

MOL GROUP SUSTAINABILITY CASE STUDY



PROJECT NAME: Equal Opportunity Plan

LOCATION: Applies to all the employees of MOL Plc. (in Hungary)

DURATION: 1 June 2015- 31 May 2017

OUTCOME: Promotion of equal opportunities at MOL Plc.



PROJECT DESCRIPTION

1, PROJECT BACKGROUND

In accordance with provisions of relevant Hungarian laws (Act CXXV of 2003, the Act on Equal Treatment and the Promotion of Equal Opportunity and Act I of 2012, the Code of Labour) and considering the principle of equal treatment, MOL Plc. has drawn up an Equal Opportunity Plan and established an Equal Opportunity Committee.

The Plan covers all MOL Plc. employees but pays special attention to employee groups with special needs: employees on maternity leave, parents with two or more children under the age of ten, employees with any kind of disability (or changed work ability) and employees who are over the age of 50; or those who belong to a national or ethnic minority, new entrants and employees involved in collective redundancies.

The main purpose of the plan is to identify targets and activities for the given period and to improve the status and position of these employee groups and focus on their special needs.

The Equal Opportunity Committee is responsible for implementing the goals of the relevant legislation within the Company.

2, PROJECT HISTORY

The employee representation bodies and the Company – as the Employer – signed MOL Plc's 3rd Equal Opportunity Plan (2015-2017), following the 1st Equal Opportunity Plan (2010-2012) and the 2nd Equal Opportunity Plan (2013-2015).

Equal Opportunity Plans with similar content to that of the MOL Plc. document have been signed and made public by our affiliate companies, TVK and Petrolszolg Ltd.

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PROJECT RESULTS

1, SOME CHOSEN ACTIONS STARTED IN PREVIOUS PLANS

› OPERATION OF THE EQUAL OPPORTUNITY COMMITTEE

MOL Plc. operates an Equal Opportunity Committee (EOC) consisting of four members who are delegated by the Employer and by employee representation organisations. Employees can initiate a grievance procedure about equal opportunities and equal treatment by contacting the equal opportunity referent or any of the EOC members, as described in the Equal Opportunity Plan.

› OPERATION OF THE REHABILITATION COMMITTEE

If an employee becomes disabled the Employer investigates in all cases if he or she can continue to be employed through adaptation of his or her job-related activities, or if this is not possible, whether another suitable position can be offered them in the organisation. In 2014 3 employees were involved in the rehabilitation process.

› INFORMATION BROCHURE AND SPECIAL CONTRIBUTION FOR EMPLOYEES WITH DISABILITIES

The brochure provides information about disabilities (changes in working ability), their legal background and the initiatives of the Company regarding these issues. To support the preservation of their health, the employer pays an annual health fund contribution for these employees, which always equals the current minimum national wage.

› EMPLOYING UNIVERSITY STUDENTS WITH DISABILITIES AS TRAINEES

The aim of the program is to help young professionals to gain professional experience and allow employees at the Employer's organisation to get to know the opportunities which can come from working with disabled people. Three students with serious visual impairments have already been employed in the frame of this program in different organisations.

› ACTIONS FOR NEW MOTHERS AND FAMILIES WITH YOUNG CHILDREN

In the New Mothers Newsletter the Employer gives information to new mothers in a monthly electronic newsletter about company happenings, events and available positions in order to keep in touch with them and to enhance their proactivity. More than 80% of the new mothers require the regular newsletter. "Layette benefit" a gift certificate to support the families who have a new-born child. Approximately 170-180 young families receive this contribution each year.

› MOL REGIONAL FAMILY DAYS

In order to maintain contact with colleagues, the Employer invites former (retired) employees and also new mothers (at home on maternity leave) to attend MOL Regional family days. Each year, 5-6 thousand employees and their family members attend this popular event. Beside these events, new mothers are also invited to the MOL Summer Festival and Christmas concert.

› ROMASTER PROGRAM

The aim of the program is to support disadvantaged but talented Roma students to improve academically. Students who perform well on the program are encouraged to participate in our Growww program for fresh graduates. The Company supports three Roma students on an ongoing basis.

2, NEW ACTIONS INCLUDED IN THE 3RD EQUAL OPPORTUNITY PLAN

› NEW MOTHERS BOOKLET AND FOLLOW-UP PROGRAM

The booklet will inform new mothers about their rights, obligations, special support and services provided for them. The follow-up program will aim to support new mothers' reintegration to work and to follow-up their employment status.

› IMPROVE THE STATUS OF EMPLOYEES ABOVE 50 YEARS OF AGE

The company will investigate if it is possible to involve the target group with special knowledge and professional experience to mentor and train the younger generations and transfer knowledge. The company will investigate if there is a need for skill development tailored for the target group (IT skills).