

Appendix 1 of Every Technical Task in RB RNP

Obligations of contractors from the HSE aspect (occupational health and safety, fire protection, and environmental protection)

1. General Provisions

Each Contractor competing for works in NIS must have previously passed the HSE qualification procedure in accordance with the Company standard SD-09.01.21 HSE Contractor Management and upon completion of the said procedure must be positively assessed on the SA-09.01.21-005 List of HSE Qualified / Approved Contractors. Upon having been awarded the work, in addition to the mutually signed standard Agreement, the mutually signed HSE Agreement represents a contract by which NIS and the selected Contractor regulate mutual rights and obligations in the area of HSE, in order to cooperate in the implementation of prescribed measures for the safety and health of employees who share working space, as well as for fire protection and environmental protection.

During the performance of any works on the facility of the Contracting Authority, the Contractor is required to comply with the applicable laws, by-laws, technical norms, standards, and other regulations of the Republic of Serbia in the field of occupational health and safety, fire and explosion protection, and environmental protection, as well as with internal standards and regulations of the NIS j.s.c. company in the domain of HSE.

2. Legal basis

The Contractor is required to carry out the activities in accordance with the following:

- Occupational Safety and Health Law ("Official Gazette of the Republic of Serbia" Nos. 101/2005 and 91/2015);
- Law on Fire Protection ("Official Gazette of the Republic of Serbia" Nos. 111/2009 and 20/2015);
- Law on Environmental Protection ("Official Gazette of the Republic of Serbia" Nos. 135/2004, 36/2009, 36/2009 - other law, 72/2009 - other law, 43/2011 - decision US, 14/2016, 76/2018 and 95/2018 - other law);
- Law on Integrated Prevention and Control of Environmental Pollution ("Official Gazette of the Republic of Serbia" Nos. 135/2004 and 25/2015),
- Law on the Environmental Impact Assessment ("Official Gazette of the Republic of Serbia" Nos. 135/2004 and 36/2009);
- Law on Waste Management ("Official Gazette of the Republic of Serbia" Nos. 36/2009, 88/2010 and 14/2016);
- Law on Packaging and Packaging Waste ("Official Gazette of the Republic of Serbia" Nos. 36/2009);
- Law on Air Protection ("Official Gazette of the Republic of Serbia" Nos. 36/2009 and 10/2013);
- Law on Waters ("Official Gazette of the Republic of Serbia" Nos. 30/2010, 3/2012 and 101/2016);
- Law on Land and Soil Protection ("Official Gazette of the Republic of Serbia" Nos. 112/2015);

- Law on Chemicals ("Official Gazette of the Republic of Serbia" Nos. 36/2009, 88/2010, 92/2011, 93/2012 and 25/2015);
- Law on Biocidal Products ("Official Gazette of the Republic of Serbia" Nos. 36/2009, 88/2010, 92/2011 and 25/2015);
- Law on Explosive Substances, Flammable Liquids and Gases ("Official Gazette of the Republic of Serbia" Nos. 53/93, 67/93, 48/94, 101/2005 - other law and 54/2015 - other law. Law);
- Law on Protection against Non-Ionizing Radiation ("Official Gazette of the Republic of Serbia" Nos. 36/2009);

as well as all bylaws of the abovementioned laws of RS.

In accordance with Article 40 of the Occupational Safety and Health Law ("Official Gazette of the Republic of Serbia" Nos. 101/2005 and 91/2015), the Contractor is obliged to provide the presence of the Person in charge of HSE at the location.

The Contractor is obliged, according to Article 18 of the Occupational Safety and Health Law, to: develop a Study on the Preparation of the Construction Site, submit it to the Sector for HSE of the Refinery Block at least eight days before commencement of the works, and to report to the competent labour inspection. When conducting activities, the Contractors are required to plan, implement, and control work activities in accordance with the aforementioned Legal Bases and by-laws.

In accordance with Article 15 of the Occupational Health and Safety Law, the Contractor in the capacity of employer is required to provide its employees with personal protective equipment and means and to maintain them in proper condition. The Contractor is obligated to submit a list of equipment, means and tools, which cannot be brought to the Client's location without an entry permit, to the Corporate Security Department and the responsible HSE person engaged by the Client. It is necessary to use the Client's template to compile the list of equipment, means and tools which has to be submitted. In addition, the Contractor is obligated to mark its own equipment being subject to monitoring and colour coding in line with the Client's requirements pursuant to UP-09.01.14-005 Monitoring the Condition of Means and Equipment from the HSE Aspect.

In accordance with Article 13 of the Law on Occupational Safety and Health, the Contractor's Employer is obligated to pass an Act on Risk Assessment in writing for all the work positions in the work environment and to determine the method and measures for risk elimination.

The Employer undertakes to amend the Act on Risk Assessment in case of any new hazard and change in the level of risk in the work process.

The Act on Risk Assessment is based on determining possible types of hazards and detriments related to the work position in the work environment, including all the hazards and detriments which are present in the Pančevo Oil Refinery and serve to assess the risk of potential injuries and detriments to employee's health.

3. Internal standards

Prior to conducting the activities, the employees to be engaged at the locations of NIS j.s.c. are obliged to attend and pass the Introductory HSE Training. Any work activity at these locations **shall not be allowed** without prior to the conduct of the HSE Training.

Personal protective equipment and equipment that employees must use at the location of the Refining Block - RNP are as follows:

- Protective helmet with chin strap (the colour of the helmets must not be blue or red, while he Contractor's HSE Persons must wear red helmets);
- Protective goggles;
- Protective gloves;
- Protective half mask with the ABEK type filter (evacuation mask);
- Protective suit (antistatic, flame retardant, with a printed logo/name of the Company);
- Protective footwear (antistatic, S3 protection level);
- Hearing protection equipment (ear plugs, earmuffs);
- Additional personal protective means/equipment depending on the activities at the RNP location:
 - For the performance of works on S-2600 and S-4700 units, it is necessary to use chemical resistant clothing and full-face visors when working with acid;
 - For the performance of works on S-2550, S-2450; S-4450 and S-1800 units, it is necessary to use chemical resistant clothing and full-face visors when working with caustic (soda);
- Green personal safety padlock for employees performing works on the equipment/installations. A single key padlock with the body made of green thermoplastic, 38 mm metal hasps, marked with a sticker containing the data on the employer and employee;
- First aid kit type TT1 including basic supplies (Art. 8 of the Rulebook) at the work site;
- During its performance of works on the unit, each group of contractors must have minimum one personal/portable gas detector with the following technical characteristics and types of sensors (Table 1):

Table 1:

GAS	LOW	HIGH	TWA	STEL
O ₂	19.5% vol	23.5% vol	N/A	N/A
CO	20 ppm	100 ppm	30 ppm	200 ppm
VOC	0 ppm	2000 ppm		
H ₂ S	2.1 ppm	5 ppm	5 ppm	10 ppm
LEL/CH ₄	10% LEL	20% LEL	N/A	N/A

TWA - Time Weighted Average - Occupational exposure limit value which represents the average concentration of hazardous chemicals in the workplace that is considered not to be harmful to the health of the employee for 8 hours per day.

STEL - Short-Term Exposure Limit - The short-term limit value of exposure at the workplace represents the concentration of hazardous chemical substance to which the employee can be exposed without risk of damage to health for a maximum of 15 minutes.

- During its performance of works on S-5900 Ozone Generation Unit, each group of contractors must have minimum one personal/portable gas detector for ozone presence detection (Table 2):

Table 2:

GAS	LOW	HIGH	TWA	STEL
O3	0,1 ppm	0,2 ppm	0,1 ppm	0,2 ppm

Gas detectors must be calibrated. The contractors must be trained for the use of gas detectors.

All persons entering the location in Pančevo Oil Refinery must be equipped with flame retardant work suits in accordance with standard SRPS EN ISO 11612:2016.

Prior to performing the activities, the Contractor is required to submit certificates of conformity, test certificates and valid expert findings for equipment, as well as the necessary training courses for employees, to the person responsible for technical matters, the project manager and the HSE Person in NIS j.s.c. Novi Sad.

It is necessary to submit valid documents on previous/periodic medical examination for all positions that carry increased risk, as determined by the Risk Assessment Act.

All documentation held by the Contractor shall be submitted in paper form to the HSE Person of the Refining Block in accordance with the Law on Personal Data Protection ("Official Gazette of the RS", No. 87/2018).

The Contractor is obligated to keep the zone of work clean and safe.

4. Contractor's obligations when performing high-risk activities

4.1 HSE qualification criteria:

In addition to the general requirements for all employees of the Contractor, Persons in charge of HSE must also fulfil the following requirements:

1. Passed the OSH and FP professional examination (proof: certificate);
2. First-aid training - basic level (proof: certificate);
3. Previous work experience of at least 2 years with the employer in the chemical, construction, mechanical, electrical industry, etc., on the jobs of HSE/OSH Persons/Officers;
4. Attending specific HSE training for HSE Persons in the RNP, passed the test on practical and theoretical competence for performing the tasks of HSE Persons and obtaining approval of the HSE Sector of the Refining Block;
5. Meeting of the criteria prescribed by the Law on OSH for the performance of activities of HSE persons/officers;

Every Contractor should have at least one HSE Person at the location where works are performed full time;

Every Contractor should have at least one HSE Person engaged for every 30 employees;

The HSE Person must not be employed with multiple companies at the same time!

The Contractor's line managers have to be trained for the provision of first aid - basic level (and to have a certificate to prove it).

4.2 Specific obligations of the HSE Person:

- During its performance of works on the unit, each group of contractors must have minimum one personal/portable gas detector with the following technical characteristics and types of sensors, in line with Table 1
- During its performance of works on S-5900 Ozone Generation Unit, each group of contractors must have minimum one personal/portable gas detector for ozone presence detection, in line with Table 2
- Gas detectors must be calibrated. The Contractor's HSE persons must be trained for the use of gas detectors.
- First control of equipment and tools before entering the RNP;
- Daily control of equipment and tools before taking them to the location of the works in the RNP;
- Control of the application and compliance with the LOTO system in the RNP;
- Alcohol testing of employees at all sites where work is performed;
- Holding TOOLBOX meetings prior to the performance of work activities;
- Holding a STOP HOUR with employees at the request of the HSE Sector of the Refining Block;
- Organizing the application for PTW one day beforehand to ensure the internal approval of works on the basis of the prescribed measures in the PTW, monitoring and control of compliance with the prescribed preventive measures in the PTW
- Monitoring and controlling the prescribed preventive measures in Permits to Work;
- Controlling the performance of works at the site implies the constant presence of the Contractor's HSE Person at the site of the ongoing works ;
- Daily inspection of scaffolding and the fall prevention equipment;
- Inspection of the respiratory protective equipment (masks, filters within the prescribed time limit of the manufacturer);
- Inspection of compliance with the RNP requests with regard to PPE;
- Reporting all unsafe activities, all HSE events - incidents, potential, and near miss events!
- Controlling technical reports for all equipment and decommissioning working machines and tools if the technical expert report has expired; controlling certificates for working machine operators;
- Controlling works when lifting cargo and transporting cargo by forklifts, crane cars, etc.;

- Attending meetings with the representatives of the Investor (Supervisors, HSE Persons, etc.);
- Mandatory attendance at all trainings required by the HSE Sector;
- **Mandatory and urgent suspension of all unsafe work activities noticed!!!**
- To familiarize himself/herself at the introductory HSE meeting with all the requirements that must be complied with in the RNP, as well as with the obligations that the Contractor has regarding the performance of activities/works, whose joint non-compliance may have a negative impact on the state of the environment;
- If necessary, to be in contact and coordinate with his Supervisor of works and Persons for HSE/EPS RNP regarding all doubts in the field of compliance with obligations and requirements arising from the field of environmental protection;
- Controlling and ensuring the orderliness of the site, supervising the implementation of all prescribed waste/hazardous waste management measures, within the framework of classification immediately at the place of creation, its collection and transport to the place of temporary storage in the RNP, including supervision of the said activities;
 - The Contractor is obliged to classify hazardous waste from non-hazardous waste / secondary raw materials immediately after their generation, at the site of the works performance;
 - The Contractor is obliged to classify non-hazardous waste from secondary raw materials immediately after their generation, at the site of the works performance;
 - The generation and disposal of any communal waste at the site of works at the plant is strictly forbidden and punishable; after the completion of daily activities, the bags and sacks must be taken to the nearest waste container for communal waste in the RNP. All Contractors must provide plastic sacks for daily disposal of communal waste that may be created at the work site in the territory of the RNP RB;
 - In particular, mixing non-hazardous waste / secondary raw materials with municipal and/or hazardous waste is prohibited and punishable;
- Prior to generating any hazardous waste, to determine how it is going to be handled in coordination with its Supervisor of works /Plant Host/ Persons for HSE EP;
 - All hazardous waste created during the use of any type of equipment or consumable material brought to the RNP by the Contractor (e.g. fuel, waste oil, and batteries/accumulators related to the maintenance of the Contractor's equipment, etc.) must be removed from the RNP by the Contractor with the Permit for Entry/Exit of Third Party's MTR, and disposed of in a legally prescribed manner at the Contractor's expense;

- All packaging hazardous waste created during the use of any type of equipment or consumable material brought to the RNP by the Contractor (e.g. paint or chemical is "incorporated" and contaminated or clean packaging, etc.) must be removed from the RNP by the Contractor, with the Permit for Entry/Exit of Third Party's MTR, and disposed of in a legally prescribed manner at the Contractor's expense;
 - Soil from excavation and wastewater contaminated by hazardous substances are treated as hazardous waste and they are handled in accordance with the laws and regulations of the Republic of Serbia governing waste management.
- He is obliged to control and ensure that, upon works completion, the site of works is handed over to the Host in the state it was in before the execution of the works, on a daily basis and especially at the completion of the entire work;
 - To control the minimum use of fresh water and the discharge of wastewater into the environment, as well as the use of water of the lowest acceptable quality wherever it is possible;
 - To ensure delivery of the list of chemicals to be used by the Contractor during the works to its Supervisor of works at the RNP; the list shall be delivered to RNP Chemicals Advisor, who shall ultimately permit or not permit their use;
 - To ensure control and supervision that during the execution of works there is no discharge and/or disposal of hazardous and harmful materials directly in the soil and indirectly in groundwater;
 - To control and monitor the operation of the equipment with the lowest possible vibration level and sound strength;
 - To use the equipment with the lowest possible vibration level and sound strength, as well as to limit the hours of operation for certain equipment or operations where this is not possible;
 - If necessary, to be in contact and coordinate with the only responsible person (ORP), its Supervisor of works and Persons for HSE/EP RNP regarding all prescribed measures during works where gases of unpleasant odour may be emitted;

All risks must be controlled and the System of Permits for High-Risk Works, i.e. Work Permits System (WPS), shall be used to this end. The WP system in NIS j.s.c. Novi Sad contains the following work permits:

1. SA-09.01.14-029: Cold Works Permit for the performance of cold works in Ex zones;
2. SA-09.01.14-028: Hot Works Permit for the performance of hot works;
3. SA-09.01.14-030: Permit for entry into high-voltage facilities and work in near power lines.

Permits to Work shall be issued by a trained person authorised for issuing permits in NIS j.s.c. to a maximum period of 1 day and they are valid only as long as the conditions that existed at its issuance are present.

A copy of the **Permit to Work** shall be submitted to the Contractor and **it must be placed** at the work site during the performance of activities.

The work permit is valid only during the period for which it has been issued and it cannot be transferred from one group of employees to another, nor from one activity/work to another.

The work permit will cease to be valid when:

- The work conditions change, which is not covered by the permit;
- The permit is temporary revoked.

During the performance of works, if an employee encounters problems regarding the compliance with the requirements from the work permit, he/she cannot begin/continue with the realization of the concerned activity/work and must instantly inform an immediate superintendent/supervisor, who shall notify the person responsible for issuing the permit and/or HSE Person, in order to examine the permit and issue a new one, if necessary. The COLD WORK Permit is issued for the following high-risk activities:

- Works at a height above 1.8 m - including all works at unsecured height of over 1.8 m;
- Work in confined spaces;
- Digging and excavation;
- Works in EX zones;
- Work with mobile cranes and non-standard cargo lifting and moving operations.

The HOT WORK Permit is issued for works outside permanent welding places for:

- Welding;
- Cutting;
- Grinding;
- Soldering;
- Use of open flame.

Permit to enter high-voltage plants and for works near high-voltage lines.

4.3 Hot works

The activities for which SA-09.01.14-028 needs to be issued – PTW for hot works which are performed outside permanent welding places and they include the following:

- welding works using high temperature;
- cutting which produces high temperatures, i.e. massive sparking;
- grinding works that produce high temperature or massive sparking;
- soldering works;
- works that require the use of open flames (using blowtorch and the like).

Protective equipment and equipment that the Contractor must possess to perform Hot Works:

- Fire extinguishers (2 pcs. Type: S- 9 / S-6 owned by the Contractor at the site of the works and Certificate of the Functionality of the FE devices, not older than 6 months);
- Fire fighting hose type B Ø 75 mm for wetting the area with a fire fighting nozzle type B Ø 75 mm;
- Non-combustible canvases, to protect against the spread of intense sparks when performing hot works;
- During its performance of works on the unit, each group of contractors must have minimum one personal gas detector with the following technical characteristics and types of sensors, in line with Table 1;

- During its performance of works on S-5900 Ozone Generation Unit, each group of contractors must have minimum one personal gas detector for ozone presence detection, in line with Table 2;
- Brackets/supports for electrical installations over pedestrian crossings and roads.

4.4 Working at a height

4.4.1 Working at secured height means working at height over 1.80 meters where the work space is protected from fall.

4.4.2 Working at unsecured height means working at height over 1.80 meters where the work space is not protected from fall. Since the conditions for safe work at height are mandatory, it is necessary to take the following steps:

- Train employees for a safe and healthy work and obtain a certificate on medical fitness for work at height. Work at height can be performed only by the employees with the work ability for working at height confirmed during medical examination. The medical certificate must not be older than 12 months;
- It is necessary to provide the required number of employees to be engaged as persons for SWH (safe work at heights) holding a certificate of a successfully passed external training for works at heights (assembly/disassembly of scaffolds);
- Provide functional and safe equipment for protection against fall from a height (certificate on the equipment functionality and safety);
- When climbing up/coming down/moving from one level to another/changing the position of work, as well as during work at heights, the Contractor must be continuously (all the time) secured against falling from heights, i.e. it must have the appropriate protective equipment during work at heights and be permanently attached to the anchor/anchorage;
- If it is necessary to change the place/position of work and use another place for attachment to the anchorage/anchor, it is obligatory to use a double (two-way) tie rope (in such a way that one end is always attached to one anchor while the other end is to be attached to the other anchor);
- Comply with the procedure and measures for safe work at height. The performance of the fall protection equipment must be coordinated with potential risks during the execution of work and must comply with the requirements set in the following standards: SRPS EN 361: Personal protective equipment against falls from a height - Full body harnesses and SRPS EN 358: Personal protective equipment for work positioning and prevention of falls from a height – Work positioning and restraint belts and work positioning lanyards;
- If the protection equipment against fall from heights is used, the length of the rope must be such as to exclude the possibility for the employee to touch the surface of the ground/platform in case of a potential fall from heights;
- If the equipment for work positioning is used, the length of the rope must be such as to exclude the possibility of the employee's moving outside the boundaries of the working position, i.e. to prevent the possibility for the employee to even touch the surface with a potential risk of falling from heights;
- The Contractors that mount and remove the scaffolding must have the Certificate on Professional Competence for Working at a Height and on the Works of Mounting Scaffolding issued by an authorized organization, in accordance with Article 11 of the Rulebook on Preventive Measures for Safe and Healthy Work while Using Personal Protective Equipment (Official Gazette RS, no. 92/2008) and Article 77 of the Rulebook on Occupational Safety in Conduct of Construction Works (Official Gazette RS, Nos. 53/97);
- Hand tools and other equipment must be secured against fall, i.e. all measures for preventing the fall of objects from a height must be taken. The zone around the site where the work at height is

performed must be protected against entry of unauthorised persons and equipment, and warning signs and "no access" signs have to be placed at entries;

- All auxiliary support, work platforms, work scaffolding, supported scaffolding, suspended scaffolding, and other temporary equipment (auxiliary support) used in working at height must be constructed in accordance with the Rulebook on Occupational Safety in Conduct of Construction Works ("Official Gazette" RS, No. 53/97);
- Working scaffolds/platforms/ladders must be exclusively factory manufactured and have the prescribed technical documentation which confirms this and is available at the work site. Before being used, working scaffolds/platforms/ladders must be inspected and marked in accordance with the Client's internal procedure.
- It is not allowed to change the structure of working scaffolds/platforms/ladders which is provided in the technical documentation/project.
- As regards all the activities on working scaffolds (assembly/disassembly and use of scaffolds), the Contractor must use the appropriate personal protective equipment during works at heights.
- An access to the scaffold is managed by securing the space around the scaffold (barricades/fences, strips, signs, and the like).
- When working on a mobile lifting platform, the Contractor must use the adequate protection equipment during works at heights
- During works at heights it is not allowed to use personal protective equipment which is made of textile fibres (e.g. work positioning belt, full body harness) and 5 years older as compared to the date of manufacture (unless otherwise stated in the manufacturer's Instructions or the expiry date of the product is extended on the basis of an inspection performed by the equipment manufacturer or an authorized person).
- Equipment for protection against fall from a height must not be older than 5 years from the manufacturing date stated on the product's label;
- Completed theoretical and practical training for work at height in the HSE Sector of the Refining Block;
- The Contractor is obliged to have a person engaged for inspection and approval of scaffolding -a Scaffolding Inspector).
- If works at heights are carried out, it is obligatory to continuously supervise them, for the whole period of the performance of activities at heights. The Manager of works must be present at the work site.

4.5 Work in confined spaces (CS)

All persons performing activities in CS or activities of rescuing from CS must be medically capable for working in CS and must have appropriate occupational medicine certificates in accordance with the assessed risks and special health conditions defined in the Referral Letter accompanying the previous or periodic medical examination.

All equipment subject to periodic testing in accordance with the Rulebook on the Inspection and Testing of Work Equipment and Testing of Work Environment must have appropriate certificates on the safety of equipment.

The Manager of works must be present at the confined space (CS) work site.

Basic security measures to be considered when entering and working in confined spaces are as follows:

- All workers must have protective helmets with flashlights, as well as chin straps;

The Person on alert must be present at the entry to the CS; if hazardous works with gas are performed in the CS (i.e. activities in which flammable and/or toxic gases may occur), minimum one Person on alert must be present in front of the CS when one Contractor is working in the CS, and minimum two Persons on alert must be present in front of the CS when two or more contractors are working in the CS.

The Person on alert must hold a signal rescue rope in his/her hands and continuously monitor the entry and work in the CS and check whether the working conditions are safe. The Person on alert must provide information on the exact number of contractors in the CS, prohibit unauthorized persons to enter the CS and ensure record-keeping of entries and exits from the CS.

In case of changes in the working conditions inside or outside the CS that may endanger safety of the Contractor in the CS, the Person on alert must immediately notify the Manager of works and contractors, request evacuation from the CS and (if necessary) call the rescue team.

- Securing the location from the presence of unauthorized persons and equipment;
- It is obligatory to continuously monitor the atmosphere when working in the CS in which toxic and flammable gases might occur.

The contractors in the CS must use a safety belt harnesses and a signal rescue rope,

If hazardous works with gas are performed in the CS (i.e. activities in which flammable and/or toxic gases may occur), every Contractor in the CS must be attached with a signal rescue rope. If hazardous works with gas are performed in the CS (i.e. activities in which flammable and/or toxic gases may occur), a self-contained breathing apparatus must be used to protect the respiratory system

It is necessary to arrange the method and means of communication between the Person on alert, the Manager of works, the contractors in the CS and the rescue teams;

- Lockout and tagout of all power sources;
- Possibility of providing natural and/or artificial ventilation;
- The need to use insulating devices, provided, when necessary, exclusively by the Contractor and owned by it, or other respiratory protective equipment;
- Enabling communication between the Person On-Call Duty and Contractor's workers in CS.

Depending on the activities performed in CS, as well as hazards and harmfulness present in specific CS, additional measures for risk control which shall be performed by the Contractor are also defined:

- Equipment with operating voltage of 24V;
- Additional or backup lighting with battery power supply;
- Use of isolation-protective transformers etc.;
- Additional connective devices;
- Use of non-sparking tools;
- Grounding of the equipment;
- Ex-Equipment/explosion proof equipment;
- Prohibition of hot works;
- During its performance of works on the unit, each group of contractors must have minimum one personal gas detector with the following technical characteristics and types of sensors, in line with Table 1
- During its performance of works on S-5900 Ozone Generation Unit, each group of contractors must have minimum one personal/portable gas detector for ozone presence detection, in line with Table 2
- Installed rescuing equipment (mechanical device for lifting-rescuing (tripod, support position));
- Limited working hours (due to high/low temperatures of the work environment), severe working conditions, non-physiological body position, etc.

The Person on Call must be present all time next to the CS entry and maintain constant communication with workers in the confined space. The Person on Call must always supervise the entry to and work operations in the CS and enable/control safe work conditions. He/she is obliged to provide information on the exact number of authorized Contractor's workers in the confined space and to prevent the entry of unauthorized persons in the confined space.

If the space cannot be ventilated naturally, the Contractor is obliged to enable artificial ventilation.

4.6 Digging and excavation works

When conducting digging and excavation activities, the Contractor is obliged to:

- Perform electromagnetic survey of the site;
- Mark the position of underground installations;
- Do the test trench by manual slotting;
- Secure the side of the excavation site from collapsing;
- Provide safe entry into the excavation – ladders;
- Verify the stability of the surface where the mechanization is placed in order to prevent it from collapsing;
- During its performance of works, each group of contractors must have minimum one personal gas detector with the technical characteristics and types of sensors, as defined in Item No. 4.5;
- To set HSE signs and warnings;
- Use a belt with a pull rope;
- Upon completion of works, the excavation should be secured with a solid protective fence.

The excavation and construction sites should be secured in accordance with the Rulebook on Occupational Safety in Conduct of Construction Works (Official Gazette RS, No. 53/97).

4.7 Work in zones of explosive atmosphere

Measures that the Contractor must implement during the realisation of activities in Ex zones:

- At each work site in zones of explosive atmosphere, perform continuous measurement of the presence of explosive and toxic gases with a personal detector for measuring gases;
- Use non-sparking tools;
- Provide adequate respiratory protection;
- Place fire extinguishers;
- Isolate sources of dangerous energy/work fluid;
- Remove work fluid from the equipment;
- When operating vacuum AC (tasks of manipulation of oil substances from and/or into the oil sewer shaft), it is mandatory to provide a minimum distance from AC to the manipulation place/shaft of 20 meters, which is defined as an obligation by NMD UP-09.01.07-242 Instructions for Safe Operation when pumping hazardous and harmful substances with a vacuum tank.
- It is obligatory to continuously monitor the atmosphere. Gas detectors must be placed in accordance with the Positioning Scheme of Atmosphere Monitoring Devices.
- Atmosphere monitoring devices must be calibrated.
- Atmosphere monitoring devices must measure the concentration of those detrimental and flammable gases which might occur during the performance of specific hazardous works with gas (the possibility of automatic measurement of the maximum permissible concentration of detrimental

gases in ppm, volumetric share of oxygen, concentration of explosivity in % of lower explosive limit), in accordance with the Client's Technical Specification, in line with Tables 1 and 2

- The contractors must be trained for the use of atmosphere monitoring devices and PPE for the respiratory system.
- PPE for the respiratory system must be functional and adequate (in order to provide protection of the respiratory system against those gases which might occur in the work environment), in accordance with the Client's Technical Specification.
- The Contractor's employee must understand the readings and signals of the gas detector, or the maximum permissible concentrations of gases which might occur during the performance of hazardous works with gas, and the procedure in case of the alarm sounding on the gas detector.
- In case of exceeding the maximum permissible concentration of detrimental gases, it is obligatory to use PPE for the respiratory system, that is, filtering facepiece respirators or a self-contained breathing apparatus, as set out in the Positioning Scheme of Atmosphere Monitoring Devices.
- If O₂ concentration drops below 20%, a self-contained breathing apparatus must be used to protect the respiratory system.
- In case of exceeding the permissible explosive limit (above 10% of PEL) and the alarm sounding, the works will be suspended, the employees will leave the hazardous area and inform the Line manager.
- It is strictly forbidden to use non explosion-proof electrical devices (electrical tools, power generating units, compressors, extension cords and the like) in the hazardous areas.
- The use of open flames and sparking tools is prohibited.

4.8 Equipment marking (Colour coding)

The Contractor's responsible person (person in charge) for equipment marking will place the colour code.

The set colour codes indicate that the equipment has been checked, safe for work and suitable for further use.

The colour code of the equipment is issued/replaced by the responsible person (person in charge) for internal/external monitoring and equipment marking, upon inspection of the equipment and documentation (expert findings) which is subject to colour coding in terms of its functionality, consistency of place and method for visual colour coding.

In each quarter, the special colour code is given for the equipment which meets the requirements of occupational safety and health, in line with Table 3 and colour codes are placed. In case it does not meet the requirements, it is necessary to place the colour code for the defective means of work and equipment/PPE (Table 4).

Table 3 – Colours for colour coding

Quarter	Colour
First (January, February, March)	Бела (WHITE)
Second (April, May, June)	Жута (YELLOW)
Third (July, August, September)	Плава (BLUE)
Fourth (October, November, December)	Наранџаста (ORANGE)

The colour codes of the equipment (except for scaffolds, work platforms and protective equipment against falls during works at heights) are replaced quarterly, within 15 calendar days before the end of the current

quarter, so that at the beginning of the first month of the next quarter all the equipment for colour coding could have the appropriate colour code.

As regards scaffolds/platforms/ladders, it is necessary to place the appropriate colour codes for marking scaffolds/platforms/ladders. The colour codes are given in line with Table 4.

<i>Table 4 – Colour codes for marking scaffolds/platforms/ladders</i> Status	Colour
Meets the requirements, safe for use	Зелена (GREEN)
Does not meet the requirements, prohibited use/unsafe for work/in the stage of assembly/has not been inspected	Црвена (RED)

The persons who perform the works are given the current information by the managers of works about the colour coding for the relevant quarter, within the on-the-job training program, among other things, as a part of holding targeted briefings before the start of the performance of works.

4.9 Work with electric devices

Connecting portable tools to electric installations should be done only using high-quality insulated conductors in a joint sheath or a workshop cord having the conductor cross-section of at least 1.5 mm².

Use only explosion proof equipment in hazard zones.

***Note for Power Plant of the Oil Refinery Pančevo:** In the area of the Oil Refinery Pančevo, Power Plant Pančevo, there is an electrical energy network with 6/0.4 kV installed for powering temporary construction electric installations. This network consists of portable transformers of 6/0.4 kV, the so-called "Tin Cans", placed in an armoured plant that also contains a certain number of distribution outlets at the 0.4 kV voltage level. These temporary outlets are arranged within the RNP and their number varies depending on the scope of works.

When performing works, it is necessary to define the need for temporary electrical installation on the construction site and the location of the temporary connection cabinet. The Instructions will be sent to the Contractor prior to the execution of works (after signing the NDA- Non-Disclosure Agreement), along with the Request for Connecting Temporary Electric Installations, which must be delivered by the Contractor to the Project Manager prior to the execution of works.

The following items shall be delivered along with the Connection Request:

- Location of the temporary power connection cabinet, marked on the cadastral map or plot plan of RNP, disposition and manner of distribution of installations across the construction site;
- List of consumers to be connected, along with technical characteristics, nominal power and defined simultaneous power of consumers.

Following the connection made according to the said Rulebook, it is necessary to deliver a valid Expert Finding on the Functionality of Temporary Installations issued by an authorized legal person.

4.10 Activities in high-voltage facilities and work near power lines

The obligations of the Contractor during the realisation of activities in high-voltage facilities and work near power lines are as follows:

Lockout and tagout of dangerous energy sources;

- Bringing the equipment to a non-active (voltage-free) state;
- Place protective barriers;
- Provide electrical insulation equipment for live-line working or near live lines.

Technical reports on the functionality and safety of electrical insulation equipment for use must be submitted.

4.11 Lifting and moving loads

All the persons who perform the activities of lifting and moving loads must be medically fit for work and have the appropriate certificate issued by the Occupational Health Department in relation to the assessed risks and special health conditions defined in the Referral for the former or periodic medical examination.

The appropriate certificates on equipment safety for use must be issued for all the equipment which is subject to periodic tests in accordance with the Rulebook on the Procedure for Inspecting and Testing Work Equipment and Checking Work Environment Conditions.

The Manager of works must be present at the work site where loads are being lifted and moved.

The basic safety measures to be considered when lifting and moving loads are as follows:

- To develop a plan and scheme for lifting loads
- Equipment for lifting and hanging loads must be functional and certified and suitable for the load it has to withstand
- It is forbidden to pass and stay under the hanging load
- To provide the adequate coordination of activities when two or more cranes are lifting loads simultaneously
- To carry out a breath alcohol test of a mobile crane operator
- To use functional ropes for handling the load
- To ensure the presence of a signalman
- The crane operator, the signalman and the person for load fastening must be trained by an external authorized Institution and must hold a certificate maximum 12 months old
- Anchor straps, wire rope slings and other equipment used for lifting and fastening loads must have legible manufacturer's markings with the data on carrying capacity, etc.
- It is forbidden to use anchor straps, wire rope slings and other equipment used for lifting and fastening loads without manufacturer's markings and the appropriate labels

The crane operator must meet the following conditions:

- to be medically fit for work with the crane
- to be trained for operating the crane and hold the appropriate valid certificate
- to be trained for safe work with the crane

4.12 Medical Emergency Response Plan

Before starting its performance of works, the Contractor shall use the Client's form to prepare a Medical Emergency Response Plan for each individual facility/location where it performs the works (hereinafter

referred to as MERP). The MERP must be approved by the HSE person engaged by the Refining Block and must be signed.

The Contractor's employees who work at high-risk job positions must have an evidence of a successfully passed first aid training - advanced level. That is, the contractors must have minimum 10% of employees in each work shift at the facility who have been trained for providing first aid, and hold a Certificate to prove this. The adequate quantity of means for the first aid provision must be provided at the place of the performance of works, depending on the number of engaged persons.

The telephone numbers of the fire brigade must be displayed in the Contractor's camps in the Pančevo Oil Refinery.

5. Contractor's obligations in the field of environmental protection, basic requirements to be met during all phases of execution of each Project and/or every other activity/work execution in the RNP, for the purpose of preventing a negative impact on the environment

5.1. General Provisions

Prior to the commencement of any Project in the RNP, it is necessary that the Manager of the Investment Project, in cooperation with the members of the Project Group of the Investment Project, i.e. with the appointed (by the Decision) person responsible for EP in the Project Group and the person responsible for Environmental Protection of the Block be familiar with and apply the following:

- In the course of planning, and also of all the stages of the implementation of projects, it is necessary to continuously identify and define obligations in the area of environmental protection in order to timely define the basic requirements related to environmental protection for the purpose of providing the best engineering solutions for all the planned projects which have or may have a negative impact on the environment. The considered obligations in the area of environmental protection should be implemented in the project solutions before the project implementation starts ("problem solving at the source") instead of defining corrective measures after the project implementation ("end of pipe");
- If the prepared Study on Environmental Impact Assessment of the project, the document analysing and evaluating the quality of the environmental factors and their sensitivity in a certain area and the mutual impacts of the existing and planned activities, foresees the direct and indirect harmful impact of the project on the environmental factors, it also foresees measures and conditions for the prevention, reduction and elimination of harmful impacts on the environment and human health.

Prior to the commencement of the performance of any activity/works in the RNP, it is necessary that the Supervisor of RNP works, in coordination with the Persons for HSE/EP of the RNP, at the introductory meeting with the Contractor and its HSE Person, carry out the identification and definition of all the requirements that must be complied with in the RNP, as well as the obligations that the Contractor shall have regarding the performance of activities/works, and whose joint non-compliance may have a negative impact on the state of the environment in the RNP and possible consequences for the Contractor, all in order to pre-empt and preventively identify, consider and solve problems immediately at the source/prior to the works commencement, instead of defining corrective measures later, after the activities have been performed, and solving problems when they have already arisen.

- During the execution of the Project / works, it is necessary for the Contractor and its HSE Person to be in contact and coordinate activities with their Supervisor of works and Persons for HSE/EPs

Persons of the RNP regarding all doubts in the field of compliance with obligations and requirements arising from the field of environmental protection.

Performance of all Projects and performance of any activity/work in the RNP RB must be in full compliance and in accordance with the valid integrated IPPC permit of the RB RNP !!!

5.2. Waste management

Waste/hazardous waste management in the RNP is carried out in a manner that ensures the least risk of endangering human life and health and the environment, and the implementation of prescribed waste/hazardous waste management measures, within the framework of classification immediately at the place of creation, its collection and transport to the place of temporary storage in the RNP, including supervision of these activities by the Contractor's HSE Person, must comply fully with the Law on Waste Management "Off. Gazette RS", no. 36/2009, 88/2010, 14/2016 and 95/2018 – other law) and by-laws of the RS of the said Law, as well as in accordance with the obligations of the RNP RB prescribed by the Integrated (IPPC) Permit of the RNP RB and all NMDs of the Company, primarily the NMD Standard on Waste Management SD-09.03.04_v5_sr (which is available to all employees).

During the issuance of each Permit to Work (PTW), the obligation of the Host of the site of works, the Works Supervisor, the Project Manager and the Persons for HSE is **to inform the Contractor of its obligation to classify hazardous waste from non-hazardous waste / secondary raw materials immediately after their generation (this obligation is stated among the preventive measures in the PTW), as well as to inform it that the generation and disposal of any communal waste at the site of works at the facility is strictly forbidden and punishable, and, in particular, mixing non-hazardous waste / secondary raw materials with communal and/or hazardous waste is prohibited and punishable.**

5.2.1. Control of handling hazardous / non-hazardous waste / secondary raw materials during the execution of works

For the duration of the Contractor's works, regular control of the Contractor and observation of the situation on the ground by the Site Host, Works Supervisor, Project Manager and HSE Persons shall be mandatory. The Contractor shall be controlled in order to comply with the obligation to classify hazardous and non-hazardous waste / secondary raw materials immediately after their generation, to comply with the obligation that communal waste must not be generated at the locations of the plant / equipment in the RNP and to comply with the location of disposal of the said waste at designated sites in the RNP. The Contractor shall provide transport to places for the disposal of non-hazardous waste / secondary raw materials in the RNP. Prior to generating any hazardous waste, handling it shall be determined in coordination with the Supervisor of works /Plant Host/ Persons for HSE /EP.

If the Contractors fails to comply with the obligations from steps 1-2, do not close the PTW for the performed work, do not open a new PTW for the next day and do not sign the Minutes on the Performed Work. Every Contractor is obliged to comply with the proper treatment of waste in the RNP by signing the HSE Agreement. Any non-compliance with the obligations defined by this document shall be noted during the control, the Contractor shall be warned and, as a last resort, punitive measures shall be initiated against it by means of observations in the HSE-net.

Any hazardous/non-hazardous waste / secondary raw materials or municipal waste that may have been generated during the work, and have not been removed from the site by the Contractor upon its completion,

by signing the Minutes of Work Completion, shall become the responsibility of the Plant Host and shall become the subject of observations of HSE / MWA visits to HSE-net.

Supervision over proper sorting and storage of waste at the work location, construction site shall be conducted by the Contractor's HSE Person, supervisory authority of the RNP for these works, HSE Person of the RNP RB. In cooperation with the EPS responsible persons, the RNP RB supervisory authority shall record every improper storage of waste not compliant with the stipulated norms and Standard and, based on the Record, shall seek sanctioning according to company procedures and concerned contracts with the selected Contractor (Agreement on OSH, EP and FP).

Any irresponsible activity regarding waste shall be observed by the responsible persons from the HSE Sector according to the Company Standard, and they will determine deadlines for its elimination to responsible persons at the plant, facility and construction site where the irregularity was detected.

5.2.2. Obligations of the Contractor when handling hazardous / non-hazardous waste / secondary raw materials in the RNP during the execution of works

Prior to the commencement of any Project and/or any other activity/work execution in the RNP, it is necessary that the Contractor and its HSE Person be familiar with the following requirements and rules in the RNP, as well as with their obligations:

- Upon completion of the work, the Contractor is obliged to hand over the site of works to the Host in the state it was in before the execution of the works; every location for works execution in the RNP, particularly upon completion of the work on a daily basis, and especially at the completion of the entire work, must be left in the state it was in before the commencement of the execution of the work activities;
- To avoid or minimise the creation of waste/hazardous waste during the work as much as possible;
- Prior to generating any hazardous waste, handling it shall be determined in coordination with the Supervisor of works /Plant Host/ Persons for HSE /EP;
- The sorted waste at the site/camp is strictly disposed of at the locations determined in coordination with the Supervisor of works /Plant Host/ Persons for HSE / EP during the determination of the site/zone of works, i.e. the location of work and the activities of the Work Group and Contractors;
- All waste created at the work site and/or Contractors' camp must be properly sorted and grouped by type. Mixing waste is prohibited (and mixing hazardous and non-hazardous waste is strictly forbidden and such actions will be severely sanctioned), as well as its irresponsible, random piling/disposal;
- The Contractor is obliged to classify hazardous waste from non-hazardous waste / secondary raw materials immediately after their generation, at the site of the works performance;
- The Contractor is obliged to classify non-hazardous waste and sort it out from secondary raw materials immediately after their generation, at the site of the works performance;
- The generation and disposal of any communal waste at the site of works at the plant is strictly forbidden and punishable;
- All Contractors must provide plastic sacks for daily disposal of communal waste that may be created at the work site in the territory of the RNP RB;
- After the completion of daily activities, the sacks must be taken to the nearest waste container for communal waste in the RNP;

- In the Contractors' camp, all Contractors must also provide plastic sacks for the daily disposal of communal waste from their camp. After the execution of daily activities, bags from the two 120 l containers with communal waste from the camp must be taken to the waste containers for communal waste in RNP;
- Storage of sorted waste shall be done at certain locations within the RNP area, while the Contractor's HSE Person and supervisory authority submit the "Internal Document on Waste Sorting" to the responsible persons of the EPS (Environmental Protection Section) for inspection, filing, and signing, and he/she shall also determine and record the location of disposing the sorted waste. Non-hazardous waste – secondary raw materials in Block 16 on the right side of Avenue A, rock wool in plastic sacks at the same location, and hazardous waste, in coordination with the Persons for HSE / EP into the box for temporary storage on Avenue F;
- All hazardous waste created during the use of any type of equipment or consumable material brought to the RNP by the Contractor (e.g. fuel, waste oil, and batteries/accumulators related to the maintenance of the Contractor's equipment, etc.) must be removed from the RNP by the Contractor, with the Permit for Entry/Exit of Third Party's MTR, and disposed of in a legally prescribed manner at the Contractor's expense;
- All packaging hazardous waste created during the use of any type of equipment or consumable material brought to the RNP by the Contractor (e.g. paint or chemical is "incorporated" and contaminated or clean packaging, etc.) must be removed from the RNP by the Contractor, with the Permit for Entry/Exit of Third Party's MTR, and disposed of in a legally prescribed manner at the Contractor's expense;
- The soil from excavation contaminated by hazardous substances shall be treated as hazardous waste, in accordance with the laws and regulations of the Republic of Serbia governing waste management.

5.3. Wastewater Protection Measures

- Wastewater management must comply with the Law on Waters ("Official Gazette of the Republic of Serbia", No. Nos. 30/2010, 93/2012, and 101/2016 95/2018 and 95/2018 - other law) and all by-laws of the listed Laws, in the manner required by the law and at a required and technologically acceptable level before mixing wastewater with other technological wastewater of the RNP RB, as well as in accordance with the obligations of the RNP RB prescribed by the Integrated Permit (IPPC Permit) of the RNP RB, Decision on Water Permit for the RNP RB and all NMDs of the Company;
- Minimise the use of fresh water and the discharge of wastewater into the environment by introducing the so-called dry process technology, i.e. by optimising consumption and the wastewater recirculation process;
- Use water of the lowest acceptable quality, when possible;
- Any irresponsible action of the Contractor that would lead to mixing with and/or disruption of the quality of atmospheric wastewater (disruption of parameters in the Settling Pool) and technological waters (defined by the internal Protocol RNP and PPC) will be observed by the responsible person from the HSE Sector according to the NMDs of the Company, and he/she will determine deadlines for its elimination to the responsible persons at the plant, facility, and construction site where the irregularity was detected;

5.4. Measures for the proper management / handling of chemicals

- The chemicals to be used by the Contractor in RNP RB must be biodegradable and compatible with the process of wastewater treatment, all in line with the regulations in the RS - the Law on Chemicals

("Official Gazette of the Republic of Serbia", No. Nos. 36/2009, 88/2010, 92/2011, 93/2012 and 25/2015) which is based on the prevention principle which stipulates that producers, importers or downstream users must produce, place on the market and use chemicals in the manner that does not affect the health of people or the environment, in line with the Water Law ("The Off. Gazette of the Republic of Serbia", No. 30/2010, 93/2012, 101/2016, 95/2018 and 95/2018 - other law), as well as all bylaws of the abovementioned laws. Wastewater quality must be at a technologically acceptable level before mixing wastewater with other technological wastewater of the RNP RB, as well as in accordance with the obligations of the RNP RB regulated by the Integrated Permit (IPPC Permit) of the RNP RB, Decision on Water Permit for the RNP RB and all NMDs of the Company;

- The most important goals during the performance of works that include the use of dangerous substances or chemicals should be the protection of people and the environment through the prevention and control of safe storage and handling, as well as prohibition of uncontrolled discharge (spills and leakage) of hazardous substances and through adequate actions during accidental spillage.
- The Contractor must deliver to the Supervisor of works at the RNP a list of chemicals to be used during the works, and the Supervisor shall deliver the list along with the necessary documentation to the RNP Chemicals Advisor, who allows their use:

Specify the following items for each of the chemicals:

1. Chemical label
2. Type of the chemical
3. Required quantities
4. TDS list (Technical Data Sheet)
5. SDS list (Safety Data Sheet), not older than two years from the delivery of the chemical, in both English and Serbian, in compliance with the CLP/GHS classification

All chemicals must comply with the Regulation (EC) No. 1907/2006 (REACH) No. 1272/2008, No. 45/1999: 548/1968

5.5 Measures for the protection of soil and groundwater

- During the execution of works, it is forbidden to discharge and dispose of hazardous and harmful substances directly in the soil and or indirectly in groundwater;
- If excavation of the soil is necessary for the realization of the works, a Report on the "0" State of the Soil shall be provided prior to the commencement of any excavation. For the preparation of this Report, it is necessary to perform soil sampling (in the project zone) and laboratory testing of physical, chemical and microbiological parameters in the soil according to the latest by-laws, in accordance with the Law on Land Use and Soil Protection ("Off. Gazette RS", Nos. 112/2015), in order to detect all potentially contaminated locations. Accordingly, when applying for the tender, it is necessary for the Contractor/Bidder to submit proof (Statement) that it will engage authorized laboratories in the RS through the Technical Cooperation Agreement to perform the following:

Soil quality testing, authorized legal entities (in accordance with the Rulebook on the conditions that a legal entity must fulfil for the performance of soil monitoring, as well as the documentation submitted with the request for obtaining the authorization for soil monitoring ("Off. Gazette RS", no. 58/2019), which perform soil monitoring must possess a Decision for Soil Monitoring issued by the competent Ministry of RS for Environmental Protection and an accreditation act issued by the Accreditation Body of Serbia in accordance with the standard SRPS ISO/IEC 17025 with the

appropriate scope of accreditation for soil sampling and laboratory testing of physical, chemical and microbiological parameters in soil;

- For testing excavation waste/soil (For the engaged laboratory as an authorized legal entity – the proof consists of a valid authorization (Permit/ Decision) for testing waste issued by the competent Ministry of the Republic of Serbia in the field of environmental protection, valid Certificate of Accreditation and Scope of Accreditation issued by ATS for testing waste according to the Rulebook on Categories, Testing and Classification of Waste ("Official Gazette of the Republic of Serbia" Nos. 56/2010 and 93/2019));
- For proving the engagement of an authorized operator in the RS for the collection and transport of waste - Proof is the Permit for collection, transport and treatment of hazardous and/or non-hazardous waste on the territory of the RS, issued by the competent Ministry of the RS in the field of environmental protection.

The soil quality testing shall be carried out before excavation, only if that land is not returned to excavation, due to the separation of the uncontaminated from the contaminated soil after excavation. The treatment of excavated soil (which is only then subject to the Law on Waste Management) depends on the obtained characterization of waste submitted by the engaged Authorized Laboratory in the RS.

5.6 Noise prevention measures

- When planning the works, it is necessary to select the equipment with the lowest possible vibration level and sound strength;
- Installation of acoustic enclosures for the equipment that produces noise;
- Installation of acoustic barriers near the source of noise;
- Limiting working hours for certain equipment or activities;
- Noise sources should be located in the least sensitive places, i.e. as far as possible from the work zone and the RNP RB's zone of influence on populated areas;
- Use all the natural topographic characteristics of the terrain that could be used as a noise buffer zone.

5.7 Air pollution prevention measures in terms of odours

- During the execution of works, the Contractor who may emit odorous gases in the process of performing activities is obliged to apply measures that will lead to odour reduction, all in accordance with the Law on Air Protection "Official Gazette of the RS", Nos. 36/2009, 10/2013.

09.12.2021

Refinery Block
Pančevo Oil Refinery
HSE Sector