

Progressive change in safety culture



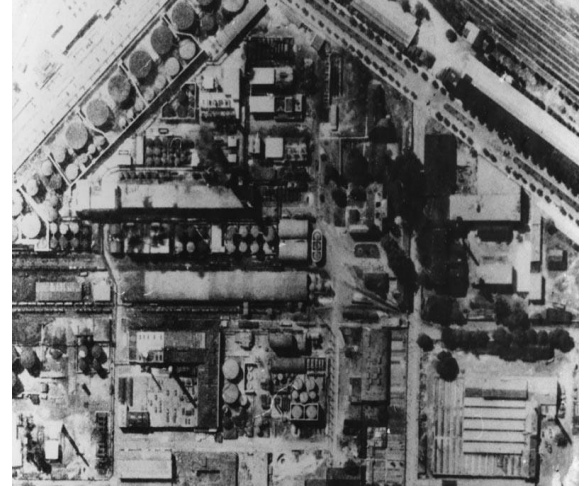
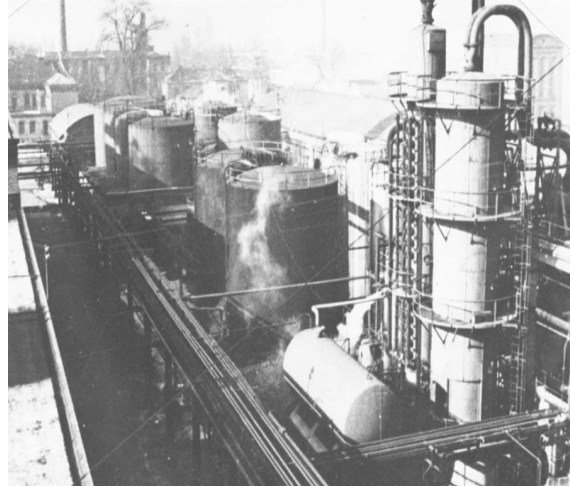
Slovnaft
MEMBER OF MOL GROUP

Martin Demčák, Ph.D.
Director SD&HSE, Slovnaft Flagship Manager



HISTORY OF THE REFINERY

History - Apollo Refinery (1896 – 1945)



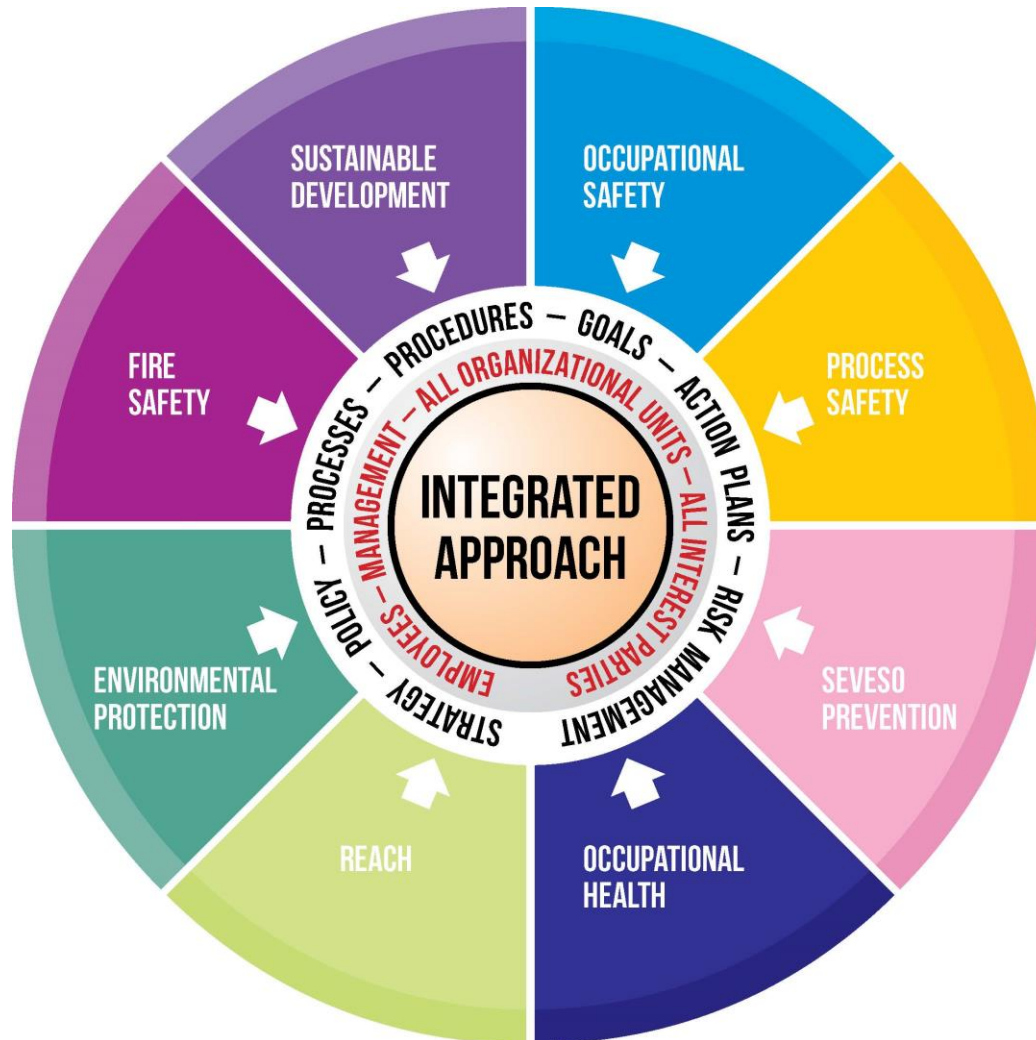
Slovnaft Today



COMPANY CULTURE MILESTONES

- From local state company to the subsidiary of an international private company (MOL Group).
- Many changes have taken place in the operational business model over the last 15 years.
- Managerial Expansion within the „Flagship operational model“ – Managing areas with a different legal framework, personal values, mentality etc...
- Significant growth of the Gas Station Network
- Continual maintenance of the original brand „Slovnaft“

INTEGRATED HSE APPROACH



BASIC ELEMENTS OF HSE MS



- 1. Leadership, Commitment & Accountability**
- Risk & Change Management
- 3. Competence, Training & Awareness**
- Planning & Targets
- Contractor HSE Management
- Design, Construction, Commissioning & Decommissioning
- Safe operation & Work Practices
- 8. Health Protection & Promotion**
- Environmental Management
- Requirements, Information & Documentation
- Product Stewardship
- 12. Communication & Consultation**
- 13. Incident Reporting & Investigation**
- Emergency Planning & Response
- Assurance & Audits
- Social Impacts

MANAGEMENT ≠ LEADERSHIP

Managers - people who do things right

Leaders - people who do the right things

Warren Bennis, Ph.D. "On Becoming a Leader"



MANAGERS
light a fire
UNDER
people

LEADERS
light a fire
IN
people

AON HEWITT EMPLOYEE ENGAGEMENT MODEL

Employee Engagement (Round Table) survey revealed a big gap in leadership.

We see Engagement when people:



consistently speak positively about the organization to colleagues, potential employees and customers



have an intense desire to be part of the organization



volunteer extra effort and engage in behaviors that contribute to the organization's business success

Drivers of Engagement



FROM PRIORITY TO VALUE



SAFETY LEADERSHIP

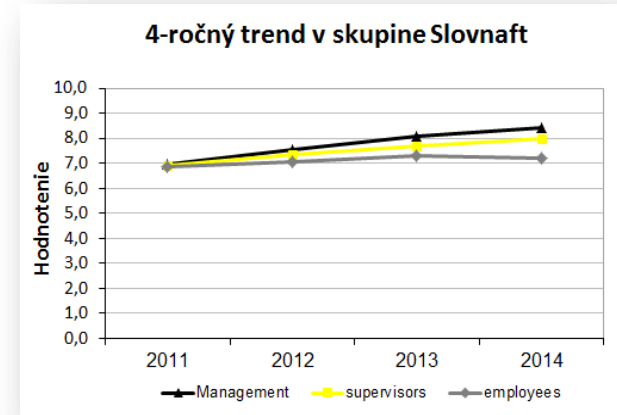
Leadership and Safety ...

still isolated



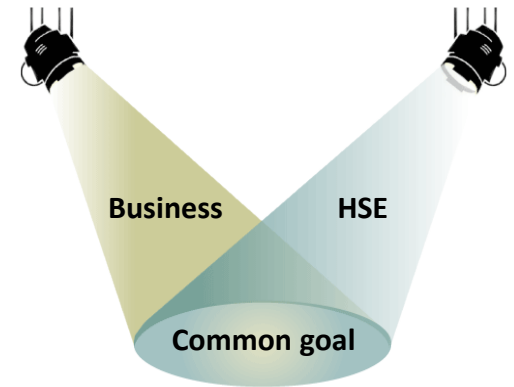
HSE LEADERSHIP ENGAGEMENT PROGRAM

- Assessment of the safety culture
- Dialogue Workshops
- Top 150 Leadership workshop
- 600+ Leadership workshop



HSE UNDER THE MAGNIFYING GLASS

- Personal initiative of the Slovnaft CEO.
- A Philosophy: From theory to practice
- Represents the basic framework of many of the HSE activities.
- Working to meet business objectives as much as possible.
- This approach forces the Operational Staff, HSE Staff and other interested parties to find “common ground”.



HSE TRAINING CENTRE

Primary focus on the practical application of:

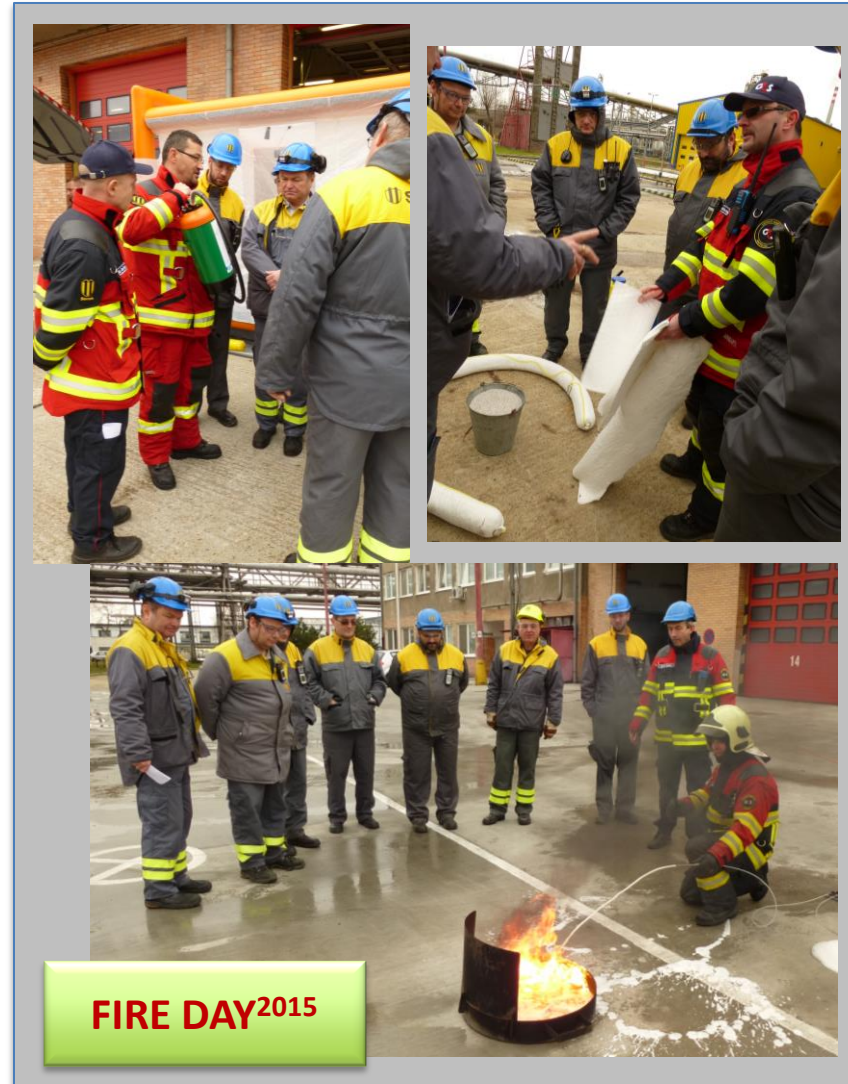
- Life Saving Programs.
- Debate over the real-world daily operational issues.
- Refreshing / updating knowledge / skills.
- Checking familiarity with the rules.
- Next step – contractor involvement.



FIRE DAYS

Inform the low operational management level about:

- The capability of the fire brigade.
- The boundaries between the operational staff (laymen) fire fighting and the (professional) intervention.
- Specific fire/explosion/toxicity prevention related to the chemicals and the processes in their workplace.
- Importance of a fast response in an emergency.
- The demonstration of people rescued from a complicated confined space and from a height by a certain climbing technique.



NEAR-MISS (NEAR-HIT) REPORTING

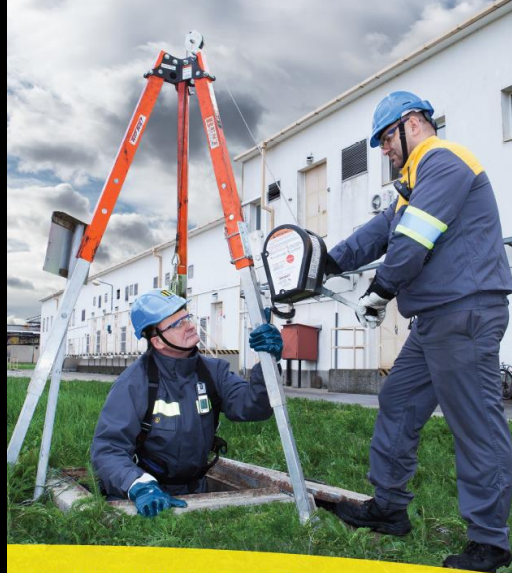
- An extensive campaign for near-miss reporting.
- A very simple system of notification – entering the data in 5 steps.
- Initially, a steep rise in the number of near-misses - disappointment from top management
- Awarding of the most active employees + the best quality notifications on a regular basis
- Possibility to notify the near-misses by SMS, so the system is open for everybody.





PRED VYKONÁVANÍM PRÁČ, VYKONAJ TESTOVANIE ATMOSFÉRY, ABY SI PREDÍŠIEL VÝBUCHU, VÝBUCHU A OTRAVE ALEBO UDUSENIU.

JÁN GAZDÍK
MANAŽÉR PREVÁDZKY PLYNU



NEVYKONÁVAJ PRÁČE V UZAVRETÝCH PRIESTOROCH BEZ PRÍTOMNOSTI DOZORNÉHO VSTUPU.

IGOR GALOVIČ
MANAŽÉR PREVÁDZKOVANIA PRODUKTÓVODU



AI MALE ZAKOPNUTIE MOŽE SKONČIŤ V NEMOCNICI.

LADISLAV NAGY
VEDÚCI PREVÁDZKOVANIA VÝROBY

HSE YOUR SIXTH SENSE



www.slovaft.sk



POUŽI PROSTRIEDKY OSOBNÉHO ZABEZPEČENIA PRED PÁDOM Z VÝŠKY VÝZDY, KEĎ NIE SI CHRÁNENÝ KOLEKTÍVNOU OCHRANOU.

MAROŠ VIŠŇOVSKÝ
MANAŽÉR PREVÁDZKOVANIA TERMINÁLOV



POUŽI PREVENTÍVNE PROTIPOŽIARNE OPATRENIA.

PETER ŠRÁMEK
RIADITEĽ VÝROBY



PREVER IZOLÁCIU ENERGIÍ PRED ZAČATÍM PRÁČ.

LADISLAV VDOVIÁK
MANAŽÉR PREVÁDZKY HYDROKARBUJANE

www.slovaft.sk

HSE
TVOJ ŽIŽNÝ CENTRUM



www.slovaft.sk

HSE
TVOJ ŽIŽNÝ CENTRUM



www.slovaft.sk

HSE
TVOJ ŽIŽNÝ CENTRUM



AWARDS AND COMMUNICATION

- **MOL Group Chairman HSE Award** - The last winner is Slovnaft Logistics for the project in the Process Safety Management field.
- Slovnaft had an extraordinary success in AICO (Association of Internal communication) **Grand Prix 2016** by winning two firsts and one second place. One of them in the - HSE campaign – „**HSE Your sixth sense**“.



COMMUNICATION CHANNELS

IMTSMILE
Lúčnica
 MADE IN
 SLOVAKIA

VEČER
 HVIEZD



12. 12. 2015 o 19.00 h

ZIMNÝ ŠTADIÓN ONDREJA NEPELU

Vstupenky na koncert dostanete na základe identifikačnej karty zamestnanca od 23. do 27. 11. 2015 na hlavnej vrátnici.



OCHRANA PRED PÁDOM

Bezpečnostné postroje, istiace systémy. Už rok je to samozrejmosťou práce vo výškach či nad volnými hĺbkami. Projekt Fall protection – Ochrana pred pádom, ktorý sa realizoval približne tri roky, zvýšil bezpečnosť a istotu pri práci.

STR. 6

ROZHOVOR

Logistika má od júna nového riaditeľa. Branislav Vinter v rozhovore okrem iného prezradil, aké nové činnosti pribudli útvaru po prevzati ENI na letisku.

STR. 8

OBSAH

ZELENÉ OÁZY

Jubilejný 10. ročník úspešného grantového programu Zelené oázy už tradične odštartoval Slovnaft v spolupráci s nadáciou Ekopolis.

STR. 13



SKRYTÍ, ALE DŮLEŽITÍ

Tony priemyselného odpadu sa z rafinérie musia dostať von. Ako sa s nimi nakladá a kam putujú, nám porozprával Róbert Polc z Ochrany životného prostredia.

STR. 25



DEŇ S...

Práca LEAN navigátora je ako detektívka. Prečo? Dozviete sa v reportáži Deň s Marekom Neupourom.

STR. 22

Panoráma, podnikový časopis Skupiny SLOVNAFT, člena Skupiny MOL. Založené v roku 1949. Nové vydanie: XII. ročník, 11. číslo, november 2015. Vychádza 11 x do roka.

Redakčná rada: Anton Molnár, predseda, Dominic Köfner, Eva Hudecová, Peter Šrámek, Peter Krajčír, Tatiana Trebatická, Peter Szuttor. Vydavateľ: SLOVNAFT a. s., úroveň Podniková a marketingová komunikácia. Zodpovedný za obsah: Marek Michlík, kI. 8989, tel.: +421-(0)2-4055 8989. Redakcia: Tatiana Novotná, kI. 8980, (0)2-4055 8980, Lucia Bačková, kI. 8563, (0)2-4055 8563, Alžbeta Švárková, kI. 8563, (0)2-4055 8563, e-mail: redakcia@slonafnft.sk



PREZRAĎ SVOJHO KOLEGU

Možno ste už počuli, a možno nie – riaditeľ S MaO Tibor Kántor vydal so svojou kapelou svoje prvé CD. Prečítajte si o radoostiach i nástrahách, ktoré prináša život rockového bubienika.

COMMUNICATION

- The organization of the HSE Forum focuses on the different topics.
- Anonymous discussion forum was established to allow staff, external contractors or the general public to ask questions and obtain feedback.
- Multi-level meetings with HSE topics.
- Frequent articles in Panorama (Regular company internal magazine).
- News flash regarding the announcement of serious incidents.
- Learning letter: Consists of the key details relating to serious incidents and goes in-depth into the areas of crucial details.

HEALTH DAY

- Varied healthy breakfast,
- Yoga exercise,
- 7 types of preventive examinations,
- 3 lectures and discussions about health,
- Healthy lunch – Main canteen room and canteen in the Production area,
- Healthy markets,
- A demonstration of first aid on a dummy,
- Dietary survey, quiz





GUIDANCE FOR SPORTS ACTIVITIES

- Apollo Sport Clubs

- Adrenalin sports, aerobics, basketball, badminton, running, martial arts, cycling, football, handball, skittles, ping-pong, tennis, hiking & volleyball



Playgrounds

- Swimming pool, sauna, fitness center, tennis court, running track, football field, indoor sports hall and fitness suite or gym hall.



CONTRACTOR SAFETY

- We don't look at contractors as outsiders or alien staff.
- We actively work to involve the contractors into our culture so that they feel adequately supported and protected.
- Therefore we decided to implement the SCC international standard for all contractors who perform critical activities.





THANK YOU FOR ATTENTION

▶ **MOLGROUP**
2030

**ENTER
TOMORROW**