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# OHS, Fire Safety, and EMS Guidelines for Contractors/Suppliers

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Version (release): 01  
Valid from: 1. 4. 2026

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## 1. INTRODUCTION

The purpose of this document is to establish rules and communication procedures with Contractors/Service Providers regarding environmental protection in accordance with the requirements of the ČSN EN ISO 14001:2015 standard, and regarding occupational health and safety and fire protection (OHS, FP) in accordance with the requirements of the ČSN ISO 45001:2018 standard.

ŠKODA TRANSPORTATION a. s. (hereinafter “ŠTRN”) thereby ensures that persons performing tasks on behalf of other organizations (Contractors/Suppliers) understand and comply with the principles of occupational health and safety, fire safety, and environmental protection, as well as the [EMS and OHS Policy](#), and that they minimize the impact of their activities.

Persons performing tasks on behalf of other organizations (hereinafter referred to as the “Contractor/Supplier”) and persons present at ŠTRN workplaces are required to comply with the applicable laws of the country regarding occupational safety and health, fire safety, and environmental protection (in the Czech Republic, in particular the Labor Code, the Fire Protection Act, and other relevant laws, decrees, and government regulations), as well as the principles of safe conduct at the workplace, established work procedures, and agreed-upon signals, so as not to endanger the environment, their own lives or health, or the lives or health of employees at ŠTRN workplaces.

## 2. OCCUPATIONAL SAFETY AND HEALTH, FIRE SAFETY

When performing the contract or carrying out work at ŠTRN workplaces, the Contractor is required to comply with the applicable laws of the relevant country regarding occupational safety and health and fire safety (in the Czech Republic, specifically in accordance with Act No. 262/2006 Coll., the Labor Code; Act No. 309/2006 Coll., regulating additional occupational safety and health requirements in labor relations and ensuring occupational safety and health during activities or the provision of services outside of labor relations (Act on Ensuring Additional Conditions for Occupational Safety and Health); Act No. 133/1985 Coll., on Fire Protection, and other applicable legal regulations in force at the time of contract performance or work execution.

In this regard, the Contractor/Supplier is required to:

- immediately inform, in the Czech language, the ŠTRN employees responsible for communicating with the relevant external company of the risks associated with the performance of the contract.
- demonstrably familiarize themselves with the risks at ŠTRN and the conditions at ŠTRN workplaces regarding occupational health and safety (OHS) and fire safety, as provided to them.

ŠTRN employees must also follow internal rules.

If there is reasonable suspicion that an employee of the Contractor/Supplier, or any other person involved in the performance of the work or the fulfillment of the contract, is under the influence of alcohol and/or other intoxicating substances, ŠTRN employees are authorized to:

- Require the Contractor's/Supplier's supervisor to ensure that their employees undergo a breathalyzer test or drug test without undue delay.

The Contractor/Supplier is required to provide ŠTRN employees with a record of Drug or other addictive presence substance test in the Czech language without undue delay.

- Conduct a breathalyzer test or drug test, including a written record of Drug or other addictive presence substance test in the Czech language, and provide it to the Contractor/Supplier.
- Remove the Contractor's/Supplier's employees from the ŠTRN worksite if the presence of alcohol and/or drugs is detected.

### 3. WASTE

When handling waste, the Contractor/Supplier is required to comply with the laws of the relevant country (in the Czech Republic, specifically Act No. 541/2020 Coll., on Waste, and other implementing regulations).

The Contractor/Supplier is the originator of all waste generated in connection with the execution of the work or arising from the Contractor/Supplier's material supply and is obligated to dispose of it at its own expense in accordance with applicable regulations and in compliance with ŠTRN's internal regulations.

### 4. CHEMICAL SUBSTANCES AND MIXTURES

When handling chemical substances and mixtures at ŠTRN workplaces, the Contractor/Supplier is required to comply with the legal regulations of the relevant country; in the Czech Republic, this includes, in particular:

- Act No. 350/2011 Coll., on Chemical Substances and Chemical Mixtures and on Amendments to Certain Acts (the Chemical Substances Act);
- Regulation (EC) No. 1907/2006 of the European Parliament and of the Council concerning the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH).
- Regulation (EC) No. 1272/2008 of the European Parliament and of the Council on classification, labeling, and packaging of substances and mixtures (hereinafter "CLP").

The Contractor/Supplier undertakes not to use prohibited or strictly regulated hazardous chemical substances and mixtures at ŠTRN's workplaces, including, in particular, substances that are acutely toxic (Category 1 or 2), highly flammable (H220, H221, H224, H225), explosive substances, and substances subject to restrictions under the REACH Regulation.

The Contractor/Supplier is required to provide ŠTRN employees responsible for communicating with the external company with up-to-date Safety Data Sheets in the Czech language for all chemical substances and mixtures that will be used during their activities at ŠTRN workplaces (ŠTRN employees must then proceed in accordance with internal rules).

If the Contractor/Supplier uses chemical substances and mixtures in substitute containers at ŠTRN's work sites, these containers must be labeled in the Czech language to ensure that the contents and potential risks can be identified. The label must include the exact trade name of the chemical substance/mixture and the relevant hazard warning symbols in accordance with the CLP Regulation. The label must be legible, indelible, and firmly attached to the container.

The Contractor/Supplier is strictly prohibited from using food or beverage containers as substitute containers for chemical substances and mixtures due to the high risk of confusion, poisoning, and violation of safety regulations, etc.

The Contractor/Supplier is required, in accordance with applicable regulations and ŠTRN's internal policies, to handle chemical substances and mixtures in such a way as not to endanger the environment or the life or health of employees and other persons.

The Contractor/Supplier is required to store chemical substances and mixtures at ŠTRN's worksites for the minimum period necessary to perform the work/service, and only in designated areas.

The Contractor/Supplier is required to handle any waste generated by the chemical substances and mixtures used in accordance with the above-mentioned section "Waste".

## 5. EMERGENCY PREPAREDNESS

In the conduct of its activities, the Contractor must comply with (among other things) the obligations set down in the Accident recovery plan (Emergency Plan)—which is available upon request at ŠTRN's offices and which ŠTRN prepared pursuant to Section 39 of Act No. 254/2001 Coll., on Water and on Amendments to Certain Acts (the Water Act), as follows:

In the case of an emergency—such as an accident, spill, or leak of substances harmful to water—the Contractor is always required to:

- Immediately report any accident—such as a spill of substances harmful to water (e.g., gasoline, diesel, oil, paint thinner, and others)—to the designated contact person for ŠTRN (or to the gatehouse);
- To the best of your ability, provided that it does not endanger your own life or that of others, and while using appropriate personal protective equipment, prevent the further spread of the substance harmful to water using suitable sorbents;
- Contact the Integrated Rescue System (IRS) if the situation cannot be managed on your own. The emergency situation is further handled by ŠTRN in accordance with the Accident recovery plan - by the competent persons as specified in the Alert Plan.