

# STEP - Take a step for your health...

6<sup>th</sup> European Conference on Promoting Workplace Health  
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**BÉLA CSEH**  
Vice President SD&HSE, MOL Group

**MOL GROUP**

## MOL Group

The leading integrated oil and gas group in Central and Eastern Europe

- ▶ One of the most efficient Integrated Oil & Gas players in Europe on a per barrel basis
- ▶ Leader in core markets of Hungary, Slovakia and in Croatia via INA
- ▶ State of the art asset base serving a high growth downstream region
- ▶ Highly successful regional partnerships: Slovnaft, TVK, INA, IES
- ▶ Management with outstanding track record in operational integration and efficiency improvement
- ▶ Net revenue 2008: USD 20,6 bn
- ▶ Market cap USD 5,0 bn as of 31/12/2008
- ▶ 17.213 (5.421)\* employees

\* MOL Group incl. Energoportal and M&C Energy (MOL, s.l.c.)

**Shareholding structure (%) (31.12.2008)**

Foreign institutional investors	24.2
GMV Clearing und Treasury GmbH	24.1
BHV AG	16.3
Société Générale	4.4
Qatar Oil Company S. A. O. C.	4.4
BNP Paribas	3.9
CEZ MH B.V.	3.9
Magnolia Finance Ltd.	3.9
CIF Bank Plc.	3.9
Domestic institutional investors	3.9
Domestic private investors	3.9
MOL Plc. (treasury shares)	3.9
Foreign institutional investors	3.9

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## Our core activities in a snapshot

**Exploration & Production**  
Over 70 years experience in the Upstream business. Our objectives are to maintain the optimum level of Hungarian production and to develop a strong and balanced international portfolio.

**Refining & Marketing**  
We operate three high complexity refineries with outstanding product yields.  
The number of our filling stations is over 1000.

**Petrochemicals**  
The division is one of the largest polymer players in Central Europe, operated in full integration with our Refining & Marketing division. Our products are present in more than 40 countries.

**Natural gas**  
The main focus is transmission via our extensive high pressure gas pipeline. In line with our strategy in 2007 we re-entered into the gas storage and trading segment, which provides further growth opportunities to our company.

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## Declared management committment...

▶ improve the overall health conditions of all our employees, with special attention to selected target groups, in addition to the high-level basic occupational healthcare

**Our standard HSE principles are:**

- ▶ HSE compliance is not an option, it is a (pre)condition of the employment
- ▶ The HSE awareness must be a priority for each top- and line managers
- ▶ All work related incidents and occupational diseases are preventable

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## .....and our safety results

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**SAFE WORKPLACES PROJECT**

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## The HSE Management System

Following our HSE Policy the revised MOL Group HSE MS 2008 incorporates the critical key HSE requirements (Business Rules) in 15 elements, and the commitment of the management to conduct our business activities in full harmony with the new sets of Global and Local Operative Regulations, ...

...where by **ELEMENT 8. Occupational Health and Workplace Health Promotion** are strongly represented:

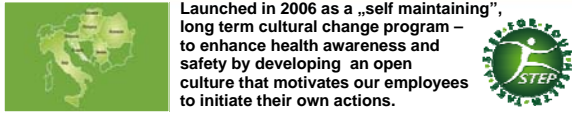
Health promotion program should be designed and provided to enhance employees' well-being and productivity.

Health promotion is defined as „the process of enabling people to increase control over, and to improve, their health” (Ottawa Charter for Health Promotion, 1986)

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### STEP - Take a step for your health!

MOL Group Workplace Health Program

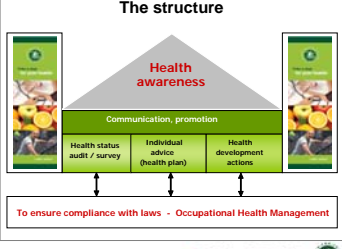


Launched in 2006 as a „self maintaining“, long term cultural change program – to enhance health awareness and safety by developing an open culture that motivates our employees to initiate their own actions.

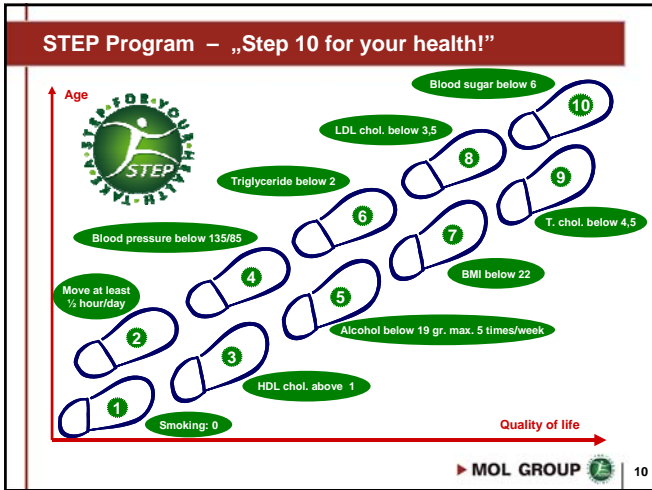
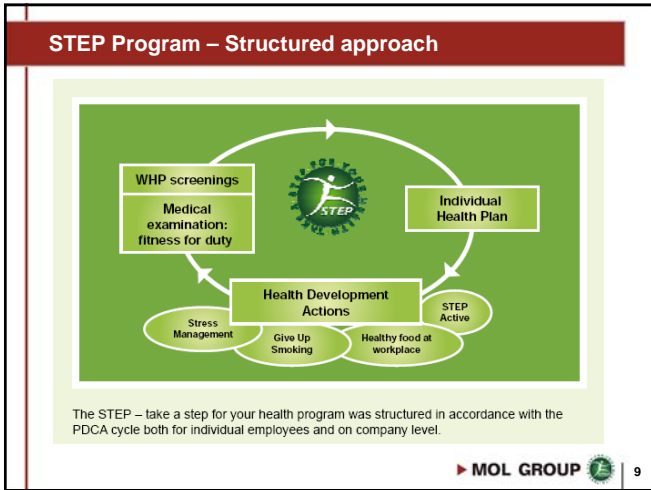
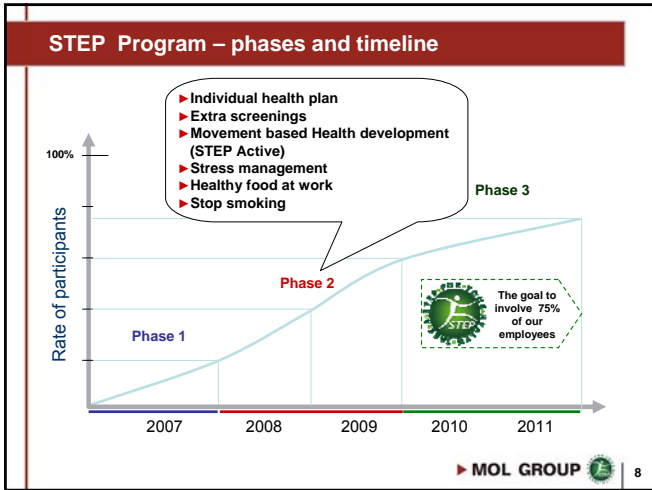
**The principles**

- Fully harmonized with OHM
- Centralized management of service providers and contractors
- Shared financial contribution
- Considered local/country specific culture and traditions
- Extended use of local „change agents“
- Tailor made program elements for specific target groups (e.g.: shift workers)
- „Don't give them a fish, teach them how to fish!“

**The structure**



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### STEP Active – the most efficient in primary prevention

**GOAL: CHANGE THE LIFESTYLE**



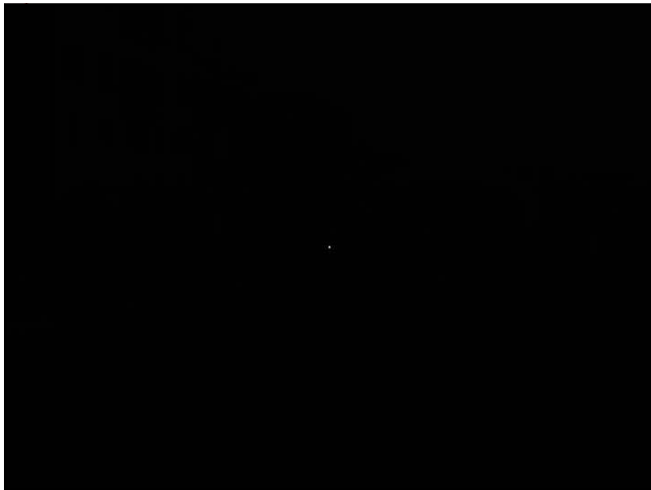
**Target Groups**

- Conventional lifestyle, no sport → reserved
- Occasional, irregular and poor physical exercise → marvelling
- Active lifestyle → receptive

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- ### STEP Active - Actions
- 
- Traditional MOL corporate events - offering lifestyle sports
  - STEP Days
  - Tournaments, competitions
  - Healthy walks - Gentle and easy family excursions – special destinations
  - Outdoor weekends - Multiday trips – special and unusual adventures
  - Participation in nation-wide sport events
  - Regular sporting opportunities
  - + Voluntary network
  - + Multifaced communication – incl. dedicated weekly corporate sports e-journal
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### STEP communication, promotion

- ▶ **STEP Active Newsletter** - a weekly electronic newsletter (e-mail) on company intranet, automatically sent to the employees' and to registered family members' mailbox
- ▶ **Panorama** - a company monthly newsletter with dedicated STEP pages and regular special issues (with articles and interviews)
- ▶ **STEP Client Service** (call center and e-mailbox) for registrations, informations and coordination of booking for the STEP screening programs, games, events
- ▶ **For fragmented remote territories with limited accessibility:** by using the private e-mails of the employees, upon their consent
- ▶ **Network of volunteer employees** („STEP engines“) for facilitating the flow of information and supporting the local initiatives
- ▶ **Posters, brochures, leaflets** for dedicated events
- ▶ **Roadshows**, regular client surveys
- ▶ **Participants in STEP program can collect points** event by event. The points can be converted to STEP gift items or financing programs where employees have to contribute for participation



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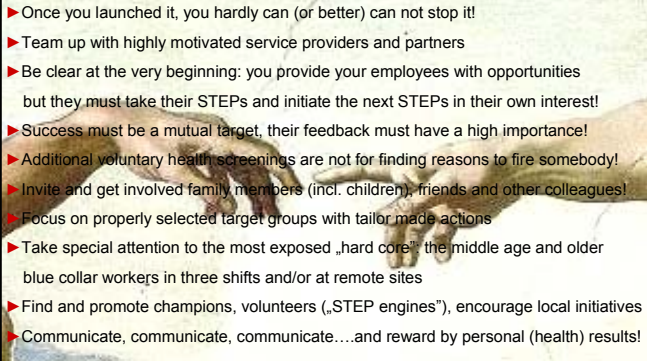
### STEP Program targets - results reached so far

WHP Results	Interest, participating, positive attitude	Attitude change, commitment, decreasing absence	Decrease in health factors	Changes and improvements in the corporate culture	Decreasing risk of chronic illnesses
Years	1	2	3	4	5+
Phases	I.	II.	III.		
<b>STEP Indicators</b>	<ul style="list-style-type: none"> <li>• Participation Rate <b>20%</b></li> </ul>	<ul style="list-style-type: none"> <li>• Participation rate <b>60%</b> (40% at the end of 2008)</li> <li>• Absence rate (3,3%-5% at the end of 2009)</li> </ul>	<ul style="list-style-type: none"> <li>• Participation rate <b>60%</b></li> <li>• Absence Rate</li> <li>• Health Indicators: BMI, Diagnosed Hypertension, Blood Total Cholesterol level, Fit index, Treated diabetes mellitus</li> </ul>	<ul style="list-style-type: none"> <li>• Participation Rate <b>75%</b></li> <li>• Absence Rate</li> <li>• Health Indicators</li> <li>• Health Awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Participation Rate</li> <li>• Absence Rate</li> <li>• Health Indicators</li> <li>• Health Awareness</li> </ul>

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### Learning points

- ▶ Once you launched it, you hardly can (or better) can not stop it!
- ▶ Team up with highly motivated service providers and partners
- ▶ Be clear at the very beginning: you provide your employees with opportunities but they must take their STEPs and initiate the next STEPs in their own interest!
- ▶ Success must be a mutual target, their feedback must have a high importance!
- ▶ Additional voluntary health screenings are not for finding reasons to fire somebody!
- ▶ Invite and get involved family members (incl. children), friends and other colleagues!
- ▶ Focus on properly selected target groups with tailor made actions
- ▶ Take special attention to the most exposed „hard core“: the middle age and older blue collar workers in three shifts and/or at remote sites
- ▶ Find and promote champions, volunteers („STEP engines“), encourage local initiatives
- ▶ Communicate, communicate, communicate...and reward by personal (health) results!



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**Thank you for your attention...**  
*...and take a STEP for your health!*

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