**Project Name: ///fulfill///**

1. **The objectives of the program for the promotion of health & safety on the construction site ///fulfill/// (hereinafter referred to as “Project”):**
   1. Raising the safety culture on the Project and accident prevention on the Project by showing employees that their safe attitudes, behaviors and applied solutions are appreciated on the project by ECHO supervision.
2. **General provisions**
   1. The organizer of the Program is ///fulfill/// with its registered office in Kielce, 25-323, al. Solidarności 36 entered in the Register of Entrepreneurs kept by the District Court in Kielce, X Commercial Division of the National Court Register under No. KRS 7025, being a VAT payer with NIP 657 023 09 12, hereinafter referred to as the "Organizer".
   2. The program will start /// enter the date /// and it will be run until the completion of work on the Project.
   3. The organizer reserves the right to terminate the Program early.
   4. The program will be run by a delegated team of the Organizer composed of ///fulfill/// (hereinafter Team).
   5. Employees (irrespective of the legal basis) may not participate in the Program by the Organizer and other entities directly related to the organization and conduct of the Program, as well as persons remaining from the above-mentioned. people in a personal relationship, in particular kinship, affinity or a social relationship.
   6. For the purposes of the Program Outlines, working days are considered to be days from Monday to Friday, with the exception of statutory holidays.
   7. The rights resulting from the participation in the Program may not be transferred by the Participant to a third party.
3. **Detailed provisions**
   1. The team will present the assumptions of the Program on a weekly coordination meeting, which will be conducted with all representatives of the supervision of contractors on the Project.
   2. Contractors will receive Program Outlines via email,
   3. The ECHO and General Contractor supervisors during being on site and during Peer Reviews, ESSV’s identify blue-collar workers who promote work safety on the Project with their behavior or solutions.
   4. Any reports made by manual workers that concern dangerous working conditions or dangerous behavior are also taken into account, as well as ideas whose implementation may significantly contribute to the improvement of safety.
   5. Team during the program, will provide conclusions and comments to the Local EHS Manager.
4. **Awards**
   1. The blue-collar workers are submitted by team and project supervision and registered with: first name, last name, the name of employing company (trade contractor). Afterwards these employees are evaluated on internal meeting before the end of the month.
   2. At the Organizer's internal meeting, an employee is selected (hereinafter referred to as the Awarded) to whom the award will be handed over,
   3. Awards are:

**///fulfill///**

* 1. Proposal: advertising gadgets containing the organizer's logo or logo / Project name with a value not exceeding PLN 200 each.
  2. Regardless of the reward specified in point 4.3, the Awarded person may receive a registered diploma, together with the name of the Project and signatures of the Project Team.
  3. The award will be handed over to awarded employee during the coordination meeting.
  4. Awarded employees are not entitled to receive an equivalent (in cash, property).
  5. The receipt of the award is confirmed in writing by awarded employee.

1. **Personal data**
   1. The administrator of the personal data of the employees is the Organizer.
   2. Employees have the right to access their personal data and the right to correct them, and to request their removal.
   3. By joining the Program, the Employees agrees to the processing of his personal data by the Organizer in order to implement the Program. Providing personal data is voluntary, but it is a prerequisite for participation in the Program.
2. **Responsibility of the Organizer and final provisions**
   1. Taking part in the Program means that the employees agrees to the terms of the Program set out in the Program Outlines.
   2. The Program Outlines is available at the Project Office.
   3. If any provision of the Program Outlines turns out to be invalid or inconsistent with the provisions of a higher order, it does not invalidate other rules set out in the Program Outlines, and invalid or incompatible provisions are replaced by general provisions of applicable law.
   4. In matters not covered by the Program Outlines, the provisions of the Civil Code will apply.
   5. In case of any doubts regarding the Program Outlines, the Organizer reserves the right to interpret the rules and conditions set forth in the Program Outlines. Organizer's decision may be questioned only in the complaint procedure.
   6. The right to file complaints regarding incompatibility of the activities carried out during the Program with the Program Outlines is entitled to the participating employees within 14 days from the date of termination of the Program (the postmark is decisive). The complaint should be submitted in writing (by registered mail) to the following address: /// fulfill /// with its registered office in Kielce, 25-323, al. Solidarności 36, with the note 'Complaint'. The organizer will consider the complaint within 14 working days of its receipt and notify the participant of its resolution. The complaint should include: name, surname and exact address of the participant, contact telephone number, detailed description and reason for the complaint.
   7. Any claims arising from the performance of obligations related to the Program will be resolved by the competent common court competent for the Organizer.
   8. The Organizer processes personal data (Name, surname and PESEL (ID) number) of the participating employees for the purpose of organizing the Program and issuing the Awards granted, in accordance with the Personal Data Protection Act of 10 May 2018. Participating employees provide data voluntarily and have the right to access and correct or delete them, provided that the refusal to provide data may prevent the release and implementation of the Awards.