

# GENERAL TERMS AND CONDITIONS OF PURCHASE AND (SUB)CONTRACTING

2020 General terms and conditions of purchase and (sub)contracting of Van Berge Henegouwen Installaties b.v. in Amsterdam of May, 1, 2020



## GENERAL

### Article 1: Scope of application

1. 'VBH' refers to the natural person, legal entity or partnership that applies these terms and conditions of purchase, in this case Van Berge Henegouwen Installaties b.v. or any of its subsidiaries. The other party is referred to as the 'Contractor'. In these terms and conditions 'Principal' refers to VBH's client. In addition, the 'Work' is also understood to refer to the provision of services.
2. Articles 1 up to and including 23 of these terms and conditions apply to all offers made to VBH and agreements concluded with VBH and to all agreements arising from this, all insofar as VBH is the buyer or VBH. If those offers or agreements relate to the (sub)contracting of work or the provision of services, then Articles 24 up to and including 32 of these terms and conditions also apply.
3. Deviations from these general terms and conditions of purchase and (sub)contracting only apply if these have been confirmed in writing by VBH to the Contractor.
4. In the event of conflicts between the content of the agreement entered into by VBH and the Contractor and these general terms and conditions, the provisions set out in the agreement will prevail.

### Article 2: Costs related to offers

1. Any costs associated with making offers or quotations, including the costs of advice, drawings and the like made by or on behalf of the Contractor, will not be reimbursed by VBH.

### Article 3: Delivery time and penalty

1. Specified delivery times or execution periods are deadlines. The Contractor is in default by operation of law on exceeding the delivery time or execution period. As soon as the Contractor knows or ought to know that the agreement will not be executed, or will not be executed on time or properly, it will inform VBH immediately.
2. The Contractor is liable for damages suffered by VBH as a direct result of exceeding the delivery time and/or execution period as referred to in paragraph 1 of this article.
3. For every day of delay in the delivery time or execution period, the Contractor will pay VBH an immediately due and payable fine of 10% of the agreed contract price, payable per day. This penalty can be claimed in addition to compensation by virtue of the law.

### Article 4: Prices

1. The prices mentioned in the offer are based on delivery as referred to in Article 5.1 of these terms and conditions.
2. All prices are expressed in euros, fixed, exclusive of VAT and inclusive of proper packaging.
3. An increase in cost-determining factors that occurred after the conclusion of the agreement remains at the expense of the Contractor, regardless of the period that elapsed between the conclusion of the agreement and the execution thereof, unless Client has specifically agreed otherwise in writing.

### Article 5a: Delivery, risk transfer & delivery documents

1. Delivery takes place at the moment that the Contractor delivers the good to VBH's business location unloaded. Until that time the Contractor bears the risk of the good in terms of, inter alia, storage, loading, transport and unloading. The Contractor is obliged to insure itself against these risks at its own expense.
2. VBH and the Contractor may agree that VBH will be responsible for the transport. In that case too, the Contractor bears the risk of, inter alia, storage, loading, transport and unloading. The Contractor can insure itself against these risks.
3. If the goods are collected by or on behalf of VBH, the Contractor must provide assistance with the loading free of charge.
4. Contractor shall include all relevant shipping documents, including but not limited to:
  - Packing lists (including reference numbers and applicable codes such as HS codes, ECCN codes);
  - Certificate of Origin, if required;
  - End-user statements, if required.

### Article 5b: Export Compliance

1. Contractor shall timely inform VBH of any applicable export controls and economic sanctions regulations that may at any given time apply to the goods/work.

### Article 6: Inspection and approval

1. VBH has the right at all times to inspect or approve the ordered or delivered goods and/or the work (in progress). In that case, the Contractor will provide such facilities as can reasonably be required for this.
2. VBH is never obliged to inspect or approve the ordered or delivered goods and/or the work (in progress) and can assume that the ordered or delivered goods and/or work (in progress) are sound.
3. The costs of the inspection/approval referred to in paragraph 1 of this article will be borne by the Contractor if these goods/the work are rejected by VBH. Inspection or approval does not release the Contractor from any guarantee or liability, arising from these terms and conditions, the agreement or the law.

### Article 7: Rejection

1. If the goods/work delivered by the Contractor do not comply with the agreement, VBH has the right to reject these. Receipt of the goods or payment of the goods or work does not imply acceptance thereof.
2. If VBH rejects the delivered goods and/or the work, the Contractor is obliged to act as follows within a period to be determined by VBH: arrange for free repair or, at the discretion of VBH, arrange for free replacement of the goods and/or have the work carried out in accordance with the agreement.
3. If the Contractor fails to comply with its obligation referred to in paragraph 2 of this article within the set period or does not do so to the satisfaction of VBH, VBH will be entitled to carry out the work referred to in paragraph 2 of this article itself or have it done by a third party at the Contractor's expense.

### Article 8: Intellectual property rights

1. Intellectual property rights include copyright, database rights, design rights, trademark rights, patents, topographies, or the right to obtain these intellectual property rights by application, filing, registration or otherwise. Intellectual property rights to the work include all intellectual property rights vested in the work, the performance to be delivered, the goods and tools such as drawings, designs, models, moulds and equipment realised with regard to or for the execution of the agreement between the Contractor and VBH.
2. Unless otherwise agreed in writing between VBH and the Contractor, all intellectual property rights to the work belong to VBH.

3. VBH is considered to be the maker, designer or inventor of the works created in the context of the agreement. VBH therefore has the exclusive right to apply for a patent, trademark or model. If the performance (partly) consists of currently existing intellectual property rights, the Contractor hereby transfers these rights, insofar as possible, to VBH and at the first request of VBH will undertake the additional actions required for the transfer without delay.
4. For (the transfer of) the intellectual property rights to the work, VBH will not owe any compensation to the Contractor.
5. The Contractor waives the personality rights mentioned in Article 25.1(a) of the Copyright Act. Insofar as it concerns changes to the work, the goods or the name thereof, the Contractor also waives the personality rights referred to in Article 25.1 (b and c) of the Copyright Act. The Contractor will not invoke the authority granted in Article 25.4 of the Copyright Act.
6. The Contractor guarantees that the goods to be delivered to VBH, the work to be performed and the intellectual property rights to the work do not infringe the rights of third parties, including intellectual property rights, and indemnifies VBH against all claims on that account. The Contractor will compensate VBH for all damage resulting from any infringement, including the (full) costs of defence.

### Article 9: Source code and user licence for computer software

1. If the performance to be delivered by the Contractor (also) consists of the delivery of computer software developed specifically for VBH, the Contractor will transfer the source code to VBH.
2. If the performance to be delivered by the Contractor consists of the delivery of computer software not specifically developed for VBH, VBH - by way of derogation from Article 8.3 of these terms and conditions - will be given a non-exclusive, worldwide and perpetual user licence to that part of the computer software for the normal use and proper functioning of the good. If a part of the computer software has been developed specifically for VBH, Articles 8 and 9, first paragraph of these terms and conditions apply in full to that part. VBH is not permitted to transfer the licence or to issue a sublicense. Upon the sale of the good by VBH to a third party, the licence automatically transfers to the acquirer of the good.
3. For the acquisition of the source code as referred to in the first paragraph of this article or user licence as referred to in the second paragraph of this article, VBH shall not owe any compensation to the Contractor.

### Article 10: Confidentiality and non-solicitation clause

1. All information provided to the Contractor by or on behalf of VBH, including but not limited to models, design information, images, drawings, know-how, information regarding Compliance and end-users and any other documents, of whatever nature and in whatever form are confidential, and the Contractor will not use this for any purpose other than for the execution of the agreement.
2. The Contractor will not disclose or reproduce the information referred to in paragraph 1 of this article.
3. The Contractor will in no way directly or indirectly submit quotations or offers to the Principal that relate to the goods or work that is the subject of the agreement between VBH and the Contractor.

### Article 11: Penalty

1. In the event of violation of the provisions set out in Article 9.1 or Article 10, the Contractor will owe an immediately due and payable penalty of € 25,000 per violation. This penalty can be claimed in addition to compensation by virtue of the law.

### Article 12: Resources

1. All resources, such as drawings, models, moulds and equipment, which are made available to the Contractor by VBH for the execution of an agreement or which the Contractor has made or commissioned specifically within the framework of the agreement with VBH, remain or become the property of VBH under all circumstances, irrespective of whether or not these have been paid for.
2. All resources and all copies made of these must be made available or returned to VBH at the first request.
3. As long as the Contractor has the resources in its possession, the Contractor must provide these with an indelible mark indicating that they are the property of VBH. The Contractor will remind all third parties who wish to lay claim to these resources of VBH's ownership.
4. Without prejudice to the provisions set out in Article 10 of these terms and conditions, the Contractor shall only use the resources referred to in this article for the performance of deliveries and work for VBH and shall not show these to third parties, unless VBH has given explicit written permission for this. The Contractor bears the risk of loss, misplacing, destruction or damage and is obliged to insure this risk at its own expense.

### Article 13: Liability

1. The Contractor is liable for all damage, including fines, caused by a failure or wrongful act on the part of the Contractor.
2. The Contractor indemnifies VBH against all third-party claims for compensation of damage as referred to in the first paragraph.

### Article 14: Insurance

1. The Contractor is obliged to take out adequate insurance covering any damage that VBH suffers due to a failure or wrongful act on the part of the Contractor or third parties engaged by it. At VBH's first request, the Contractor will provide copies of the relevant policy and proof of payment of premiums.

### Article 15: Cancellation or termination of the agreement

1. VBH is entitled at all times to terminate or cancel the agreement with immediate effect on payment of a fee equal to the actual costs incurred by the Contractor and a reasonable profit margin. The burden of proof with regard to the costs incurred and a reasonable profit margin lies with the Contractor.

### Article 16: Warranty

1. The Contractor guarantees the proper execution of the agreed performance for a period of 24 months after commissioning and acceptance thereof by Client's customer.
2. In the event that the completed or delivered goods or the work are not commissioned and accepted by Client's customer within 12 months after delivery or completion, the guarantee applies for a period of 36 months after delivery or completion.
3. If the agreed performance has not been properly executed, the Contractor will execute the performance properly as yet without delay, with VBH making the choice between repair or replacement, without prejudice to all other rights that VBH is entitled to by virtue of the law.
4. The Contractor will bear all costs associated with the repair of the defect, or the replacement of the goods and/or the work. This also includes the costs for the commissioning of the goods and/or the work after aforementioned repair or replacement. If the goods and/or the work are part of a larger object, the costs for commissioning that larger object will also be borne by the Contractor.
5. If the Contractor fails to comply with its guarantee obligation, VBH will be entitled to perform the guarantee work itself or have it performed by third parties at the expense of the Contractor.

### Article 17: Invoicing

1. The Contractor's invoices must comply with the requirements of Article 35a of the Turnover Tax Act 1968. In addition, the Contractor must state the following clearly and orderly on the invoices:
  - a. the date of issuance;
  - b. a consecutive number, with one or more series, so that the invoice can be uniquely identified;
  - c. VBH's name and address;
  - d. the Contractor's name and address;
  - e. whether or not the reverse charge mechanism with regard to turnover tax is applicable and if not, the amount of the sales tax;
  - f. the Contractor's VAT identification number;
  - g. VBH's VAT identification number, if the VAT is reversed to VBH;
  - h. the invoice amounts, broken down for each tariff and then subdivided into unit price and any discounts applied;
  - i. the number or reference, if any, of the agreement under which the Contractor has executed the invoiced performance(s);
  - j. the time periods during which the performance(s) have been executed;
  - k. the description or reference of the work to which the payment relates; for this transfer without delay.
1. If applicable: the Contractor's G account number;
- m. the amount of the wage costs and (separately) the wage tax rate payable on the wage amount.
2. The Contractor should attach a specification of the number of hours worked to each invoice. With regard to the employees deployed, the specification must state the citizen service numbers of these employees and the days and hours during which these employees have performed work. The Contractor must also submit a document showing that it is entitled to payment, such as a signed site manager form.
3. VBH will only pay invoices after the work or the part of the work to which a payment instalment relates has been approved by it and the invoices meet the requirements set out in this article.

### Article 18: Payment

1. Unless otherwise agreed, any payments will be made within 60 days of the invoice date.
2. If an advance payment has been made or payment is made in instalments, VBH has the right to require the Contractor to provide what in VBH's opinion is sufficient security for the fulfilment of the obligations. If the Contractor does not comply with this provision within the set time limit, it will immediately be in default. In that case, VBH has the right to terminate the agreement and to recover its damages from the Contractor.

### Article 19: No right of offset or suspension on the part of the Contractor

1. The Contractor's right to offset any claims against VBH or to suspend the fulfilment of its obligations is excluded, unless VBH has been granted a suspension of payments or is bankrupt or the statutory debt adjustment scheme applies to VBH.

### Article 20: Transfer of ownership in advance

1. At VBH's first request, the Contractor is obliged to transfer the ownership of the goods to be delivered, or the equipment, parts and/or structural parts from which the goods will be assembled or manufactured, to VBH in advance. The Contractor will perform all additional actions required.

### Article 21: Prohibition on retention right

1. The Contractor is at all times prohibited from exercising the right of retention with regard to goods belonging to VBH that it has in its possession for whatever reason.
2. If the provisions set out in paragraph 1 of this article are infringed, the Contractor will owe an immediately due and payable penalty of €250 per day up to a maximum of € 25,000. This penalty can be claimed in addition to compensation by virtue of the law.

### Article 22: Right of offset or suspension on the part of VBH

1. VBH is entitled to offset any debts it owes to the Contractor against:
  - a. claims that the Contractor has against VBH;
  - b. claims that companies affiliated to VBH have against the Contractor;
2. In addition, VBH is entitled to offset its claims against the Contractor against debts that companies affiliated to VBH have against the Contractor.
3. For the purpose of this article 'affiliated companies' means all companies belonging to the same group, within the meaning of Article 2:24b of the Dutch Civil Code, and a participation within the meaning of Article 2:24c of the Dutch Civil Code.
4. If the Contractor does not fulfil its obligations, VBH may suspend its payment obligations until the Contractor has fulfilled its obligations. Article 23: Transfer and pledging of claims.

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## Article 23: Transfer and pledging of claims

1. The Contractor cannot transfer or pledge claims arising under the agreement with VBH. This provision has effect under property law.

## Article 24: Applicable law and competent court.

1. Dutch law applies.
2. The Vienna Sales Convention (CISG) does not apply, nor does any other international regulation that may be excluded.
3. The Dutch civil court with jurisdiction in VBH's place of business is authorised to take cognisance of any disputes. VBH may deviate from this rule governing jurisdiction and rely on the statutory rules governing jurisdiction instead.

## Article 25: Force Majeure

1. Neither Party will be liable to the other for failing to fulfil its obligations as a result of circumstances beyond its reasonable control, including without limitation fire, explosion, accident, strike, lockout, flood, drought, embargo, acts of war (whether declared or not), riot, acts of God, epidemics, pandemics, natural disasters or acts of the public enemy, action of any governmental authority, such as changes to any law or regulation, general shortage of material or transportation, or the delay or non-performance of a sub-contractor due to the above reasons (each an event of "Force Majeure").
2. In the event of a Force Majeure occurrence, the Party that is or may be delayed in performing this Agreement shall notify the other Party without delay giving the full particulars thereof and shall use all reasonable endeavours to remedy the situation without delay. Following notification of a Force Majeure occurrence in accordance with this clause, both parties shall meet without delay with a view to agreeing a mutually acceptable course of action to minimize any effects of such occurrence and to discuss any changes, such as to the schedule, to this Agreement.
3. The COVID-19 outbreak may have an adverse impact on VBH's supply chain, logistics, and project execution plans. While the precise consequences remain unpredictable, the outbreak and any restrictive measures related thereto may negatively affect VBH's suppliers and VBH itself and ultimately may prevent, hinder or delay VBH's ability to perform some of its obligations as planned or requested, including the ability to provide (technical) personnel or repair services.
4. If and to the extent that the outbreak adversely affects VBH's ability to perform its obligations, VBH shall be entitled to suspend the performance of its obligations without incurring any liability for the other party's costs, damages or loss that arise from such suspension. VBH will provide an update of any adverse impacts if and when any are determined.
5. VBH is permitted to increase the price / rate of goods and services in the event of changes of the prices for raw materials, taxes, currency, wages, or any other circumstances related to the COVID-19 outbreak. If the price or rate increase amounts to more than 10% of the total contract price / rate, the other party may terminate the agreement by giving notice to VBH, provided that such notice is received within 3 (three) days of VBH's notice to increase the price/rate, again without any liability of either party for the other party's costs, damages or loss that arise from such termination.

## (SUB)CONTRACTING OF WORK/SERVICES

### Article 26: Prohibition on further subcontracting and hiring in of personnel

1. Without the prior written permission of VBH, the Contractor may not contract out the work, or parts thereof, to another party or hire in personnel for the execution (of parts) thereof.
2. If VBH gives permission for outsourcing work or hiring in personnel, the provisions set out in Articles 25, 26 and 27 will in any case apply. The Contractor is also obliged to impose the provisions set out in these articles on its contractual party and also to stipulate that this contractual party shall fully incorporate these obligations into agreements it enters into for the execution of (parts of) the work.

### Article 27: Vicarious tax liability in the event of subcontracting

1. If the vicarious tax liability for wage levies in the event of subcontracting applies, the Contractor is obliged to have a G account and, at the first request of VBH, to make a copy of the original G account agreement available to VBH.
2. VBH is always entitled to pay the agreed part of an invoice amount to the Contractor by way of payment to the G account. If no part has been agreed in advance, VBH will determine which part of the invoice amounts it will deposit into the G account. Every payment into the G account by VBH must be regarded as valid payment to the Contractor.
3. The Contractor is obliged to provide VBH with a new, original statement of payment conduct issued by the tax authorities every three months.
4. The Contractor is obliged to provide VBH with the citizen service numbers of all the employees to be deployed, in writing, before the work commences.
5. All workers employed by the Contractor - i.e. all persons who come to perform work - must, prior to and during the work, carry an original and valid proof of identity and - as far as applicable - residence documents, work permits and A1 declarations to be produced during checks to be carried out by VBH. VBH is authorised to deny a worker who does not comply with the above access to the place where the work is to be performed or to remove the worker from this place. The Contractor is liable for all damage resulting from this.
6. The Contractor must organise its administration in such a way that the following documents or data can be found immediately or almost immediately:
  - the agreement or the contents thereof on the basis of which it has executed the performance it has provided to VBH;
  - the details of compliance with that agreement, including registration of the persons who have performed work and of the days and hours during which those persons have performed work;
  - the payments made in connection with the aforementioned agreement
7. In the event of bankruptcy on the part of the Contractor, VBH is entitled to suspend its payment obligations until VBH has received a statement from the Tax and Customs Administration confirming whether, and to what amount, it is being held liable for wage tax and VAT unpaid by the Contractor. The amount that VBH has to pay to the Tax and Customs Administration may be deducted from any amount it still owes the Contractor.
8. The Contractor is obliged at the first request of VBH to provide without delay any information that VBH deems necessary for its administration or that of its Principal.

### Article 28: Hiring in of personnel by the Contractor

1. If the Contractor hires in personnel to execute the work, it must comply with the following provisions:
  - the Contractor deposits 25% of each invoice amount (including VAT) on the supplier's G account. If VAT is reversed this is 20%;
  - the Contractor must state the invoice number and any other identification details of the invoice with every payment;
  - the Contractor's administration must provide immediate insight into the details of the hiring, the time tracking administration and the payments;
  - the Contractor must have the citizen service numbers of the hired in personnel;
  - the Contractor must be able to prove the identity of the hired in personnel and the presence of any residence or employment permits.
2. The Contractor may only hire in personnel from a supplier that complies with NEN 4400-1 or NEN 4400-2 and is included in the register of the Dutch Labour Standards Foundation (SNA). 3. The Contractor is obliged to agree with the supplier that the supplier must state the following on its invoices:
  - the number or reference of the agreement to which the invoice relates;
  - the time period or time periods to which the invoice relates;
  - the description or reference of the work to which the payment relates.

### Article 29: Indemnification with regard to wage taxes and VAT

1. The Contractor indemnifies VBH with regard to claims by the Tax and Customs Administration or the Employee Insurance Agency (UWV) in connection with:
  - a. wage tax and national insurance contributions not paid by VBH;
  - b. wage levies (wage tax and national insurance contributions) and VAT not paid by the Contractor;
  - c. unpaid wage levies by any party to which (parts of) the work has been/ is contracted out;
  - d. unpaid wage levies and VAT by any party from which personnel has been hired in for the execution of (parts of) the work.
2. In particular, the Contractor shall immediately reimburse VBH for the following costs at the first written request by VBH by way of payment into the bank account number provided by VBH:
  - a. VBH's lawyer's fees in full that relate to legal measures taken by the competent authority at the expense of VBH, insofar as these legal measures relate to the provisions set out in paragraph 1 of this article;
  - b. all other costs relating to legal measures as described under a, including court fees and costs of experts;
  - c. the costs of anything that VBH may be ordered to pay to the competent authority in connection with the provisions set out in paragraph 1 of this article, which order can be enforced;
  - d. other costs that relate to the provisions set out in paragraph 1 of this article and are charged to VBH.
3. VBH is authorised to settle amounts which the Contractor must pay on the grounds of paragraphs 1 and 2 of this article with amounts that it still owes the Contractor for whatever reason.

### Article 30: Vicarious tax liability for wages (The Dutch Labour Market Fraud (Bogus Schemes) Act, WAS)

1. The Contractor is obliged:
  - a. to comply with applicable laws and regulations and an applicable collective labour agreement in the execution of the work;
  - b. to record all arrangements regarding employment conditions made for the execution of the work in an orderly and accessible manner;
  - c. to grant competent authorities access to these employment condition arrangements on request and to cooperate with checks, audits or wage validation;
  - d. if requested, to grant VBH access to these employment condition arrangements if VBH deems this necessary in connection with the prevention or handling of a wage claim concerning work performed for the execution of the work.
2. If the Contractor violates the obligations set out in this article, VBH will have the right - after notice of default - to terminate the agreement in whole or in part.
3. The Contractor indemnifies VBH against claims of employees on the grounds of Article 7:616a and 7:616b of the Dutch Civil Code for not paying the wages due.
4. If the Contractor contracts out (parts of) the work, it is obliged to impose the obligations referred to in paragraph 1 of this article on the party to which (parts of) the work is/are being contracted out and also to stipulate that the engaged third party fully incorporates these obligations into agreements that it enters into for the execution of (parts of) the work.

### Article 31: Organisation of the work

1. The Contractor is obliged to comply exclusively with the orders and instructions issued by VBH.
2. VBH has the authority to deny the Contractor's employees access to the work or to have them removed, for example due to unsuitability, disturbance of the order, misconduct, etc., without being required to pay further compensation for any damage that the Contractor suffers as a result thereof.
3. The work and break times at work and the prescribed rest times, public holidays, holidays or other days off, generally recognised or recognised at the work location, by the government, or on the basis of the CLA also apply to the Contractor and its employees who perform the activities at the work location. Any damage resulting from this for the Contractor cannot be recovered from VBH. The latter also applies if the services provided by the Contractor cannot be used due to a strike or other causes at VBH or at third parties.
4. Unless otherwise agreed, the Contractor must ensure from the commencement of the work up to and including the completion that a permanent foreman is present at the work, with whom both organisational and technical arrangements can be made. His name must be known to the persons or authorities appointed by VBH.
5. The Contractor must provide its employees with the correct personal protective equipment and ensure proper use thereof. All resulting costs are at the expense of the Contractor.
6. The Contractor must provide a workforce that is able to execute the work fully in accordance with the schedule adopted by VBH and without other activities coming to a halt. If VBH changes the schedule/progress, the Contractor is required to adapt to this. Changes in staffing are only permitted after obtaining VBH's permission.

7. If the Contractor is co-insured under a CAR policy taken out by VBH or its Principal and damage occurs caused by the Contractor, the Contractor must compensate VBH for the excess, the damage not covered and the costs to be incurred.
8. The Contractor is obliged to ensure that equipment that can be designated as a motor vehicle (equipment falling under the Motorinsurance Liability Act) is adequately insured. The work risk should also be insured. In addition, the Contractor must also have taken out adequate insurance for the risk of damage caused by or related to the use of other equipment used by the Contractor.
9. With regard to cables, pipelines and other surface and underground property belonging to third parties, the Contractor will at all times continue to be responsible for pinpointing the location. The Contractor must immediately inform VBH of any damage.
10. Required equipment such as scaffolding, aerial work platforms, hoisting equipment and small equipment, including hand tools, measuring equipment, rolling towers, ladders and steps etc., will be provided by the Contractor and are included in the total price.
11. If work has to be carried out on or to completed components of the work, such as plastered walls, tilework, paintwork, etc., the Contractor must take protective measures to prevent damage and/or contamination. Damage and/or contamination discovered after or during the work will be deemed to have been caused by the Contractor.
12. After completion of the work, the Contractor must deliver the work swept clean and leave the construction site clean.

### Article 32: Work permits

1. The Contractor is obliged to comply strictly with the provisions set out in the Dutch Foreign Nationals (Employment) Act (hereafter: the Wav). The Contractor may only have work performed at the work by persons who are in possession of all required documents and permits and in particular, but not exclusively, the required work permits or combined permits for residence and work.
2. The Contractor will indemnify VBH against all third-party claims, including, for example, fines from the Social Affairs and Employment Inspectorate, which are the result of breach by the Contractor of the provisions set out in paragraph 1 of this article.
3. If an administrative fine is imposed on VBH due to VBH's intentional or gross failure to comply with the obligations under the Wav, VBH cannot recover this fine from the Contractor, in deviation from paragraph 2 of this article.

### Article 33: Licences and safety measures

1. The Contractor will, at its own expense, arrange the permits and safety measures required in connection with the deliveries to be made and the execution of the work that it has accepted.