

Rules and Regulations that all Suppliers must follow to be allowed to perform On-site work at SSAB EMEA AB, Luleå site

1. In order to be able to work at the Luleå site, the Supplier/Contractor and its sub suppliers/subcontractors shall – *inter alia* – provide proof of having a Swedish Collective Agreement (any deviation to such requirement to be approved in advance by the local unions via SSAB's Procurement department), have a valid Purchase Order number, and provide proof of insurances according to the Contract, if so requested by SSAB's Procurement department. Any sub supplier/subcontractor shall be named in the offer and approved by SSAB's Procurement department before they are engaged in any work.
2. The Supplier/Contractor shall make sure that all the people engaged in contract work at SSAB EMEA AB Luleå site have a valid Access card/badge supplemented with the local SSAB training conducted through SSG's website. The Supplier/Contractor shall bear the cost of such training. The above applies to both own employees and the employees of any sub supplier/subcontractor. The Supplier/Contractor is responsible to apply for such Access card/badge in good time before the start of the contract work. The Supplier/Contractor will then use the SSG card as Access card/badge to the site.
3. The Supplier/Contractor and its sub suppliers/subcontractors shall follow all current working environment Legislation and SSAB's Luleå local instructions and regulations. The Supplier/Contractor and its sub suppliers/subcontractors shall – *inter alia* – follow all rules and regulations mentioned in the brochures "Working as a contractor at SSAB in Luleå" and in the brochure regarding Traffic and Vehicles. In case of non-observance by the Supplier/Contractor and/or any of its sub suppliers/subcontractors of the conditions above, such non-observance shall be considered as a breach of the contract entitling SSAB to either reject the personnel/Supplier-Contractor/Sub supplier-subcontractor concerned or cancel the contract at its own discretion.
4. Posted employees / personnel (non-Swedish citizens) shall according to law 1999:678 be reported to "Arbetsmiljöverket" by the Supplier/Contractor. A copy of such reporting receipt shall be sent to the relevant SSAB's project manager/technical contact mentioned in the order/contract as soon as reported.
5. Access applications and additional local regulations to be followed by the Supplier/Contractor and its sub suppliers/subcontractors are listed at the following link <https://www.ssab.com/sv-se/ssab-koncern/om-ssab/produktionsorter-i-sverige/lulea/entreprenor-lulea>
6. Possession of alcohol and drugs as well as working under their influence at SSAB sites and factory areas is strictly prohibited.

To the extent legally allowed, SSAB may carry out intoxicant-related testing on the Supplier's and its subcontractor's personnel who is present on the SSAB's working areas/premises.

In case of

- i) a positive test result; and/or
- ii) a reasonably justified suspicion of influence of alcohol/drugs; and/or

iii) in Sweden the refusal to test,

SSAB shall have the right to expel the person(s) in subject from the SSAB's working areas/premises, without prejudice to any other right SSAB might have. In situations where SSAB has had the right to expel the person(s), SSAB shall also be entitled to compensation by the Supplier for costs related to implementation, analysis and administration of such test and any other cost connected to a positive test result.