

Employer  
**SAKO BRNO A.S.**

Project  
**Modernization of WtE Plant SAKO Brno**

Date  
**June 2024**

# Part II.e

## **SOCIAL RESPONSIBILITY REQUIREMENTS**



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## 1. SOCIAL RESPONSIBILITY REQUIREMENTS

The Contractor, Subcontractors and Persons on the Contractor's side shall perform the Contract Object in accordance with the conventions of the International Labour Organization (ILO) adopted by the Czech Republic and in accordance with the Legal Regulations mentioned herein below.

As a minimum, the Contractor undertakes to comply with the basic labour standards set out in the following conventions:

- No. 87 on Freedom of Association and Protection of the Right to Organize Convention
- No. 98 Right to Organise and Collective Bargaining Convention
- No. 29 Forced Labour Convention
- No. 105 Abolition of Forced Labour Convention
- No. 138 Minimum Age Convention
- No. 182 Worst Forms of Child Labour Convention
- No. 100 Equal Remuneration Convention,
- No. 111 Discrimination (Employment and Occupation) Convention
- No. 155 Occupational Safety and Health Convention

The Contractor, its Subcontractors and Persons on the Contractor's side shall also comply with obligations relating to fundamental human rights, including compliance with the Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms.

The Contractor, Subcontractors and Persons on the Contractor's side are responsible for ensuring that all employees performing the Contract Object are authorized to work in the Czech Republic pursuant to Act No. 435/2004 Coll., On Employment, as amended, and that their employment relationship or agreement outside the employment relationship will be in accordance with Act No. 262/2006 Sb., the Labour Code, as amended, and implementing legal regulations. For the purposes of this Appendix, the employees are also understood as persons performing work on the basis of agreements concluded outside the employment relationship pursuant to Act No. 262/2006 Sb., the Labour Code, as amended.

The Contractor, Subcontractors and Persons on the Contractor's side shall ensure equal and fair and respectable treatment of all their employees, including fair and equal remuneration for their work and non-discrimination of employees of any kind.

In the event that the Contractor and/or Subcontractors and/or Persons on the Contractor's side breach any of the above obligations regarding compliance with the above basic labour standards, international conventions or labour law, the Contractor shall promptly remedy such deficiencies and complete the Contract Object in accordance with these basic labour standards, international conventions or labour law. All costs incurred by the Contractor and/or the Subcontractor and/or the Persons on the Contractor's side and related to compliance with the obligations defined herein shall be borne by the Contractor or, as the case may be, its Subcontractor and/or Persons on the Contractor's side.

The Employer is entitled to check compliance with the above basic labour standards, international conventions and labour law to a reasonable extent during the performance of the Contract Object.