

MOL GROUP

SUSTAINABILITY CASE STUDY



INA Klub Volontera

PROJECT NAME: INA Volunteers' Club

LOCATION: Zagreb, Croatia

DURATION: Ongoing, since 21 September 2011

TOTAL COST: HRK 110,000 (approx. EUR 14,500) per year

OUTCOME (MEASURABLE): 700 members, 267 new volunteers in 2015, 9,296 hours of corporate volunteering since 2011.



PROJECT DESCRIPTION

1. PROJECT BACKGROUND (WHAT WAS THE PROBLEM?)

On the occasion of celebrating the European Year of Volunteering in 2011, INA initiated an Employee Corporate Volunteer Work Project. The INA Volunteers Club was established with the goal of helping employees voluntarily invest their free time, effort, knowledge and skills for public benefit.

2. PROJECT HISTORY

The promotion of a culture of volunteering is an integral part of Corporate Social Responsibility, the basis of INA's comprehensive strategic platform. INA strives to be a modern, ethical company and a reliable partner of the communities in which it does business. The predefined goals of the initiative included:

- › encouraging INA's employees to engage in socially responsible behaviour
- › showing how seriously INA considers the needs of the community in which it operates
- › Including INA's employees from the field, and expanding the scope of voluntary activities in as many areas as possible.

VOLUNTEERING

BENEFITS FOR EMPLOYEES: Immediately visible results in the form of increased engagement, motivation and team spirit.

BENEFITS FOR THE COMPANY: Increase in public awareness, reputation and brand value. Better relations with communities.

BENEFITS FOR THE COMMUNITY: Direct benefits as a result of the work; visible and improved relationship with the company.

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PROJECT RESULTS

3. MAIN RESULTS AND OUTCOME OF THE PROJECT (WHAT CHANGED?)

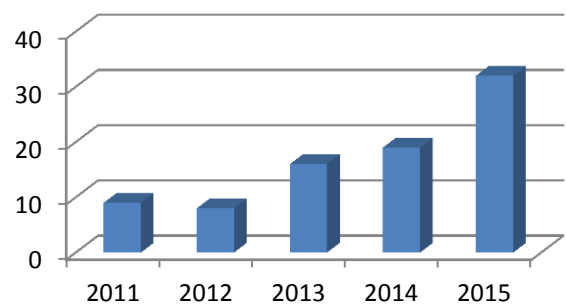
Today, the Club has 700 members and the number is increasing every year. By October 2015, INA Volunteers Club had put in a total of 9,296 hours of corporate volunteering across Croatia, through which they had helped children, the elderly and powerless and the socially vulnerable - generally everyone in need of assistance.

On their own or as a part of collaborations, employees completed numerous ecological initiatives, including cleaning-up a section of the seabed, afforestation, landscaping and the recovery of damaged areas. By October 2015, 3,784 hours had been invested in 32 volunteer initiatives. The activities of INA's volunteers were regularly reported on in internal company and external media.

Result from 2011-2015

- ✓ **84 volunteering actions**
32 actions in 2015.
- ✓ **9,296 hours of corporate volunteering**
3,784 hours in 2015.
- ✓ **1,162 volunteers involved**
473 volunteers in 2015.
- ✓ **700 members in the Volunteers Club in total**
267 new volunteers in 2015 which is
38,1 % increase compared to 2014

Number of actions



Awards and Honors

INA's volunteers received three awards from the Volunteer Centre Osijek. For the contribution of the business sector to the development of volunteering in the areas of Slavonija and Baranja the Volunteer Oscar has been awarded to the initiative in 2010, 2012 and also in 2014.

President of the Management Board took part in volunteering action on Island of Lastovo.



4. FURTHER STEPS

Further develop cooperation with the local community and voluntary associations, involve more employees in activities and maintain the increase in the number of members and activities.