



Note: This document is a translation of part of the Terms and Conditions of Nuclenor. In case of discrepancy between this translation and the original, the original document in Spanish shall prevail.

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NUCLENOR GENERAL TERMS AND CONDITIONS FOR CONTRACTING FIRMS

(FOR WORK NOT CARRIED OUT AT A NUCLENOR WORK CENTRE)

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nuclenor, s.a.

R.R.

A handwritten signature in blue ink, appearing to be 'R.R.', written over a horizontal line.

Signed
The Contractor

Signed
Nuclenor

A. SCOPE

These General Terms and Conditions for Contracting are an integral part of any contract for work or service signed between NUCLENOR, S.A., hereinafter named NUCLENOR, and a third party, hereinafter named CONTRACTOR, and which is not carried out at a NUCLENOR work centre, being clearly understood that by signing the Contract both CONTRACTOR and NUCLENOR accept these General Terms and Conditions for Contracting.

These General Terms and Conditions for Contracting can be modified only when Particular Conditions are expressly agreed by both parties.

B. FORMALISATION OF THE CONTRACT

1. Contracting of any work or service will be by means of an official letter sent by NUCLENOR specifying the work to be performed, as well as the applicable prices and an estimate of the total cost of the work, if the price is not firm.
2. This letter shall expressly indicate the application of these General Conditions of Contract and, where appropriate, any special condition not contemplated in them, or which expressly contradicts any of them.
3. The CONTRACTOR shall inform NUCLENOR of its acceptance of the Contract by sending an official letter, duly signed by someone empowered to do so, to the NUCLENOR office which sent the first letter.

C. STAFF

1. It is the Contractor's concern and responsibility to provide all the manpower necessary for carrying out the work under the conditions specified in the Contract, in accordance with the applicable Labour Legislation.

The staff shall be directly answerable to the CONTRACTOR in matters of control, discipline and technical management.

2. The CONTRACTOR shall provide suitable staff to perform the work, taking great care when selecting personnel. The CONTRACTOR shall provide documentary proof of the qualifications of the people who are going to work for NUCLENOR. These qualifications may be official (from nationally recognised official schools or organisms) or from the company itself by means of examinations or qualification processes or internal promotion.

Together with the offer, the CONTRACTOR shall send the curriculum vitae of the personnel who are going to participate in the work using the model provided in Annex 2. The contractor shall update the courses at least once a year and send them to Nuclenor.

If the Contract is subject to Quality Assurance, the Contractor shall present the Individual Qualification Certificate of each of the workers participating in the work, in accordance with Annex 3.

3. During the performance of the work, the CONTRACTOR shall name a spokesman, supervisor or representative, through whom the relations between NUCLENOR and the Contractor's staff shall be channelled. When shift work is involved one shall be named for each shift. NUCLENOR reserves the right to reject this spokesman when, as a result of objective considerations, it deems it necessary.

NUCLENOR may request a qualified and independent spokesman when Quality Assurance duties are involved.

4. NUCLENOR reserves the right to request the total or partial substitution of the staff assigned to the services included in this Contract, by another of the same category, speciality and level of qualification, provided it is based on fair grounds or it is due to obligatory legal provisions or standards.

NUCLENOR is entitled to demand the substitution of those people who are incompetent.

NUCLENOR does not accept labour or economic consequences that may arise from claims from the contractor's staff since, to all effects, as indicated in point 1, the staff is exclusively the contractor's responsibility.

D. WORK DAYS AND HOURS

Article without content in this version.

E. TRANSPORT AND PRESENTATION EXPENSES OF PERSONNEL

Article without content in this version.



F. SOCIAL DUTIES

1. The CONTRACTOR, being the sole entity responsible for carrying out the work under contract, undertakes at his own expense and risk compliance with all the applicable labour and Social Security regulations in force, referring to the relationship between the CONTRACTOR and his workers; NUCLENOR reserves the right to request production of evidence at any time.
2. If it is discovered that the CONTRACTOR is not up to date with his tax obligations, has Social Security deficits for not being up to date with the payments of his workers' contributions during the performance of the work, or has not paid the workers' salaries during the same period of time, NUCLENOR may terminate the contract without any type of compensation and may retain a sufficiently large amount of the corresponding invoices until a bank guarantee for the corresponding amount is received to meet the obligations arising from the responsibility stipulated in the applicable legislation and in the Contract.
3. The CONTRACTOR shall comply with current legislation in matters regarding equal opportunities, guaranteeing the principle of equality and non discrimination and the conciliation of the personal and working lives. Nuclenor will also favour those practices that the contracting companies may offer to their employees regarding the existence of conciliation measures and equal opportunities applicable to its personnel.

G. ADMINISTRATIVE DUTIES

1. Should the CONTRACTOR wish to subcontract any work, he must have written consent from NUCLENOR. Once this authorisation has been obtained, the data corresponding to the SUBCONTRACTING company and its personnel shall be sent to NUCLENOR.
2. Before signing the contract, the CONTRACTOR shall send NUCLENOR a certificate showing that he is fully paid up regarding his tax obligations and that he has no debt with the Social Security.

When signing the contract and when completing the work, the CONTRACTOR shall send NUCLENOR a certificate showing that he has no debt with the Social Security.

Together with the final invoice the CONTRACTOR shall send NUCLENOR a certificate showing that he has paid all his staff during the time they were working for NUCLENOR.

Non compliance with these requisites shall be considered as non compliance with the contract and shall result in a 5% reduction of the final invoice of the contract.

H. SAFETY AND RADIOLOGICAL PROTECTION MEASURES

Article without content in this version.

I. ENVIRONMENTAL QUALIFICATION

Article without content in this version.

J. PRICES, INVOICING AND PAYMENT

1. If during the performance of the contracted work, and with the same resources and in the same time frame as established in the offer, the CONTRACTOR were to do additional work, the two companies would share productivity on a 50% basis.

The variations in the scope of the contract that amount to less than 10% will be considered as included in the contracts and will not be considered as increases or decreases in its scope.

2. The prices and conditions established in the quotation shall be firm, and not subject to changes during the term of the Contract.
3. If, during the execution of the work or upon its finalisation, new work not contemplated in the Contract is added to conclude the work to be performed or the services contracted originally, the Contract shall be extended, indicating the new price settlement and period of extension. Otherwise, NUCLENOR will not pay for the work, and the CONTRACTOR shall bear its cost.
4. The CONTRACTOR will invoice each Contract separately.
5. The Invoicing Code shall be noted on all the invoices and on the last invoice this circumstance will be indicated.
6. As a general rule invoices shall cover monthly periods. NUCLENOR shall bear the Value Added Tax (VAT).

7. Work shall not be considered finished until the CONTRACTOR delivers all the documentation requested in the Contract or during the kick-off meetings, and the final invoice shall not be settled until this requirement is met.
8. Invoices shall be paid on the 5th or 20th of every month, once 60 days have elapsed from the correct completion of the contracted work.

Payment will be made by confirmed payment.

K. WORK ORGANIZATION AND WARRANTY

1. The CONTRACTOR shall send NUCLENOR his company's general organisational chart indicating on it the specific group or are of the company that will be responsible for the services to NUCLENOR. He will also indicate in more detail the specific organisation developed for the performance of work for NUCLENOR.
2. NUCLENOR's Management, through the person or persons commissioned by them, shall have the right to inspect and control the performance of the work. The CONTRACTOR shall follow the instructions established to achieve the degree of quality and efficiency required.

The CONTRACTOR shall allow the personnel that are going to carry out the inspections access to the place of work.

3. Where required by the technical characteristics, the CONTRACTOR must supply all the technical information regarding execution of the Contract that NUCLENOR considers of interest.
4. The CONTRACTOR shall be responsible to NUCLENOR for the quality of the work carried out and for any defect attributable to the components supplied.
5. The CONTRACTOR shall guarantee the work carried out by him for two years, up to an amount equal to the total invoiced amount of the Contract.
6. The CONTRACTOR shall not transfer any of his duties or rights arising from the Contract to third parties nor use another CONTRACTOR without prior authorisation from NUCLENOR.
7. Any change to the work under contract must be authorised by the NUCLENOR Work Manager, whose orders shall be obeyed by the CONTRACTOR.

L. MATERIALS AND PERFORMANCE OF THE WORK

1. All the materials used by the CONTRACTOR, where necessary, shall be of the best quality and shall comply with NUCLENOR's document 63-07-01 about material standardisation if applicable, and must be approved by an authorised person from NUCLENOR.

All materials shall be delivered DDP to the place indicated on the contract.

2. The work performed shall be of the highest quality. NUCLENOR's Management may reject work which does not fulfil this requirement, applying a fair and reasonable criterion.

M. DOCUMENTATION AND CORRESPONDENCE

1. When there have been Invitations to Bid, the quotations must be addressed to NUCLENOR, to the attention of "Supplies, NUCLENOR, S.A., 09212 Santa María de Garoña (Burgos)".
2. Invoices must be sent by e-mail to: facturación@nuclenor.es
3. All other documents and technical matters must be sent to Supplies.
4. The CONTRACTOR shall adequately document all work.
5. The CONTRACTOR shall present all the contracted documentation completely finished in accordance with the criteria indicated in the contract and send a computerised copy (Word, Excel, Cad, PDF, etc.)
6. Treatment of data of a personal nature: Both parties agree to respect the Data Protection Law as indicated in Annex 1.
7. The Contractor agrees to provide Nuclenor with all the Operating Experience he has knowledge of relating to the equipment acquired by Nuclenor.

The Contractor agrees to keep the programmes, documents and information relating to the equipment acquired at Nuclenor's disposal throughout their life cycle.

N. ACCEPTANCE OF WORK. WARRANTY AND WITHHOLDINGS

1. Acceptance of the civil work shall be carried out in two phases: the provisional one, six months after completion of the work contracted, and the final one, at the end of the period of guarantee indicated in paragraph M.4.
2. Until the civil work is finally accepted, the CONTRACTOR shall guarantee the materials supplied and the work performed. The CONTRACTOR, at its expense and in the shortest time possible, shall carry out repairs which NUCLENOR deems necessary.
3. Each certification of civil work shall have a 5% withholding as warranty, which shall be returned on final acceptance of the work, with the understanding that the amount withheld could be returned to the CONTRACTOR upon provisional acceptance, if this warranty is substituted by a bank guarantee valid until final acceptance. The bank guarantee shall be of joint liability with express waiver of the benefits of excussion and division and with the commitment to pay the first time that NUCLENOR, S.A. so requests.
4. Any work performed for NUCLENOR shall have a guarantee period of 24 months, starting from the completion of the work, covering both material replacement and the necessary manpower.

O. PENALTIES

Penalties: If there is a delay of one (1) week or more in the final completion of work, with regard to the scheduled date of completion, the Contractor will accept a penalty of half of one percent (0.5%) on the price stipulated in the contract for each week's delay, with a maximum penalty of ten percent (10%) on the total value of the contract.

P. INSURANCE AND COMPENSATION

1. NUCLENOR shall bear the cost of maintaining the Nuclear Hazard Civil Responsibility Insurance policy.
2. The CONTRACTOR shall be responsible for all the damage incurred during the performance of the work, both on his own assets used for the contract and on those on which the work is carried out or other assets regardless of whether they are the property of NUCLENOR or third parties.
3. In any case, the CONTRACTOR shall take out a Civil Responsibility insurance policy, contracted in general terms that guarantees the responsibility that could derive from damage to materials and people and the corresponding harm caused to third parties as a consequence of the execution of the work which can be attributed to the Contractor or any other person or entity that intervenes in his name in the execution of the contract.

Said policy shall include General Civil and Work Responsibilities (Work Accidents) with a minimum limit of 1,000,000€ when the work is carried out at or for the Plant and 60,000 € for the rest of Nuclenor's sites. In the concept of Company Civil Responsibility a minimum of 300,000 € per victim shall be covered in all cases.

In the case of a payable loss under this coverage, the excess shall be paid by the Contractor.

4. The CONTRACTOR shall also maintain valid all mandatory insurance policies and/or mandatory subscriptions in accordance with his legal obligations.

If the scope of the work were to include the transportation of merchandise or equipment at the Contractor's expense, the Contractor shall already have a civil responsibility insurance policy for the transportation.

5. NUCLENOR may request accreditation (the corresponding certificate from the Insurer) from the CONTRACTOR to prove that they are valid, the scope of their cover and the suitability of the policies to the conditions herein described.
6. The CONTRACTOR shall inform NUCLENOR of any modification or cancellation of the policies indicated in the above paragraphs.
7. The risks, obligations and responsibilities of the CONTRACTOR are not limited to the insurance policies referred to above and consequently, the obligations and responsibilities derived from accepting said risks shall not be reduced by taking out said policies or by a lack of cover or inadequate cover that could jeopardise NUCLENOR or third parties.

Q. WAIVER AND SEPARABILITY

1. The fact that either of the parties does not demand the fulfilment of some of the General Conditions, or any of the rights relating to them, shall in no way be interpreted as a waiver of said conditions or rights, nor shall it affect the validity of the General Terms and Conditions as a whole.

2. If either of the parties chooses not to exercise one or more of the rights contained in these General Conditions this will not prevent nor limit either party from exercising any other right that could arise in accordance with these General Conditions.
3. If any of the General Conditions or their application to any person or circumstance is declared invalid:
 - a. Such invalidity will not affect the rest of the General Conditions which can be fulfilled without the invalidated ones.
 - b. Both parties shall analyse the meaning of the General Conditions and agree on its amendment so as to implement the intention of the invalid condition or application as faithfully as possible.

R. TERMINATION

NUCLENOR may, at its discretion, unilaterally proceed to terminate the Contract upon written notice at least thirty (30) days in advance. NUCLENOR shall then not be liable for any further payment except those corresponding to work performed. The termination of the Contract does not exempt the CONTRACTOR from possible claims arising from contractual guarantees.

In case of a termination, the work or service performed and its corresponding documentation shall be presented to NUCLENOR in the state they are in at the time of the termination.

S. PROPERTY AND CONFIDENTIALITY

All documents, information, computer programmes, etc., generated during the development of the work is considered to be NUCLENOR's property and cannot be reproduced or distributed to third parties without NUCLENOR's explicit consent.

When the Contractor accepts the programmes and documentation provided by Nuclenor, S.A. he agrees to:

- Limit the availability of the programmes, documents and information to those employees who need them to carry out their work.
- Ensure that said employees treat the programmes, documents and information as confidential.
- Use the programmes, documents and the information that they contain and that generated as a consequence of the work, exclusively for the purpose of the contract.
- Keep safe the programmes, documents and information so as to avoid their publication and that they and/or the information contained in them are given to third parties.
- Return the programmes, documents and information belonging to NUCLENOR, S.A. once the work for which they were provided is completed, or whenever NUCLENOR so requests.

T. PATENTS

The CONTRACTOR assures NUCLENOR to have the patents, licenses and other trademark rights necessary to perform the Contract. The CONTRACTOR exempts NUCLENOR from all liability arising from any possible infringement of the Patents, Trademarks and Property Rights he may incur.

U. FORCE MAJEURE

1. Both parties shall fulfil their obligations with reasonable continuity.
2. Neither of the contracting parties shall be liable for non-fulfilment of their obligations if said obligations have been prevented or delayed by Force Majeure. During the delay, all obligations between the parties shall be suspended and a fair and adequate compensation will be negotiated for damages to the party in disadvantage.
3. Force Majeure includes, but is not limited to, earthquakes, catastrophic floods, fires, strikes not attributable to the CONTRACTOR, Government permits, sabotage, revolutions and other warlike conflicts and in general all events or circumstances beyond the control of both parties, as well as any other contingency objectively considered by NUCLENOR beyond the control of the parties.
4. Should the Contractor's staff go on strike, NUCLENOR S.A. reserves the right to reduce amounts corresponding to the time that said staff were not working from the price to be paid. This does not affect NUCLENOR S.A.'s right to rescind the contract immediately in this case without compensation or settlements to the CONTRACTOR who is unable to complete the service or do the work because of his staff's strike, albeit for a short period of time.

V. MODIFICATION

NUCLENOR may modify these General Conditions, completely or partially, in writing. In this case, the modification will apply only to contracts subsequent to the notice.

W. GENERAL CONDITIONS, ARBITRATION AND JURISDICTION

1. In case of discrepancy the conditions contained in this document shall prevail over any other condition established by the CONTRACTOR, unless they are expressly accepted in writing by NUCLENOR.
2. In case of discrepancy between NUCLENOR and the CONTRACTOR over the interpretation or application of the Contract, both parties shall be subject to the Arbitration Law of 5th December 1988. Should it be necessary to submit any question arising from this contract to arbitration because of the impossibility of reaching a mutual agreement the following procedure and rules shall apply.

The questions submitted by the parties shall be resolved in equity by a single arbiter. The parties are obliged to accept the arbiter's decision.

The arbiter shall be the person designated by the Official Chamber of Commerce of Burgos and arbitration shall take place in that city. The decision shall be announced within sixty days of the day after the arbiter accepts the designation.

The procedure shall comply with the law of the case for the parties, with a fixed common time limit to send their initial writ to the arbiter. The principle of contradiction shall be employed. Each party shall send a copy of their initial writ to the arbiter to the other party and the arbiter shall allow a common period of time for each part to counter the initial writ of the other party if they so wish. Copies of the replies shall also be sent to the other party so that both are sufficiently well prepared for the final hearing report should the arbiter so wish.

Submitting a dispute to arbitration is not a cause for suspending work and its corresponding payments.

3. In case of litigation, NUCLENOR and the CONTRACTOR shall be subject to the jurisdiction and competency of the Courts and Tribunals of Burgos.

ANNEX 1

TREATMENT OF PERSONAL DATA

In the event that the execution of works requires that the CONTRACTOR access to personal data for which NUCLENOR is responsible, it will carry it out as the Person in Charge of the Treatment and complying with the provisions of current legislation on personal data protection and by Regulation UE 2016/679, regarding the protection of individuals with regard to the processing of personal data (General Data Protection Regulations, RGPD) and in accordance with the following stipulations:

FIRST.- The CONTRACTOR undertakes to keep the maximum confidentiality and secrecy regarding information classified as confidential and provided by NUCLENOR, without revealing it in any way, in whole or in part, to any natural or legal person without the prior authorization of NUCLENOR. Confidential information will be considered any personal data to which the CONTRACTOR accesses by virtue of the rendering of services that it carries out for NUCLENOR.

The secrecy and confidentiality obligations established in this document will have an indefinite duration, remaining in force subsequent to the termination, for any reason, of the relationship between the CONTRACTOR and NUCLENOR.

The CONTRACTOR shall guarantee that the persons under his charge and authorized to process personal data undertake, expressly and in writing, to respect confidentiality. In this sense, the CONTRACTOR shall keep at NUCLENOR's disposal the documentation proving this point.

SECOND.- The CONTRACTOR acknowledges that the national and community legislation on personal data protection establishes a series of obligations in the processing of personal data on behalf of third parties, for which compliance assumes the following general commitments:

- a) Access to personal data, for which NUCLENOR is responsible, only if such access is necessary for the provision of the contracted service, and will not use or apply said data for purposes other than providing the service. In no case may you use the data for your own purposes.
- b) Treat the data complying with the same obligations as NUCLENOR or in accordance with its instructions and its declaration on protection of personal data in nuclenor.org. If the CONTRACTOR considers that any of the instructions received violates the current regulations on data protection, he must immediately inform NUCLENOR.

- c) Adopt the pertinent technical and organizational measures to guarantee the security and integrity of the personal data to which it has access, avoiding its alteration, loss, treatment or unauthorized access.
- d) Not communicate in any case to third parties personal data to which it has access, or even for the purpose of conservation, without the prior authorization of NUCLENOR.
- e) In case of subcontracting services, with prior authorization from NUCLENOR, the CONTRACTOR shall demand from the subcontractor company strict compliance with the stipulations of this document.

THIRD.- Both NUCLENOR and the CONTRACTOR undertake, taking into account the state of the art, the costs of application and the nature, scope, context and purposes of the treatment, as well as the risks of probability and variable severity for the rights and freedoms of natural persons- to establish the appropriate technical and organizational measures to guarantee the level of security appropriate to the existing risk. All this, in order to guarantee its confidentiality and integrity, and to avoid its alteration, loss, treatment or unauthorized access.

The CONTRACTOR shall inform its staff of the obligations set forth in this document, as well as the obligations related to the automated processing of personal data that concern them, and ensure the necessary training in data protection. The CONTRACTOR will make as many warnings and subscribe as many documents as necessary with its personnel, in order to ensure compliance with such obligations. In this sense, the CONTRACTOR must keep NUCLENOR's documentation or information attesting to that end.

FOURTH.- The CONTRACTOR shall notify NUCLENOR, without undue delay and within 24 hours, to the electronic mail protecciondedatos@nuclenor.es, the security breaches of the personal data under his charge of which he is aware, with all that necessary documentation to document and communicate the incident. Notification will not be necessary when it is unlikely that such a breach of security constitutes a risk to the rights and freedoms of natural persons.

The CONTRACTOR must provide NUCLENOR, if it has it, with the following information: Description of the nature of the breach of the security of the personal data (categories and approximate number of interested parties); description of the possible consequences of the violation of the security of personal data; description of the measures adopted or proposed to remedy the violation, including, if applicable, the measures adopted to mitigate the possible negative effects.

It will be NUCLENOR, as responsible for the file, responsible for communicating said violation, if necessary, both to the Spanish Agency for Data Protection, and to those interested when it is likely that the violation poses a high risk for rights and liberties of natural persons.

FIFTH.- As stated in this document, it is the CONTRACTOR's obligation to make available to NUCLENOR all the necessary information to demonstrate compliance with its obligations.

SIXTH.- The CONTRACTOR guarantees the adoption of the necessary measures for compliance with the obligations derived from the regulations on data protection, responding to any penalties, fines or charges that may be imposed for the breach of the obligations derived from this document and the applicable legislation.

In case of breach of any of the provisions of this document by the CONTRACTOR, it expressly exonerates NUCLENOR from any liability, and in particular:

- In the event that the CONTRACTOR uses or allocates personal data for any purpose other than the one agreed and accepted by both parties.
- In case of breach by THE CONTRACTOR of the duty incumbent on him to keep secret about the aforementioned data and not to communicate them to third parties.

In the cases enumerated and in the cases of non-compliance with any of the stipulations of this document, the CONTRACTOR shall be considered as Responsible for the Treatment, responding to the infractions in which it would have incurred, as well as the claims for the said non-compliance had been formulated before the Spanish Agency for Data Protection and compensation that, where appropriate, the affected party is recognized, in accordance with current regulations on data protection, to take action for liability for damage or injury suffer on his property or rights.

ANNEX 2

CURRICULUM VITAE (Individual Qualification)

Name:		Surname/s:	
ID/Passport:		Company:	
Contract in which services will be rendered:			
Duration of the service:			

ACADEMIC TRAINING	
TITLE	

DATE	OTHER SPECIFIC TRAINING RECEIVED

EXPERIENCE					
COMPANY	PLACE	ACTIVITY	WORK CATEGORY	YEAR	DURATION

PROFESSIONAL CATEGORY (Recognised in the contracting company):

SPECIFIC TRAINING PROVIDED BY THE COMPANY (In accordance with the qualification requisites sheets required for the rendering of services)	YEAR
SPECIFIC PLANT TRAINING RECEIVED (In accordance with the qualification requisites sheets required for the rendering of services)	YEAR

The worker:

Date:

Company:

Date:

Analysis by Nuclenor:

Contract Code: _____

Task Codes: _____

Significant differences between CV and
Qualification Requisites: _____

Acceptance (indicate justification or conditions,
based on the differences detected): _____

NN Representatives:

Section:

Training:

Date:

NN Section Manager:

Date:

ANNEX 3

CERTIFICATE OF QUALIFICATION

The company _____¹ certifies that:

Mr/Ms. _____²

Is qualified with professional category _____³ and possesses the competences required to carry out the service of:

_____⁴

which are included in the requisites established in the Specification of External Services, as detailed on the back of this certificate.

Date of issue _-_-____	Validity date⁵ _-_-____
--------------------------------------	--

Signed

Signed

Signed

Technician Responsible

Person Responsible for
Quality

NN Section Manager

¹ Complete name of company. Indicate the address/Business address at the bottom.

² Complete name of worker.

³ Professional category in accordance with the criteria established on the back.

⁴ Name of service offered by the worker.

⁵ Reference validity of 5 years, provided that the update of plant specific training is accredited relating to the changes and operating experience of the Nuclear Power Plant in which the service is going to be offered. The renovation of the certificate will require an initial training refresher and proven technological updating.

3 rd level technician Labourer	1	The person is capacitated to “help” another more highly qualified person in maintenance. They always work in the presence of the higher level person.	(no previous experience)
2 nd level technician	2A	This person is capacitated to be responsible for tasks that are not difficult and are generally repetitive. Capacitated to carry out and document repairs, inspections and tests in accordance with a written procedure with written numerical acceptance criteria.	1. Higher level FP studies without previous experience. 2. FP I and 18 months contrasted experience in level 2A activities. 3. Certificate from the Company and Acceptance by SMG as level 2A
1 st level technician	2B	This person is capacitated to be responsible for tasks that are complex. Capacitated to carry out and document repairs, inspections and tests in accordance with a written procedure. May prepare work though with supervision.	1. Higher level FP studies with 12 months contrasted experience in level 2B activities. 2. 2. FP I and 36 months contrasted experience in level 2B activities. 3. Certificate from the Company and Acceptance by SMG as level 2B
Foreman, Technician	3	Capacitated to perform the following functions: <ul style="list-style-type: none"> - Prepare activities - Prepare inspection point programmes - Supervise and control the execution of tasks - Evaluate the validity of the acceptance of the results of tasks. Write reports on them. - Write procedures or acceptance criteria. 	1. Degree and 12 months contrasted experience in level 3 activities. 2. Higher level FP studies with 36 months contrasted experience in level 3 activities. 3. Certificate from the Company and Acceptance by SMG as level 3
Foreman, Engineer	4	Capacitated to perform the activities of level 3 and: Approve documents, acceptance criteria and inspection points programmes for inspectors, tests and other maintenance, administrative or general tasks	1. Higher Degree or Degree with 12 months contrasted experience at level 4. 4.. Certificate from the Company and Acceptance by SMG as level 4