

PROJECT NAME	HSE Chairman Award
LOCATION	Across MOL Group
DURATION	Organized every year since 2001

Project Description

▶ BACKGROUND AND HISTORY

The HSE Award was established in 2001 to:

- acknowledge outstanding HSE performance and culture at the highest levels of MOL Group;
- support knowledge-sharing within the Group;
- develop HSE culture through recognition;
- highlight strengths and state-of-the-art solutions to problems;
- set examples to be followed, and encourage cross functional/business teams and employees to come up with new ideas.

The Award has been renewed several times since it was established, the last significant change happened in 2014, when three separate award categories were defined:

- HSE Culture and Awareness
- Safety (Process Safety Management, Occupational Safety)
- Environment and Eco-Efficiency

▶ PROCESS

The awarding process includes the following steps:

- Any type of (formal/informal, project or collaborative, cross-functional) teams of maximum 7 employees from all over MOL Group can apply with initiatives/achievements that were successfully implemented/realized in the past one year
- The submitted proposals are evaluated based on general and specific criteria, by HSE professionals then by cross-divisional jury members
- Based on the evaluation three shortlisted projects are selected, out of which one is selected as the winner

The specific evaluation criteria for the three categories are:

- HSE Culture and Awareness – Demonstrates in any area of HSE or related to HSE in general: visible commitment or leadership, HSE is embraced as a personal value rather than a priority and HSE is recognised as an integral part of daily business activities
- Safety (Process Safety Management, Occupational Safety) – Demonstrates in any area of occupational safety, or process safety, or fire safety, or functional safety, or contractor safety, or occupational health: good practice in implementation or, innovative and/or creative approach in implementation or, significant performance improvement or, significant increase in staff involvement (own staff and/or contractor staff)
- Environment and Eco-Efficiency) – Demonstrates in the field of environmental protection (including eco-efficiency, energy management): implementation of initiative(s) generating business value while reducing impact on environment, or significant reduction of environmental impact (e.g. in resource use of emission), or innovative and/or creative approach

Project Results

▶ MAIN RESULTS AND OUTCOMES (WHAT CHANGED?)

The success of the initiative is proven by the large amount of submitted materials throughout the years. Participation has been encouraged through many incentives. The efforts taken across the Group can be summarized as follows:

- More than 120 proposals were submitted in the last ten years, with the number of submissions increasing every year (2018 had the highest number yet)
- The winners are announced at the MOL Group Leadership Summit in May or June each year, where they receive recognition from the MOL Group Chairman CEO
- The winner and the other two shortlisted project teams are rewarded with a considerable amount of money which they can spend on HSE-related activities of their choice (training, workshops, awareness-raising events, etc.)

▶ AWARD WINNERS IN THE LAST 3 YEARS

Winner of the Award in 2018

MOL Hungary Logistics for their "Program Zero – Logistics safety Culture Development" project

The goal of this project is to establish an interdependent safety culture in Logistics in order to continue improving Logistics HSE performance and achieve their VISION ZERO by 2020. One of the most outstanding results of the program is that for 4.5 years there has been no lost-time injury.

Winner of the Award in 2017

Group Operations Geology & Geophysics for their "SITE – Safety Is Truly Embedded" project

As an integral part of the MOL Group Upstream value chain, OGG's responsibility covers geological and geophysical data acquisition processes at well-sites and seismic data acquisition and processing in every country where MOL operates. Between 2015 and 2016 the safety culture improved significantly in OGG as a consequence of the team's culture change initiative, the SITE project.

Winner of the Award in 2016

Slovnaft Logistics for their "Process Safety Management implementation" project

Slovnaft Logistics (SN Logistics) showed a remarkable HSE performance in 2015 with no HSE penalties, no serious or fatal incident on-site (own or contractors) and no major environmental incident.