insured in IKA and in the other insurance funds, according to the (respective) current Legislation (Provisions on I KA etc.).

The Contractor is obliged to insure his technical and employee personnel against accidents in insurance companies that operate legally, if this personnel is not subject to the provisions of the applicable Legislation (on IKA, etc.).

This obligation applies to both domestic and foreign staff.

HELLENIC TRAIN SA is entitled to check the observance of the above conditions, and the Contractor is obliged to provide the Company with all the relevant information for the execution of the audits. The terms of the above paragraphs apply for the entire duration of the contract.

4.2 Occupational Safety and Health Legislation

The Contractor is obliged to perform the works safely and in accordance with the Laws, Decrees, Police and other provisions concerning the health and safety of employees.

Indicatively and not restrictively, the relevant laws, decrees and other provisions are listed as an annex to this Regulation.

According to the provisions of the annex, the Contractor must, among other things:

- To provide its staff with the services of a Safety Technician and an Occupational Physician, in accordance with the requirements of the current legislation.

4.3 General Safety Measures

It is explicitly stated that the Contractor is fully and exclusively responsible for workplace safety and related activities (eg transport, prefabrication to another site, etc.) as well as for receiving and complying with all necessary measures, means and systems. security (organizational, administrative, managerial, technological, etc.). This does not relieve the Contractor of its responsibilities under the law and its contract.

HELLENIC TRAIN SA reserves the right to control with its competent bodies the measures, means and security systems taken by the Contractor for the fulfillment of its obligations under the previous paragraph, and to demand the partial or total completion, modification or abolition of the above measures, means and systems. Regarding security, the orders of HELLENIC TRAIN SA are directly binding on the Contractor.

The Contractor is obliged to ensure that the terms and conditions of any Subcontracting agreement are concluded with third parties and on the basis of which the subcontractor's staff is active in the facilities of HELLENIC TRAIN SA, will include the requirement for the subcontractor to comply with these terms.

The subcontracting of any work or department of work does not release the contractor from his responsibilities regarding the hygiene and safety of the Subcontractor's staff.

The Contractor is obliged to minimize the generation of smoke, fumes and dust, and to protect personnel and equipment, when required, from damage or problems.

The Contractor is obliged to reduce the noise caused by the work he performs, to the lowest possible level. The work must be performed at times that will cause the least inconvenience.

The Contractor's staff performing hazardous activities for the hearing must be equipped and use appropriate protective equipment.

In general, within the framework of its obligations, regarding the security measures that must be observed in the projects or that are reasonably required by HELLENIC TRAIN SA, the Contractor is obliged for the following:

4.3.1 Use of the Greek Language

All the persons employed by the Contractor, for the satisfaction of his Contractual Obligations, in the facilities of HELLENIC TRAIN SA. they must be able to converse in the Greek language at such a level that they can carry out their work safely.

4.3.2 Hygiene Hours and First Aid Means

According to the law, the Contractor has access to sanitary facilities, restaurants, changing rooms, sanitary facilities and cleaning.

The Contractor is obliged to make available to its staff the necessary sanitary and catering areas, where HELLENIC TRAIN SA. does not provide such facilities / premises.

At the points where these facilities are provided by HELLENIC TRAIN SA The Contractor's staff must always keep them clean.

The Contractor is fully responsible for maintaining the safety and hygiene conditions in the workplace. Upon completion of the works, the Contractor is obliged to deliver the space clean, removing all waste and materials. Waste must be disposed of only by the contractor, at his own risk, in accordance with applicable Health, Safety and Environment legislation as applicable.

The Contractor is obliged to provide appropriate first aid equipment for its staff in all workplaces. Prior to the commencement of the work, the Contractor must be able to demonstrate that he has carried out a risk assessment in order to determine the suitability and availability of the materials, equipment and persons who will provide first aid.

4.3.3 Means of Personal Protection

The Contractor is obliged to provide his staff with the necessary personal protective equipment such as helmets, safety shoes, gloves for protection against mechanical, chemical, thermal or electrical hazards, simple masks or with filters as well as any other means necessary based on legislation.

All personnel of the contractor working or moving on or near the track or carrying out activities in which greater visibility will improve their safety, or personnel working in areas specified in the Contract, must have an approved reflective vest.

All the above personal protective equipment must be in accordance with the provisions of Presidential Decree 396/94 and must be marked C E.

4.3.4 Fire safety

The Contractor is obliged to ensure:

- so that its staff knows the location of the appropriate and adequate firefighting equipment and is properly trained
- for the timely removal from the workplace of any flammable, combustible and explosive materials as well as for the cleaning of waste, etc. as well as for their proper disposal or storage depending on the case
- for the safe execution of thermal work, in particular indoors or in the basement, near storage areas for fuel or other flammable materials and near neighboring third party properties

The Contractor must be able to demonstrate that he has a monitoring program so that the fire safety measures he has taken can be monitored on a permanent basis.

The Contractor is fully responsible for the training of its staff on fire prevention and evacuation procedures of the facility, ie Engine Room, Factory or Warehouse in which it is located according to the Emergency Plan of the facility

The Contractor in the description of the Organizational Structures and the Action Plans with which he manages the Safety issues is obliged to determine precisely the general regulations for the maintenance of a high level of fire safety in all the construction sites. Special fire safety regulations at specific construction sites should be included in the Work Method Statements in order for the work to be performed at these sites.

The Contractor is obliged to comply with the following rules at all construction sites and facilities:

- It is forbidden to burn waste or other materials at the Company's premises.
- The use of gas cookers, such as propane, LPG, butane or similar gases, is prohibited.
- Water heating should only be done with electrical resistance.
- The space heating must be done only with approved electric heaters, otherwise these systems must be explicitly approved by the Contract.
- There must be a sufficient number of sockets for the use of the tools placed in the space, of high capacity and power, so as not to cause overload. All sockets must have been approved by HELLENIC TRAIN SA.
- The Contractor may use LPG gas cylinders, which will not exceed 9 kg, for work requiring heating or cold gluing as well as oxygen / acetylene cylinders for welding and cutting work, only if it has been given special approval by HELLENIC TRAIN A. E.
- The Contractor is obliged to have suitable fire extinguishers, placed on the workplace, capable of dealing with the fire that may be caused by the work performed.
- The Contractor is obliged to make the appropriate and adequate arrangements to prevent fire when using abrasives and cutting wheels.

- The Contractor must not obstruct access to firefighting facilities and equipment.
- The Contractor must not move the box containing the Fire Station Plans of the Fire Department.
- In the event that due to the work of the Contractor, the Firefighting Plans of the Station should be modified or affected in any way, the representative of HELLENIC TRAIN SA should be informed . before the start of work.

4.3.5 Dangerous Substances

Prior to the commencement of the works, the Contractor is obliged to submit a list of consumables and hazardous substances that will be used, which will be accompanied by the Material Safety Data Forms (MSDS)

4.3.6 General environmental requirements, waste management & nuisance neighborhoods

All facilities and projects necessary for the organization and operation of the workplace should be constructed and operated in such a way as to achieve:

- a. Avoid or minimize environmental disturbances.
- b. Minimization of land use modulation.
- c. Take appropriate protection measures so that there is no interference with the existing natural environment, except for the necessary zone of the workplace.

Any dumping of excess trench excavation products will be done in areas approved by the Service, in accordance with the existing environmental provisions.

The Contractor is obliged to manage his waste in accordance with the legislation and the instructions he receives from the local Manager.

Residues of work and waste of demolition and dismantling, will be managed through Alternative Waste Management Systems, in accordance with the provisions of JM 36259/1757 / E103 / 2010 (Government Gazette 1312 / B / 2010) and the relevant provisions of the legislation.

If the Contractor contracts with waste collection and disposal companies, they must be properly licensed , and the relevant permits must be submitted to the local Head of HELLENIC TRAIN, as well as the Waste Table, in order to be included in the HELLENIC TRAIN Waste Register.

If there is no alternative waste management system, the waste disposal sites, which will be approved by the competent authorities, will be secured at the Contractor's responsibility and expense, without the Service making any commitment.

All types of waste should be fully inspected and the following conditions should be met as a minimum:

- a. It is necessary to ensure the collection of wastewater from the workplace in watertight septic tanks and their transport / disposal in areas designated by the competent authorities.

- b. A similar concentration and disposal is required for the rest of the workplace waste, such as oils - petroleum - chemicals, etc., which should be temporarily stored in watertight containers and periodically delivered through a properly licensed collector to an alternative management system, in accordance with the provisions in the home provisions, strictly prohibited from dumping them on the ground. Special spaces will be required for the drainage of wastewater treatment plants and concrete transport units.
- c. Avoidance of pollution during the unloading of materials - fuels etc. in the workplace by any means of transport.
- d. The use of any toxic substances will be allowed after the relevant approval of the Service and only if it is not widely disseminated.
- e. Avoidance of environmental pollution with material processing products.

Avoid or minimize nuisance to the neighborhood. This requires:

- a. Avoid air pollution with pollutants, smoke or dust, and take appropriate measures to comply with the relevant emission quality limits (such as filter installations and / or suitable part of the workplace, etc.).
- b. Take care of cleaning the roads that use the means of transport of the workplace, when they are near or in residential areas.
- c. Avoid the formation of outbreaks of infections (eg from stagnant water).
- d. Avoidance, or minimization of noise pollution, according to the relevant legislation e.g. using mobile sound curtains where the noise level exceeds 65 dB (A) at the workplace boundary, if and when there are adjacent receivers.
- e. Attention is paid to the observance of the Environmental Conditions regarding the noise emissions during the use of types of machines, especially near settlements or ecologically sensitive areas.
- f. Fencing, marking and guarding of the workplace to ensure public safety and minimize visual disturbance as far as possible.
- g. Marking / marking of workplaces to ensure traffic.

4.3.7 Fencing - Security Signage

In case HELLENIC TRAIN SA provide premises or rooms at the disposal of the Contractor, the Contractor is obliged to ensure:

- for the installation and functionality of the appropriate safety marking inside the workplace, especially in warehouses if there is fuel or dangerous products.
- for the installation and maintenance of appropriate safety markings around the workplace for the purpose of warning and informing third parties.

The Contractor is obliged to take all necessary precautionary measures in order to prevent the entry of unauthorized persons into the workplace, especially at the point where the entry could endanger the lives of these persons.

The Contractor is obliged to provide all the necessary Fencing, Guarding, Lighting and Warning Signs, as defined by the Contract, the Safety Plan and the Work Method Statements required to

maintain safety at the construction site, unless otherwise clearly stated. from the terms of the Contract.

In particular, during the execution of night work, the Contractor is obliged to provide the necessary lighting for the safety of the staff and every third party.

The above must be constructed and installed in accordance with the existing Greek legislation and the procedures of HELLENIC TRAIN SA. and should not in themselves cause a safety issue.

4.3.8 Work Equipment - Mechanical Equipment

The Contractor is obliged to provide work equipment (machinery, equipment, tools, etc.), suitable for the conditions and characteristics of each work that does not endanger the safety and health of both his responsible staff and its employees. HELLENIC TRAIN SA

Especially the supply machines and any other machine used in the contract must have the C E marking and comply with the requirements of P.D. 57/2010 as this is always the case . The use of work equipment must be done by adequately trained and licensed (where required by law) employees.

Measuring equipment used to confirm conformity of product or work (testing, measuring, testing) equipment must be calibrated either in accredited calibration laboratories or by approved Internal Contractor Procedures. HELLENIC TRAIN has the right to inspect the calibration status of the metering equipment used by the Contractor.

Maintenance of work equipment must be performed by qualified personnel and license holders (where required by law) and recorded.

Related forms:

List of equipment / machinery

List of measuring equipment

The Contractor will provide the company with copies of the certificates and legal documents (licenses, exhaust gas cards, technical controls, insurance policies, calibration certificates, etc.) of the machinery and equipment.

4.3.9 Cargo Transportation

The Contractor in addition to the cargo that can be transported by hand, is prohibited to transport loads through escalators and lifts.

Manually transported cargo must in no case pose a risk to third parties including the contractor's staff or to the equipment of stations or lines.

4.3.10 Accident prevention

HELLENIC TRAIN SA will show the Contractor the work areas and will inform him about the special risks that he is expected to face during the works in these areas and that are foreseen by the Contract. This will be done during the training to get acquainted with these places. The notification of these risks does not release the contractor from the responsibility to carry out an assessment of the risks, to which his staff is exposed, during the execution of works in the facilities of HELLENIC TRAIN SA.

Before the start of the works, the Contractor in charge of the Works Area, appointed by the Contractor, is obliged to report to the local Manager of HELLENIC TRAIN SA, according to the procedures that apply to the specific construction site. The Head of HELLENIC TRAIN SA will point out to the Contractor's Site Manager any risk that he has to take into account according to the Occupational Risk Assessment Study (MEEK) which is obliged to be provided by HELLENIC TRAIN SA.

The Head of HELLENIC TRAIN SA will also inform the Contractor's specific manager of emergency evacuation procedures, alarms, routes, and staffing station locations.

The Contractor's Site Manager must be fully familiar with these procedures, alarms, routes, and staffing station locations.

The Contractor's Manager must inform all of the Contractor's staff and Subcontractors staff if any.

During evacuation, this Contractor is responsible for the safe evacuation of the premises by his staff. Must have a list of all staff names and check them at the meeting point. He should then report to the Head of HELLENIC TRAIN SA. any absentees as well as their possible location on the premises.

The Contractor is responsible for all risks that may arise from all the work included in his Contract. Therefore, the prevention of all these risks will be taken by the Contractor.

The Contractor is considered to have organized in such a way the work of its staff, so as to prevent accidents, and therefore has been fully informed about the position of HELLENIC TRAIN SA. regarding the risks and their prevention.

The Contractor is obliged to keep a record of the incidents that occur and concern his staff or his activities. This file should record and describe any injuries suffered by staff during the work. An incident is considered to be an unexpected event, which causes or which, if it had happened under slightly different circumstances, would have caused:

- Death, injury or illness
- Damage or loss of property, equipment, plant, rolling stock, machinery, materials, spare parts or destruction of the environment
- Interruption of the operation of the train, station, Maintenance Complex, Warehouse or other services provided to passengers.

In case of an environmental event, the Contractor applies the Procedures that have been distributed to him by the local Manager of the company. The contractor's staff participates in the investigation of the incident if requested by the company.

NOTE: In applying this definition, it is essential that the Contractor take into account the incidents in which no damage or injury was caused, but in the context of which, under slightly different circumstances, such incidents would have occurred.

4.3.11 Report

The Contractor is obliged to declare directly to the Head of HELLENIC TRAIN SA. any incident or unusual situation that will be noticed. The Contractor must have and use the appropriate reporting form.

The Contractor may use the "Incident Report" form of HELLENIC TRAIN SA. and related documents. The Head of HELLENIC TRAIN SA will provide the above to the Contractor upon request.

5. SPECIAL OBLIGATIONS OF THE CONTRACTOR DUE TO SPECIAL RISKS OF HELLENIC TRAIN SA

There are four special risks related to the activity of HELLENIC TRAIN SA. and who may be involved with the Contractor's staff working on the network.

The risks to be considered are the following:

- Train movement
- High Voltage on the line
- Engine rooms under voltage.
- Passenger flow-Crowd crowd

5.1 Train movement

The movement of trains poses the most significant risk for workers, especially for those unfamiliar with the environment of railway operation. The trains are moving at high speed (the maximum speed is 160 km / h in the network of HELLENIC TRAIN SA), they pass without warning and some of them may pass through the stations without parking (AMEL, commercial trains, passenger trains of OSE), etc.

The Contractor's personnel are strictly prohibited from walking on the lines, either in the area of the stations or on the open line, unless they have been properly trained and authorized to access the line by the Infrastructure Manager. Even in this case, they must provide the necessary protection and have a sufficient number of staff to cover the work area and warn of the arrival of a train, in accordance with the rules and procedures of HELLENIC TRAIN SA. , OSE SA and ERGOSE SA

In particular, for the case of removal of waste from the lines in the area of the stations, the contractor's staff is obliged to obtain a written authorization from HELLENIC TRAIN SA. or the Infrastructure Manager and after consultation either with the Traffic Control Center or with the Local Station Manager.

Especially in terms of traffic safety of trains, but also of the staff of HELLENIC TRAIN SA. who in any way works in the sections of the line, the Contractor is obliged to comply with the instructions of the competent bodies of HELLENIC TRAIN SA. of OSE SA or ERGOSE SA, to the extent of the scope of responsibility of each company. Otherwise, the non-compliant staff will be removed from the project immediately after a written order from the competent Service.

5.2 High Voltage on the line

Areas that are considered dangerous are high voltage rooms or a one meter zone around the contact lines.

It is forbidden for any unauthorized personnel of the Contractor to enter these areas, directly or with any tool or equipment.

Access to high voltage rooms and work permit on the contact line is granted only by the Infrastructure Manager. Outside the high voltage rooms and at a distance of more than one meter from the contact lines there is no particular danger for the staff to bring special personal protective equipment. Personnel working around the one (1) meter area, ie for example between one (1) and two (2) meters, should be aware of the dangers of contact, especially when they work with poles or on scaffolding. This information is provided either directly by the Contractor or by the Infrastructure Manager.

5.3 Engine Locations under Voltage

In particular, for the entry into the Rolling Stock Maintenance Complexes, which are characterized as Engine Locations under Voltage, a Work Permit is granted by the person in charge of the installation.

For Contractors with a permanent partnership such as rolling stock maintenance companies (eg ALSTOM), cleaning companies and Security companies , relevant training is required by OSE before the issuance of a Work Permit.

5.4 Passenger Flow - Crowd crowd

The Contractor's staff is obliged to move any object and obstacle that impedes the normal flow of passengers through the station to the dock or through the dock to the train.

In some special cases, due to interruptions or exceptional events, congestion may occur at a station. For any reason, the Contractor's staff must stop work at the station, move the equipment

and place it at a sufficient distance from the flow of passengers, ensuring that it does not put passengers at risk of accident from stopping work. At the same time, he must obey the orders of the staff of HELLENIC TRAIN SA.

5.5 Informing the Contractor 's staff

For the safety of its staff, the Contractor must pay particular attention to the following issues:

- Training and information on current safety restrictions and rules
- Position railings or passages in such a way as not to reduce the visibility level of the train driver along the entire length of the dock
- Fencing and marking of the safety zone in the workplace
- Provision and use of reflective clothing by all staff in line areas
- Use of guards to warn staff
- Take safety measures for the stability of all curtains , railings, etc. demarcated in the workplace .
- Information and training of the Contractor's liability staff on the precautionary measures to be taken:
 - for the wider environment of the suburban railway network,
 - to avoid staying on the edge of the dock
 - to implement the procedure for interrupting the supply of the contact line to perform work near the contact line.
 - for work in Rolling Stock Maintenance Complexes designated as Voltage Engine Locations.
- Take all necessary measures to protect its personnel for the work and observance of the safety rules of the railway, both during the traffic of the trains and during the interruption of their traffic. The electric network in which the trains run will be considered to be constantly energized. Likewise the Engine Room under voltage.

5.6 Behavior of the Contractor 's Staff

It is strictly forbidden for the Contractor's staff to behave inappropriately towards the passengers either during the operation or during the interruption of the operation.

Alcohol and drugs are strictly prohibited in the network, the facilities of the Maintenance Complexes, the Warehouses and the buildings of HELLENIC TRAIN SA. Personnel found to use alcohol and drugs will be returned immediately to his company, the access permit to the Company's premises will be permanently canceled and the contractor will be formally asked not to use him in the future for work to be performed at HELLENIC TRAIN SA. .

In addition, food intake is prohibited in public places. The Contractor's staff is allowed to eat only in specific areas outside the areas where the passenger public moves.

The use of radios or similar electrical equipment by the Contractor's staff is prohibited, including personal stereos with headphones, while working at the premises of HELLENIC TRAIN SA. Hearing aids may be used if they do not violate safety requirements.

The wireless transceivers will be used only with the explicit written approval of HELLENIC TRAIN SA.

If the use of mobile phones justifiably seems to pose a security risk, their use will be prohibited. They can only be used if the Contractor proves that they do not pose a security risk.

Smoking is strictly prohibited in the premises of HELLENIC TRAIN SA. The Contractor is obliged to ensure that its staff, including the staff of the Subcontractor, complies with the above requirement. Persons who do not comply with the above prohibitions will be removed immediately from the premises of HELLENIC TRAIN SA.

The notification of this requirement to its staff and to the staff of its Subcontractors, must be mentioned in the Contractor's Security Plan.

If required, the Contractor's staff must support the staff of HELLENIC TRAIN SA. for the protection of passengers, unless his own safety is threatened.

5.7 Storage

The Contractor is obliged to secure and guard all work areas, installation and storage areas, etc., in order to avoid accidents or losses.

The Contractor has the right but also the obligation (if requested by the Service) not to allow access to the workplace of any person who is not related to the execution of the Contract, with the exception of persons authorized by the supervising service.

The Contractor shall not place any kind of equipment or materials in such a way as to impede the movement of equipment, vehicles, trains or persons. In particular, no equipment or material should be left within a radius of two meters from the track.

In case it is necessary to store material in the facilities of HELLENIC TRAIN SA the Contractor is obliged in accordance with the Procedure "Approval for the Temporary Storage of Materials in Stations" to request the issuance of a Storage Permit, which must be granted before he proceeds with the storage of materials. The License must specify the length of stay of the materials, the quantity and type of materials, the storage containers and the storage areas.

6. SPECIAL ENVIRONMENTAL REQUIREMENTS

It is explicitly stated that the Contractor is fully and exclusively responsible for the environmental and energy management at the workplace and related activities (eg transport, prefabrication to

another site, etc.) as well as for taking and complying with all necessary measures on a case-by-case basis (organizational, administrative, managerial, technological, etc.).

As mentioned in previous paragraphs, any excess excavation or other waste should be disposed of in a location that does not create any environmental problems and always with proper approval. Regarding the requirement of aggregates for the construction of the projects, in addition to those that will result from the excavation products, these will be provided by existing legally operating production and disposal units of aggregates in the wider area.

The Contractor must protect the existing vegetation around the workplace. It is emphasized that the Contractor will be solely responsible for any damage he will cause to third parties, for arbitrary cutting or damage of trees, from depositing materials, from misuse of his machinery or encroachment on planted areas by the mechanical means at his own expense and at his own expense. takes care of repairing any such damage.

In case of damage or destruction to elements of the natural environment, the Contractor, regardless of any responsibilities that may arise for him, is obliged to restore the environment to the state it was in before his interventions, at his own expense, without being entitled to any compensation or extension of the deadline.

The management of workplace waste if it falls into the categories of waste demolition, demolition, dismantling or waste materials, will be done through Alternative Management Systems, if such a System operates until the end of the project, with care and costs including contribution to Alternative Waste Management Systems.

HELLENIC TRAIN SA reserves the right to control with its competent bodies the measures, means and systems of environmental and energy management taken by the Contractor for the fulfillment of its obligations, and to demand the partial or total completion, modification or abolition of the above measures, means and systems. Regarding the environment / energy, the orders of HELLENIC TRAIN SA are directly binding on the Contractor.

The Contractor is obliged to ensure that the terms and conditions of any Subcontracting agreement are concluded with third parties and on the basis of which the subcontractor's staff is active in the facilities of HELLENIC TRAIN SA, will include the requirement for the subcontractor to comply with these terms. The subcontracting of any work or department of work does not release the contractor from his responsibilities regarding the environmental / energy management of the Subcontractor.

The Contractor is committed to:

- ✓ The adoption and full implementation of the Company's Environmental instructions,
- ✓ The continuous cooperation with the Executives of the Company in matters of Environment and Energy,
- ✓ The participation of its staff and its subcontractors in any training / information process requested by the Company,

- ✓ The immediate report to the Company of any risks and / or issues of Environment and Energy
- ✓ Informing its staff and any subcontractors about their responsibilities regarding Environment and Energy issues

The Contractor accepts full responsibility for the observance of the following by himself and his subcontractors:

- ✓ Take measures to avoid or reduce environmental risks,
- ✓ Replacement of hazardous materials or working methods with non-hazardous ones , where possible
- ✓ Reduce energy consumption, where possible.

The Contractor is obliged to have and submit for approval to HELLENIC TRAIN SA the following before the start of works:

- Signed assignment of Environment Manager according to the model of the annex
- Environmental management system certificate (according to ISO 14001 or equivalent standard), if any, or Environmental Policy signed by the Contractor's Management

The Contractor is obliged to take the measures on the Environment provided by the current Legislation, the Regulations of the Company as well as the modern technical and scientific methods.

7. CONTRACTING FRAMEWORK OF THE CONTRACTOR WITH HELLENIC TRAIN SA FOR SECURITY ISSUES

7.1 Access to the Stations

Access to the station or any part of the network is subject to strict conditions:

- Upon arrival at the station, employees must present their work permit and access card or personal identity to the station staff, at the cash registers.
- the access card and / or work order do not exempt employees from paying the ticket price when boarding the train.

All the staff of the Contractor and his subcontractors, is obliged to bring at any time, while it is located in the facilities of HELLENIC TRAIN SA. and is engaged in contract work, identity card with a photo provided by the Contractor and has been previously approved by HELLENIC TRAIN SA ..

In case of a request for proof of identity submitted by any Representative of HELLENIC TRAIN SA, the Contractor's staff is obliged to do so.

Unidentified personnel will be removed immediately from the Company's premises. Any request for compensation for an expense or delay that the Contractor suffers as a result of the above will not be accepted by HELLENIC TRAIN SA.

The Contractor is required to prove the verification of the identity of the staff, as well as any other certificate (such as the license suitable for work in a high voltage power grid).

The persons who will be identified to exchange or use the same identity in order to gain unauthorized access to the facilities of HELLENIC TRAIN SA. they will be removed from them forever.

7.2 Access to Rolling Stock Maintenance Complexes and Warehouses

For the Contractor's Personnel, a list of the names of the employees is provided by the Contractor's job manager to the Guard of the Group or the Warehouse.

The employees of the Contractors must have a card which will be provided by the Contractor where the company in which they work will be listed. They must also sign the Entry-Exit Register. The card must remain in a visible place throughout their stay in the Group or Warehouse.

Vehicle entry is allowed only if a relevant entry is made in the Entry-Exit Register and authorization. For safety reasons, parking is allowed only in the designated parking spaces and in any case the vehicles should not obstruct the movement of other vehicles and in particular ambulances and Fire Department.

In each case. the Contractor complies with the internal Access Control Procedure at the Maintenance Complex or Warehouse.

7.3 Labor Inspections

The Contractor is subject to the control of HELLENIC TRAIN SA. in all its activities and throughout the duration of the Contract. The Contractor must allow, ensure and facilitate the free and unhindered access of the persons authorized to supervise to all areas and locations where work is performed.

The Contractor has the obligation to facilitate in any way the work (supervision, controls, etc.) of the agents of the Service.

The exercise of Supervision and any other controls by the competent Service of HELLENIC TRAIN SA. does not in any way release the Contractors from any liability arising from their contractual obligations or the applicable Laws, Provisions, etc., nor does it weaken or in any other way limit their full and exclusive responsibilities and obligations.

8. SECURITY SYSTEM

Necessary condition for the approval of entry and undertaking of work in the premises of HELLENIC TRAIN SA is the existence of a Contract or Assignment of Services signed by the Management according to the authorization limits of HELLENIC TRAIN SA.

In addition to the signed Contract or Assignment of Services, each Contractor is obliged to deposit in HELLENIC TRAIN SA. Responsible Statement which will include his commitment:

- To comply with Greek legislation
- To comply with the Safety Regulations and Instructions of HELLENIC TRAIN SA
- Notify in writing the person in charge of the installation for any safety issue
- To appoint a Safety Technician who must be notified to the SEPE or any other body or authority shoulder by law the duties and responsibilities of the SEPE.

Before the start of the works, it is necessary the meeting of the Safety Technicians of the contracting companies in order to be informed from both sides about the risks and the peculiarities of the workplace and of the specific work.

It is also at the disposal of the Contractor:

- Copy of the Occupational Risk Assessment Study (MEEK) of the facility
- Workplace Emergency Plan of the facility

8.1 Contracting Companies with a contract with HELLENIC TRAIN SA

The Contractor must provide the person in charge of the installation with the following:

- List of employees and Work schedule of the Contractor's staff which is informed of any change and is submitted to the head of HELLENIC TRAIN SA.
- Announcement of the Security Technician at SEPE
- Safety and Health Plan (SAH) that will include the measures to be taken in the specific project and contains an Occupational Risk Assessment Study (MEEK).
- Written statement for the appointment of a Project Manager
- Professional Licenses and Certifications for the specialties required by the Legislation and the work to be performed
- Distribution form for Personal Protective Equipment for the safe execution of the work that will be required.

8.2 Contracting Companies with a contract with HELLENIC TRAIN SA and headquarters abroad

In this case where companies post their employees in the territory of Greece, the procedures as defined in Article 7 of the PD must be followed. 101/2016.

The Contractor must submit to the person in charge of the installation a written entry permit from the Human Resources Department of HELLENIC TRAIN SA. as well as everything described in paragraph 4.1 of this Regulation.

8.3 Contract of HELLENIC TRAIN SA with Trenitalia

In this case where Trenitalia sends its employees to the territory of Greece, the procedures as defined in Article 7 of the PD must be followed. 101/2016.

Trenitalia must submit to the person in charge of the installation a written entry permit from the Human Resources Department of HELLENIC TRAIN SA. as well as everything described in paragraph 4.1 of this Regulation.

8.4 Contracting Companies with a contract with GAIAOSE SA

In cases of Contractors who do not have a contract with HELLENIC TRAIN SA but with GAIAOSE SA who is the owner of the Rolling Stock and facilities leased by HELLENIC TRAIN SA, the Contractor of GAIAOSE SA must present to the person in charge of the installation:

- List of employees and Work schedule of the Contractor's staff which is informed of any change and submitted to the manager
- Responsible Statement of appointment or Employment Contract of a Safety Technician who must be notified to the S.E.P.E.
- Safety and Health Plan (SAH) that will include the measures to be taken in the specific project and contains an Updated Occupational Risk Assessment Study (MEEK).
- Responsible Statement stating that compliance with security measures is the responsibility of those involved in the Contract and not HELLENIC TRAIN SA.

9. REFERENCE DOCUMENTS (as applicable).

The following is an indicative list of the current legislation which has been taken into account for the drafting of this and with which the CONTRACTOR is obliged to comply at each stage of its cooperation with HELLENIC TRAIN. The following legal texts are indicative in the sense that the CONTRACTOR is obliged to comply with the provisions of the entire existing legislation, which is applicable in the context of its cooperation with HELLENIC TRAIN.

1. Law 3850/2010 (Government Gazette 84 / A / 2.6.2010) "Ratification of the code of laws for the health and safety of employees"
2. Presidential Decree 57/2010 (Government Gazette 97 / A / 25.06.2010) "Adaptation of Greek Legislation to Directive 2006/42 / EC of the European Parliament and of the Council" on machinery and the amendment of Directive 95/16 / EC "and abolition of P.D. 18/96 and 377/93
3. Law 1568/85 (Government Gazette 177A / 1 8. 10.85) "Hygiene and safety of employees"

4. Π.Δ. 17/96 (Government Gazette 11 / A / 96) "Measures to improve the safety and health of workers at work, in accordance with Directives 89/391 / EEC and 91/383 / EEC"
5. Π.Δ. 294/88 (Government Gazette 138A / 88) "Minimum time of employment of a safety technician and occupational physician, etc."
6. Π.Δ. 305/96 (Government Gazette 212A / 96) "Minimum safety and health standards to be applied at temporary or mobile construction sites, in compliance with Directive 92/57 / EEC"
7. Law 1396/83 (Government Gazette 126 / A / 15.9.83) "Obligations to take and observe safety measures in buildings and other private technical projects"
8. Π.Δ. 447/75 (Government Gazette 142 A / 75) "On the safety of employees engaged in construction work "
9. Π.Δ. 778/80 (Government Gazette 193A / 80) "On safety measures during the execution of construction works"
10. Π.Δ. 1073/81 (Government Gazette 260A / 81) "On safety measures during the execution of works on construction sites and all kinds of projects under the responsibility of Civil Engineer"
11. Law 1430/84 (Government Gazette 49A / 84) "Ratification of the 62nd International Labor Convention concerning safety provisions in construction, industry, etc."
12. Presidential Decree 225/89 (Government Gazette 106 / A / 2.5.1989) "Hygiene and safety in underground technical projects"
13. Regulation of Mining and Quarrying (Government Gazette 931 B / 31.12.84)
14. Building Regulation - Y.A. 3046/304 / 30.1.89 (Government Gazette 59D / 89) (Especially article 5, par. 4.2 for the use of explosives)
15. Law 495/76 (Government Gazette 337A / 76) "On weapons and explosives"
16. PD 413/77 (Government Gazette 128A / 77) "On the purchase, transport and consumption of explosives"
17. Π.Δ. 395/94 (Government Gazette 220A / 94) "Minimum safety and health requirements for the use of work equipment by employees during their work, in accordance with Directive 89/655 / EEC"
18. Π.Δ. 396/94 (Government Gazette 220/94) "Minimum safety and health requirements for the use by workers of personal protective equipment at work, in compliance with Directive 89/656 / EEC"
19. Π.Δ. 105/95 (Government Gazette 67A / 95) "Minimum specifications for the marking of safety and / or health at work, in compliance with the directive 92/58 / EEC"
20. Π.Δ. 77/93 (Government Gazette 34 / A / 93) "For the protection of workers from physical, chemical & biological agents , etc. , in compliance with Council Directive 88/642 / EEC"
21. Π.Δ. 399/94 (Government Gazette 221 A / 94) "Protection of workers from the risks associated with exposure to carcinogens at work, in compliance with Directive 90/94 / EEC"
22. Π.Δ. 186/95 (Government Gazette 97A / 95) "For the protection of workers from risks due to their exposure to biological agents at work, in accordance with Directives 90/679 / EEC and 93/88 / EEC."

23. Π.Δ. 70α / 1988 (Government Gazette 31 / A / 17.2.88) "Protection of workers exposed to asbestos at work"
24. Presidential Decree 85/91 (Government Gazette 38 / A / 1 8-3-1991) "Protection of workers from the risks they face due to their exposure to noise at work, in compliance with Directive 86/188 / EEC"
25. Π.Δ. 397/94 (Government Gazette 221 A / 94) "Minimum safety and health standards during the manual handling of loads, which poses a danger especially for the back and lumbar region of the workers, in compliance with the directive 90/269 / EEC"
26. Π.Δ. 16/96 (Government Gazette 10A / 96) "Minimum safety and health standards in the workplace, in compliance with Directive 89/654 / EEC"
27. Π.Δ. 398/94 (Government Gazette 221 A / 94) "Minimum safety and health standards when working with visual displays, in compliance with Directive 90/270 / EEC"
28. JM 36259/1757 / E103 / 2010 (Government Gazette 1312 / B / 24-8-2010) "Measures, conditions and program for the alternative management of waste from excavations, constructions and demolition (AEKK)"
29. Law 4496/2017 (Government Gazette 170 / A / 8-11-2017) "Amendment of Law 2939/2001 for the alternative management of packaging and other products, adaptation to Directive 2015/720 / EU, regulation of issues of the Hellenic Recycling Organization and other provisions "
30. ΚΥΑ Η.Π. 23615/651 / Ε.103 / 2014 (Government Gazette 1184 / B / 9-5-2014) "Definition of rules, terms and conditions for the alternative management of waste electrical and electronic equipment (WEEE), in accordance with the provisions of the Directive 2012/19 / EC "on waste electrical and electronic equipment (WEEE)", of the European Parliament and of the Council of 4 July 2012 and other provisions »
31. Law 4042/2012 (Government Gazette 24 / A / 13-2-2012) "Criminal protection of the environment - Harmonization with Directive 2008/99 / EC - framework for waste generation and management - Harmonization with Directive 2008/98 / EC - Regulation of issues Ministry of Environment, Energy and Climate Change »
32. JM 41624/2057 / E103 / 2010 (Government Gazette 1625 / B / 11-10-2010) "Measures, conditions and program for the alternative management of waste batteries and accumulators in compliance with the provisions of the directives, 2006/66 / EC" on batteries and accumulators and waste batteries and accumulators and repealing Directive 91/157 / EEC and 2008/103 / EC amending Directive 2006/66 / EC on batteries and batteries and waste batteries and accumulators, as regards the placing on the market of batteries and accumulators ", of the European Parliament and of the Council"
33. Directive 2006/66 / EC "Batteries, accumulators and waste batteries and accumulators"
34. COMMISSION REGULATION (EC) No. REGULATION (EC) No 1005/2009 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 16 September 2009 on Substances which deplete the ozone layer
35. REGULATION (EU) no. 517/2014 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 16 April 2014 on fluorinated greenhouse gases and repealing Regulation (EC) No. 842/2006 »

36. WILL. US 18694/658 / E 103/2012 (Government Gazette 1232 / B` 11.4.2012) "Determination of competent authorities, measures and procedures for the implementation of Regulation (EC) no . Regulation (EC) No 842/2006 of the European Parliament and of the Council of 17 May 2000 on certain fluorinated greenhouse gases and the Regulations adopted pursuant thereto
37. WILL. 37393/2028/2003 (Government Gazette 1418 / B` 1.10.2003) "Measures and conditions for noise emissions into the environment from equipment for use outdoors"
38. WILL. US 9272/471/2007 (Government Gazette 286 / B / 2.3.2007) "Amendment of article 8 of sub no . 37393/2028/2003 Joint Ministerial Decision (1418 / B), in accordance with the provisions of Directive 2005/88 / EC amending Directive 2000/14 / EC on the approximation of the laws of the Member States relating to noise emission in the environment from equipment for outdoor use ", of the Council of 14 December 2005»
39. Presidential Decree 104/2019 (Government Gazette 186 / A / 27-11-2019) "Adaptation of Greek legislation to the provisions of Directive (EU) 2017/2102 of the European Parliament and of the Council of 15 November 2017 amending Directive 2011 / 65 / EU on limiting the use of certain dangerous substances in electrical and electronic equipment "
40. Presidential Decree 90/1999 (Government Gazette 94 / A / 13-5-1999) "Determination of exposure limit values and maximum exposure values of workers exposed to certain chemical agents during their work in accordance with Directives 91/322 / EEC and 96/94 / EC of the Commission and amendment and supplementation of P.D. 307/1986 "Protection of the health of employees who are exposed to certain chemical agents during their work" (135 / A) as amended by P.D. 77/93 (34 / A). "
41. Law 4067/2012 (Government Gazette A-79 / 9-4-2012) New Building Regulation.