

PROCUREMENT & INVESTMENT DIVISION

(TED 054/2020)

CALL FOR OPEN TENDER

FOR THE SUPPLY OF WORK UNIFORMS, MECHANICAL PROTECTION GLOVES AND SAFETY FOOTWEAR

TENDER PROCEDURE SUMMARY

| OPEN TENDER | |
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| ECONOMIC OPERATOR | THESSALONIKI PORT AUTHORITY SA Main activity: Port services Address: Inside the Port of Thessaloniki GR 54625, Thessaloniki Tel.: 2310593121, Fax: 2310510500 Email: secretariat@thpa.gr Website address: http://www.thpa.gr |
| Bid Closing Date: | 15.09.2020 |
| Closing date to submit clarification requests | 08.09.2020 |
| Award Criterion | Most advantageous offer based on price and qualitative criteria |
| Contact persons for information / clarifications | On the tender procedure Name: George Papageorgiou E-mail: gpapageorgiou@thpa.gr Phone: +302310593305 Name: Paraskevi Theologou E-mail: ptheologou@thpa.gr Phone: +302310593363 On technical issues Name: Eva Vafaki E-mail: evafaki@thpa.gr Phone: +302310593318 |

PART A: GENERAL & SPECIAL TERMS

ARTICLE 1– Procurement description

The scope of the tender is the procurement of the work clothing and safety footwear presented on the table below, in accordance with the following General Terms and Technical Specifications.

| TYPE | DESCRIPTION | QUANTITY | UNIT OF MEASUREMENT |
|------|-------------------------------|----------|---------------------|
| 1st | Work trousers | 1,430 | Item |
| 2nd | Work jacket | 480 | Item |
| 3o | Sweat shirt | 1,430 | Item |
| 4o | Safety footwear (boot) | 455 | Pair |
| 5o | Safety footwear (low) | 455 | Pair |
| 6th | Safety footwear, electricians | 50 | Pair |
| 7th | Mechanical protection gloves | 4,000 | Pair |

Bidders may submit a bid for one or more of the above items.

ARTICLE 2 - Participation right

2.1 Eligible participants

2.1.1. The participation in the tender is open to natural or legal persons exercising a main activity that is relevant to this Call i.e. workwear and personal protective equipment trade.

2.1.2. Tenderers must:

- Not be in a state of bankruptcy, liquidation or compulsory receivership.
- Not be convicted by means of a final judgement for the offences listed below. In the case of legal persons, this requirement refers to the natural persons managing the company.
 - a) Participation in a criminal organisation, as defined in Article 2(1) of EU Council Joint Action No. 98/733/JHA,
 - b) Bribery, as defined in Article 3 of the Council Act of 26 May 1997(21) and Article 3(1) of Council Joint Action 98/742/JHA,
 - c) Fraud within the meaning of Article 1 of the Convention relating to the protection of the financial interests of the European Communities.
 - d) Money laundering, as defined in Article 1 of Council Directive No. 91/308/EEC, on the prevention of the use of the financial system for the purpose of money laundering.
 - e) embezzlement (article 375 of the Criminal Code)
 - f) fraud (article 386-388 of the Criminal Code)
 - g) extortion (article 385 of the Criminal Code)
 - h) forgery (article 216-218 of the Criminal Code)
 - i) perjury (article 224 of the Criminal Code)
 - j) bribery (article 235-237 of the Criminal Code)
 - k) bankruptcy fraud (article 398 of the Criminal Code)

ARTICLE 3 - Bid Submission modalities & time

Interested parties can submit their bids, not subject to terms, requirements, conditions or provisions during business days and hours, by no later than **Tuesday 15/09/2020 at 15:00.**

Address for bid submission:

Thessaloniki Port Authority SA
(Administration Division - Secretariat Department)
Pier 1 (within the Port facilities)
GR 546 25 Thessaloniki

After the closing date and time, it will no longer be possible to submit bids. Tenders submitted late shall be returned.

ARTICLE 4 – Tender extension, amendment, addition or annulment

ThPA SA holds the right to extend the bid submission date or cancel the award procedure or decide to repeat it, in total or partially, at any stage without any liability, cost or penalty, following a decision of its competent body. THPA SA also reserves the right to amend the terms of the procedure in a transparent manner.

ARTICLE 5 – Clarifications on the Call of Tender

Clarification requests are submitted electronically five days at the latest before the expiry of the deadline for submitting bids, as follows:

- A) questions on technical issues are submitted at the e-mail address ptheologou@thpa.gr with a copy to the email address gpapageorgiou@thpa.gr and evafaki@thpa.gr
- b) questions on issues pertaining to the tender procedure are submitted to the email address gpapageorgiou@thpa.gr and ptheologou@thpa.gr.

Clarification requests submitted in other forms shall not be examined.

The clarifications shall be posted on the THPA SA website www.thpa.gr.

ARTICLE 6 – Bid content

The bid envelope must include the following:

- (a) one (sub)folder marked "Participation Documents - Technical Bid"
- (b) one (sub)folder marked "Financial Bid".
- (c) an electronic storage medium with the content of the two above subfolders in electronic form.
- (d) Samples of tendered items

For each item requested, the participants may provide one or more items, provided that the technical specifications herein are met.

6. 1 – Contents of (sub) folder Participation Documents– Technical Bid

In order to participate in the tender, the economic operators must submit the following participation documents:

Participation documents

- A certificate of registration in the relevant chamber (national economic operators) and a corresponding certificate/approval/authorization from the relevant authority of their country of origin (foreign economic operators).
- A solemn statement by the participant's legal representative that the grounds for disqualification defined in article 2 do not apply for them and for the natural persons managing the company and that they have no reason to believe that these impediments shall apply during the tender validity period or any of its extensions.

- A Solemn Declaration whereby Candidates declare that they have been apprised on the special terms and requirements of the Tender Object and unreservedly accept the terms of the tender notice. In case of different opinion, he must explicitly state the points of divergence.
- To prove their lawful incorporation and representation, in the cases when the economic operator is a legal person, he shall produce the legal establishment and lawful representation documents (such as articles of incorporation, General Commercial Register Certificate, Board of Directors formal establishment in the case of SAs etc published in the General Commercial Register) The above documents shall specify the lawful establishment, the person(s) legally binding the company on the date of the tender (legal representative, right of signature, etc.), any third parties authorized to represent the contractor, as well as their term of office.

Technical Bid

The Technical Bid consists of the following:

- i. Detailed and clear technical description of the items tendered. The technical description will consist of a reference to the composition, manufacturing material and manufacturing standards, materials strength, available sizes etc.
- ii. Official documents of the manufacturer documenting the conformity of the items tendered with the requirements of the Call.
- iii. Quality assurance certificate of the manufacturer (if required).
- iv. EK inspection certificate and manufacturer's declaration of conformity as complying with Directive 89/686/EEC and EN ISO 20345 standard (for the 4th, 5th and 6th item).

6. 2- Content of the Financial Bid Dossier

Financial bid

The financial bid shall bear the stamp of the participating economic operator and the signature of his legally authorized representative and will indicate:

- i. The offered price in Euro (VAT excluded), per unit and total cost.
- ii. The delivery time
- iii. The desired payment method, according to Article 13.4 of this invitation to tender.
- iv. The bid validity period, in accordance with Article 7 of this invitation to tender.

6.3– Samples of tendered items

The samples shall visibly wear the bidders full name and, where applicable, the labelling. The samples shall be returned to participants, upon request, within one (1) month from the tender's award date. The contractor's samples shall be returned upon delivery of merchandises.

ARTICLE 7 – Bid Validity Period

The submitted offers must be valid for **ninety (90) days** from the bid closing date. Offers with a shorter validity period will be rejected **as unacceptable**.

The bid validity may be extended, if requested by ThPA SA, prior to its expiry, for a maximum period of time equal to the initial bid validity period specified in the invitation to tender.

ARTICLE 8- Counteroffers

Alternative offers, counteroffers or amended offers or any proposals that may be construed as counteroffers shall not be considered and shall be rejected by the THPA SA competent body, SA, following the recommendation of the Tender Committee.

ARTICLE 9 - Language

The official language of this procedure is Greek or English. All details of the bids shall be either in Greek or English (if they are drafted in the language of other country of origin) and accompanied by an official translation into one of the above languages. Where there is a discrepancy, the prevailing wording is always the translation into Greek if any and otherwise in English.

ARTICLE 10– Offer Evaluation

During the evaluation, THPA SA may address requests to the participating economic operators to provide clarifications and the economic operators must provide the clarifications within the specified deadlines, as the case may be.

Once the evaluation has been completed, the participants shall be notified on whether their bid has been accepted or rejected.

ARTICLE 11– Procurement description

The procurement shall be awarded per item, based on the criterion of the most advantageous offer, which is assessed based on the price and ergonomic features of each item tendered.

Scoring ergonomics varies from 100 to 150 points. The most advantageous offer is the one with the lowest offer price/score ration (i.e. The one where L will be the lowest number), based on the following formula.

$$L. = \frac{\text{Bid price}}{\text{Ergonomics scoring}}$$

ARTICLE 12 – Contract

After the announcement of the tender result, a procurement contract is signed between ThPA SA and the selected economic operator.

The contract may be amended during its term of validity, without the need for a new contract conclusion procedure, following a written agreement between the two parties.

ARTICLE 13 – Special Terms of the Procurement

13.1 Performance guarantee

To sign the contract, the Contractor must submit a Performance Guarantee, the amount of which is defined as 5% on the contract value, not including VAT, delivered before or upon contract signing.

The performance guarantee shall be forfeited in the case where the terms of the contract are violated, as specifically defined.

The performance guarantee shall cover entirely and without exceptions the implementation of all the conditions of the contract and any claim of ThPA SA against the supplier.

13.2. Delivery time

The maximum delivery time per PPE category is specified below to one month from receiving notification of sizes.

In case of late delivery, a 1% penalty on the contractual price shall apply for each day of delay, up to a maximum of 5%.

13.3 Acceptance of Items

The procured items shall be delivered to the THPA SA central warehouse by the supplier at own expense using own equipment. During receipt of the materials, a quality and quantity inspection shall take place; the supplier is invited to be present if he wishes so.

The quality control is carried out by means of a visual inspection. Upon receipt of the procured items, the inspection may include but is not limited to:

Clothing

- That there are no holes, cuts, fraying or other defects or damages on the individual items.
- That the seams are not loose, torn or missing, and they are straight and finished, in line with the good tailoring practices. They must also be the same and of the same dimensions for each of the clothing items and for all items in total.
- That the different coloured surfaces are of the same size for each clothing type. That the retroreflective stripes, wherever these may exist, are of superior texture, fully integrated and fully bound to the base materials, without sagging, looseness or fraying.
- That the materials and retroreflective stripes have been dyed to the specified colours, without uneven colours, stains or spots.
- The THPA SA logo must be sewn on the exact same spot for each clothing type.
- The zips, studs, laces and all accessories in general must be uniform, have the same look, size and colour, on the same positions and adjusted in the same manner per clothing type.
- The tags of the procured items must satisfy the tender requirements.

Footwear

- Manufacturing adequacy and diligence.
- Colour and even dye and finish.
- Surface defects, such as tears, holes, burns, permanent spots, stains, or any change in the surface of the samples, shall not be accepted.
- Dimensions and sizes.
- Conformity of manufacturing to the technical specifications.

The competent ThPA SA body receives or rejects the items after the completion of the visual inspection. It also reserves the right to proceed with taking random samples from the delivered quantity, which it then may send to the Test Lab for conducting the checks and tests, in accordance with the Technical Terms and Specifications of the tender. The cost of the lab tests carried out during the contract are borne by the supplier.

13.4 Payment Method

The procurement is financed from the regular budget of ThPA SA

An amount up to **twenty-five per cent (25%)** of the total contract value, VAT excluded, may be provided as an advance payment upon signing of the contract and against an Advance Payment Guarantee. After receipt of the items and the successful completion of quality control, the advance payment guarantee shall be returned.

The full payment of the supplier shall be made within sixty (60) days from the receipt and issuance of the invoice subject to the presentation of a tax clearance certificate.

13.5 – Price Adjustment

The offered prices shall be considered **fixed and final** and shall not be subject to any adjustments for any cause or reason, until the project is completed. For this reason, by signing this contract the Contractor explicitly, unreservedly and irrevocably waives all its rights with regard to any adjustment of the offered prices that might arise from other relevant provisions.

PART B: TECHNICAL SPECIFICATIONS

The following specifications pertain to the general requirements for the design of the procured items, the minimum quality requirements of the materials used and the methods for inspecting their strength and properties.

1. ITEM 1 - Work trousers

1.1 Description

The trousers must generally be of appropriate manufacture, endurance and appearance. They shall be available in plain blue and plain orange or instead of plain orange, in a two-coloured version: orange and blue. . The orange colour must not necessarily be fluorescent.

The fabric of the jacket will have a weight of 250 – 310 gr/m² and the blending polyester and cotton ration of 50-65% : 35-50% respectively.

The trousers will have two 50mm-wide silver reflective stripes around each leg and will be made of fabric meeting the EN 20471 standard.

Jackets must be loose fitting with:

- One (1) bellowed external side pocket with flap and press-flex closure, 2 front slant pockets & 2 external rear pockets with flap and press-flex closure.
- Five (5) belt loops - two (2) at the front and three (3) at the back - and elastic band on the back of the waistband for comfort on the back
- Metal zip at the closure and a metal stud on the waistband
- Stitching with internal stitches and external open stitches. 1 cm external edges with overlocking and overlocking safety stitch.

Any deviations from the trousers design will be accepted and assessed.

1.2 Certificates

Quality assurance certificate: The manufacturer must have valid ISO 9001:2015 Quality Assurance Certificate issued by an acknowledged certification body (ELOT, TÜV or other equivalent).

2. ITEM 2 - Work jacket

1.1 Description

The jackets must generally be of appropriate manufacture, endurance and appearance. They will be available in two-coloured items: orange-blue and yellow-blue. The orange and yellow colour must not necessarily be fluorescent.

The fabric of the jacket will have a weight of 250 – 310 gr/m² and the blending ration of polyester and cotton will be 50-65% : 35-50% respectively.

Jackets will have silver coloured 50mm wide reflective strips and will be certified to the EN 20471 standard, class 2.

Jackets must be loose fit and have:

- Six (6) pockets, (2) chest pockets: one (1) external side pocket separated using vertical sewing to be used for cell phone and one (1) internal pocket with a visible vertical plastic 5mm zip and four (4) external pockets at the bottom of the jacket.
- A pleat at the set in sleeves, at the back of the sleeve to facilitate comfortable movement of the arm.
- Internal elastic band and press-flex at the bottom of the cuff, to adjust their closure.
- 5mm zip at the closure, two (2) metal studs at the bottom part of the flap.
- 1cm wide hanger made of the same fabric inside at the back side of the neck.
- Embroidered logo of ThPA SA with 6mm diameter at the left side of the chest.

- Stitching with internal stitches and external open stitches. 1 cm external edges with overlocking and overlocking safety stitch.

Any deviations from the jackets design will be accepted and assessed.

1.2 Certificates

Quality assurance certificate: The manufacturer must have valid ISO 9001:2015 Quality Assurance Certificate issued by an acknowledged certification body (ELOT, TÜV or other equivalent).

3. ITEM 3 - Sweatshirt

The shirts will be the typical sweatshirts with internal fleece and long sleeves with ThPA SA logo embroidered on the front centre, striped straight elastic ribs at the cuffs and round neck. The fabric of the sweatshirts will have a weight of 230- 280gr/m² and the blending ration of polyester and cotton will be 30-50% : 50-70% respectively. Stitching with overlocking at the cuffs, ribbed waistband and neck.

They will be available in two-coloured versions: orange -blue and yellow- blue. The orange and yellow colour must not necessarily be fluorescent.

Any deviations from the colours will be accepted and assessed.

4. ITEM 4 – Safety footwear, boot

4.1 Manufacturer's features

The shoes must be short safety boots (ankle-high), classification I (made from leather and other materials), based on the plan of the Annex, in accordance with the main requirements of the EN ISO 20345:2003 standard and the requirements that correspond to the S3 (antistatic protection, energy absorption in the heel, protection of preventing water penetration and absorption of the upper, midsole penetration resistance), WR (water resistance in general), CI (insulation against the cold), HI (insulation against heat, as regards the temperature conditions), HRO (heat resistant outsole) and SRC (slip resistance) symbols.

4.2 Certificates

Quality assurance certificate: The manufacturer must have valid ISO 9001:2015 Quality Assurance Certificate issued by an acknowledged certification body (ELOT, TÜV or other equivalent).

4.3 Manufacturing

The shoes must be made of the:

1. Vamp
2. Tongue
3. Lining
4. Insole
5. Outsole

The insole must be integrated with the vamp in a way that removing it would destroy the shoe.

The back part of the vamp, in the area of the heel, must be reinforced.

The collar must be padded, with a minimum height of 5 cm, and must be filled with padding material.

The vamp parts must be double and triple stitched together and the stitches must be waterproofed.

The shoe tongue must be bellowed, sewn with eyelet tab and double stitched to the sides. The height must not protrude more than 1 cm from the upper part of the boot.

For toe protection, it must have a protective cap made of polymer synthetic material under the leather. In addition, for penetration protection on the bottom part, it must have a polymer synthetic insert under the insole. Both these protective accessories must not be able to be removed without destroying the shoe. The penetration protector inlay must not go over the toe cap curve or be connected to it.

4.4 Height

The height of the boots when measured based on the method explained in the EN ISO 20344 standard, par. 6.2 must be:

| Shoe Size | Minimum height (mm) |
|------------------------|---------------------|
| Up to and including 36 | 103 |
| 37 – 38 | 105 |
| 39 – 40 | 109 |
| 41 – 42 | 113 |
| 43 – 44 | 117 |
| 45 and over | 121 |

4.5. Labelling

Each boot must carry the CE marking, accompanied by the product code no./model, the size, the year of manufacture, the EN ISO 20345:2011 standard, and the S3, WR, CI, HI, HPO, SRC symbols. The marking must be indelible and legible.

The shoe manufacturing date shall not exceed one (1) year from the tender's award date.

4.6 Manufacturing material description

The boots must be made of the following materials:

4.6.1 Vamp

The vamp must be made of full grain or corrected grain cowhide, excluding split leather, dark in colour. The leather used must be soft, flexible and extremely waterproofed. Leather materials that have been dyed a different colour from the one specified herein and have been re-dyed to the specified colour shall not be accepted. The leather must be 2.0 ± 0.1 mm thick.

4.6.2 Lining

The vamp must be lined with beige or grey leather, 1.0 ± 0.2 mm thick. Alternatively, the lining may be made of woven or other fabric, dark in colour.

4.6.3 Tongue

The tongue must be made of full grain or corrected grain cowhide, the same colour as the vamp and must be $1.1 \text{ mm} \pm 0.1 \text{ mm}$ thick. Alternatively, it can have a tongue made of synthetic lining material.

4.6.4 Insole

The shoe must be fitted with a stable insole over the outsole, at least 2 mm thick.

4.6.5 Removable inlay sole

The shoe must have a full- or half-length removable inlay sole, with the upper surface made of woven or non-woven material, lined with foam padding, 3-4 mm thick.

4.6.6 Collar

The collar exterior must be made of full grain nappa leather, in the same colour as the vamp, $0.9 \text{ mm} \pm 0.1 \text{ mm}$ thick. The collar must be lined with foam material, $9 \text{ mm} \pm 1 \text{ mm}$ thick.

4.6.7 Toe caps

The toe caps must be made of polymer synthetic material, with a shock resistant category of $200J \pm 4J$. They must be finished in a way that avoids defects or sharp edges. The cap edges must be covered with synthetic material that extends 5 mm over and under the cap and 10 mm in the opposite direction from it, and must be well adhered to the cap.

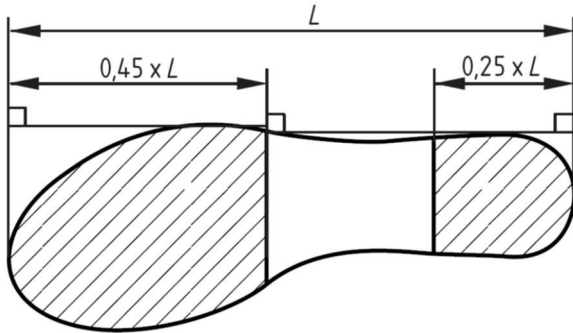
The cap must be marked with:

- The size
- Left/Right
- Name of manufacturer
- The EN 12568 standard and the S symbol (or 200J)

4.6.8 Outsole

It must be made of black synthetic material preferably with grooves and must be multi-layered.

The sole will be fitted on the upper part using the injection moulding technique, glueless and seamless. With the exception of the area below the toe cap curve, at least the striped area, as seen in the design, must have grooves that are open on the sides of the shoe, so as to ensure free flow of liquids.



4.6.9 Penetration protection inlay

The penetration protection inlay must be made of polymer composite. The penetration protection inlay must not go over the toe cap curve or be connected to it.

The maximum distance between the edge of the inlay and the edge of the shoe tree, around the edge of the entire shoe, excluding the area of the heel, must be 6.5 mm. The same distance in the area of the heel must not exceed 17 mm. The inlay must not have more than 3 holes for securing it to the shoe, each of which must not be greater than 3 mm in diameter and must not be located in the area of bending.

4.6.10 Shoelaces

The shoelaces must be made of synthetic, black material (preferably).

4.6.11 Eyelets

The shoelaces must be able to be secured with 4-6 pairs of eyelets, made of metal (stainless steel or equivalent strength material), strongly fixed. The necessary stitching must be made using string threads.

4.7 Sizes

The procured shoe sizes must be between 37 and 47.

4.8 Shoe weight

The shoe weight should not exceed 610 gr (No. 42)

4.9 Documentation

The boots must be accompanied by an information booklet for the user which shall indicate all the usage restrictions and, at least that:

- There is a risk of protection loss due to age or improper cleaning.
- The shoes must be inspected visually prior to each use for identifying any faults (especially at the outsole).

5. ITEM 5 – Safety footwear, low

The shoes must be low (under the ankle) and, apart from their height, all other features must meet the technical specifications of the 4th type of safety footwear (boot).

6. ITEM 6 – Safety footwear, electricians

6.1 Manufacturer's features

The shoes must be short safety boots (ankle-high), classification I (made from leather and other materials), based on the plan of the Annex, in accordance with the main requirements of the EN ISO 20345 standard and the requirements that correspond to the SB symbol (safety basic requirements), SRC (slip resistance) and the WR symbol (water resistant in general) or alternatively to the symbol WRU (Water penetration and

absorption resistance -upper).

Fully water resistant (WR) shoes will be preferred.

6.2 Certificates

Quality assurance certificate: The manufacturer must have valid ISO 9001:2015 Quality Assurance Certificate issued by an acknowledged certification body (ELOT, TÜV or other equivalent).

6.3 Manufacturing

The shoes must be made of the:

1. Upper part (vamp)
2. Tongue
3. Inner lining
4. Insole
5. Outsole

The insole must be integrated with the vamp in a way that removing it would destroy the shoe.

The back part of the vamp, in the area of the heel, must be reinforced.

The collar must be padded, with a minimum height of 5 cm, and must be filled with padding material.

The vamp parts must be double and triple stitched together and the stitches must be waterproofed.

The shoe tongue must be bellowsed, sewn with eyelet tab and double stitched to the sides. The height must not protrude more than 1 cm from the upper part of the boot.

For toe protection, it must have a protective cap made of synthetic material below the leather, which cannot be removed without destroying the shoe.

6.4 Height

The height of the boots when measured based on the method explained in the EN ISO 20344 standard, par. 6.2 must be:

| Shoe Size | Minimum height (mm) |
|------------------------|---------------------|
| Up to and including 36 | 103 |
| 37 – 38 | 105 |
| 39 – 40 | 109 |
| 41 – 42 | 113 |
| 43 – 44 | 117 |
| 45 and over | 121 |

6.5. Labelling

Each boot must carry the CE marking, accompanied by the product code no./model, the size, the year of manufacture, the EN ISO 20345 standard, and the SB, WR (or WRU) and SRC symbols. The marking must be indelible and legible.

The shoe manufacturing date shall not exceed one (1) year from the tender's award date.

6.6 Manufacturing material description

The boots must be made of the following materials:

6.6.1 Vamp

The vamp must be made of full grain or corrected grain cowhide, excluding split leather, dark in colour. The leather used must be soft, flexible and extremely waterproofed. Leather materials that have been dyed a

different colour from the one specified herein and have been re-dyed to the specified colour shall not be accepted. The leather must be 2.0 ± 0.1 mm thick.

6.6.2 Lining

The vamp must be lined with beige or grey leather, 1.0 ± 0.2 mm thick. Alternatively, the lining may be made of woven or other fabric, dark in colour.

6.6.3 Tongue

The tongue must be made of full grain or corrected grain cowhide, the same colour as the vamp and must be $1.1 \text{ mm} \pm 0.1 \text{ mm}$ thick. Alternatively, it can have a tongue made of synthetic lining material.

6.6.4. Insole

The shoe must be fitted with a stable insole over the outsole, at least 2 mm thick.

6.6.5 Removable inlay sole

The shoe must have a full- or half-length removable inlay sole, with the upper surface made of woven or non-woven material, lined with foam padding, 3-4 mm thick.

6.6.6 Collar

The collar exterior must be made of full grain nappa leather, in the same colour as the vamp, $0.9 \text{ mm} \pm 0.1 \text{ mm}$ thick. The collar must be lined with foam material, $9 \text{ mm} \pm 1 \text{ mm}$ thick.

6.6.7 Toe caps

The toe caps must be made of synthetic material, with a shock resistant category of $200J \pm 4J$. They must be finished in a way that avoids defects or sharp edges. The cap edges must be covered with synthetic material that extends 5 mm over and under the cap and 10 mm in the opposite direction from it, and must be well adhered to the cap.

The cap must be marked with:

- The size
- Left/Right
- The product code
- The manufacturer's name
- The number of standard EN 12568 and
- Symbol S or 200J

6.6.8 Outsole

It must be made of black synthetic or elastic material with grooves and must be multi-layered. With the exception of the area below the toe cap curve, at least the striped area, as seen in the design, must have grooves that are open on the sides of the shoe, so as to ensure free flow of liquids.

6.6.9 Shoelaces

The shoelaces must be made of synthetic, black material.

6.6.10 Eyelets

The shoelaces must be able to be secured with 4-6 pairs of eyelets. The necessary stitching must be made using string threads.

6.7 Dielectric resistance

When the shoe is tested to 20KV for 1 min, the leakage current must be less than 5mA, according to the ASTM F2412 or other equivalent standard.

6.8 Sizes

The procured shoe sizes must be between 37 and 47.

6.9 Shoe weight

The shoe weight should not exceed 650 gr No. 42)

6.10 Certificates and documentation

The boots must be accompanied by an information booklet for the user which shall indicate all the usage restrictions and, at least that:

- There is a risk of protection loss due to age or improper cleaning.

- The shoes must be inspected visually prior to each use for identifying any faults (especially at the outsole).

7. ITEM 7 – Mechanical protection gloves

Mechanical protection gloves are used when carrying out work that entails mechanical risks, such as rubbing, cutting, boring, tearing, etc.

7.1 Manufacturing & Labelling as per EN 420 and EN 388

General description

The gloves must be of the 5-finger type, preferably dark in colour. The sizes must be in line with EN 420, in this case 10, 11 and 12 with proportionate quantities:

No. 10 10%

No. 11 60%

No. 12 30%

These proportions may be amended when signing the contract.

Inner part

The inner part of the palm, the thumb and the index finger, the inner part of the other fingers and their outer part shall be made of leather at a length of 35-40mm. There must be reinforcement from the same leather covering the palm from the finger line at a length of 80-90mm (depending on the size) to the thumb. The reinforcement must be placed in a way that allows the fingers to open and close without difficulty.

Outer part

The outer part of the palm shall be made of fabric and shall have reinforcement from the same leather. The reinforcement must have the form of a rectangular strip, 35+2 mm wide.

Cuffs

The cuffs must be preferably made of split leather (without excluding fabric) and must be 70-80 mm long, depending on the size. In addition, the inner part of the wrist must be reinforced with the same leather as the one for the palm, with a strip 70-80 mm long and 25+2 mm wide.

Seams

The leather on the inner part of the palm must be a single piece without seams. Seams shall exist on the fingertips. The leather of the inner surface of the two middle fingers must be a single piece and the seams at its base, as well as the seams between the thumb and the palm, must be protected by leather piping, 1.5+0.1 mm wide.

Other than the reinforced seams, all the other seams must be internal. They must be at a distance of at least 1.5 mm from the edge of the leather and the folds at the area of the seams must not be hard and sharp. The seam must be set at 27-33 stitches per 10 cm.

Inner lining

There must be woven, cotton lining on the inside of the palm. It shall be made of one piece of fabric and shall cover the entire palm and fingers. It shall be connected with a seam to the palm/cuff joint, the fingertips and along the external part of the little finger.

7.2 Technical features

Main glove leather

The leather must be full grain cowhide, preferably dark in colour, without sagging, cuts or anything that would reduce its durability. It shall have the following features:

- Thickness 1.2-1.4mm
- Extract pH, minimum 3.5 maximum 9.5.
- Fat concentration, 5% minimum.
- Chromium concentration that does not exceed 2 mg/kg
- Water permeability 2 mg/cm².h at minimum
- Chromium concentration that does not exceed 2 mg/kg
- Water permeability 2 mg/cm².h at minimum

- Water absorption.

Fabric

It must be 100% cotton, weaved, with a density of at least 280 gr/m².

Inner lining

It must be woven with nap, 100% cotton, with a density of at least 220 gr/m².

Cuff leather (provided it is made of leather)

It must be made of split leather, 1-2-1.4 mm thick.

Seam thread

It must have a tensile strength of at least 6kp.

7.3. Labelling

The provisions of the legislation and the European standards shall be followed. Specifically, the following information must appear on each glove, in an indelible and legible manner:

- The CE symbol
- The name or logo of the manufacturer
- The symbol for protection against mechanical hazards and the numbers 3,1,2,2, which symbolise the performance levels during mechanical tests
- The size
- The year of manufacture
- The code no. or any other glove identification information

7.4 Packaging

Each pair must be packaged in a plastic bag, with an informational document by the manufacturer in Greek. The document must include:

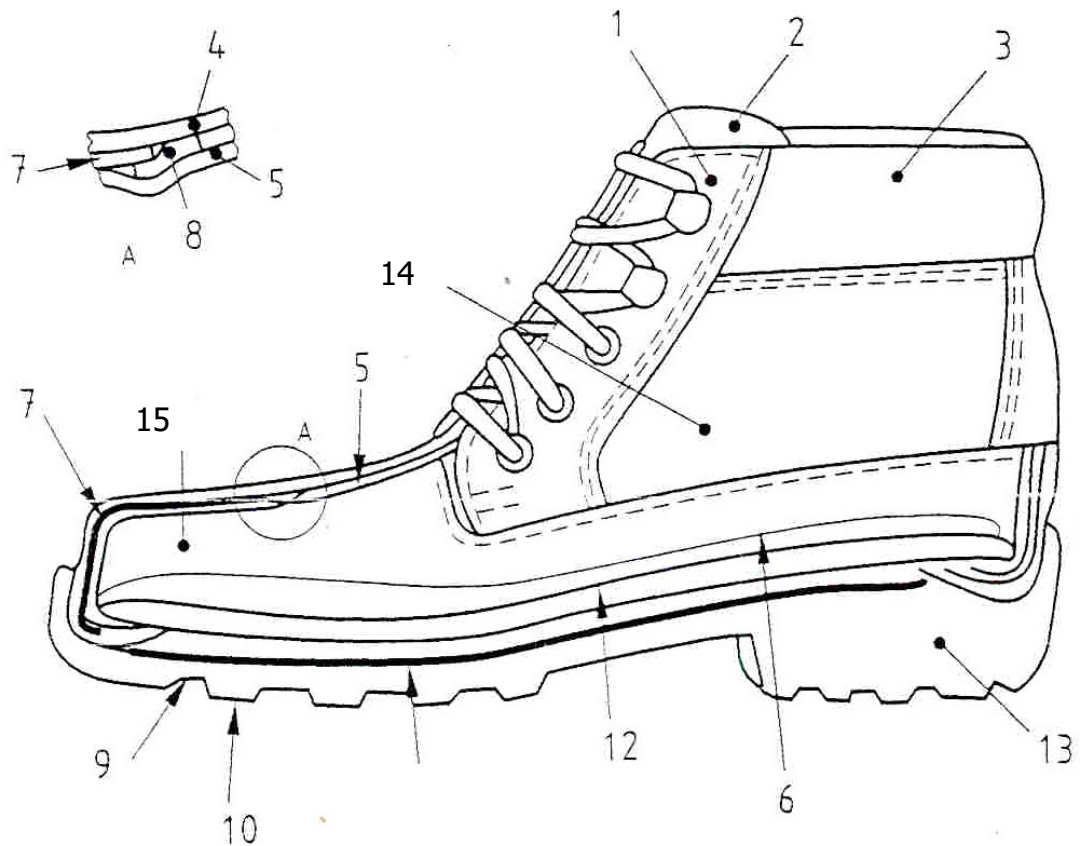
- The manufacturer's name and the year of manufacture.
- Information on the protection offered by the gloves, and explanation about the symbols and the labelling code numbers.
- Instructions on the use, maintenance and storage, as well as any precautions from various substances or factors that may affect the mechanical properties of the gloves.

THE MANAGING DIRECTOR - CEO

FRANCO NICOLA CUPOLO

ANNEX

Shoe design



- | | | | |
|----------|----------------------------|-----------|--|
| 1 | Eyelet tab | 8 | Toe cap edge cover (e.g. (foam material strip)) |
| 2 | Tongue | 9 | Outsole |
| 3 | Collar | 10 | Sole grooves |
| 4 | Vamp | 11 | Outsole |
| 5 | Lining | 12 | Outsole |
| 6 | Insole (removable and not) | 13 | Heel |
| 7 | Toe cap | 14 | Side of shoe |
| | | 15 | Front of shoe |