

**HSE requirements for carriage of dangerous good on inland waters
in sites and premises of MOL member companies**

1. The Carrier assumes the obligation to fully comply with the HSE rules specified in the then effective laws, and the HSE regulations (safety, fire and environmental protection, traffic, etc. rules) defined in the appendices of valid contracts and individual orders (forming inseparable part thereof) that do not require contracts (hereinafter as: contract) in the premises, filling stations (hereinafter collectively referred as: sites) of MOL Group's member companies in Hungary (hereinafter as: MOL), and to confirm its participation in the related training by signing the paper-based documents.

If the Carrier intends to employ the services of a sub-contractor, then it shall assume the obligation that its sub-contractor shall fully comply with the relevant HSE regulations in effect at MOL sites, and this sub-contractor shall take over the relevant HSE. Services of such sub-contractor may be employed only, if it has become familiar with the relevant HSE regulations, and assumed them as obligatory rules and confirmed this by signing the paper-based documents.

The Carrier may involve a sub-contractor for performing the order if it has reported such intention in advance in writing, using the relevant form with detailed justification, and subject to MOL's written approval. The Carrier shall ensure that the present system of HSE requirements is applied throughout the full sub-contractor chain. The Carrier will be responsible and liable for its sub-contractor as if for its own performance and services

2. As a consequence of highly inflammable and explosive nature of ports or jetties operated by MOL (hereinafter as MOL port), and MOL's commitment towards safety, protection of health and the environment, the Carrier Company and the inspectors contracted by the Ordering Party (hereinafter as inspectors) shall do its best efforts to ensure that health and safety of people working or staying within the impact zone of its activity and the applied materials and processes, as well as the elements of natural and built environment cannot be endangered and no damage can be caused to MOL. As a consequence, the Carrier Company and the inspectors shall comply and make its employees and sub-contractors comply with the following:
 - regulations and procedures presented in abstracts in the appendix t,
 - The European Agreement concerning the International Carriage of Dangerous Goods by Inland Waterways (hereinafter: ADN);
 - European Code for Inland Waterways (hereinafter: CEVNI);
 - Port Procedures.

A carrier company and the buyer shall report in writing to the Ordering Party and MOL the names of employees and inspectors to be involved into the given work, number of the relevant identifier documents and the headcount of crew on the barge. Prior to arriving to the port the skipper shall deliver the names of all persons staying on the barge to the port!

Barge loading or down-loading can begin in MOL ports only if the following documents are obtained and available:

- Valid disposition from the Operator
- Contract Management from MOL: compliance document (min: 85%) for the given barge based on European Barge Inspection Program (EBIS) checklist in accordance with the filled-in internal MOL criteria system.

When any tender evaluation is held, and when the barge is for the first time loaded/down-loaded, it shall pass a prior audit. In case of non-compliance (<85%) Contract Management MOL will inform the carrier company on the reason of such non-compliance of the given barge, and until compliance is secured the given barge cannot be loaded/down-loaded in any MOL port.

3. Barge loading or down-loading in MOL ports can be performed only by an employee of the carrier company, and barges can be inspected only by inspectors, who have the specific qualification prescribed for the given activity, safety and fire protection qualifications in conformity with the relevant regulations, occupational health certificate valid for the given job or process. In addition, any loading/down-loading operation can begin only if the following conditions are fulfilled:
- The check-list prepared in accordance with ADN Clause 8.6.3 has been filled in, and answers to the applicable questions are „yes” both from the tanker barge and the port. The captain of the tanker barge or the ADN expert will fill in the checklist;
 - ADN permit for transporting the given product;
 - Presenting the valid ADN instruction (in writing);
 - Anti-static protective clothes and personal protective equipment (suitable for preventing spark) is supplied for and used by every member of the crew;
 - Document of acceptance regarding the loading arm in the Százhalombatta port;
 - Document of acceptance (signed) regarding the start-up of the loading process;
 - Statement of the captain (signed) that the barge is ready to be loaded and specifying the volume to be loaded.
 - One (1) ADN expert holding a valid certificate shall be on board
 - One (1) copy of the then effective ADN Agreement (in electronic or hard copy);
 - The captain’s valid barge driving license;
4. Employees of the Carrier Company and the inspectors contracted by the Ordering Party shall safety and fire protection skills satisfactory for the relevant regulations (specific training for the use the protection equipments required for the work processes and conditions of work.

The following shall be specifically considered:

- Industrial head protective safety helmet (MSZ EN 397:2012, protection category 2.),
- Eye protection: safety glasses or plexi mask (optical and/or mechanical protection, and/or against splashing liquids) (EN 166)
While connecting loading and down-loading arms face and hand (safety gloves) protection is required).
- Anti-static, flame-retardant or flame-proof protective clothes in conformity with the location of work performance (MSZ EN 340:2004, MSZ EN ISO 11612:2009, MSZ EN 1149-5:2008. protection category)
- Five-finger safety gloves against mechanical and chemical effects (EN 420, EN 388, EN 374-3),
- Safety boots, only boots (with oil-retardant sole, toecap, made of antistatic material, (MSZ EN ISO 20345:2012, S1 protection category a), /shoes are not permitted /

Supplementary protection (subject to the given work process – as and if required):

- Automatically inflated life vest (EN 471, EN 1149)
When staying on the barge every person shall wear a life vest!

MOL will not provide protective equipment for the Carrier Company’s employees and the inspectors.

The Carrier Company will be responsible for defining, providing the protective equipment related to its operations, and also for ensuring the use/wear thereof. The Ordering Party will be entitled to define the supplementary protective equipment and regularly check the existence and status these equipments.

Information related to types and protective capacity of personal protective equipments required for entry into the working area can be requested from the contact officers identified in the contracts.

The carrier company and the inspectors shall regularly check the full protective capacity and status of personal protective equipments, and in case of detecting injury the relevant equipments shall be immediately replaced.

If injured, damaged or incomplete protective equipments are used for any loading/down-loading operation, the work shall be immediately suspended, in case of repeated or serious violation of rules loading or down-loading of the barge may be rejected, and the carrier shall bear any potential additional consequence thereof.

The carrier company shall have the fire extinguisher equipments in type and number as prescribed by the ADN Agreement and the competent authority (which issued the permit), e.g. firefighting equipments and/or fire fighting system / water spraying system, etc.).

5. Every machine and equipment to be used for the given loading / down-loading activity shall comply with the relevant legal and technical regulations.

The operator of the tanker barge shall be responsible for ensuring periodical inspection of the safety equipments, fire fighting equipments, fire fighting system, electric devices, hoses and pipes, instruments, etc.

The relevant documents and certificates issued on such inspections shall be available on the barge. The loading crew is entitled to hold random check regarding the availability and validity of such documents, and whether they are fully filled-in in compliance with the relevant rules.

The barge shall have the required ADN permit (for the product to be loaded and transported).

The carrier company's employees shall regularly and prior starting the process inspect the available machines, equipments, other assets and materials, as well as the points of loading / down-loading as prescribed for such operation, and use them in conformity with the relevant regulations.

6. MOL ports shall be approached in accordance with the valid navigation rules and ADN regulation. Following the arrival and docking of the barge the carrier company's employees shall always safely fix (anchor) the barge. The carrier will be responsible for any consequences arising from inappropriate docking and anchoring operations.

Barges using any MOL port cannot impede, prevent or cause any danger with their manoeuvres (sailing off, arrival, docking) to the ordinary use of the port.

Manoeuvres within or in the direct vicinity of any MOL port can be performed with the barge only using a pilot ship, and barge company shall secure the crew in number and professional composition as prescribed in the relevant navigation document.

The following will be prohibited:

- any navigation manoeuvre with the barge during loading /down-loading operation;
- tie-on to or un-tie from the barge during loading /down-loading operation.

Docking and tie-on operations shall allow quick movement of barge in case of an emergency. Captains of barges already docked shall also consider the eventual docking need of other barges (mainly their mass).

During docking operation barges cannot be exposed to metal-to-metal contact with the structural elements of the jetty. To prevent such occurrence sufficient number of spark-free bumpers shall be secured.

Exclusively EX-type spark-free radios or mobile phones can be used!

Using MOL ports during winter:

- Under winter weather conditions the carrier company's employees shall secure slip-free deck surface on the barge. In case of intensive ice on the river, ice pressure on the barge body shall be regularly monitored.
- If ice on the river causes major risk to safe navigation and port operations and/or the National Navigation has introduced restriction to shipping or ban the use of the port, the provisions specified in the Winter Port Plan shall be followed.

Crew of barges staying in MOL ports and during their activities shall comply with the relevant transitory instructions (announcements for ships) and safety, fire and environmental protection regulations related to port operations, in addition to the navigation regulation.

Throwing or pouring from the barge or the riverbank any material or compound that may cause pollution to the environment and damage to the flora and fauna will be **STRICTLY PROHIBITED!**

Fire fighting equipments in numbers as prescribed by the competent authority and equipped with valid inspection certificate shall be always secured on barges, and their use shall be ensured.

Only crew members and loading/down-loading operators are allowed to stay on the barge, as well as persons who have some official capacity or title for their presence (e.g. facility crew, representatives of authorities and navigation company).

The port operator is entitled to inspect prior to starting the loading/down-loading operation every equipment and all accessories of the barge which support the loading/down-loading process and the safety of this process. If they prove to be unacceptable for their original destination their use may be banned.

No maintenance or repair works can be performed on the barge as long as it is in MOL port or waiting on anchor!

7. Actions to be performed prior to starting the loading/down-loading process:

- Emptiness check to be performed jointly by the carrier company's employee and the operator;
- The port procedures in effect shall be handed over when the relevant barge has arrived at the port for the first time.
- The metal body of the barge shall be metal-to-metal connected to the loading/down-loading pipeline and this pipeline shall be connected to the earthing cable network,
- Hoses shall be connected in a drop-free manner,
- Trays shall be placed at each connection point for capturing dripping fluids.
- Oil trapping loops shall be installed.

Starting and performing loading/down-loading in barge with open tank lids will be **STRICTLY PROHIBITED!**

8. Loading -down-loading operation can begin if conditions defined in Points 1-6 are fully met and during this process the following rules shall be followed, in addition to the provisions specified relevant laws and standards:

Use of any equipment and clothing and performing any work that may cause spark or may be electrically charged and any work on the barge or within 100 m zone shall be **STRICTLY PROHIBITED** during loading/down-loading operation.

Loading/down-loading can begin only by the instruction of the barge loading crew and after the captain of the barge has given his consent thereto and in the presence of the barge crew.

Captain of the barge under loading/down-loading process will be responsible for implementing the safety actions, specifically the following:

- pipelines shall be in good status, and orifices shall be oil-tight,
- vessel, tray, absorbing agent and fire fighting equipments shall be placed at each pipe connection,
- water drainage openings on the deck shall be tightly plugged in order to prevent leakage of any liquid or fluid into the river, and appropriate trays shall be placed under every pipe connection to capture any eventually leaking or escaping fluid,
- the barge shall be equipped with the required spark-free tools,
- natural ventilation shall be secured in every room where inflammable gas may be accumulated,
- rules for smoking and open flame prohibition shall be strictly followed on the barge

Compartments on the barge may be loaded maximum up to 95 %.

Barges shall be equipped with operational overflow protection system that can give light and sound alarm in case. When such alarm is detected, loading shall be immediately stopped. If this equipment is not in operational status, then starting the loading process will be prohibited.

If the barge is not equipped with the said system, then a dead-man switch shall be applied, and one (1) crew member of the barge shall be always stay next to this switch.

Loading arms shall be drop-free, and this shall be always checked. Efforts shall be made to prevent leakage of any product into the living water, on the barge or the loading bay area. If this still happens and such material is leaking to the barge or the loading area, then an absorbent agent shall be used, and the produced dangerous waste shall be collected into a special dangerous waste container.

To protect living water oil trapping loops shall be placed between the barge loading bay and the barge, and if it is polluted or worn-out it shall be replaced.

Fire fighting equipments installed on the barge and barge loading bay shall be always in operational status and with easy accessibility. The plant manager shall ensure replacement of worn-out equipments or that the periodical inspection found as defective on the barge loading bay, whereas the captain on the barge. Blocking or storing materials on the access road leading to the facility and reserved for the fire brigade fighting will be **STRICTLY PROHIBITED!** Emergency escape routes shall not be blocked even temporarily!

During loading/down-loading process the carrier company's representative will be responsible for securing the product route of the barge and maintaining the balance for the barge.

Tank lids of the barge shall be always kept closed except inspection, but when such inspection is held maximum one lid may be open at a time.

If operational irregularity is identified the loading/down-loading process shall be immediately stopped.

In warm weather the barge deck shall be sprayed with water for cooling and thus prevent gas formation and mitigate the risk of fire.

Entry into the barge compartments is always **STRICTLY PROHIBITED!**

Any unauthorised intervention into the port technology systems and unauthorised entry into facilities and technology areas will be **STRICTLY PROHIBITED!**

The carrier company shall continuously maintain order and good housekeeping on the deck and during loading/down-loading operations, as maintain the deck in perfect status for safety and fire protection aspects, considering also the waste management and storage regulations. Loading/down-loading process can begin only if everything is in order on the deck.

Minimum one (19 member of the barge crew shall stay on the deck throughout the loading/down-loading process.

Smoking on the barges is permitted only at areas designated for smoking, where there is no danger of fire onto the environment, and in all other areas it will be **STRICTLY PROHIBITED!**

Photographs can be taken on MOL ports only if holding a specific permit (issued by Logistics MOL manager and Security and Protection local manager).

Using mobile telephone in an explosive zone or bringing it in switched-on status is strictly prohibited, except if it is an EX-type equipment!

On-site security services and persons with proper authorisation are entitled to conduct regular alcohol test in the given technology area at MOL sites.

If any among the Carrier Company's employees and the inspectors can be suspected with a criminal act against property or he is at any MOL site or facility under the effect of alcohol (positive result of alcohol test), this person can no longer be work at the area, and shall be immediately banned, and he may be imposed with sanctions specified in Schedule 1.!

9. Environmental protection rules to be complied with during work

The Carrier Company's employees shall perform their activity in MOL ports ensuring that no pollution or damage can be caused to the environment. The Carrier Company's employees and inspectors will be responsible for the damage they cause to the environment and they shall pay compensation for such damages on their own cost.

The carrier company shall collect and treat all dangerous and non-dangerous wastes (e.g. oily rags, packaging materials, etc.) emerged from materials and equipments into and used by the contractor in MOL ports in accordance with the relevant laws and MOL internal regulations.

10. Sampling:

Samples will be taken in dry, clean, transparent, colourless and chemical-proof glass bottles. The plug or cork shall be made of materials that cannot modify the composition of the sample. Samples shall be poured into clean and dry bottles that can be well closed and minimum 5% clearance shall be left above the sample due to thermal expansion.

During the sampling process the sampling employee shall ensure that no external pollution (rain, dust, etc.) can get into the sample. Metallic container may be used for dark, not transparent and solid samples. New, clean or alufoil-packed cork will be used for closing the sampling bottle.

If sampling is required from the tank, the sampling process can begin only when the material inside the tank is still, except control samples taken during „fill-up/downloading“-type system.

Every sampling equipment shall be absolutely clean and dry.

Sampling devices shall be made of non-sparking materials that are not inclined for electro-static charge. Their strength and stability shall be in line with the expected mechanical load. Devices and accessories shall be intact and this shall be checked prior every use.

The holding line of the sampling equipment cannot be made of synthetic fibre. Holding line of the sampling equipment and holding line shall be made of spark-free material. If the holding line of the sampling vessel is made of metal, it shall be grounded prior use.

Action shall be taken to feed the hydrocarbon material released due to flushing into the slop tank and to make sure that it can never be realised into living water.

Sample shall be taken prior to the down-loading process from every compartment of barges docking for down-loading as well as materials to be loaded into the barge for delivery.

Some special requirements for sampling on barge:

- Sampling on barge is not permitted during gasoline loading process.
- Sampling may be taken from gasoline and aromatic solvents minimum three (3) minutes after completing the loading process in order to prevent accidents arising from electro-static charge.
- Sampling on barge can be performed only if wearing a life vest, in addition to using protective clothing, safety helmet and safety glasses.
- When descending from the jetty to the barge, a footbridge or ladder fixed against movement shall be used.
- Sampling on barge will be permitted only in the presence of the barge crew, as only the crew is allowed to open and close the barge equipments and lids of the compartments.

11. Preparing the barge for transportation:

- Emptiness check will be always obligatory and the shipping company's representative or the captain will declare in writing regarding the readiness
- Prior to loading if possible and if the barge has a control system, it shall be ensured that the automatic overfill prevention equipment is operational and can break the electric connection between the barge and the jetty facility and the power supply from the bank, and can indeed prevent overfill.
- It shall be checked that the equipments for emergency evacuation are operational at the rostrum and stern of the barge.
- It shall be checked whether (if it is prescribed for a closed tanker barge) the flame arrester is in place in the gas discharging pipe or compensating pipe as the protection against barge detonation and fire front arriving from the jetty line.
- It shall be checked that **orifice-type gaskets (sealing) of the loading pipe used for isolating the connections to the jetty** are made of materials that the consignment cannot damage, cannot cause decomposing of the consignment and cannot form a harmful or dangerous compound with the consignment.
- It shall be checked the loading stream can meet the flow defined in the so-called deck procedures of the barge (if any), and that the pressure at the connecting point of the gas discharging pipe or compensating pipe is not higher than the opening pressure of the flash venting valve.
- It shall be checked whether the required control can be ensured throughout the entire loading/down-loading process.

12. General procedures for cases of emergency:

If the carrier company detects during the delivery any irregularity which may cause danger to the safety of transportation, the transportation process shall be as soon as possible stopped considering the safety in traffic and the cargo and the public security.

The transportation process may be resumed only if the barge and the consignment can fully meet the requirements. However, authority(ies) competent for the remaining portion of the route may issue permit for resuming the transportation process.

If during the process of loading/down-loading of dangerous goods any HSE event occurs in MOL sites (personal injury, fire, explosion, effluent, other damage to assets or equipments), the carrier company's employee shall immediately report it to the crew of the affected MOL port, and shall confirm this report also in writing within 24 hours.

The immediate alarm shall be sent through the following telephone numbers:

	Százhalombatta	Komárom	Csepel	Giurgiu (MOL RO)
Fire brigade	FER DUFI +36-23/552-511 +36-23/552-522	FER Komárom +36-70/3730852 +36-34/222-105	Facility fire brigade: +36-70-4662447	County fire brigade Giurgiu: tel.+40246-211212, fax-0246-212229, inspectorat@isugiurgiu.ro
Operator	Instrument room: +36-23/553622	Dispatcher service: +36-70/3730554 +36-34/526-451	Site dispatcher service: +36-70-3734300	Dispatcher service: +40737125100

Events shall be recorded in the barge logbook and the port registry.

If during the transportation of dangerous goods (outside of any MOL site) an accident and extraordinary event (collision, sinking, turnover, fire, explosion, leakage, technical breakdown of the tanker barge) occurs, then the Carrier Company shall immediately inform the Logistics Dispatcher Service about the situation and shall send data within 24 hours following the event to the e-mail address of MOL's contact officer specified in the Delivery Frame Contract, as the officer responsible for HSE events and claims with the following data content:

- Date/time of event (year, month, day, hour);
- Place of event (MOL port or other shipping route or line);
- Type of event (pl.: collision, sinking, tipping over, fire, explosion, leakage, technical break down on the barge, etc.);
- Identifier of the given barge;
- Information relevant for the transported dangerous material (material name, UN number, quantity)
- Detailed description of the event;
- Actions implemented;
- Consequence of event (personal injury, release of dangerous goods, estimated value of damage to goods/environment, intervention by authorities);
- Data of the contact officer appointed for communication related to the incident (name, position, telephone number, e-mail address).

Availabilities of the Logistics Dispatcher Service: land-line: +36-23-553-636
mobile: +36-70-3731-133

The Carrier Company shall provide all data and details required by the representative of the Ordering Party and the Operator in order to enable the Ordering Party to prepare every report and document. The Carrier Company shall involve the Ordering Party's representative into the investigation of the eventually emerging HSE event (if so requested by the Ordering Party), and to send the copy of the investigation protocol to the Ordering Party.

In case of extraordinary events the barge crew and employees of the port service shall implement the primary emergency actions (to stop loading/down-loading, rescue, remediation and recultivation, first aid, etc. and participate in the recultivation process. The escaped dangerous materials that may cause fire or explosion shall be immediately captured, collected and cleaned up, as well as actions shall be taken to neutralise all dangerous wastes from environmental protection aspects.

- 13.** The Carrier Company agrees and accepts that MOL employee who is authorised also for audit (MOL SD&HSE experts, Contract Management experts, and Operation's employees) are entitled to hold at any time audit or inspection of the Carrier Company's employees in any part of the technology process for the audit of compliance with the above. The Carrier Company's employee under the audit shall cooperate during such site audit.

If the prescribed conditions are missing or not satisfied the person who holds the audit is entitled to suspend the activity of the Carrier Company's given employee as long as all conditions are fully secured in accordance with the relevant regulations. Suspension of activity will not release the Carrier Company from performing its contractual obligation, and it will not be entitled to claim any compensation.

The Carrier Company shall perform its activity specified in the contract in conformity with the effective relevant regulations and procedures.

The Carrier Company agrees and accepts that MOL is entitled to enforce the following sanctions for the violation of rules identified and documented at such site audits, depending on the seriousness of the given violation:

- Call upon for supplement or make-up (immediately or setting a deadline);
- Ordering extraordinary HSE training;
- Withdrawing/cancelling the permit to work
- Imposing a penalty;
- Banning the Carrier Company's employees for a definite period from MOL sites;
- Terminating the contract with immediate effect.

The Carrier Company agrees and accepts that as a consequence of violation of rules discovered during site audits held by MOL, MOL will impose onto the Contractor the penalties described in Schedule 1.

14. The Carrier Company and the inspectors shall pay compensation for damages caused to equipments (buildings, technology equipments, vehicles, roads, entry system railings, other engineering objects, etc.) at MOL ports directly and upon the protocol taken on the event either pursuant to the invoice or as in-kind repair. The Carrier Company shall report every event of damage and criminal act against property to the relevant MOL port crew.
15. If any of the carrier company's employees or the inspectors has caused an accident, fire or explosion in the area of MOL ports, he shall reimburse all cost emerged during the recultivation or reconstruction works by MOL or the facility fire brigade (fire fighting materials, used technical resources and manpower, etc.).
16. In case of violation of rules subject to penalty as defined in Schedule 1, sanctions and actions described therein will be imposed against the persons who committed such violations.

The present HSE appendix will form inseparable part of the contract signed with the Carrier Company

Schedule 1.**Sanctions imposed by the ordering party due to deficiencies and violation of rules identified during on-the-site HSE audits and provisions for their application**

- 1.) MOL's representative(s) will be entitled to hold at any time an audit in accordance with the provisions of the relevant contract the compliance with the HSE regulations.
- 2.) MOL's representative(s) will record the findings and conclusions made by its representative(s) during such audit(s) into a protocol, and the barge captain will sign this document
- 3.) If MOL's representative finds or concludes during the audit that the Carrier Company violated the HSE regulations during its performance or work, then MOL will impose a penalty based on the records in the protocol(s) and apply other measures/consequences specified in Point 11.
The Carrier Company further agrees to comply with and implement the actions identified in the state of affairs enlisted under Point 11., in conformity with MOL's instructions
Payment of penalty(ies) described under Point 11. will not release the Carrier Company from other consequences specified for the breach of contract, and/or from more serious legal consequences specified in the relevant laws and regulations.
- 4.) If MOL can several times identify the state of affairs during the performance of the contract or an order that does not require contracting as the basis for imposing the penalty in the course of several site audits, the penalty may be imposed also several times under the said state of affairs.
- 5.) In case several deficiencies (state of affairs for penalty) emerge simultaneously, penalty may be imposed after each state of affairs separately or combined.
- 6.) The Carrier Company will mean a partner contracted with MOL, and this Company will be liable and responsible for its involved sub-contractor just as for itself.
- 7.) MOL will summarise the content of the site audit protocols establishing the state of affairs as the basis for imposing the penalty within 45 days following the audit as the latest, and at the same time will take action for imposing the penalty. The notice on such penalty and the protocol showing the amount of the penalty(ies) and other relevant data (violation of rule, etc.) will be attached to the site audit protocol(s) as its appendices.
- 8.) Employees will mean the employee of the Carrier Company and also of the sub-contractor, as well as the inspectors.
- 9.) Definitions related to the following state of affairs shall be always interpreted in accordance with the relevant provisions of the then effective HSE laws and regulations (health protection, safety technology, safety, environmental protection) and the contract.
- 10.) Expulsion will mean the immediate cancellation (suspension) of loading / down-loading process by MOL. In case of imposing a ban from entry into a MOL Group site, the given employees cannot be given a valid entry pass into the relevant MOL site and he cannot perform any work there during the term of such ban.
- 11.) Penalty-bound shall state of affairs, sanctions and actions if such a state of affairs is detected or identified:

Scope of the audit, conclusions/findings	Penalty amount (net HUF)	Penalty amount (net EUR)	Other action/ consequence
Smoking, using ignition source in prohibited area			
Smoking in area not designated for smoking irrespective of fire hazard category)	100 000 /head	330 /head	<u>to ban the person's entry into MOL sites for one (1) year</u>
Working without permit to work			
Missing and/or invalid „general work permit” for the given work or activity	200 000	660	Immediate expulsion
Not using/wearing the prescribed life-saving protective equipments			
The respiratory equipment (except face mask) prescribed in the permit to work or laws or regulations is not used and/or its protection capacity cannot be identified and/or it is inadequate	100 000 /head	330 /head	If it was available but the employee did not use it, then to ban the employee's entry into MOL site for one (1) year If it was not available, then to ban the supervisor's entry into MOL site for one (1) year
Safety equipments are removed or missing			
Equipments and signals that have material impact onto safety are removed or they are off-compliance.	200 000	660	To immediately stop the loading process, and to ban the employee's entry into MOL site for one (1) year
Proven consumption of alcohol or drug			
Consumption of alcohol or drug proven by an audit or investigation performed by MOL Group Corporate Security	200 000 /head	660 /head	To ban the relevant employees for 1 year from MOL sites
The required documents are missing			
There is a sub-contractor's employee at the working area who is not reported in the contract.	500 000 /sub-contractor	1670 /sub-contractor	Sub-contractor's immediate expulsion from the working area
Older than 1-year basic, supervisor and site-specific HSE training and/or HSE booklet is missing or invalid (where this booklet is an obligatory item).	50 000 /head	165 /head	Expulsion until make-up work
Personal qualifications required for the work are missing (certificates, special exams, e.g. fire protection, mining safety).	100 000 /head	330 /head	To suspend/stop the work of the given person until make-up work, expulsion if repeated
Conditions specified in the relevant permit to work are not fulfilled			
Conditions specified in the relevant permit to work (other not shown in the present list) are not fulfilled.	25 000 /rule	85 /rule	To suspend work until make-up or correction
Escape routes are not secured			
Traffic roads, passageways, escape routes, emergency exits are blocked due to reasons attributable to the contractor.	100 000	330	Make-up or correction, and expulsion in case of repeated deficiency
Unacceptable housekeeping and behaviour			
Negligent or careless behaviour that may expose hazard onto the worker and others in the vicinity of work	100 000	330	
Exceeding speed limits defined for the site	100 000 /vehicle	330 /vehicle	In case of repeated event to ban the <u>employee (driver) from entry into MOL sites for 1 year</u>
Failure to report HSE events during work.	100 000 /event	330 /event	Ban the <u>supervisor from entry into MOL sites for 1 year</u>

Conditions for providing first aid are not secured			
The first aid kit is incomplete, the bandage validity expired..	50 000	165	Correction or make-up
Fire fighting equipments are not properly secured			
The fire fighting equipments are not secured on the working site in the prescribed number and type	100 000	330	Expulsion until make-up work
The safe and ready-to-use status of the prescribed fire fighting equipments cannot be verified (sub-titles, scripts, seals are missing)	100 000	330	Expulsion until make-up work
Violation of regulations for not „life-saving“ protective equipments			
Protective glasses are not used when prescribed and/or the protective capacity cannot be identified and/or is inadequate	20 000 /head	70 /head	To suspend work until correction , in case of repeated deficiency - expulsion
The employees do not wear the safety helmet (except office work and other work not exposed to the risk of falling objects), or its status is poor, validity date expired and/or its protective capacity cannot be identified	20 000 /head	70 /head	To suspend work until correction , in case of repeated deficiency - expulsion
Protective shoes/boots are inadequate to the hazard, and/or the protective capacity cannot be identified and/or inadequate, they lost the protective capacity	20 000 /head	70 /head	To suspend work until correction
The used protective clothes are not appropriate to the hazard or danger (i.e. to the requirements in effect on the site!)	20 000 /head	70 /head	To suspend work until correction
Hand protection is not acceptable and/or the protective capacity of safety gloves cannot be identified and/or they have lost their protection capacity	20 000 /head	70 /head	To suspend work until correction
Inadequate waste storage			
The emerged or produced waste is not collected at the location and with the method specified by the operator.	50 000	165	Immediate correction, in case of repeated deficiency - expulsion
Pollution of soil, soil water and surface waters			
During work with dangerous materials the soil, soil water or surface deposit is polluted.	200 000 (if there is no further claim for compensation)	660 (if there is no further claim for compensation)	Work suspension, recultivation actions