

ANNEX 3

POLICY ON PROVIDING EMPLOYEES WITH CORRECTIVE GLASSES

§ 1

In this Policy on Providing Corrective Glasses to the Employees (hereinafter referred as the "Policy"), the Employer establishes rules for providing corrective glasses to the Employees working at positions equipped with screen monitors/laptops.

§ 2

The corrective glasses shall be provided to Employees who jointly meet both of the following conditions:

1. They work at a screen monitor/laptop for at least half of their daily working hours,
- and
2. The corrective glasses have been prescribed to them as part of preventive health care along with a recommendation to use them while working with a screen monitor/laptop.

§ 3

1. Providing the corrective glasses to the Employee shall consist in refunding to the Employee a portion of the cost of glasses indicated on the bill/invoice issued personally to the Employee, in the amount of PLN 500. If the amount indicated on the bill/invoice is less than PLN 500, the following will be reimbursed the amount on the bill/invoice will be refunded.
2. Refund will be made within 14 days of presentation of proof of purchase.

§ 4

1. The Employee who has received a subsidy for the cost of the purchase of corrective glasses may again apply for such subsidy not earlier than 24 months after the previously received refund.
2. The Employee who believes that his eyesight is deteriorating may be referred by the Employer for an eye examination conducted as part of preventive health care, regardless of the previously set date for the next examination. If, as a result of such additional examination, the preventive doctor recommends that the Employee change his glasses or lenses, the Employee is entitled to a refund for the purchase of further eyeglasses or replacement glasses under the terms of this Policy, with the exception of Section §4.1.
3. If the corrective glasses, the cost of which was refunded to the Employee, are damaged or lost as a result of the Employer's fault or as a result of an accident at work, the Employee is entitled to a refund for the purchase of further glasses under the terms of this Policy.