

Performance Report QMS/EMS/OHS/EnMS- short review

Year: 2019/2020



POLITIKA

„HIP-Petrohemija“ a.d. Pančevo je proizvođač baznih i polimernih petrohemijskih proizvoda i posluje na regionalnom tržištu više od 40 godina zahvaljujući proizvodima vrhunskog kvaliteta i neprekidnom dijalogu sa svim zainteresovanim stranama.

Društveno odgovornim poslovanjem postizemo održivost i pozitivne učinke u društvenom i ekonomskom okruženju.

Težimo da svojim proizvodima i uslugama razumemo sve aktuelne i buduće potrebe korisnika, ispunjavamo zahteve kupaca i nastojimo da pružimo i više nego što oni očekuju.

Odgovorno upravljamo rizikom u poslovnim procesima u cilju proaktivnog delovanja, podizanja nivoa korporativne odgovornosti i poboljšavanja ključnih performansi naših procesa. Kontinualno planiramo ciljeve i obezbeđujemo sve potrebne resurse i informacije za realizaciju naših proizvoda i procesa. Preispitujemo realizovane rezultate i na osnovu njih planiramo poboljšanja.

Primenjujemo veću nacionalnu i evropsku zakonsku regulativu u oblasti kvaliteta, efikasne energije, zaštite životne i radne sredine, kao i normative međunarodnih standarda i dobre industrijske prakse.

Suštna naše kompanije su ljudi, a stalnim uključivanjem svih zaposlenih, negovanjem znanja, zdravlja i bezbednosti, inovacija i kreativnosti, postizemo da zaposleni razumiju ulogu i značaj svog doprinosa u realizaciji politike i ciljeva kompanije.

Posvećeni smo unapređenju performansi životne sredine i prevenciji od zagađenja. Modernizacijom postrojenja i stalnom kontrolom procesa kontinualno smanjujemo uticaje svojih procesa na vazduh, vodu, zemljište i generisanje otpada.

Primenjujemo programe prevencije, lečenja i rehabilitacije, brinemo o zdravlju zaposlenih i eliminišemo posledice eventualnih povreda i incidenata. Podstičemo učešće i konsultujemo radnike u vezi sa bezbednošću, kako bi u efikasnoj komunikaciji podigli svest o bezbednim i zdravim uslovima rada. Stalno unapređujemo korporativnu odgovornost prema zaposlenima, mladima, invalidima, lokalnoj zajednici i društvu u celini, u cilju obostranog zadovoljstva i uspeha.

Razvijamo uzajamno korisne odnose sa našim isporučiocima, tako što jasno i transparentno komuniciramo, optimizujemo troškove i resurse, stvaramo uslove za brze i fleksibilne odgovore na promene. Podstičemo nabavku energetski efikasnih proizvoda i projektovanje energetski efikasnih procesa, u cilju razvoja svesti o energetskej efikasnosti u našem poslovnom okruženju.

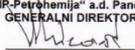
Kontinualno unapređujemo kvalitet svih naših procesa i proizvoda u skladu sa najboljim raspoloživim tehnikama u cilju održivog razvoja i povećavanja energetske efikasnosti procesa. Stalno poboljšavamo sisteme menadžmenta kvalitetom, energijom, životnom sredinom, bezbednošću i zdravljem na radu.

Primenjujemo Integrirani sistem menadžmenta usklađen sa standardima ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 i ISO 50001:2018. Posedujemo akreditovane laboratorije u skladu sa SRPS ISO/IEC 17025:2017. Posvećeni smo unapređenju bezbednosti u železničkom saobraćaju kao Lice zaduženo za održavanje ECM, prema zahtevima propisanim Dodatkom III Priloga A ATMF-a, Dodatka G COTIF-a.

Generalni direktor i najviše rukovodstvo imaju konačnu odgovornost za kontinualno poboljšavanje Integriranog sistema menadžmenta kroz promociju i primenu ove Politike. Naši zaposleni učestvuju u sprovođenju Politike i tako potpuno doprinose njenoj realizaciji.

Pančevo, 01.01.2019.god

„HIP-Petrohemija“ a.d. Pančevo
GENERALNI DIREKTOR



Velimir Unković



THE INTERNATIONAL CERTIFICATION NETWORK

CERTIFICATE

Quality Assure

Has issued an IQNet recognized certificate that the organization:

HIP-Petrohemija a.d. Pančevo
 Srbija, 26000 Pančevo, Spojnostarčevačka 82

for the following scope:

Production of Petrochemical products, Raw materials and Chemicals on location: Pančevo, Štampar and Crngalj
 IAF: 12.19

has implemented and maintains a

QUALITY MANAGEMENT SYSTEM

which fulfils the requirements of the following standard:

ISO 9001:2015

The certificate is valid from the date of issue, until a regular surveillance audit and shall be used as a reference document

Issue of:	2020-05-22
Validity until:	2023-05-22
Quality Assure certified since:	1999-12-21

Registration Number: AT-04560

Miro Stanić Miro Stanić
 Vice President of IQNet Vice President of IQNet
 Authorized Representative of Quality Assure Authorized Representative of Quality Assure

Recertification audit for ISO 9001 and ISO 14001 completed



THE INTERNATIONAL CERTIFICATION NETWORK

CERTIFICATE

Quality Assure

Has issued an IQNet recognized certificate that the organization:

HIP-Petrohemija a.d. Pančevo
 Srbija, 26000 Pančevo, Spojnostarčevačka 82

for the following scope:

Production of Petrochemical products, Raw materials and Chemicals on location: Pančevo, Štampar and Crngalj
 IAF: 12.19

has implemented and maintains an

ENVIRONMENTAL MANAGEMENT SYSTEM

which fulfils the requirements of the following standard:

ISO 14001:2015

The certificate is valid from the date of issue, until a regular surveillance audit and shall be used as a reference document

Issue of:	2020-06-22
Validity until:	2023-06-22
Quality Assure certified since:	2009-08-24

Registration Number: AT-04560

Miro Stanić Miro Stanić
 Vice President of IQNet Vice President of IQNet
 Authorized Representative of Quality Assure Authorized Representative of Quality Assure



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Has issued an IQNet recognized certificate that the organization:

HIP-Petrohemija a.d. Pančevo
 Srbija, 26000 Pančevo, Spojnostarčevačka 82

for the following scope:

Production of Petrochemical products, Raw materials and Chemicals on location: Pančevo, Štampar and Crngalj
 IAF: 12.19

has implemented and maintains an

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS

which fulfils the requirements of the following standard:

ISO 45001:2018

The certificate is valid from the date of issue, until a regular surveillance audit and shall be used as a reference document

Issue of:	2020-06-29
Validity until:	2023-06-29
Quality Assure certified since:	2006-06-26

Registration Number: AT-00210

Miro Stanić Miro Stanić
 Vice President of IQNet Vice President of IQNet
 Authorized Representative of Quality Assure Authorized Representative of Quality Assure



THE INTERNATIONAL CERTIFICATION NETWORK

CERTIFICATE

Quality Assure

Has issued an IQNet recognized certificate that the organization:

HIP-Petrohemija a.d. Pančevo
 Srbija, 26000 Pančevo, Spojnostarčevačka 82

for the following scope:

Production of Petrochemical products, Raw materials and Chemicals on location: Pančevo, Štampar and Crngalj
 IAF: 12.19

has implemented and maintains an

ENERGY MANAGEMENT SYSTEM

which fulfils the requirements of the following standard:

ISO 50001:2018

The certificate is valid from the date of issue, until a regular surveillance audit and shall be used as a reference document

Issue of:	2020-06-27
Validity until:	2023-06-27
Quality Assure certified since:	2019-12-20

Registration Number: AT-001170

Miro Stanić Miro Stanić
 Vice President of IQNet Vice President of IQNet
 Authorized Representative of Quality Assure Authorized Representative of Quality Assure

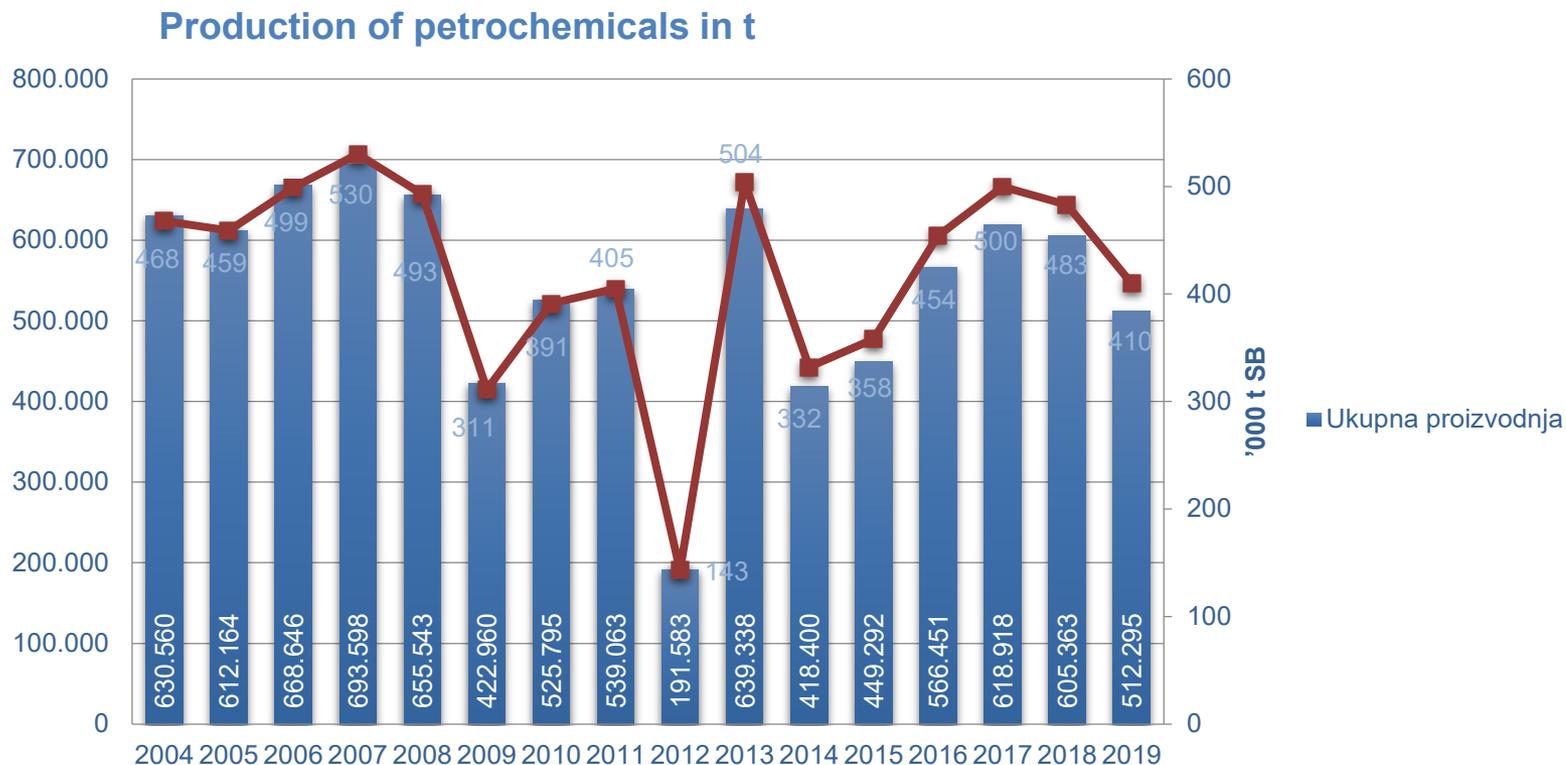
Supervisory audit for ISO 45001 and ISO 50001 completed

- Context of HIPP in 2020 has been examined, including the fields of current external and internal business environment.
- Analyses included:
 - external fields** (legal context, society, policy, economic context, sales/ market, competence, raw material and energy supply, living environment, corporate social responsibility, energy management;
 - internal fields** (ownership structure, finances, organizational structure, technology, development strategy, certified management systems, certifications, care about employees, health and safety at work, business and industrial safety and energy management of HIPP).

The impact of COVID-19 and declared state of emergency, upon the raw material market and products sales, was also taken into consideration.

REPORT ON PROCESS EXAMINATION FOR 2019

IMS goals realization / Total production in the last 16 years



In 2019:

- Technical capacity realization was 66.34%
- Average VN processing capacity was 1,358 t/day

Equipment maintenance			
Preventive maintenance		Corrective maintenance	
Planned	Realized	Planned	Realized
100% by planning	100%	100% by request	100%

Unplanned interruptions / equipment malfunctions, 2019	
Goal - minimize unplanned interruptions / equipment malfunctions	
Maintenance	Number of total unplanned interruptions in HIPP
Mechanical equipment	No unplanned interruptions / malfunctions were recorded
Instrumental equipment	
Electrical equipment	

REPORT ON PROCESS EXAMINATION FOR 2019

Realization of IMS goals / Realization of business-technical support

Realization of testings			
Laboratory testing		Mechanical equipment testing	
Planned	Realized	Planned	Realized
Laboratory testings: • Input materials, • Checkups during process, • Final products checkups, In accordance with checkup plans and internal users' requirements, 100%	366.809*	Checkups and adjustments of 1000 safety valves	1031
		Ultrasonic measurements of thickness at 1700 spots	4041*
		Testing with penetrants at 800 spots	1245,5*
		Vibration measurements on 400 machines	514

Note: Significant increase of activities related to fulfillment of legal requirements.

Note: 702 laboratory treatments were not completed due to the equipment malfunction, chemicals shortage or determination method issues.

Continual support processes					
Treatment of waters required for process		Energy fluids production		Electric power supply	
Planned per request	Realized	Planned per request	Realized	Planned per request	Realized
100% received waters	1.156.697 m ³ PHK 1.306.040 m ³ RNP	Water steam Instr. and proc. air Demi water	276.946 t 56.187.247 Nm ³ 613.094 m ³	193.984.938 kWh 80.000.000 kVArh	168.713.894 kWh 65.721.494 kVArh

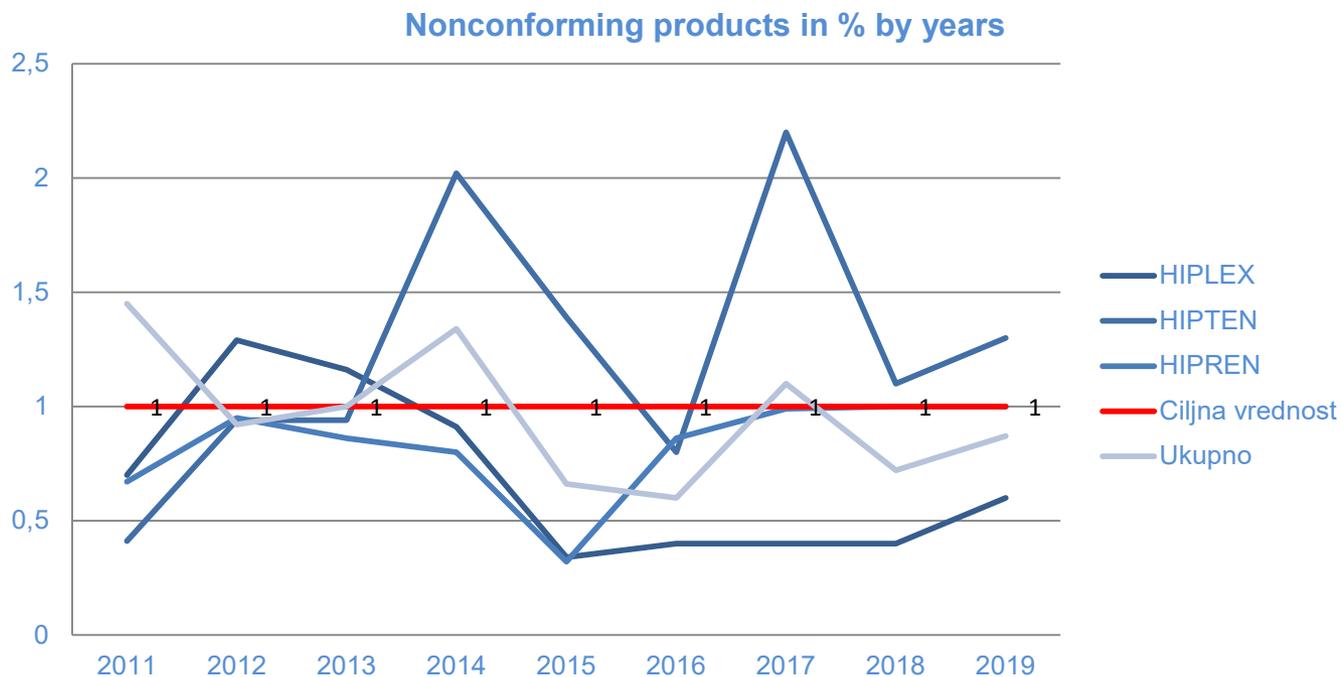
Planned	Realized / Comment
Acquiring documents required for real estate legalization in HIPP - HIPP legalization process / Decision on legalization brought	*HIPP received 13 decisions regarding legalization

Note: Realization depends on the Provincial Secretariat for Energy, Construction and Transport

Planned	Realized
ETHYLENE	
Compressor control system replacement / internal technical acceptance, Collaudation	100%
Ethylene Plant reinstrumentation, the I phase / Internal technical acceptance except for the Advanced Process Control (APC)	90%
LDPE	
Stretch hood film wrap machine / Technical acceptance and Fire Dept. approval for the works performed.	100%
Compressor foundation and el. motor repair / Internal technical acceptance, Collaudation	100%
FSK	
Economizer installation in steam boilers / Works performance	100%
HDPE	
Extrusion section - IV line installation / Notice of commencement of works and works performance	100%
Reconstruction of final product warehouse / Technical acceptance and Fire Dept. approval for the works performed.	100%

Maintenance of IMS certified management systems and laboratory accreditation

SM/ standard	2019	2018	2017
QMS/ ISO 9001:2015	Regular supervision	Regular supervision	Certification / Transition from ISO 9001:2008 to ISO 9001:2015
EMS/ ISO 14001:2015	Regular supervision	Regular supervision	Certification / Transition from ISO 14001:2005 to ISO 14001:2015
OHS/ ISO 45001:2018	Regular supervision	Certification / Migration from OHSAS 18001:2007 to ISO 45001:2018	Recertification
EnMS/ ISO 50001:2018	Certification / Transition from ISO 50001:2011 to ISO 50001:2018	Recertification / QA certificate	Regular supervision
QLI / Laboratory SRPS ISO/IEC 17025:2017	Reaccreditation / Transition from SRPS ISO/IEC 17025:2006 to SRPS ISO/IEC 17025:2017 (2 nonconformities, 1 note)	Regular supervision (without nonconformities)	Regular supervision (without nonconformities)
QLI / Mechanical maintenance SRPS ISO/IEC 17025:2017	Reaccreditation / Transition from SRPS ISO/IEC 17025:2006 to SRPS ISO/IEC 17025:2017 (1 nonconformity)	Regular supervision (without nonconformities, 1 note)	Regular supervision (without nonconformities)
ECM-Certification of HIPP as ECM person in charge for railway wagons maintenance	Certification renewed (without nonconformities)	Certification (without nonconformities)	-



Goal which was the total quantity of nonconforming products to be less than 1% was realized in 2019

Providing knowledge and development to the employees

Planned	Realized	Index
Internal / external trainings per employee		
20 h	25.2 h	1.26
Checking of employees' skills and knowledge		
314 employees	314 employees	1

Total number of employees as on 31.03.2020 is **1330**

Average age of employees in HIPP as on 27.05.2020 is 50,05

Absenteeism of HIPP employees in 2019, was 6.96% what presents very high percentage of absenteeism in accordance with the absenteeism classification

During 2019, total number of new people employed was 9

Percentage of absenteeism is in a category of very high due to the increased number of sick leaves shorter than 30 days.

		LISTA OCENE NEUSKLAĐENOSTI SA ZAKONSKIM I OSTALIM ZAHTEVIMA HIP-PETROHEMIJA 2020.godina				Datum: Mart 2020 Strana: 1 od 2 (Lista zakona izd.31 /2020)	
Red. broj	Zakonski propis, pravilnik, uredba	Izdavač	Broj/godina	Usklađenost	Obaveze u sl. 1 i 2	Odgovoran	Rok za usklađivanje
ZAKONI / REPUBLIKA SRBIJA							
1.	Zakon o zaštiti od požara	Sl.gl.RS	111/09, 20/15, 87/18	2	HIPP / Usaglašavanje Plana zaštite od požara sa zakonskim propisima	IDF KPP	Kraj 2020
2.	Zakon o ozakonjenju objekata	Sl.gl.RS	96/15, 83/18	2	HIPP/ Dobijeno je 17 rešenja o ozakonjenju, od 10 se odustalo, a ostali objekti su u postupku ozakonjenja	GD	2020
3.	Zakon o integrisanom sprečavanju i kontroli zagađivanja životne sredine	Sl.gl.RS	135/04, 25/15	2	HIPP/ Pribavljanje IPPC dozvole za rad HIPP	IDF KPP	2020
4.	Zakon o autorskom i srodnim pravima	Sl.gl.RS	104/09, 99/11, 119/12, 29/16, 66/19	2	Urađen je Plan akcija za usklađivanje	IDF FPPK	2020
5.	Zakon o arhivskoj građi i arhivskoj delatnosti	Sl.gl.RS	06/2020	2	Zakon je stupio na snagu 1. febr.2020. Period primene zakona je godinu dana. Usklađivanje u toku.	DS PP	01.02.2021
6.	Zakon o zaštiti podataka o ličnosti	Sl.gl.RS	87/18	2	HIPP-Prigotavljanje i izrada internih akata radi usklađivanja sa zakonom	GD	kraj 2020

Legend: Conformity 1- Nonconformed / 2 – Conformity under process / 3 – Fully conformed

During 2018/2019 harmonization with legal requirements was carried out as follows:

- **Air Protection Act** / FSK-Installation of unit for styrene removal from exhaust air
- **Disaster Risk Reduction and Emergency Managing Act** / Approval obtained for Risk Assessment and Protection and Rescue Plan for both locations Pančevo and Elemir.
- **Act on Efficient Use of Energy** / Energy manager has been appointed for Pančevo location
- **Act on Railway Safety and Interoperability** / Certification issued to HIPP as ECM person for railway wagons maintenance
- **Act on Energy** / JP EMS has postponed the procedure until the requirements are met
- **Companies Act** / The Company's By-law amended and adjusted, consolidated text published in APR (Business Registers Agency), e-mail address registered with APR, invitation for assembly meeting posted on Company Registers web site and Central Registry.

		LISTA OCENE NEUSKLAĐENOSTI SA ZAKONSKIM I OSTALIM ZAHTEVIMA HIP-PETROHEMIJA 2020.godina				Datum: Mart 2020 Strana: 2 od 2 (Lista zakona izd.31 /2020)	
Red. broj	Zakonski propis, pravilnik, uredba	Izdavač	Broj/godina	Usklađenost	Obaveze u sl. 1 i 2	Odgovoran	Rok za usklađivanje
PRAVILNICI/ REPUBLIKA SRBIJA							
7.	Pravilnik o tehničkim merama i zahtevima koji se odnose na dozvoljene emisione faktore za isparljiva organska jedinjenja koja potiču iz procesa skladištenja i transporta benzina	Sl. gl. RS	1/12, 25/12, 48/12, 96/19	2	Etilen / usklađivanje sa pravilnikom (jedan rezervoar)	Direktor fabrike Etilen	2020
8.	Pravilnik o opremi i zaštitnim sistemima namenjenim za upotrebu u potencijalno eksplozivnim atmosferama	Sl. gl. RS	10/17	2	HIPP / Usaglašavanje sa ATEX direktivom: Definisano je Uputstvo Nabavka, kontrola i održavanje električnih uređaja koji se koriste u eksplozivno ugroženim prostorima/ Potrebno je usaglasiti i deo koji se odnosi na mašinsku opremu (RJ MO)	IDF KPP/ DS TP	kraj 2020
UREDBE, ODLUKE							
9.	Uredba o graničnim vrednostima emisije zagađujućih materija u vode i rokovima za njihovo dostizanje	Sl.gl. RS	67/11, 48/12, 01/16	2	FSK/ Usaglašavanje GVE sa uredbom	Direktori fabrika FSK	2025
10.	Uredba o graničnim vrednostima zagađujućih materija u površinskim i podzemnim vodama i sedimentu i rokovima za njihovo dostizanje	Sl.gl. RS	50/2012	2	HIPP / Usaglašavanje sa uredbom za podzemne vode	IDF KPP	Rok u skladu sa Planom i prog. upravlj. voda u RS
Izradio: Dragana Videnović, rukovodilac SKS		Kontrolisali: Zorica Marković, direktor sektora PP Biljana Suslov, energetski menadžer			Odobrili: Dragan Zavišić, IDF KPP Miša Bulajić, IDF PTP		

MA1200-OB005

Legenda: USKLAĐENOST: 1 - nije usklađeno / 2 – usklađivanje je u toku / 3 – potpuno usklađeno;

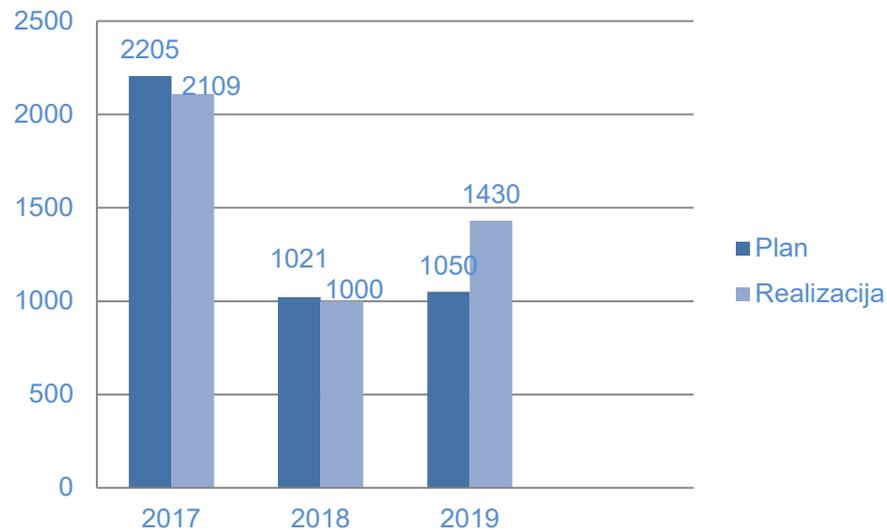
Obligation which appeared in 2018, referred to adjustment to the **Personal Data Protection Act**, and it was planned to be completed till the end of 2020.

New obligations appearing in 2019/2020, refer to the **Act on copyright and related rights** and **Act on Archive Materials and Archive Activities**.

List of adjustments at HIPP has total of 10 obligations, and measures and activities have been initiated for their realization.

HSE Management / Trainings / Conformity with HSE requirements

Periodical HSE trainings plan/realization, per years



Provision of HSE knowledge	Realization		
Goal / years	2017	2018	2019
Goal – Organization of internal periodical HSE trainings for employees - 5% more than in 2018	2109	1000	1430
Goal – Organization of external HSE trainings for employees - 10% more than in 2018	-	87	91

OHS Dept.	Review of measures required after inspection checkups	Status
HSE	No measures required.	-
Env. Prot.	Three measures required.	Two measures have been completed and one is under process of realization
FF	Nine measures required.	Under process of realization (Measures imposed at the end of 2019)

Environmental Protection / Emissions in Air

Measurement plan realization in 2019

Dot emitter measurements		Diffuser emitters emission calculation	
planned	realized	planned	realized
66	57*	24	24

*Measurements done on all emitters which were employed.

All measured pollutant concentrations in the air were **under ELV.**

Note: Non-conforming emissions of styrene and TOC, which we had in previous years, were solved by installation of a drier air purification unit .

Air emission coefficient 2019

Total pollutant emissions in the air (expressed in CO₂) by quantity of consumed raw material (VN)

Planned	Realized
CCO ₂ ≤ 0,91 t/t SB	CCO ₂ = 0,98 t/t SB

CCO₂ for 2019 is for 8% above goal, because of fewer number of operating hours and lower VN consumption due to turnaround activities

Air emissions coefficient in the last three years

2017	2018	2019
478.095 t CO ₂ CCO ₂ = 0,96 t/t sb	442.181 t CO ₂ CCO ₂ = 0,91 t/t sb	402.336 t CO ₂ CCO ₂ = 0,98 t/t sb

Environment protection / Emissions to Water

Realization of ground water measuring plan for 2019

WWTP-nafter treatment (external measurements)	
planned	realized
6	6

FSK-waste waters at discharge to the Tisa river	
planned	realized
4	4

Petroplast-sanitary waste waters at discharge from BioDisk (external measurements)	
planned	realized
3	3

Waste waters monitoring results

WWTP (B-17) and Petroplast (Biodisk): All campaign parameter values were within the ELV .

FSK: All campaign parameter values were within the ELV except for **total phosphorus**.
Deadline for bring it in line with legal requirements is **2025**.

Environmental Protection / Emissions to Soil

Coefficient Cspills	
Number of hazardous materials spills per quantity of basic raw material consumption t)	
Planned	Realized
Cspills =0 (no spills of hazardous materials in quantities higher than 1 barrel)	Cspills = 0

HIPP ground waters monitoring results

A report was made about the status of soil and ground waters in the locations of HIP-Petrohemija a.d. Pančevo, at Pancevo location Spoljnostarčevačka 82, there were some contaminated spots identified, while at FSK location, Elemir, no values were reported to exceed the remediation values for soil and ground waters.

PERFORMANCE REPORT FOR 2019

Environmental protection / Waste management

Waste management

Type of wastes	Non-hazardous (t)		Hazardous (t)	
	Generated	Disposed	Generated	Disposed
Year				
2017	370	257	226	316
2018	747	696	174	100
2019	645	704	250	287

Of total generated hazardous and non-hazardous wastes quantity which was 1020t, 991t was disposed, what makes 96%. Therefore the target which was to dispose 60% of generated quantity was reached.

Generated waste coefficient (Cw)

Generated wastes quantity (at regular activities) by quantity of basic raw material consumed (kg/t VN)

Planned	Realized
Cw ≤ 1.82 (kg/t SB)	Cw = 1.71 (kg/t SB)

Target value of generated waste coefficient for 2019, was fully achieved.

Non hazardous wastes management in t by years



Hazardous wastes management in t by years



PERFORMANCE REPORT FOR 2019

Safety and health at work / Health protection

Health protection			
Goal	Realization of preventive medical examination, 100% per plan		
Year	Plan	Realization	Index
2017	1075	1058	0,98
2018	1076	1076	1,00
2019	1183	1091	0,92

Preventive medical examinations

Realization in 2019:

- **457** preventive specialist's examination **for male employees**, what was **83%** of total number registered for examination.
- **172** preventive specialist's examination **for female employees**, what was **87%** of total number registered for examination.
- **1038** employees were registered for preventive **cardiovascular** examination, of which **21%** have been examined so far.

Healthcare rehabilitation

In 2019, 486 employees were sent for healthcare rehabilitation, what was 10% over the target number of 440.

PERFORMANCE REPORT FOR 2019

Safety and health at work / Injuries at workplace

Injuries at workplace

Parameters	Goal	Realization	Index
Lost time injury frequency rate LTIF	LTIF ≤ 1.65	1.46	1
Serious workplace injuries rate LTIS	LTIS ≤ 0.46	0.45	1
Koefficient of workplace fatal injuries FAR	FAR= 0	0	1

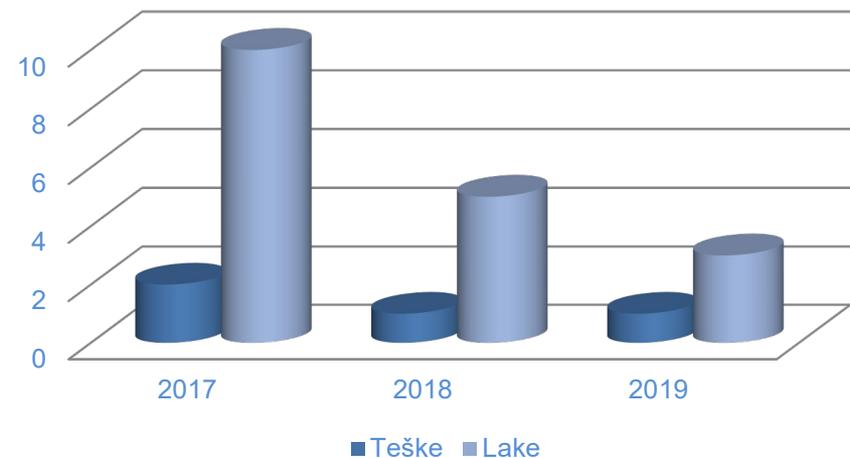
FAR – number of fatal workplace injuries x 1.000.000 / total number of working hours of all employees

LTIF – total number of injuries x 1.000.000 / total number of working hours

LTIS – total number of lost days due to workplace injuries x 1.000.000 / total number of working hours

- During 2019, there were 4 injuries (LTIF injuries), of which 1 serious and 3 minor ones. All LTIF injuries are related to equipment maintenance activities.
- For each injury case, investigation and the case analyses were done.

Injuries at workplace in the last three years



PERFORMANCE REPORT FOR 2019

Safety and health at work / Process safety

HSE drills by years



The goal was to have firefighting and rescue drills equal to or for 25% higher than in 2018. In 2019, there were 27 drills, what makes 90% of defined goal.

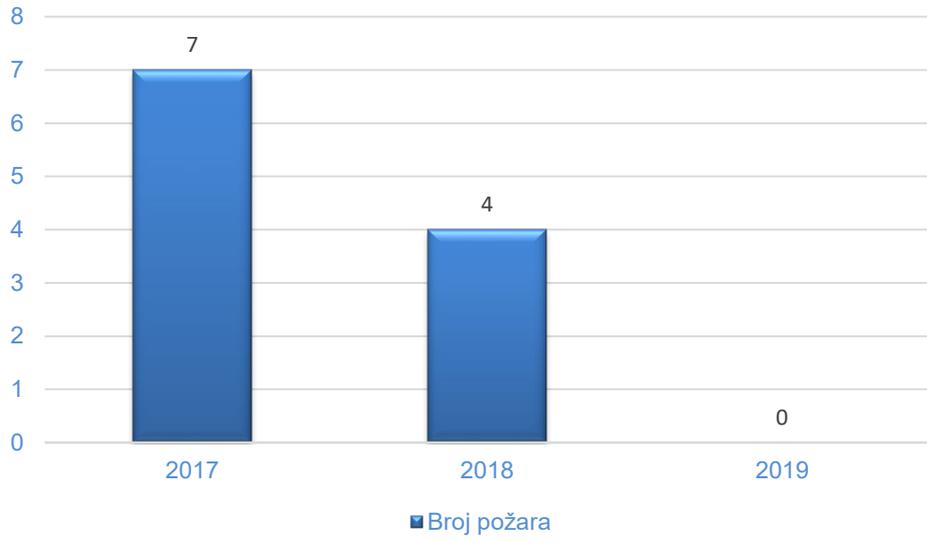
During 2019, 8 minor traffic accidents were reported in total, with neither injuries, nor damage which would prevent a vehicle from further traffic.

RAR = 0

Road accident rate (RAR) – calculated from the number of accidents divided by the kilometers travelled, expressed in millions.

During 2019, there were no incipient fires, so the goal, the total number of all fire categories NoF ≤ 1, was fully achieved.

Number of incipient fires by years



PERFORMANCE REPORT FOR 2019

Energy / Analysis of Primary Energy Consumption 2015-2019 / SEM

All requirements in accordance with the Act on Efficient Use of Energy (EMS) were fulfilled - the goals regarding primary energy consumption savings were achieved in 2015 – 2019 period

HIPP - Pančevo	2015	2016	2017	2018	2019	HIPP - Elemir	2015	2016	2017	2018	2019
EnPI 1 (el.energy) (toe / t _{SB})	0,097	0,091	0,087	0,084	0,089	EnPI 1 (el.energy) (toe/t _{C4})	0,212	0,196	0,188	0,182	0,197
Comparison – five-year period	- 8,12%					Comparison – five-year period	-6,67%				
EnPI 2 (fuel) (toe / t _{SB})	0,448	0,389	0,384	0,372	0,391	EnPI 2 (gorivo) (toe/t _{C4})	0,388	0,334	0,298	0,281	0,306
Comparison – five-year period	-12,57%					Comparison – five-year period	-21,11%				
aTotal EnPI (toe / t _{sb})	0,545	0,480	0,471	0,456	0,480	Total EnPI (toe / t _{C4})	0,600	0,530	0,486	0,463	0,503
Comparison total 2015-2019	-12% (2,4% average.annual)					Comparison total 2015-2019	-16% (3,2% average annual)				

HIPP operates in compliance with the Act on Efficient Use of Energy (Sl.gl 25/13) – energy savings requirement min 1% per year or 5% in five-year period

We keep improving all our processes, through continual planning, result monitoring and analysing , and business upgrading.

In accordance with the Process Improvement Procedure, the organizational/process units make annual plans for improvements within their sectors .

Once the plans are realized and accomplished, in the year that follows the effects and achieved improvements are analysed.

Main goal of accomplished investments is improvements in business profitability and market competency.

Total value of investment works in 2019, was approximately EUR 18.3 million, and turnaround costs were approximately EUR 2 million.

This was the highest investment in HIP-Petrohemija in the last 30 years, and all projects were financed from the company's own resources.

Corporate social responsibility

- Through turnaround activities and large investments, the processing operations and energy efficiency, and positive business effects have been improved in LDPE, HDPE, and Ethylene Plants.

- “I know how!” has been continued, what is a program which motivates employees to participate with ideas for positive changes and operating process improvements.
- Agreement on cooperation has been signed with Russian Civil Protection Academy.

- Participation in collecting resources to support seriously ill persons.
- All employees have life and work injury insurance covering 24 hours daily.
- Kids of the employees were given vouchers for the new year presents.

- Company's commitment to segments
 - development of human potentials
 - building trust with employees and partners
 - business improvement

has become our normal practice which is exercised through our socially and environmentally responsible business.

- By respecting high ethical standards and doing our business in accordance with local, national and international regulations, we endeavor, along with implementing innovations and providing sustainable business growth, to create values for all parties involved (employees, investors, and society).
- We express our dedication and responsibility beyond business frameworks, through directing our financial and human resources to support and stimulate various projects, to find solutions for social issues, and to promote cultural activities.
- Our goal is to make contribution, together with partnership organizations, to permanently improve working environment and to create sustainable benefits for the society.
- Corporate social responsibility makes an integral part of our business strategy and it refers to both broader social and local level.

- Humanitarian actions of voluntary blood donation were organized.
- Medical rehabilitation and spa and climatic treatments for the employees were continually arranged.
- Preventive medical examinations (biochemical analyses, specialist's checkups) were organized for the employees.
- Educational lectures were organized about various diseases risks and prevention.

- Technical/working practice was organized for students, undergraduates and trainees.
- Many students visited our plants in both locations, Pančevo and Elemir, for informative/ educational purposes.

