

Working conditions on the ITER Organization site

Document to be provided to all undertaking work at the ITER Organization site¹

1. General

These conditions (hereinafter « Conditions »), and those specified by the ITER Organization Internal Regulations (hereinafter « Internal Regulations »), apply to all contracts or other arrangements for works on the ITER Organization site (hereinafter « Contracts ») excluding those directly executed by IO staff.

2. Confidentiality

The entity (hereinafter: "Contractor") shall ensure that the personnel used for the execution of the work shows discretion with respect to any information obtained in connection with the execution of the work and shall treat them as confidential.

3. Registration

The Contractor shall ensure that the personnel is registered with Safety and Security Department of the ITER Organization and that all other administrative procedures and formalities to allow them to enter and move across the ITER Organization site have been complied with before they start work at the ITER Organization site. The Contractor shall ensure that access cards and any other items provided by the ITER Organization in connection with the registration shall be returned to the ITER Organization Safety and Security Department of the ITER Organization on the last day of the holder's working at the ITER Organization's site with respect to the ITER Organisation departure procedure for external staff.

4. Provision and use of ITER Organization tools, vehicles and other equipment

The Contractor shall use his own tools, vehicles and other equipment required for the execution of the work. If the nature of the work so requires, the Contractor shall provide his personnel with working clothes, clearly bearing the Contractor's name.

Any use of the ITER Organization tools, vehicles and other equipment shall be subject to prior written authorization by the person designated in the contract or arrangement as being in charge for technical matters (hereinafter : IO Responsible Officer) and may be subject to payment.

Items supplied by the ITER Organization shall be returned in good condition, normal wear and tear excepted.

¹ The ITER site excludes the worksite in this document.

Should the contractor not comply with this obligation; an amount corresponding to the items unreturned would be deducted from the next payment or requested to compensate the same amount separately to the ITER Organization.

5. ITER site opening hours

As provided for in the ITER Organization Internal Regulations, access to the ITER Organization's site shall be open from 7.30 am to 7.30 pm.

For safety reasons, the Contractor shall ensure that whenever work is to be performed between 7:30 pm and 7:30 am and/or on a weekend and/or during any of the ITER Organization site closure days referred to in Article 6 below, the ITER Organization form "Notice of work outside regular ITER Organization working days/hours" shall be filled out and countersigned by the Security Section leader.

6. ITER site Closure days

The ITER site shall be closed during the ITER Organization public holidays as yearly decided by the Director-General.

The Contractor shall not perform work at ITER site during the above-mentioned ITER Organization site closure days, except in case otherwise mutually agreed, and with prior written authorization by the Director General.

7. Activities on the ITER Organization site

The Contractor shall not be allowed to establish offices or other premises on the ITER Organization's site save as otherwise agreed with the ITER Organization.

8. Use of the ITER Organization's name and logo

Any reference to or use of the ITER Organization's name or logo is prohibited, except otherwise agreed by the ITER Organization and subject to prior written authorization by the IO Director-General or his/her representative.

9. Laws and regulations

The Contractor cannot avail himself of the privileges and immunities which have been accorded to the ITER Organization and its staff, by virtue of its status as an International Organization, as laid by the Agreement on Privileges and Immunities of the ITER Organization and the Host State France.

The Contractor shall ensure that general principles of international labour law transposed in the European Community laws and their implementation concerning transnational workers are respected such as in particular:

- maximum work periods and minimum rest periods;
- minimum paid annual holidays;
- minimum rates of pay, including overtimes rates;
- the conditions of hiring-out of workers, in particular the supply of workers by temporary employment undertakings;

- health, safety and hygiene at work;
- protective measures with regard to the terms and conditions of employment of pregnant women or women who have recently given birth, of children and of young people;
- equality of treatment between men and women and other provisions on non-discrimination

The Contractor shall ensure that for the execution of the work, the necessary administrative requirements resulting from the Host State regulations such as visa and working permit procedures shall be respected (Guidelines for foreign companies seconding their employees to the ITER project in France).