

INSTALLATION RATES AND INSTALLATION CONDITIONS

The following rates and conditions apply to provision of a specialist by UNICOR for a limited time:

INSTALLATION RATES

The following charges currently apply: see "Installation rates 06/2014"

1. Normal working time:

Normal working time refers to every hour of working time up to 8 hours from Monday to Friday within the day shift, based on 40 working hours per week (Monday to Friday) or 172 hours per months.

2. Travel time and waiting time:

The rates for normal working time apply to every hour of travelling and to waiting time.

Travel time starts 5 hours before the train or flight departs or before departing by car and ends 3 hours after arrival. Overtime - Additional charges for travel time, including at night or on Sundays and public holidays will not be billed for trips involving flights or train journeys. The advanced travel time includes the installer preparing for the trip in the factory and their journey to the train station or airport.

The daily travel time from the accommodation to the installation location and back again is billed at the same rates. If a means of transport must be used to travel between the accommodation and the installation location, the daily travel costs will be billed.

If the installer is travelling by car, the rates listed in (3) are used if the travel time extends beyond the normal working time (1).

3. Overtime:

a) For overtime beyond 8 hours per day	see "Installation rates 06/2014",	fig. 1a
b) For work on Sunday	"	Fig. 1b
c) For work on public holidays in Germany	"	Fig. 1c
d) For work on new year's day, 1st day of Easter, 1st May, 1st day of Pentecost, Christmas Day	"	Fig. 1c

4. For daily allowance:

The UNICOR employee will be paid a daily allowance from the first day of absence from the supplier. This will be paid per calendar day including Sundays, public holidays and the return journey, as well as for each overnight stay; this allowance will be billed to the customer.

The legislator regulates the amount of the daily allowance and this amount complies with the legal regulations of the appropriate domicile. Hotel costs will be passed on upon provision of supporting documents.

5. Transport expenses:

For outbound and return journey including all additional costs: Billed upon provision of supporting documents.

If trips are undertaken by car, €0.55 per kilometre driven will be billed.

6. Travelling expenses:

Transporting luggage and other expenses for passports, visas, insurance, etc.: Billed upon provision of supporting documents.

7. Loss of wages:

8 hours of normal working time from Monday to Friday will be billed when abroad for any local public holiday that falls on a week day (Monday to Friday) and on which the installer cannot work.

INSTALLATION CONDITIONS

The following conditions currently apply:

The specialist will be provided for a limited time at our discretion.

If the UNICOR employee cannot find their own accommodation and board within a certain distance from the work premises, the customer must take care of this. The deduction for the allowance rate is then subject to specific agreements if the customer bears the costs for accommodation and board.

The customer must provide the following at their own cost and risk in good time:

1. Support staff and skilled workers who should have been familiarised with installing and operating the machine. These staff members must follow the orders given by our employee.
2. All tools and other materials.
3. For the duration of our employee's visit, a suitable, lockable and heated room with lighting and washing facilities.

The customer must certify our employee's working time and job performance. In addition, they must be supplied with a certificate (hand-over log) to confirm that installation is complete without delay.

If commissioning is delayed but this is not the fault of UNICOR, the customer must bear all costs that arise from this, in particular, those for our employee's waiting time and any additional trips that are required.

If our employee becomes ill, we are entitled to bill the rate specified in figure 4 for the duration of their illness at the installation location. If a different UNICOR employee must relieve the original employee, the customer bears the new travel expenses.

Furthermore, if the installation takes place abroad, the customer must bear all costs for proper medical treatment, any hospital stays, etc.

Our installation bills must be paid upon receipt, without discount.

We reserve the right to make changes to the installation rates and installation conditions if required for good reason. In addition, the delivery conditions that the business transaction is subject to also apply.

INSTALLATION RATES 06/2014

Categories of services provided	I Service technician	II Development engineer
Hourly rates	Euro per hour	Euro per hour
1) Normal hours	80 ==	120 ===
Overtime acc. to (3)		
a) Hourly rate	120	180
b) Hourly rate	160	240
c) Hourly rate	160	240
KM price for cars and vans	0.55	0.55