

## **Requirements of the HSE training system in MOL Group member companies in Hungary (MOL Nyrt., TVK Nyrt., MOL LUB Kft., and Petrolszolg Kft.) applicable for their Contractors**

Employees of contractors and/or sub-contractors are allowed to enter into MOL Group sites and line-bound facilities for purposes of work performance only if they have successfully participated in MOL Group **HSE training and passed the relevant exam.**

Every company or its employee (including hired or borrowed labour) will be regarded as contractor/sub-contractor, which or who perform any of the following activities in the interests of MOL Group:

- project implementation
- maintenance
- special industrial activities
- reconstruction
- construction/building and demolishing works
- etc.

The present training obligation (except the site- specific training delivered to the workers at the filling stations prior to such work performance) will not apply onto employees of contractors/sub-contractors of Retail that perform only and exclusively any of the following activities or operations:

- supply / delivery of Shop products,
- cash delivery, procession of valuables,
- installation and maintenance of cashier desk,
- installation and maintenance of information technology equipments required for the filling station operations (computers, printers, Rack cabinet....), if such activity does not involve any HSE-critical work,
- supply/delivery and maintenance of household or household-type equipments and appliances operating at the filling station (e.g.: refrigerator, coffee machine, coffee venting machine, oven, leavening machine, microwave oven....), if such activity does not involve any HSE-critical work,
- supply/delivery and installation of marketing products, if such activity does not involve any HSE-critical work,
- supply/delivery and installation of shop and office furniture,
- installation of metallic shelf system (so-called Salgó), if such activity does not involve any HSE-critical work,
- Post-Point services,
- internal and external cleaning of filling station (cutting grass (not within safety zone, i.e. explosion zone), waste and garbage collection, toilet cleaning in the shop and for visitors (using chemicals and detergents available in ordinary commercial shops, equipped with the required permits) if such activity does not involve any HSE-critical work,
- implementation of inventory-taking at the filling station.

MOL Group will provide the required HSE trainings for the contractors through training companies having contracts with MOL member companies. The contractor will pay the cost of training to the relevant training companies.

MOL Group's new HSE training system was introduced on 01.03.2015., and it contains the following three (3) modules:

- Overall HSE training
- Supervisor HSE training

	<b>Who shall participate?</b>	<b>Valid for site</b>	<b>Valid (in time)</b>	<b>Exam and its documentation</b>
<b>Overall HSE training</b>	Every employee (also supervisors)	Valid for every MOL site (mutual acceptance*)	1 year	with exam obligation, documented in HSE Booklet Handbook
	<p>The standardised HSE Basic training is available through any MOL training company, and it is valid for every site!</p> <p>* The training delivered by AGMI Zrt. will be Retail-specific, and thus training delivered by the said company will entitle only for working at MOL filling stations! In case of Retail's suppliers any training delivered by a party other than AGMI Zrt. will be acceptable only if the relevant employee has participated in both the Basic and the Supervisor training.</p>			
<b>Site-specific HSE training</b>	Every employee (also supervisors)	Valid only for the given area/site/plant	1 year, or period of work performance	not obliged for exam, participation documented in HSE Handbook
	<p>Site-specific HSE training will be held only at major MOL Group sites (Dufi, TVK, MOL LUB, Tifo, ZAFI) by MOL's training companies, and they will remain valid for one (1) year. In case of Dufi, MOL LUB, Zafi only services of FER can be hired and used, whereas in case of TVK and Tifo only TMM will be allowed. MOL Group experts will deliver Site-specific HSE training in the minor sites, and they will remain valid for one (1) year or for the duration of the given work (project, etc.)</p>			
<b>HSE training for supervisors</b>	Only for supervisors (applying for permit to work)	Valid for every MOL site (mutual acceptance*)	1 year	With exam obligation, documented in HSE Handbook
	<p>Supervisor HSE training is standardised, and it is available at any MOL training company, and is valid for every site. Supervisors of working teams or groups shall participate in supervisor HSE training, which also apply for and sign a permit to work. During the work performance The supervisor position may be delegated only temporarily and only if properly justified onto any other employee who has not participated in supervisor HSE training.</p> <p>* The training delivered by AGMI Zrt. will be Retail-specific, and thus training delivered by the said company will entitle only for working at MOL filling stations! In case of Retail's suppliers any training delivered by a party other than AGMI Zrt. will be acceptable only if the relevant employee has participated in both the Basic and the Supervisor training.</p>			

The contractor is responsible for registering his subordinate employees for the relevant HSE training modules at FER Tűzoltóság és Szolgáltató Korlátolt Felelősségű Társaság on specific electronic site. The unit prices and mobilisation fees for the training courses are specified in the appendices presented below.

The training delivered by AGMI Zrt. will be Retail-specific, and thus training delivered by the said company will entitle only for working at MOL filling stations!

In case of Retail's suppliers only AGMI Zrt. training are acceptable!

Training will be delivered at the sites of MOL's training partners, or at the contractor's request at the site provided by the contractor subject to individual agreement.

The following tables present the availabilities of MOL's training partners and the detailed terms and conditions of the training.

<b>Company name:</b>	<b>FER Tűzoltóság és Szolgáltató Korlátolt Felelősségű Társaság</b>	
Mailing address	2443 Százhalombatta, Pf.: 50	
Contact officer / availabilities  Registration of trainings at: <a href="http://www.fer.hu">www.fer.hu</a>	Training at Százhalombatta (FER): Németh Lajos 06-20-426-4058, fax: 06-23-551-106 <a href="mailto:lnemeth@fer.hu">lnemeth@fer.hu</a> Training at ZAFI (FER): Németh Lajos 06-20-426-4058, <a href="mailto:lnemeth@fer.hu">lnemeth@fer.hu</a> , Marton Szilveszter 06-20-429-0464, <a href="mailto:szmarton@fer.hu">szmarton@fer.hu</a> Training at Komáromi (FER): Cserna András 06-20-914-6344, fax: 06-34-222-105 <a href="mailto:acserna@fer.hu">acserna@fer.hu</a> Training at Tiszaújvárosi (FER): Papp János 06-20-451-5653 <a href="mailto:janpapp@fer.hu">janpapp@fer.hu</a> Training at Algyő (FER): Zsifkovits Zoltán 06-70-466-2437 <a href="mailto:zzsifkovits@fer.hu">zzsifkovits@fer.hu</a>	
Site / Starting point of mobilisation	Százhalombatta, Algyő (Starting point of mobilisation) Százhalombatta, Duna Refinery training room Tiszaújváros, MPK training room Komárom Base Depot training room Zala Refinery HSE training room Algyő, Dr. Juratovics Aladár building	
<b>Services</b>	<b>Unit price</b>	<b>Unit of price proposal</b>
Overall HSE training	6000	net HUF/head
Supervisor training	6000	net HUF/head
Overall and supervisor training together	12000	net HUF/head
Mobilisation fee	110	net HUF/km

<b>Company name:</b>	<b>AGMI Anyagvizsgáló és Minőségellenőrző Zrt.*</b>	
Mailing address	1211 Budapest, Központi út 24-26.	
Contact officer / availabilities	Name: Gyurina Éva Position: Training organizer Telephone number: 1/276-8945; 30/595-8652 Fax: 1/278-0756 E-mail: <a href="mailto:oktatas@agmi.hu">oktatas@agmi.hu</a>	
Site / Starting point of mobilisation	Site of training: AGMI Anyagvizsgáló és Minőségellenőrző ZRt. Oktatási Kabinet 1211 Budapest, Dunalejáros 5. I. floor (link for map: <a href="http://www.agmi.hu">www.agmi.hu</a> )  Starting point of mobilisation: Budapest	
<b>Services</b>	<b>Unit price</b>	<b>Unit of price proposal</b>
Overall HSE training	5.000	net HUF/head
Overall and supervisor training together	10.000	net HUF/head
Mobilisation fee	individual agreement	net HUF/km

\*this training company will be available only for contractor of MOL Retail (filling station network)!