

On the basis of the Agreement on business-teaching-scientific-technical cooperation signed between ADRIATIC METALS BH d.o.o. (reference number 250/2023 dated February 1st, 2023) and the College "CEPS-Center for Business Studies" in Kiseljak (reference number 186/23 dated February 1st, 2023)

1. Adriatic Metals BH d.o.o. JIB 4236448780005, with headquarters at Tisovci bb, 71330 Vareš, represented by director Paul David Cronin (hereinafter: "Adriatic Metals BH"), of the one part
2. University College "CEPS-Center for Business Studies" in Kiseljak Josipa bana Jelačića bb, 71250 Kiseljak, represented by the director Mirzo Selimić Ph.D. (hereinafter: "CEPS"), of the second part
3. Derviš Nezić, JMBG: 2002997190017, Zenica, Bosnia and Herzegovina (hereinafter: Student), of the third part

On 21th of June 2024 concluded the following

AGREEMENT

on performing student internships through the "Summer School 2024" student programme

I. INTRODUCTORY PROVISIONS

Article 1.

Based on the Curriculum of the first cycle of study, **Safety at work and fire protection**, a 30 days practice has been envisaged.

The "Summer School 2024" programme is organized and implemented by Adriatic Metals BH d.o.o. as part of the developed student programme within the company (hereinafter: Programme)

The programme represents an opportunity for students to practically apply the theoretical knowledge acquired at Higher Education Institution, and serves as a vehicle for discovering talented young professionals who demonstrate a strong willingness to learn and adopt the systems and methods of work, and values promoted by the Business Entity.

The gender determinants used in this Agreement apply equally to participants regardless of the participant's gender.

Na osnovu Ugovora o poslovno-nastavno-naučno-tehničkoj saradnji zaključenog između kompanije ADRIATIC METALS BH d.o.o. (broj protokola 250/2023 od 01.02.2023. godine) i Visoka škola "CEPS-Centar za poslovne studije" u Kiseljaku (broj protokola 186/23 od 01.02.2023. godine)

1. Adriatic Metals BH d.o.o JIB 4236448780005, sa sjedištem Tisovci bb, 71330 Vareš, zastupan po direktoru Paul David Cronin (u daljem tekstu: „Adriatic Metals BH“), s jedne strane
2. Visoka škola "CEPS-Centar za poslovne studije" u Kiseljaku, Josipa bana Jelačića bb, 71250 Kiseljak koju zastupa direktor dr.sc. Mirzo Selimić (u daljem tekstu: "CEPS"), s druge strane
3. Derviš Nezić, JMBG: 2002997190017, Zenica, Bosna i Hercegovina (u daljem tekstu: Student), s treće strane

Dana 21.06.2024. godine zaključili su sljedeći

SPORAZUM

o izvođenju studentske prakse kroz studentski program „Ljetna škola 2024“

I. UVODNE ODREDBE

Član 1.

Na osnovu Studijskog programa prvog ciklusa studija, **Zaštita na radu i zaštita od požara** predviđena je praksa u trajanju od 30 dana.

Program „Ljetna škola 2024“ organizuje i implementira Adriatic Metals BH d.o.o. u sklopu razvijenog studentskog programa unutar kompanije (u daljem tekstu: Program)

Program predstavlja priliku da studenti praktično primjene teorijska znanja stečena na Visokoškolskoj ustanovi, te služi za otkrivanje talentovanih mladih profesionalaca koji pokazuju snažnu spremnost za učenje i usvajanje sistema i metoda rada, te vrijednosti koje promovira Poslovni subjekt.

Rodne odrednice koje se koriste kroz ovaj Sporazum, primjenjuju se podjednako na učesnike bez obzira na spol učesnika.

II. SUBJECT OF THE AGREEMENT

Article 2.

- (1) This Agreement regulates the mutual rights, obligations and responsibilities of the Higher Education Institution, Student and the Business entity in connection with the implementation of the mentioned programme.
- (2) The practice will be implemented for 30 days, starting on 1st of July 2024 until 30th of July 2024.
- (3) Internship includes a stay at the Business Entity and implies work of 5 (five) working days a week for a duration of 8 (eight) hours a day.
- (4) Practice is implemented in accordance with the working hours of the Business Entity and includes working hours from 7:00 a.m. to 3:30 p.m. with a 30-minute break included.
- (5) The student will carry out the internship in the premises of the Business Entity with its headquarters at the address Tisovci bb, 71330 Vareš, and in other places where the Business Entity carries out its activities (branches and other locations of the Business Entity's work), provided that these are places at for which the acquisition of practice through the implementation of the programme does not pose a danger to the physical and mental health of the participants in accordance with the applicable regulations.

III. RIGHTS AND OBLIGATIONS

Article 3.

(1) The Business Entity undertakes to:

- Ensure that the implementation of the Programme takes place in a working environment that is appropriate for the subject area of the Student's future profession;
- Organize the programme according to the coordinated Programme Matrix, which, in terms of activity content, represents a harmonized document with which the contracting parties are familiar and agree;
- Entrust the Student with only those tasks that serve the purpose of gaining practice and that are in line with his capabilities in terms of theoretical knowledge and physical capabilities;
- Provide the Student with introductory information on the specifics and conditions of

II. PREDMET SPORAZUMA

Član 2.

- (1) Ovim Sporazumom se regulišu međusobna prava, obaveze i odgovornosti Visokoškolske ustanove, Studenta i Poslovnog subjekta u vezi sa implementacijom navedenog programa.
- (2) Praksa će se implementirati u trajanju od 30 dana, sa početkom od 01.07.2024. godine do zaključno sa 30.07.2024. godine.
- (3) Praksa obuhvata boravak kod Poslovnog subjekta i podrazumjeva rad od 5(pet) radnih dana sedmično u trajanju od 8(osam) sati dnevno.
- (4) Praksa se implementira u skladu sa radnim vremenom Poslovnog subjekta i podrazumjeva radno vrijeme od 7:00 do 15:30 sa uključenom pauzom od 30 minuta.
- (5) Student će obavljati praksu u prostorijama Poslovnog subjekta sa sjedištem na adresi Tisovci bb, 71330 Vareš, te na drugim mjestima na kojim poslovni subjekt obavlja svoju djelatnost (podružnice i druge lokacije rada Poslovnog subjekta), pod uslovom da se radi o mjestima na kojima sticanje prakse kroz implementaciju programa ne predstavlja opasnost po fizičko i mentalno zdravlje učesnika u skladu sa primjenjivim propisima.

III. PRAVA I OBAVEZE

Član 3.

(1) Poslovni subjekt se obavezuje da će:

- Osigurati da se implementacija Programa odvija u radnom okruženju koje je primjereno predmetnoj oblasti buduće profesije Studenta;
- Organizovati program prema usklađenoj Programskoj matrici koja sadržajem aktivnosti predstavlja usaglašen dokument sa kojim su upoznate i saglasne sporazumne strane;
- Studentu povjeravati samo one radne zadatke koje služe svrsi sticanja prakse i koji su u skladu s njegovim mogućnostima u pogledu teoretskih znanja i fizičkih mogućnosti;
- Pružiti Studentu uvodne informacije o specifičnostima i uslovima rada, ispunjavanju uslova zaštite i sigurnosti na radu i

- work, meeting the requirements of safety and health at work, health protection, fire safety, sanitary-technical and hygienic requirements and instructions for safety and health at work (introduction to the necessary protective measures);
- Acquaint the Student with the internal acts, policies and procedures of the Business Entity and the obligation to comply with such documents
 - To participate in the Programme, provide the Student with work and protective clothing and equipment as employees who perform the same work activities, if the wearing of such clothing is prescribed by internal acts (work and protective clothing);
 - Provide a Supervisor who will guide the Student through the practical implementation activities of the Programme, participate in the supervision of the Student's work, and in the evaluation of the results. The Supervisor can be one or more persons who, with their professional title and work experience, can meet the requirements of that role. The Supervisor is appointed by the Head of the department where the Student will do the internship;
 - Provide free of charge adequate accommodation and food during the Student's participation in the Programme. The aforementioned will be ensured in the best way in accordance with the available capacities and possibilities of the Business Entity, and about which the Student and the Higher Education Institution will be informed in advance.
 - Provide adequate technical support such as the use of printers and Internet access in the work and accommodation facilities, but excluding any devices for the Student's personal use (laptop, mobile phone, etc.)
 - Provide financial compensation for the Student through the payment of a one-time financial incentive in the amount of 300.00 BAM (threehundred).
 - Provide financial compensation for the Student through the payment of the actual costs of one two-way bus ticket for the Zenica-Vareš route, as one ticket or a combination of return tickets between two locations using the shortest route.
 - Through the activities of the Student Programme Coordinator ensure that at all times the Student and the Higher Education Institution have a contact person for all open questions.
- zdravstvene zaštite, sigurnosti od požara, sanitarno-tehničkim i higijenskim zahtjevima i uputama sigurnosti i zdravlja na radu (uvođenje u neophodne mjere zaštite);
- Upoznati Studenta sa internim aktima, politikama i procedurama Poslovnog subjekta i obavezom poštivanja takvih dokumenata
 - Za učešće u Programu osigurati Studentu radnu i zaštitnu odjeću i opremu kao uposlenicima koji obavljaju iste radne aktivnosti, ukoliko je nošenje takve odjeće propisano internim aktima(radna i zaštitna odjeća);
 - Osigurati Supervizora koji će voditi Studenta kroz praktične aktivnosti implementacije Programa, učestvovati u nadzoru nad radom studenta, te u evaluaciji rezultata rada Studenta. Supervizor može biti jedna ili više osoba koja stručnim zvanjem i radnim iskustvom može odgovoriti zahtjevima te uloge. Supervizora imenuje Rukovodilac odjela u kojem će Student obavljati praksu;
 - Osigurati bez naknade adekvatan smještaj i hranu za vrijeme učešća Studenta u Programu. Navedeno će biti osigurano na najbolje način u skladu sa raspoloživim kapacitetima i mogućnostima Poslovnog subjekta, a o čemu će Student i Visokoškolska ustanova biti unaprijed upoznati.
 - Osigurati adekvatnu tehničku podršku kao što su korištenje printera, pristup internetu i slično u radnom i smještajnom prostoru, ali isključujući bilo kakve uređaje za lično korištenje studenta (laptop, mobilni telefon, isl)
 - Osigurati novčanu naknadu za Studenta kroz isplatu jednokratne novčane stimulaciju u iznosu od 300,00 KM (tristotine).
 - Osigurati novčanu naknadu za Studenta kroz isplatu stvarnih troškova jedne povratne autobusne karate za relaciju Zenica-Vareš, kao jedne karte ili zbira povratnih karata između dvije lokacije koristeći najkraću rutu.
 - Kroz aktivnosti Koordinatora za studentske programe osigurati da u svakom trenutku Student i Visokoškolska ustanova ima kontakt osobu za za sva otvorena pitanja.

(2) The Higher Education Institution undertakes to:

- For the duration of the Programme, provide the Student with insurance against the consequences of an accident while performing and outside the performance of a regular occupation, as well as individual (individual) personal insurance, if the Student does not have the above-mentioned insurances. In this sense, the Business Entity will not bear any responsibility, nor be held responsible for any consequences that may arise from it;
- Appoint a contact person who will closely cooperate with the Student Programme Coordinator of the Business Entity in monitoring the implementation of the Programme;
- Participate in the resolution of possible disputes or misunderstandings that may arise during the implementation of the Programme;
- Ensure the confidentiality of the business secret of the Business Entity and feedback resulting from the implementation of the Programme;

(3) The student undertakes to:

- To participate in the implementation of the Programme in the planned scope and format and to fulfill the assigned work activities in accordance with the harmonized Programme Matrix (obligation to attend);
- Perform such tasks conscientiously and responsibly (obligation to conscientiously perform tasks);
- Follow the instructions and orders of the Supervisor, the Student programme Coordinator or other persons authorized to issue instructions and orders if the Student is previously aware that these persons are authorized to issue such orders and instructions (binding to orders);
- Act in accordance with the instructions of the Business Entity and the appointed persons of the Business Entity related to the regulations on safety and health at work and health protection, fire safety, sanitary-technical and hygienic requirements and instructions on safety and health at work (observance of safety measures)
- Wear work and protective clothing and equipment provided by the Business Entity (wearing work and protective clothing);

(2) Visokoškolska ustanova se obavezuje da će:

- Za vrijeme trajanja Programa osigurati Studentu osiguranje od posljedica nesrećnog slučaja pri vršenju i izvan vršenja redovnog zanimanja, kao i pojedinačno (individualno) osiguranje lica, ukoliko Student ne posjeduje navedena osiguranja. U tom smislu Poslovni subjekt neće snositi nikakvu odgovornost, niti držan odgovornim za bilo kakve posljedice koje iz toga mogu proisteći;
- Imenovati kontakt osobu koja će blisko saradivati sa Koordinatorom za studentske programe Poslovnog subjekta u praćenju implementacije Programa;
- Učestvovati u rješavanju eventualnih sporova ili neporazuma koji mogu proizaći tokom implementacije Programa;
- Osigurati povjerljivost poslovne tajne Poslovnog subjekta i povratnih informacija koje proizilaze kroz implementaciju Programa;

(3) Student se obavezuje da će:

- Učestvovati u implementaciji programa u planiranom obimu i formatu i da će ispunjavati dodjeljene radne aktivnosti u skladu sa usklađenom Programskom matricom (obaveza pohađanja);
- Izvršavati takve zadatke savjesno i odgovorno (obaveza savjesnog obavljanja zadataka);
- Slijediti upute i naloge Supervizora, Koordinatora za studentske programe ili drugih osoba ovlaštenih za davanje uputa i naloga ukoliko Student predhodno upoznat da su te osobe ovlaštene za davanje takvih naloga i uputa (vezanost za naloge);
- Ponašati se u skladu sa uputstvima Poslovnog subjekta, te imenovanih lica Poslovnog subjekta vezanih za propise o zaštiti i sigurnosti na radu i zdravstvenoj zaštiti, sigurnosti od požara, sanitarno-tehničkim i higijenskim zahtjevima i uputama sigurnosti i zdravlja na radu (poštivanje mjera zaštite)
- Nositi radnu i zaštitnu odjeću i opremu koju mu Poslovni subjekt stavi na raspolaganje (nošenje radne i zaštitne odjeće);
- Savjesno rukovati opremom, mašinama, alatima, imovinom i resursima stavljenim na

- Conscientiously handle equipment, machinery, tools, property and resources made available. This includes and is not limited to liability for damages to third parties (Awareness at work);
- Respect the internal acts of the Business Entity and the provisions of the Rules and Policies of the Business Entity (observance of internal acts);
- Protect the property and business secrets of the Business Entity during the duration of the Programme and after its completion, subject to material and criminal liability for non-compliance;
- Respect the House rules and accommodation capacity rules;
- Make a report on the expenses, that is, submit the bus ticket that we refund and the bill for the same.

IV. DISCIPLINARY, MATERIAL AND CRIMINAL LIABILITY

Article 4.

- (1) Disciplinary, material and criminal responsibility of the Student during the duration of the Programme is the same as during his stay at the Higher Education Institution;
- (2) The Student will be responsible for the damage and violations committed against the Business Entity during the duration of the Programme if caused the same intentionally and/or as a result of obvious negligence in accordance with the rules of the Law on obligations as well as other applicable legal acts and norms;
- (3) The amount of damage and the circumstances under which the damage was done are determined by a committee appointed by the CEO or Executive Director of the Business Entity;
- (4) Adriatic Metals BH d.o.o. reserves the right to temporarily or permanently exclude the Student from participation in the programme at any time, especially in case of non-compliance with company rules and/or obligations established by this agreement.

V. FINAL PROVISIONS

Article 5.

- (1) The mentioned funds from Article 3, paragraph 1 in the total amount will be paid by the business entity to the giro account of the Student, no later than 30 days after the end of the Programme, to

raspolaganje. To uključuje i neograničava se na odgovornost za štetu trećim licima (Svjesnost u radu);

- Poštovati interne akte Poslovnog subjekta i odredbe Pravilnika i Politika Poslovnog subjekta (poštivanje internih akata);
- Čuvati imovinu i poslovne tajne Poslovnog subjekta za vrijeme trajanja Programa i nakon okončanja, pod materijalnom i krivičnom odgovornosti za nepoštivanje;
- Poštovati pravila kućnog reda i pravila smještajnih kapaciteta;
- Sačiniti izvještaj o troškovima, odnosno dostaviti bus kartu koju refundiramo i račun za istu.

IV. DISCIPLINSKA, MATERIJALNA I KRIVIČNA ODGOVORNOST

Član 4.

- (1) Disciplinska, materijalna i krivična odgovornost Studenta za vrijeme trajanja Programa ista je kao za vrijeme boravka na Visokoškolskoj ustanovi;
- (2) Student će odgovarati za učinjenu štetu i prekršaje kod Poslovnog subjekta za vrijeme trajanja Programa ako je istu pričinio namjerno i/ili uslijed očite nepažnje u skladu sa pravilima obligacionog prava kao i ostalih primjenjivih pravnih akata i normi;
- (3) Visinu štete i okolnosti pod kojima je učinjena šteta utvrđuje komisija koju imenuje Direktor ili Izvršni direktor Poslovnog subjekta;
- (4) Adriatic Metals BH d.o.o. zadržava pravo da studenta u bilo kom trenutku privremeno ili trajno isključi iz učešća u programu, naročito u slučaju nepridržavanja pravila kompanije i/ili obaveza utvrđenih ovim sporazumom

V. ZAVRŠNE ODREDBE

Član 5.

- (1) Navedena novčana sredstva iz Člana 3, stav 1 u ukupnom iznosu Poslovni subjekt će isplatiti na žiro-račun Studenta, najkasnije 30 dana po okončanju Programa i to na transakcijski račun

the transaction account number **1995126042711379** opened at SPARKASSE BANK dd Bosnia and Herzegovina.

- (2) Funds will not be disbursed in the event that the Student voluntarily, without the consent of the Business Entity, terminates participation in the Programme or if his participation interferes with the work of the company and other students, i.e. in the case of the situation referred to in Article 4(4), before the end of the Programme.
- (3) The Higher Education Institution shall prove fulfilling of the obligation of the Higher Education Institution from Article 3, paragraph 2 by submitting a written and certified certificate. The said confirmation must be submitted no later than 7 days before the start of the implementation of the Programme. Without timely delivery of the confirmation, the Student will not be able to be included in the Programme, and this Agreement will be considered invalid.
- (4) In case of non-compliance with the internal acts and procedures of the Business Entity, the Business Entity has the right to terminate this contract before the deadline specified in Article 2, and immediately cancel hospitality to the Student.

Article 6.

- (1) By signing the agreement, the Student and the Higher Education Institution explicitly agree that during the duration of the programme they will be photographed and recorded, that their name or logo will be used in the Business Entity's promotional announcements, and that they will be published through the Business Entity's media and/or communication channels.
- (2) Nothing stated in this Agreement shall be considered an obligation of any Contracting Party if it violates any other mandatory law under which the Contracting Party acts.
- (3) The parties will try to settle their disputes peacefully.
- (4) Any dispute, controversy or claim arising from or in connection with this Agreement, which cannot be solved amicably shall be submitted to the courts of the territorial and *ratione materiae* jurisdiction according to the headquarters of the Business Entity.

broj **1995126042711379**, otvoren kod SPARKASSE BANK dd Bosna i Hercegovina.

- (2) Sredstva neće biti isplaćena u slučaju da Student svojevrijedno, bez saglasnosti Poslovnog subjekta prekine učešće u Programu ili ukoliko njegovo učešće bude ometalo rad kompanije i drugih studenata, odnosno u slučaju situacije iz člana 4(4), prije okončanja Programa.
- (3) Obavezu Visokoškolske ustanove iz Člana 3. stav 2 Visokoškolska ustanova će dokazati dostavljanjem pisane i ovjerene potvrde. Navedena potvrda mora biti dostavljena najkasnije 7 dana prije početka implementacije Programa. Bez blagovremenog dostavljanja potvrde Student neće moći biti uključen u Program, te će se ovaj Sporazum smatrati nevažećim.
- (4) U slučaju nepoštivanja internih akata i procedura Poslovnog subjekta, Poslovni subjekt ima pravo raskinuti ovaj Sporazum prije roka navedenog u članu 2, te momentalno otkazati gostoprimstvo Studentu.

Član 6.

- (1) Potpisivanjem sporazuma Student i Visokoškolska ustanova eksplicitno pristaju da tokom trajanja programa budu fotografisani, snimani, da njihovo ime ili logo bude korišteno u promotivnim objavama Poslovnog subjekta, te da budu objavljivani putem medija i/ili komunikacijskih kanala Poslovnog subjekta.
- (2) Ništa od navedenog u ovom Sporazumu neće se smatrati obavezom bilo koje Ugovorne strane ukoliko time krši bilo koji drugi obvezni zakon prema kojem Ugovorna strana djeluje.
- (3) Strane će nastojati svoje sporove riješiti mirnim putem.
- (4) Svaki spor, kontroverza ili potraživanje proizašlo iz ili u vezi s ovim Sporazumom, koji se ne mogu riješiti sporazumno, predaju se isključivo stvarno i mjesno nadležnim sudovima prema sjedištu Poslovnog subjekta.

Article 7.

This Agreement is made in three identical copies, of which each Contracting Party retains one copy.

Article 8.

This Agreement shall enter into force on the date of signature.

Article 9

This Agreement is drawn up as a document of 7 (seven) pages.

Član 7.

Ovaj Sporazum je sačinjen u tri istovjetna primjerka od kojih svaka Ugovorna strana zadržava jedan primjerak.

Član 8.

Ovaj Sporazum stupa na snagu danom potpisivanja.

Član 9.

Ovaj Sporazum je sastavljen kao dokument od 7 (sedam) strana.

„Adriatic Metals BH“ d.o.o.



Paul David Cronin, direktor

Broj: 2023/2024

Vareš, 21.06.2024

Visoka škola

CEPS-Centar za poslovne studije
Kiseljak



Doc.dr. Mirzo Selimic, Direktor

Broj: 800/24

Kiseljak, 21.06.2024.

Student

NEZIĆ Derviš

Derviš Nezić

Kiseljak, 21.06.2024

