

Use of Apprentices

1. The Contractor shall develop a vocational programme for the engagement and use of apprentices. Such programme shall be:

- (a) subject to the Danish law on the use of apprentices; or
- (b) in accordance with a corresponding law in another member state of the European Union; or
- (c) a private programme developed by the Contractor with the purpose of facilitating entrance to the labour market.

2. Any selected vocational programme must have clear terms with respect to:

- (a) selection of appropriate work elements with due regard to health and safety aspects;
- (b) appropriate combination and rotation of theoretic studies and practical work;
- (c) dedicated and experienced supervision staff;
- (d) appropriate duration of not less than 6 months for each apprentice; and
- (e) certification of completed apprenticeship and a plan for placement of the apprentice in the labour market.

Accommodation

General

1. The Contractor is required to offer and provide accommodation at attractive terms in the accommodation area to Contractor's Personnel who cannot reasonably commute between the Site and their private home. Where this offer is refused the Contractor shall make his best effort to ensure that:

- (a) the accommodation used is of a standard equivalent to or better than that outlined in this Appendix;
- (b) the accommodation used is within reasonable commuting distance to the Site; and
- (c) that any adverse social and physical impact on communities, surroundings and infrastructure is no greater than would exist if the person had accepted the offer of accommodation.

2. As may be requested by the Owner, the Contractor shall provide the number of Contractor's Personnel living at each address located outside of the accommodation area.

3. All accommodation shall comply with the minimum requirements stated herein.

4. The scope of work includes the design and construction of:

- (a) preparation works (as may be required) such as: topsoil removal and earth fill;
- (b) accommodation buildings;
- (c) infrastructure consisting of sewer, water, electrical, site drainage, storage tanks, generators, roads, footpaths, gate house, fencing, car parking, walkways, exterior lighting and green areas; and
- (d) ancillary services necessary for the day to day operation of the accommodation Site area including utility services such as: power, water, sewer, internet and the like.

5. If the total number of apartments required by the Contractor cannot be constructed on the land area provided by the Owner then the Contractor shall make his own arrangements at his own cost for the alternative accommodation that will therefore be needed.

Services

1. The Contractor shall be responsible for the design, management and operation of the following services within his designated accommodation Site:

- (a) infrastructure service, including:
 - (i) gardening,
 - (ii) general maintenance of buildings and other infrastructure;
- (b) security and access control services, including:
 - (i) access control,
 - (ii) routine patrols,
 - (iii) liaison with police and emergency services;
- (c) housekeeping service, including:
 - (i) cleaning accommodation apartments and common areas,
 - (ii) laundry service;
- (d) amenities service (in common areas), including:
 - (i) laundry /drying rooms,
 - (ii) TV rooms equipped with international TV reception,
 - (iii) secure storage (safes and lockers),
 - (iv) mail service,
 - (v) Wi-Fi;
- (e) recreational service, such as:
 - (i) ping pong,
 - (ii) Billiards,
 - (iii) Gym;
- (f) environmental service, including:
 - (i) waste materials,
 - (ii) pest control;
- (g) social activities such as activities in the local area, music, comedy nights and the like;
- (h) transportation service transport services for his Personnel to and from the accommodation Site to the work Site; and
- (i) parking area for Contractor's Personnel living in the accommodation Site or commuting to work. The parking area shall be kept separate from the living areas.

Specific Requirements

Size	The apartment for each employee shall be minimum 8.6 m ² fitted out as a single room. Shower and toilet facilities may be shared facilities and shall as a minimum be provided on each floor of each block.
Environment – Noise	It must be ensured that the indoor noise level with closed windows and doors never exceeds the following limits: Apartments : 30 dB(A) Other living quarters : 40 dB(A) Measurement of indoor noise in the living quarters of the accommodation Site shall be performed according to "Miljøstyrelsens vejledning nr. 6/1984 Måling af ekstern støj fra virksomheder".
Environment – Noise Insulation	For the purpose of considering the extent of insulation, the Contractor shall base its calculation on an outdoor noise level of 55 decibel. In this connection the Contractor is made aware of that the outdoor noise level may significantly exceed 55 decibels up to 15 days per year for special recreation activities to be defined in the further planning.

	The Contractor will be asked to take these days into account in its planning so that workers not participating in the activities are ensured undisturbed rest through vacation planning or alternative accommodation.
Environment – Other	The indoor temperature shall stay between 20 and 27 degrees Celsius all year (without opening the windows). Smoke alarm and emergency light shall be provided and in compliance with applicable codes and regulations. All apartments shall be fitted with either electronic card locks or key locks.
Interior furnishings	As a minimum the apartments shall be equipped with: <ul style="list-style-type: none"> • window (opening), with black-out curtains • ceiling lamp, bedside lamp, power sockets • mini refrigerator • bed 90 x 200, mattress, pillow, duvet • bedside table • linen, towels • desk and easy chair • wardrobe • rubbish bin • lamp • sink, storage unit, mirror, hooks • broadband internet. The access to the broadband internet shall be of sufficient capacity for the number of Contractor's Personnel living at the Contractor's accommodation.

Food Services

1. The Contractor shall provide or make available a meal service for his Contractor's Personnel.
2. The Contractor or his subcontractors shall demonstrate a proven track record of compliance with food safety from the Danish Veterinary and Food Administration or similar.
3. The Contractor shall follow the Danish Veterinary and Food Administration diet advice and recommendations.
4. All people working in the kitchen shall as a minimum hold a valid Danish hygiene certificate.
5. Food production shall show consideration for cultural and religious preferences.
6. The volume and variety of the food shall always reflect the employee's needs.
7. The opening hours shall be flexible and coordinated with the work schedule of the employees.
8. The Contractor shall provide all ancillary services necessary for the day to day operation of the canteen and kitchen facility including:
 - (a) cleaning; and building maintenance.