

HSE requirements for carriage of dangerous good on roads 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), and line-bound facilities of MOL Group's member companies in Hungary (hereinafter as: MOL).

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.

The Carrier may involve a sub-contractor (contributor) 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 MOL sites, and MOL's commitment towards safety, protection of health and the environment, the Carrier Company 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 shall comply and make its employees and sub-contractors comply with the rules and procedures described in the present appendix, and the provisions specified in Appendices „A” and „B” of European Agreement Concerning the International Carriage of Dangerous Goods by Road (hereinafter as: ADR)
3. The Carrier shall:
 - become familiar the business-specific regulations designed for MOL Carriage of Dangerous Goods (Exploration-Production, Logistics, etc.);
 - send prior to transportations (if required) the data relevant to the transporting vehicles and drivers in electronic format to the given business specified in the relevant contract. If there are changes in such data, these changes shall be also sent accordingly
4. Employees of the Carrier Company will be allowed to perform the activity under the contract at MOL sites only if he has the following documents:
 - Valid driving license in the relevant category;
 - Valid ADR permit (vehicle driver + tanker truck), if the material to be transported belongs into the scope of ADR;
 - Safety and fire protection skills satisfactory for the relevant regulations (specific training for the given areas of transportation, in case of foreign and LPG drivers, the HSE information material on the site/area in the language he speaks),
 - Valid medical and occupational health certificate for the given job or work.

In places where MOL sites equipped with electronic entry system employees of the Carrier Company shall have (permanent or temporary) entry pass valid for the given MOL site. Detailed rules for applying for entry passes to certain MOL sites (including also the exact cost) can be found at the following website: <http://mol.hu/hu/molrol/beszallitoi-kozpont/>.

5. The Carrier Company shall provide to its employees with protective equipment at least with the same protective capacity as those used by employees working at the given MOL site and demand the use of such equipments during the work processes (automatic tank truck loading, aromatics loading for road carriage, bitumen loading for road carriage, sulphur loading for road carriage, crude oil down-loading-loading, carriage of sulphuric acid, etc.), in conformity with the level of hazard of the given technology area.

If a contract is performed in several sites or facilities with different hazard categories, then the regulations applicable onto the area or facility with the most hazardous category will prevail.

The following shall be specifically considered:

- Industrial head protective safety helmet (MSZ EN 397:2012+A1:2013, protection category 2.),
- Anti-static, flame-proof or flame-retardant protective clothes in conformity with the location of work performance (MSZ EN ISO 13688:2013, MSZ EN ISO 11612:2016, MSZ EN ISO 14116:2016, MSZ EN 1149-5:2008. protection category)
- Five-finger safety gloves against mechanical and chemical effects (MSZ EN 420:2003+A1:2010, MSZ EN 388:2003, MSZ EN 374-3),:2003
- Safety boots (with oil-retardant sole, toecap, made of antistatic material, (MSZ EN ISO 20345:2012, S3 protection category a), /shoes are not permitted /
- Eye protection: safety glasses or plexi mask (optical and/or mechanical protection, and/or against splashing liquids) (EN 166), shall be always used while staying in MOL site technology area and during work performance (e.g.: connection of loading and down-loading arms).
- Respiratory protection: The use of respiratory protection during loading of aromatic materials by road is a must (connection and disconnection of the loading pipe)(According to MSZ EN 140:2000, half mask respirator with replaceable filter).

Exception:

If dangerous goods packet goods are loaded and transported from locations other than the technology area, then the Carrier Company, contrary to the above rules, shall only provide and demand the use of protective equipments specified in ADR.

The Carrier is responsible for defining, providing and auditing the use of protective equipments required for its activity. The Ordering Party is entitled to define additional protective equipments, and audit the ordinary wear and use of protective equipments. Information regarding the entry into the area of work performance and types and protection capacity of the required personal protective equipment can be obtained from the contact officer specified in the contract.

Every transportation unit that carries dangerous goods shall be equipped with the equipments specified in the relevant provisions of the then valid ADR governing the general and personal protective equipments for transportation units. The items of the equipments shall be selected in accordance with the label/placard number of danger of the transported dangerous material. The placard numbers shall be identifiable in the transport document.

The following equipments shall be always kept on the transportation unit irrespective of the large-size placard of danger or label used on the vehicle:

- wheel stay wedge in conformity with the permitted total mass of the vehicle and the wheel diameter for every vehicle;
- two self-standing warning signs;
- eye washing cylinder with liquid;
- reflective vest (clothes) for every vehicle crew member (identical or equivalent with EN 471 standard).
- portable, explosion-proof lighting equipment for every vehicle crew member (the portable lighting equipment van have no metallic surface that might cause any spark.)

The Carrier Company shall have fire protection equipments (e.g. fire extinguisher equipments) in type and number as required for the level of danger of the given activity. The following rules shall apply onto transportation units carrying dangerous goods:

- Every transportation unit shall be equipped at least with one portable fire extinguisher equipment located in the engine house or drivers cabin of the vehicle, suitable for killing any fire. This portable fire extinguisher equipment shall have minimum 2 kg powder as fire killing material (or other type fire killing material, but with the same fire killing capacity) which is suitable for killing fires in categories A, B and C.
- Transportation units with higher than 7.5 ton permitted total mass shall be equipped with portable fire extinguisher equipment(s) suitable for killing fires in categories A, B and C, having minimum total 12 kg powder as fire killing material (or other type fire killing material, but with the same fire killing capacity), and at least one of these shall be a 6 kg equipment.

The Ordering Party will not provide protective equipment for the Carrier Company.

The Carrier Company shall regularly inspect the status of the above protective equipment i.e. that they are fully serviceable and can secure full protective capacity, and shall replace them if they are damaged.

In case of activity performed using damaged or incomplete protective equipments, or repeated or major violation of rules, MOL's representative (who is authorised also for audit) will immediately suspend the activity, and the Carrier Company will be responsible for every subsequent consequence

6. Rules of the Hungarian Traffic Code will be applied on every MOL site. The minimum distance between trucks waiting for loading in the loading bay area shall be 5 meters, and this shall be always ensured in order that trucks can be quickly and safely evacuate the area in case of an eventual emergency. Reverse driving of trucks in the loading bay area is strictly forbidden! Reverse driving on roads leading to or out from the loading operation is permitted only in case of emergency and with external guidance or supervision! Entry into the tanker truck loading bay technology area for purposes of loading while wearing clothes and boots other than prescribed is strictly forbidden! Loading operation is strictly forbidden when the engine of the vehicle is running, and during loading operation or while in connected status ignition of the engine of the vehicle or tractor for whatever reason is strictly forbidden! Moving the truck while in connected status for loading is strictly forbidden! Use of safety equipments of the automatic truck loading system (dead-man switch, overfill protection, emptiness checking device, vapour recovery system, earthling connector, etc.) for purposes other than prescribed is strictly forbidden! Performance of repair works in the loading area on the tank truck (tractor, trailer, or semi-trailer) is strictly forbidden! If any repair is required on the transporting vehicle, this is allowed only on a place verbally agreed with the facility manager. Climbing on the top of the truck and performing any operation there during bottom loading is strictly forbidden (persons may stay on the top of the truck only on their own risk and responsibility, and using the required anti-fall device). Persons who perform the loading operation cannot wear hanging jewellerys (long necklace, bracelet, etc.). Trucks equipped with built-in printer are not allowed to operate such printers during the loading operation if the printers do not have minimum „Zone1 EX” category.

Failure in ensuring full compliance with the above specified safety rules may imply consequences described in schedule 1, and the ban of the vehicle driver from the relevant MOL site!

7. The driver shall prior to starting the loading operation perform the following in order to preserve the quality and avoid any subsequent claims, as required depending on the transported material:
- To perform emptiness checking at the relevant emptiness checking point (e.g.: automatic tanker truck loading), or
 - to present a document on the professional clean-up of the tanker truck.

In case of bottom loading of white products, the tanker truck shall have the so-called OPW CIVACON overflow protection and emptiness checking system. CIVACON rules ban loading even if only a very small quantity liquid is present

8. The Carrier Company's employee who takes over the dangerous goods at MOL site shall have the following obligations:
- to make sure that every required documents and equipments are available on the transportation unit;
 - to make sure through visual inspection that there is no manifest deficiency, leakage, crack etc. either on the tractor or the tank, every required equipment is in place, etc.;
 - to make sure that the validity date of the periodical inspection of the tanker truck has not expired;
 - to check and ensure that the vehicle is not over-loaded;
 - to make sure that every required placards and marks are affixed to the vehicle;
 - to make sure prior to loading the truck that the vehicle and its accessories are in appropriate technical status
 - he can load only the type of dangerous goods as permitted for the given vehicle (as clearly identified in the permit or certificate of the vehicle)
 - during the entire loading operation he shall comply with the regulations applicable on the filling percent and the dangerous goods in place in the neighbouring tanker compartments
 - following the loading operation he shall check the tightness of the closing equipments and make sure that no material can remain on the outer surface of the tanker truck.

Note: in most cases of the existing loading bay technology the driver of the vehicle is also acting as the loading operator, as the driver himself performs the total loading process. Thus he will perform all the obligations specified for the driver and the loading operator.

The Carrier Company's employee shall perform all the obligations enlisted above in accordance with the transport document and the accompanying documents, as well as by visual inspection of the vehicle.

If the Carrier Company's employee identifies any violation or breach of the relevant ADR rules, then he may reject the transportation of the goods until full compliance with the said rules is ensured.

The vehicle driver is responsible for the existence and accuracy of filled-in transportation documents. Each of these documents (e-EKO, e-AKO, or delivery note, emergency information sheet) shall be always kept on the vehicle.

9. If any HSE event (personal injury, fire, explosion, effluent, other damage to equipments) occurs during loading/down-loading of dangerous goods at MOL site, the Carrier Company's employee shall immediately report the event to the manager of the relevant area or unit (or the operator's employee), and confirm this report within 24 hours also in writing.

If the Carrier Company identifies during the transportation process any irregularity which may impose danger to the safety of the transportation, the shipping process shall be stopped as soon as possible taking the safety of the traffic and the cargo and the public into consideration. Transportation may be resumed only if the cargo can fully meet the requirements. Authorities that are competent for the remaining portion of the route (may) however issue permit to continue the transportation.

If during the transportation of dangerous goods (outside of any MOL site) an accident and extraordinary event (drifting from the road, collision, overturning/rollover, fire, explosion, leakage, technical break down of the tanker truck) occurs, then the Carrier Company shall immediately inform the dispatcher service of the relevant MOL business 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.

This data supply shall be sent with the following data content:

- Date/time of event (year, month, day, hour);
- Place of event (site or road, milestone);
- Type of event (jump-off from the road, collision, tipping over, fire, explosion, leakage, technical break down of the tanker truck, etc.);
- The vehicle involved into the event, and plate number of the tanker truck;
- 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 contact officer (name, position, telephone number, e-mail address) appointed for communication on the event.

Availabilities of the relevant business dispatcher services are the following:

- Logistics Dispatcher Service: land-line: +36-23-553-636
mobile: +36-70-3731-133
- Exploration-Production Dispatcher Service: mobile: +36-70-373-26-17
- TVK Central Dispatcher Service: land-line: +36-49-521-198;
mobile: +36-70-3739-090

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.

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

Activities shall be performed at MOL sites based on the following guidelines:

- To minimise the quantity of the produced waste;
- To ensure selective waste collection broken down to waste types (communal, dangerous), and the types of dangerous wastes (in accordance with the signs / marks shown on the storage drums);
- Mixing up dangerous and non-dangerous (communal) wastes during collection is strictly forbidden;
- Dispersion, dripping loss or other loss wastes shall be prevented, and emergence of health-damaging effects, risk of fire and explosion during the collection process shall be avoided;
- All safety, health protection and safety technology regulations related to dangerous wastes polluted with hydrocarbons shall be complied with;
- leaked fluid material collected during emptiness checking or other activity (into bucket or bottle, etc.) shall always be captured through the hose of the emptiness checking device, or it shall be discharged into the grid drain connected into the oil-collection

drainage system (eventually into the phase oil tank). Pouring the leaked fluid material into the displayed waste storage tanks is strictly forbidden!

Dangerous wastes produced during the activity can be deposited only into waste collection tanks with the appropriate sign or label (name, EWC code number, etc.)!

Drums shall be always lockable. After use the drum lids shall be returned.

The employee (driver) who fails to comply with the relevant regulations shall be responsible and liable for damages (material or environmental) caused to the waste collection vessels (drums) or emerged due to unprofessional use! The level of his responsibility or liability will be proportionate to the damage he caused, and in case of repeated violation of rules the employee may be banned from the sites!

During the total period elapsing between the entry into and exit from the given MOL site (specifically during emptiness checking process and the loading process) no act or operation is permitted that may cause any form of pollution to the environment and the given site!

Minimum requirements:

- professional and careful implementation of connections and dis-connections;
- positioning of seals and deposition of other wastes as specified by the relevant rules (selectivity);
- immediate elimination of eventual effluents and drippings – remediation of pollution;
- reporting of the identified pollution, not acceptable waste management and other negative events;
- environmentally-aware behaviour and work performance.

In case of effluent or other pollution to the environment due to undisciplined work and/or technical break down the most important action is to immediately eliminate the cause of the event. Then the hydrocarbon pollution shall be remediated as soon as possible along with informing the MOL site operator crew (e.g.: shift leader/dispatcher), involving the operator crew if required, and the polluted area shall be thoroughly cleaned up. The emerging dangerous waste shall be deposited, depending on its quantity, into dangerous waste storage vessels specifically installed for this purpose („oil-polluted absorbent material”) or into the local dangerous waste collection tank in the site.

11. General procedures for cases of emergency:

If any accident, effluent or event of damage occurs during loading dangerous goods at MOL site and it causes a personal injury, dangerous goods are released or there is a direct risk of such release, then the Carrier Company's employee shall immediately implement the following actions:

- If a case of emergency is detected, the technology process shall be stopped (i.e. the exact location of the emergency shutdown buttons and switches shall be known → EMERGENCY SHUT DOWN or STOP buttons are installed with standardised scripts at the site for this purpose).
- People who stay within the zone of danger shall be alarmed so that they can evacuate the zone of danger.
- The person who is authorised for action shall be immediately alarmed.
- The driver shall move the vehicle into the designated assembly zone, and safely stop the vehicle. If dangerous material is released into the open air (danger of explosion), the ignition of the vehicle is strictly forbidden.
- The vehicle driver shall report at the assembly point.
- In case of any type of irregularity the loading process shall be stopped and help shall be asked from the shift leader and the dispatcher through telephone.
- In case of effluent the loading process shall be stopped and the effluent oil product shall be absorbed using the available absorbent material, and the affected place shall be fenced off. The event shall be reported to the shift leader and the dispatcher through telephone.

12. The Carrier Company agrees and accepts that MOL employee who is authorised also for audit (MOL SD&HSE experts, Contract Management experts, and Operation 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 supplements 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.

13. Smoking at MOL sites is permitted only at areas designated for smoking, where there is no danger of fire onto the environment. The site specific training or the HSE information distributed to the driver (in the language he understands) will always provide the relevant information for the Carrier Company's employees.

Photographs can be taken on MOL sites only if holding a specific permit (issued by the business manager and the head of the local safety and protection).

Using mobile telephone in an explosive zone or bringing it in switched-on status is strictly prohibited!

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 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!

14. The Carrier Company shall pay compensation for damages caused to equipments (buildings, technology equipments, vehicles, roads, entry system railings, other engineering objects, etc.) at MOL sites 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 facility crew.

15. If any among the Carrier Company's employees causes fire or explosion at MOL sites, all costs that emerged during remediation from MOL or facility fire brigade shall be also reimbursed (firefighting material, used technical assets and workforce, etc.).

16. The drivers from the Carrier Company must know the "Truck Drivers Safety Fundamentals" which are the following:

- No alcohol or drugs
- Wear your seat belt
- Do not exceed speed limits

- Avoid fatigue, keep rest time
- No mobile phone while driving
- Do not smoke, eat or drink whilst driving
- No open flame or non-ex-proof devices in explosive zones
- Ensure proper earthing during loading and unloading
- Protect yourself against a fall when working at height
- Always use appropriate PPE

Regarding the rules above you can find more information on the following link:
<https://mol.hu/en/about-mol/supplier-center#truck-drivers-safety-fundamentals>

Clause:

Provisions of this HSE Appendix and its Schedule 1 shall apply to sales contracts with delivery by customer mutatis mutandis and in adapted form. MOL is determined to apply the same set of HSE requirements to shippers hired by customer, including other customer's agents, their employees and workers entering MOL sites, as well as to its own shippers, other agents and contracted partners. Shipper obligations set forth in this HSE Appendix shall, in this context, be interpreted as meaning that MOL's customer is liable for such obligations and for ensuring compliance therewith. MOL's customer shall undertake to hand over these HSE requirements and the local HSE regulations applicable to the relevant site to its shippers and agents, and may only use any specific shipper or agent, if it has studied and understood these regulations and agrees to be subject to the obligations arising therefrom.

MOL's customer shall acknowledge that MOL shall not be liable for delay in or failure of performance if it is attributable to any HSE defect or incident caused by its shipper or other agent within the scope of this HSE Appendix.

This HSE Appendix shall constitute an integral part of any and all sales contracts concluded with shippers and sales contracts with delivery by customer.

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 driver 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 (driver).
- 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 and to ban the supervisor's entry into MOL site for one (1) year
Missing and/or invalid „ drive-in permit” for the given work or activity	50 000 /vehicle	165 /vehicle	To remove the vehicle from the area or site
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
Anti-fall body harness prescribed in the permit to work or laws or regulations is not used due to missing collective protection and/or the device is not properly fixed to the fastening point (simple waist belt, or rescue belt will not be acceptable), and/or the body harness is in unacceptable status and/or its inspection was not performed.	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 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
Unacceptable working conditions			
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
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	200 000 /vehicle	660 /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>
Failure to use seatbelt	50 000/ person	165/ person	In case of repeated event to ban the <u>employee (driver) from entry into MOL sites for 1 year</u>
Hand hold mobile phone, tablet, computer during driving	50 000/ person	165/ person	In case of repeated event to ban the <u>employee (driver) from entry into MOL sites for 1 year</u>
Open fire or use of not ex-proof equipment on ex-proof site	100 000 / person	330 / person	To ban the relevant employees for 1 year from MOL sites
Failure to use earthing during upload or unload	50 000/ person	165 / person	In case of repeated event to ban the <u>employee (driver) from entry into MOL sites for 1 year</u>
Failure to use full body harness	100 000/ person	330 / person	Failure to use the full body harness if it was available, then ban the relevant employee for 1 year from MOL sites
Conditions for providing first aid are not secured			
Trained first-aided is not available on site	50 000	165	Correction or make-up
There is no appointed first-aided or nobody knows him/her, there is no proper first-aid kit, nobody knows how to call emergency and nobody knows how to help in case of emergency	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
Work on ladder is not acceptable			
The ladder is damaged, broken or injured in any other way	500 000	1670	Immediate correction or make-up
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	20 000	70	To suspend work until correction , in

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	/head	/head	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

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
Dangerous material in not permitted quality and/or quantity is released into the drainage system.	200 000 (if there is no further claim for compensation)	660 (if there is no further claim for compensation)	Work suspension, recultivation actions
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