

Fundamental duties of a contractor in the course of work on site arising from the Labour Code and other legal regulations

In relation to its own employees, the contractor is obliged to:

- Ensure that the work performed is commensurate with the skills and general health condition of an employee.
- It is advisable to keep records on the general health condition and professional competence of employees.
- Provide training on statutory provisions and other regulations aimed at safeguarding occupational safety and health, which complement an employee's vocational prerequisites and requirements for the performance of the work they are engaged in, and which are related to the risks that an employee may encounter at the place of work where the respective work is carried out; the contractor is obliged to require and systematically check the adherence to the said statutory provisions and other regulations.
- Provide its employees and third parties that are present at the contractors' places of work with the contractor's knowledge with personal protective equipment (PPE) based on the assessment of risks in cases where such risks cannot be eliminated. The contractor must provide PPE according to the actual needs of its employees (with respect to unusual wear-and-tear or soiling).
- Provide places of work with First Aid equipment and in case of an accident to ensure their application in due time.
- Investigate the causes and circumstances of an occupational accident in a consistent manner, to draw up and keep records of all occupational accidents which resulted in an employee's injury, whereby the employee was on sick leave for a period exceeding 3 days, or in an employee's death; the contractor is obliged to keep an Accident Book, in which all accidents will be entered, including those, which did not cause any temporary incapacity to work.
- Take technical, organizational and other measures to prevent the recurrence of industrial injuries (where the respective risks cannot be eliminated completely, the contractor must reduce their impact by the implementation of the above-mentioned measures, e.g. with the use of personal protective equipment).

In relation to the working environment, the contractor is obliged to:

- Identify risks, establish their causes and sources and adopt measures to eliminate them.
- Ensure that machines, technical equipment, means of transport, devices and tools are suitable from the point of view of occupational safety and health for work, for which they will be used; machines, technical equipment, means of transport, devices and tools must be equipped with protective devices and they must be maintained in good technical condition and inspected and revised duly and on a regular basis.

- Ensure that the employed technological procedures are safe and do not result in the deterioration of the working environment below a permissible limit.
- Ensure that areas intended for work, corridors, staircases and other communications comply with the defined dimensions and the prescribed surface and that they are equipped in compliance with activities carried out therein.
- Provide due illumination of places of work, including emergency illumination in cases where it is necessary for the protection of health.
- Ensure that emergency exits, escape paths and transport routes leading to them are maintained free from any obstacles.
- Provide regular maintenance, tidying and cleaning of the premises employed.

In relation to construction work, the contractor is obliged to:

- Take all possible care that conditions aimed at safeguarding occupational safety are defined in the respective provisions.
- Ensure that the requirements of the respective provisions concerning the organization of work and working procedures are adhered to, in particular where it concerns excavation work, concrete work, brickwork, erection work, demolition work, the work of individual building trades or work at heights.
- Ensure that the requirements for occupational safety and health during the use of machines and technical equipment are adhered to.
- In cases where an on-site coordinator is involved, inform them of the potential risks that could result from the working or technological procedures the contractor has selected.
- In cases where a coordinator is involved, provide them with all the cooperation necessary for the completion of their tasks for the entire period of their involvement in the preparation and realization of the respective construction, in particular, to hand over to them any information and details necessary for the elaboration of the design and changes to it, to take into account their suggestions and instructions, to participate in the elaboration of the plan, to adhere to the plan, to participate in inspection days and to proceed in compliance with the agreed measures, namely within the scope and in a manner within the time limits specified in the plan.
- Deal with relations, obligations and duties concerning the area of occupational safety unless these are dealt with in the record on handover and takeover of the site or the place of work.
- During construction work, acquaint the operator's employees or the third parties concerned with the principles of safe conduct in the respective place of work and with potential places and sources of danger; the contractor is obliged to acquaint its employees with the principles of safe conduct in the respective place of work and with potential places and sources of danger occurring on the part of the ordering party.

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