



General Terms and Conditions for Purchasing by the Deutsche Telekom Group (GTC Purchasing)

Part B: Specific terms for Poland

1. Quality Management, Environmental Protection

- (1) Contractor has to adhere to Customer's requirements for quality management and environmental protection. If stipulated in the specification, Contractor shall document the application of a quality management system in accordance with DIN EN ISO 9001:2000 or TL 9000 and shall provide data with respect to the metrics described in the TL 9000 Quality Management System Measurements Handbook.
- (2) With respect to the Polish act of 29 July 2005 on Waste Electrical and Electronic Equipment, the Contractor shall assume the Customer's obligations resulting therefrom, and if such obligations are not transferable support the Customer in meeting its obligation without remuneration.

2. Integrity, Cooperation, Social Charta

The Contractor ensures to comply with all the obligations regarding the minimum wage legislation for himself and its subcontractors. In this sense and upon request by the Customer, he is – among others – obliged to document respective minimum wage payments. The Contractor shall indemnify the Customer from any legal consequences (including fines) resulting from failure to comply with minimum wage requirements. He shall further immediately inform the Customer as soon as any suspicion arises in case any of its subcontractors does not comply accordingly. The Customer is further entitled to extraordinary terminate the agreement in case the Contractor or its subcontractors do not comply with the regulations of the minimum wage legislation.

3. Default

- (3) In the event of default, the statutory provisions shall apply, unless otherwise provided for below.
- (4) Also a default of Customer with regard to payment shall require a prior reminder of no avail from Contractor.
- (5) .

4. Product Liability

- (1) Insofar as Contractor is accountable for a damage on the basis of product liability, Contractor undertakes to indemnify Customer against any claims for damages by third parties upon first written request. The same

applies in cases of joint and several liability in accordance with the product liability law.

- (2) In addition, Customer shall be entitled to reimbursement of all costs and expenses incurred in this context, in particular those incurred by product recalls. Customer shall notify Contractor of the type and scope of recall actions, if this is possible and can be reasonably expected.
- (3) Customer shall immediately inform Contractor of the assertion of claims based on product liability and shall not make any payments or recognize any claims without consultation with Contractor.
- (4) Other statutory claims shall remain unaffected.

5. Transfer of Risk, Acceptance, Inspection for Defects

- (1) For the transfer of risk and title the statutory provisions shall apply, unless otherwise agreed.
- (2) The supply of movables which are to be manufactured or produced as well as installation services require a written acceptance by Customer. The transfer of risk occurs with acceptance. Any implied acceptance, in particular by Customer's use of the products or services, is excluded.
- (3) Apart from that with regard to deliveries, the risk is transferred to Customer upon arrival at the place of receipt and upon counter-signing of the delivery note by an authorized employee of the Customer. Upon delivery, Customer shall: (i) inspect the delivery for obvious defects (identity, completeness and damages in transit) (ii) in the case of large-scale deliveries, Customer shall be allowed to narrow the inspection to random checks; the above-mentioned shall not be recognized as a waiver of any further rights or statutory claims, in particular to notify about the defects and consequently Contractor's liability for defects. The mode of the release and the receipt of the movables shall ensure its integrity and safety, in particular the mode packing and transportation shall correspond to the properties of the movables. If movables are sent to the place of its destination by a carrier, the Customer shall inspect the shipment at a time and in a manner usual for the shipments of such kind; if Customer finds that during transportation the thing suffered a wastage or damage, The Customer shall perform all acts indispensable for establishing the liability of the carrier.

6. Liability for Defects

- (1) Contractor shall be liable for defects during the periods prescribed by statute, commencing on the date of transfer of risk or, if acceptance has been provided for, upon acceptance by Customer, and guaranteeing the contractual and defect-free condition and defect-free functioning of the products or services for which Contractor is responsible. The period of liability is extended by the time the products or services can not be used correctly.
- (2) The statutory provisions shall apply to defects arising during the limitation period for claims for defects. Contractor is obliged to bear the cost of all expenses arising in connection with the liability for defects. Other statutory claims available to Customer shall remain unaffected.
- (3) Unless longer limitation periods are provided by law, Customer's claims due to warranty of title are subject to a limitation period of two years from the time a third party alleges infringement of intellectual property rights or any other rights or Customer becomes aware of the defect of title otherwise.

7. Work permit/residence permit

- (1) Where employees, vicarious agents or subcontractors are deployed, Contractor hereby assures that all necessary official approvals (i.e. work and/or residence permits) have been obtained.. Contractor shall indemnify Customer from any legal consequences resulting from failure to comply with these requirements.
- (2) The following information shall also be collected on employees, vicarious agents and subcontractors to be deployed who require a work or residence permit as per applicable Polish and European law in order to take up work in Poland: validity period of the work or residence permit, restriction of weekly/monthly working hours as per the work permit, restriction of place of deployment as per the work permit, restriction of duties/position as per the work permit
- (3) As an independent contractor, Contractor shall undertake to properly submit any value-added tax received to the tax office and to independently and properly pay tax on any remuneration received from Customer.

8. Deployment Bans

- (1) Contractor's attention is expressly drawn to the fact that it is strictly forbidden for civil servants who left the Deutsche Telekom Group by taking early retirement to perform any further work for the Deutsche Telekom Group, either directly or indirectly. This shall also apply, in principle, to former employees of the Deutsche Telekom Group for a period of 15 months from the termination of their employment, if they have received severance payment in connection with termination of

employment. If Customer's specialist unit affected thereby has not already issued a written exclusion in advance in the specific instance, a general deployment ban shall exist in addition – regardless of the type of employment on which this is based – for employees of the Deutsche Telekom Group working directly or indirectly for Contractor, who are borrowed or were otherwise taken over or are employed by Contractor or a third party (e.g., by dispatch, assignment or granting leave, etc.) exclusively or essentially with the goal of using these persons to provide services for the Deutsche Telekom Group.

- (2) Against this background, Contractor, in turn, shall undertake to ensure that in providing its service to Customer, the retired civil servants stated in subsection 1 or personnel as defined by subsection 1, sentence 3, shall not be deployed as employees or temporary workers or as subcontracted work or service providers or in any other way, and none of the former employees specified in subsection 1 are deployed as subcontracted work or service providers or as temporary workers lent to units of the Deutsche Telekom Group.
- (3) If Contractor violates the provisions of this section Customer shall be entitled to terminate the agreement for good cause. Customer also expressly reserves the right to assert damage claims due to such violation.

9. Invoices, Terms of Payment, Taxes

- (1) At Customer's discretion, the payment period shall be 30 calendar days with a 3% discount or 60 days net. The payment period shall commence on the first day after receipt of the verifiable invoice which meets the requirements of this section, but not before performance/acceptance of the service. If Customer makes use of a discount, the payment will be executed within the 30 calendar days payment period.. The date on which Customer submits the remittance order shall be authoritative for compliance with the payment period, whereby the period between the end of the payment period and the specific Payment Date shall not be taken into account.
- (2) If a credit note procedure has been agreed, the following provisions shall apply in deviation from respectively in addition to the provisions of this section:

Customer effects payments without Contractor submitting invoices. The payment period shall commence when Customer has finished entering the data, but no later than three working days after submission of the delivery note/service confirmation and not before provision/acceptance of the service. The service shall be billed on the basis of the delivery note/service confirmation. Contractor shall receive a credit note from Customer on a monthly basis by the

third working day of the following month as proof of the services recorded by Customer electronically. The credit note shall show the services according to type and quantity, as well as the net prices, the value-added tax rate, the value-added tax amount and the total amount for each delivery note/service confirmation.

- (3) The liability for taxes in particular value-added tax shall be borne according to statutory provisions

10. Assignment of claims

Contractor's claims against Customer may only be assigned with the express written consent of Customer's procurement unit.

11. Final Provisions

The laws of the Republic of Poland shall apply, with the exclusion of the United Nations Convention on Contracts for the International Sale of Goods and provisions referring to foreign law. The venue shall be at the court with jurisdiction at Customer's principle place of business. However, Customer shall also be entitled to have recourse to the court with jurisdiction at Contractor's principal place of business.
