



PETROHEMIJA

Performance Report QMS/EMS/OHS/EnMS

2017

QMS/EMS/OHS/EnMS certification



„HIP-Petrohemija“ a.d.Pancevo is a producer of basic petrochemicals and polymers and it has been supplying the regional market for over 40 years now thanks to its top quality products and everlasting dialogue with all interested parties.

Carrying socially responsible operations our goal is to achieve sustainability and positive outputs in the social and economic environment.

We manage risk management methodology in business processes for the purpose of raising the level of corporate responsibility and permanent improvement of key processes performances of HIP-Petrohemija.

With our products and services we endeavour to understand the current as well as future needs of our clients, we fulfil our buyers' requests and always try to offer more than they expect.

We continually plan our goals and provide all necessary resources for realization of our products and processes, reconsider the results obtained, and on the basis of them we plan improvements in the fields of quality, living and working environment and improvement of energy performances of the plants.

The kernel of our company are our people, and with continual engagement of all employees and by improving their knowledge, as well as through taking care of their health and safety, innovation and creativity, we make it that they understand their role and significance of their contribution to realization of the company's policy and goals.

In carrying business we apply the current national and European legal regulations in the fields of quality, living and working environment, and energy, as well as the rules of international standards and good industrial practice.

We develop mutually useful relationship with our suppliers, through explicit and transparent communication, optimize costs and resources, create conditions for quick and flexible response to changes. We encourage energy efficient product supplies and energy efficient process designs, in order to spread awareness of energy efficiency in our working environment.

We continually invest in environmental protection in order to improve our performance, to preventively act against pollution and to minimize the risk of accidents.

The prevention programmes are applied as well as medical treatments and rehabilitation, in order to take care of our employees health and to diminish the consequences of possible injuries and accidents.

We keep improving our corporate responsibility towards the employees, young people, disabled, local community and the whole society, for the purpose of mutual content and success.

We keep improving quality of all our processes and products in compliance with the best available methods for the purpose of sustainable development and proces energy efficiency increase.

We keep improving the management systems of quality, energy, environmental protection, health protection and safety at work, all in compliance with developing needs and expectations.

We apply Integrated management system in accordance with the standards ISO 9001:2015, ISO 14001:2015, OHSAS 18001:2007, ISO 50001:2011. We have accredited laboratories in accordance with the SRPS ISO/IEC 17025:2006. We manage the system of railway wagons maintenance, as the Person in charge for ECM maintenance, in accordance with „Directive 2004/49/EC/Regulation EU No 445/2011“.

General Director and top management bear the ultimate responsibility for the integrated management system continual improvement through promotion and application of this Policy. Our employees bear the responsibility for consistent employing of the Policy and their full contribution to its realization.

Pancevo, February 01, 2017

„HIP-Petrohemija“ a.d. Pancevo
GENERAL DIRECTOR

Velimir Unkovic

Resertification 2018 EnMS / ISO 50001:2011 OH&S / ISO 45001:2018



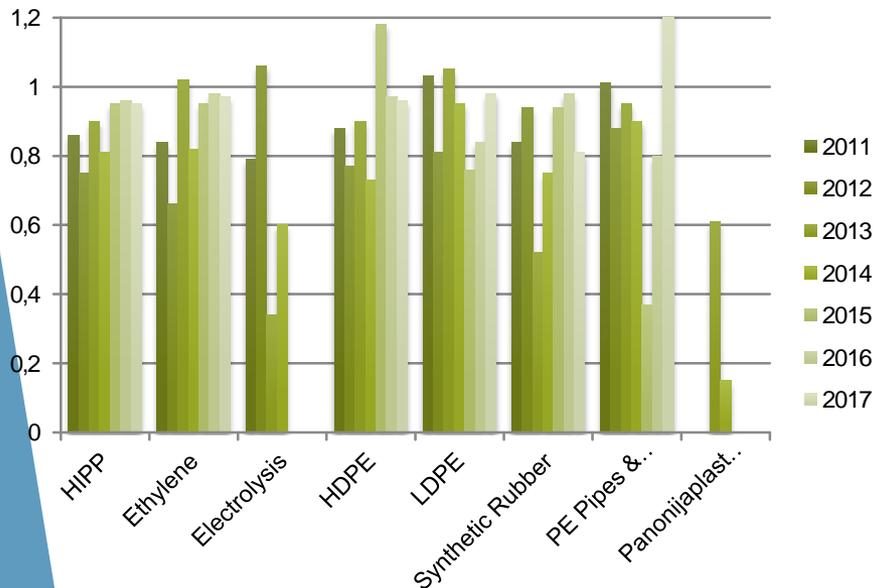
Regular audit 2018 ISO 9001:2015 ISO 14001:2015

Production & Technical Support

Petrochemicals production

Plants	Goal 2017	Realized production in t			
		2017	Index	2016	2015
Virgin Naphtha Processing	511.000	499.763	0,98	454.410	358.194
HIPP	648.794	618.918	0,95	566.451	449.292
Ethylene	415.282	404.022	0,97	367.744	291.264
HDPE	92.000	88.900	0,96	85.503	70.094
LDPE	58.800	58.001	0,98	50.661	40.063
Synthetic Rubber	81.212	66.003	*0,81	61.343	46.981
PE Pipes & Fittings	1.500	1.992	1,33	1.201	890

Production plan realization index by plants



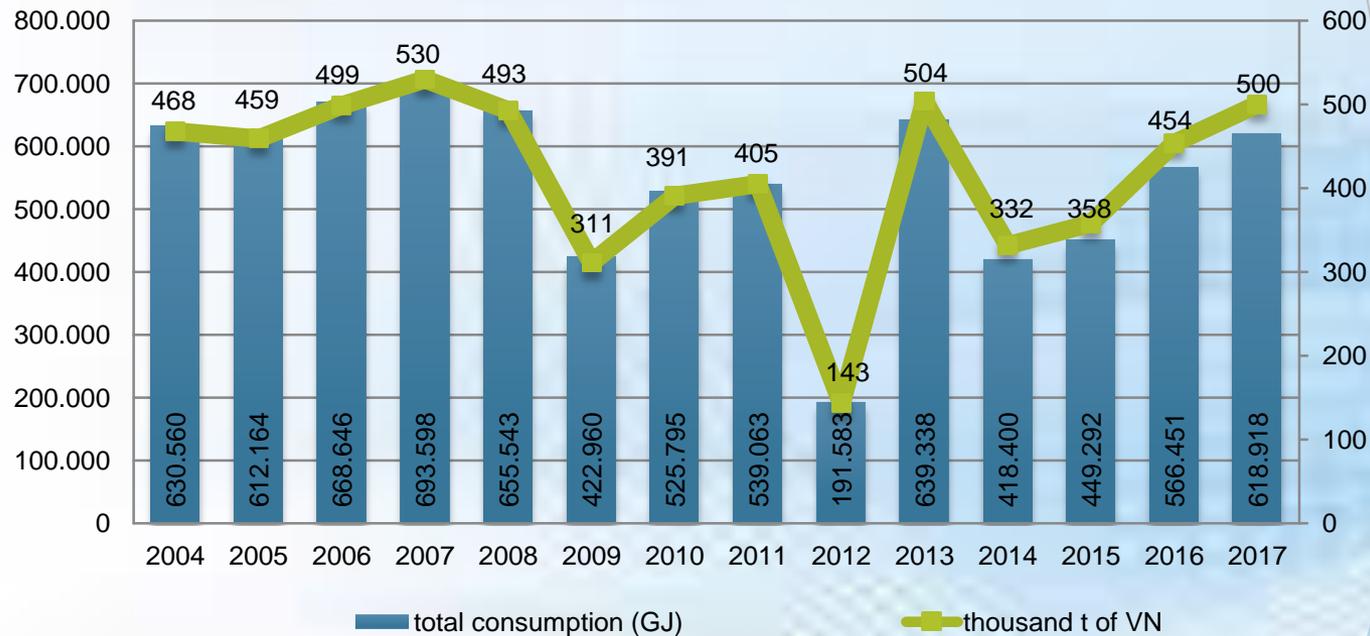
* Production plan realization in Synthetic Rubber Plant was 81% (due to lack of imported C4 fraction)

Realized production in 2017 was higher for 9.26% compared to 2016

Production & Technical Support

Total production in the last 14 years

Petrochemicals production in t



In 2017:

- Technical capacity realization 77.27%
- Average VN processing capacity 1,372 t/day
- In 2017 production was continual

Production & Technical Support

Business-technical support realization

Testing realization

Laboratory testing		Mechanical equipment testing	
planned	realized	planned	realized
Laboratory testings: <ul style="list-style-type: none"> • testing of input raw materials, • chekings during process • final product testing In accordance with the testing schedule and internal users requests,100%	439.799	Inspection and adjustment of 420 safety valves	409
		Ultrasonic thickness measurmnet at 1320 spots	2873
		Penetrant testing at 720 spots	760
		Vibration measurement on 960 machines	1148
420.433			

Continual support process

Treatment of waters required for process		Energy fluids production		Electric power supply	
planned	realized	planned	realized	planned	realized
100% received quantity	1.319.093 m3 PHK 1.341.985 m3 RNP	Water steam Instr. and proc. air Demi water	345.456 t 63.909.213 Nm3 622.119 m3	207.721.153 kWh	196.855.342 kWh 80.444.262 kVArh

Production & Technical Support

Equipment maintenance

Preventive maintenance		Corrective maintenance	
planned	realized	planned	realized
100% by planning	100%	100% by requests	100%

Business-technical support realization

Unplanned interruptions / equipment malfunctions, 2017

Goal - Minimum number of unplanned interruptions / equipment malfunctions

Malfunctions	Mechanical equipment	Instrumental equipment	Electrical equipment	Total
Plant	Interruptions	Interruptions	Interruptions	Interruptions
Ethylene	-	1	-	1
HDPE	4	-	2	6
LDPE	14	1	1	16
Utility	-	-	-	-
WWTP	-	-	-	-
Pipes & Fittings	-	2	3	5
Synthetic Rubber	58	50	184	292

Investment project realization - HIPP

Planned	Realized
Production of planning documentation for Polypropylene Plant erection / feasibility study preparation	100%
Providing documents required for property legalization – HIPP legalization / Acquiring TD approval	80%
General Regulation Plan for the South Industrial Zone / Preparing report on strategic assessment of impact to the environment	100%

Realization of investment projects- Ethylene Plant, LDPE Plant

Planned	Realized
ETHYLENE	
Reconstruction of TK-1101A/ Acquiring approval for works performance and submitting notice of works commencement	100%
Compressor control system replacement	*50%
Ethylene Plant Reinstrumentation – Phase I	*50%
LDPE	
Stretch foil machine / Producing general design	80%

* Repeated bids

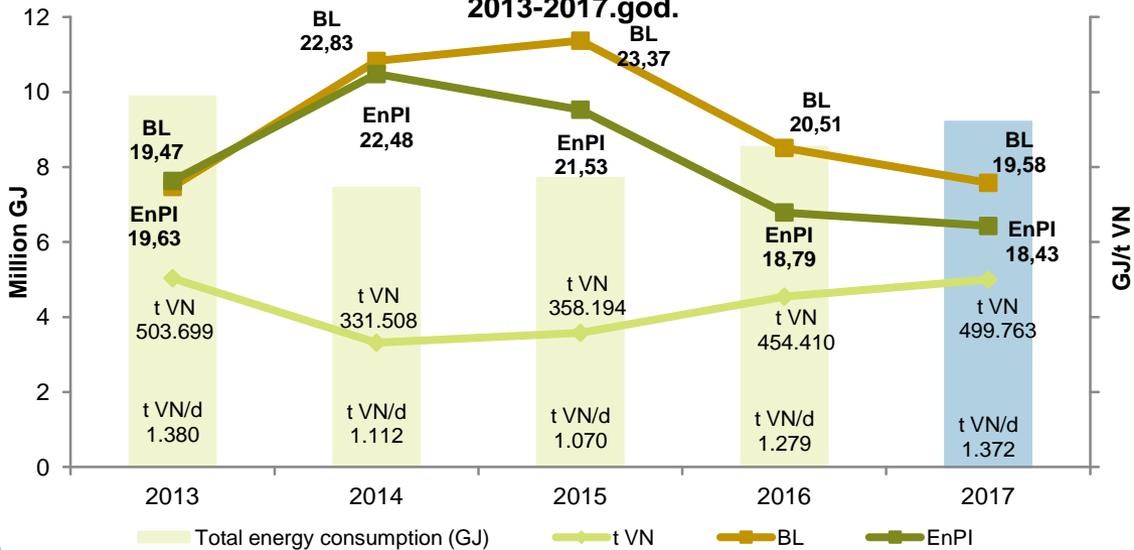
Investment project realization – Synthetic Rubber Plant, HDPE Plant

Planned	Realized
Synthetic Rubber Plant	
Erection of unit for exhaust air styrene removal / Equipment installation	90%
Installation of economizers in steam boilers / Purchasing equipment	100%
Feasibility study for expanding MTBE plant for methanol removal from Raffinate II / Producing technical/economic feasibility studies	100%
Drilling of new raw water well / Acquiring water permit	*10%
HDPE Plant	
Installation of new extrusion line / Purchasing equipment	80%
Adaptation of final product storehouse / General design production	80%

*Water permit for the whole
Synthetic Rubber Plant

Energy Management

Energy performances HIPP
2013-2017.god.

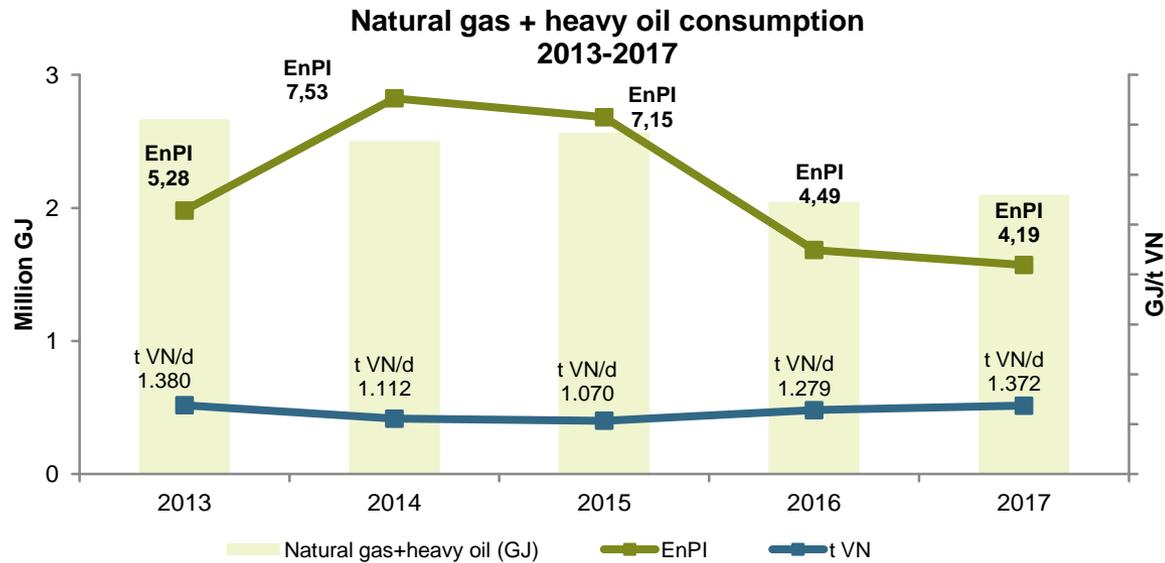


Compared to 2013:

- spec. consumptions lower for 6.11%
- total energy lower for 6.87%
- financial savings EUR 13.3 mio

Energy performances HPP 2017	2016	2017	BP 2017	Unit
VN processing capacity	1.279	1.372	1.400	t/day
Specific energy consumption	18,79	18,43	19,01	GJ/t
Supply costs	3.020	2.987	3.622	RSD mio
Energy savings 2017 / 2016	<ul style="list-style-type: none"> - Specific energy consumption is lower for 1.92% than in 2016 - Financial costs are lower for EUR 275 thousand or 1.1% than in 2016 - Energy savings in relation to BP 2017 is 3.1 %, - Financial savings in relation to BP 2017 is EUR 5 mio or 17.5% 			
Energy savings 2017 / 2013	<ul style="list-style-type: none"> - Specific energy consumption is lower for 6% than in 2013 - Financial costs are lower for EUR 13.3 mio or 35% 			

Effects achieved ... in gas consumption



Savings compared to 2013

21 %

17 million Sm³

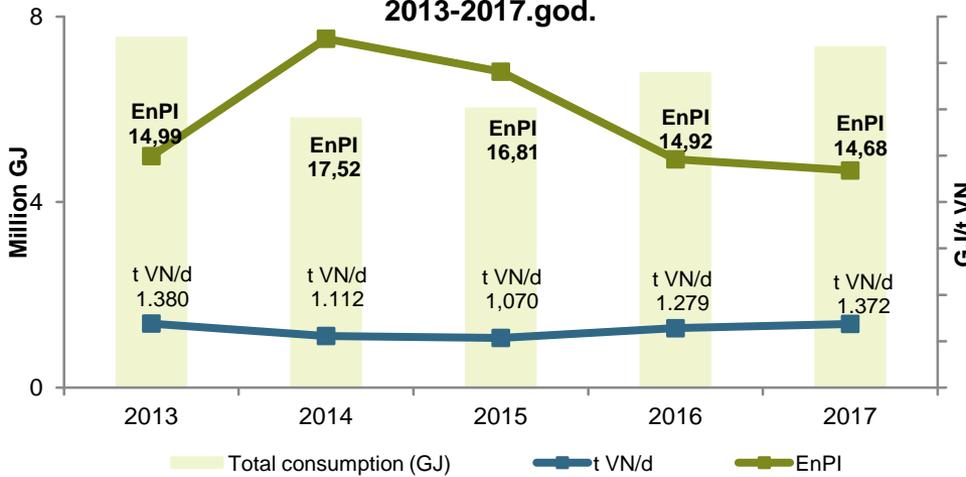
5 million \$

In 2017, natural gas consumption was the lowest when compared to all previous years.

... Large CONSUMERS

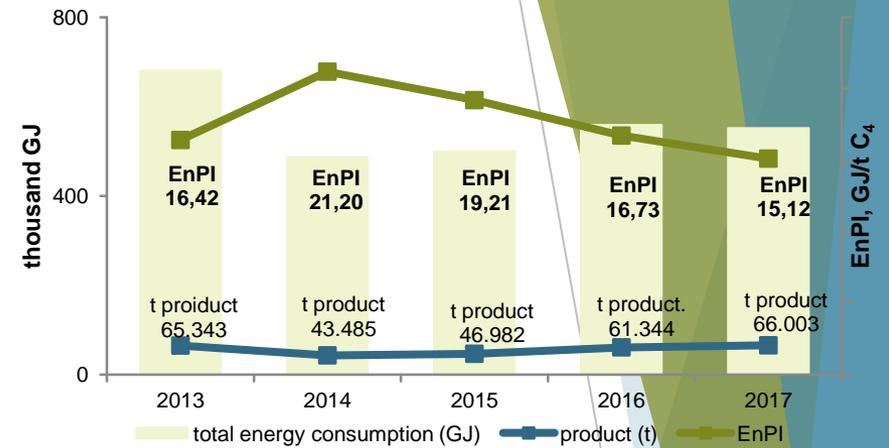
Ethylene Plant 2013-2017.god.

- 2 %

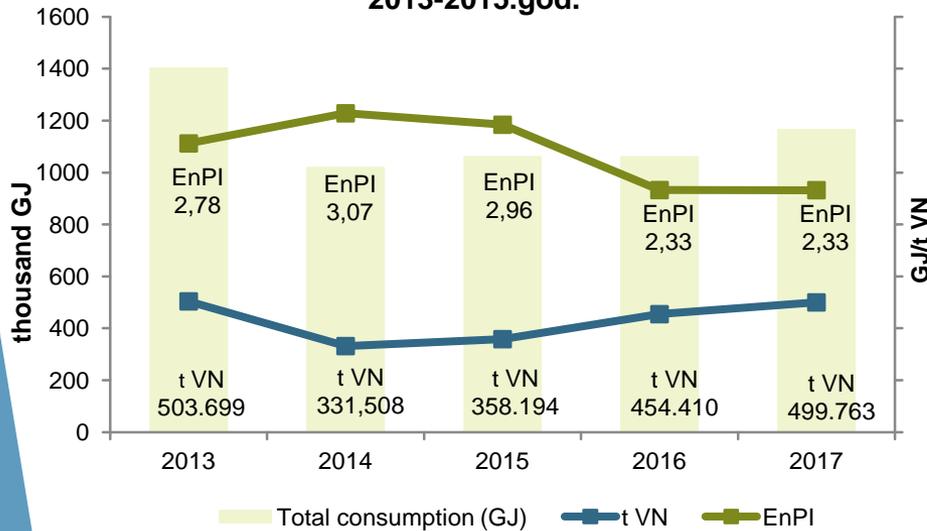


Synthetic Rubber Plant 2013-2017.god

- 10 %

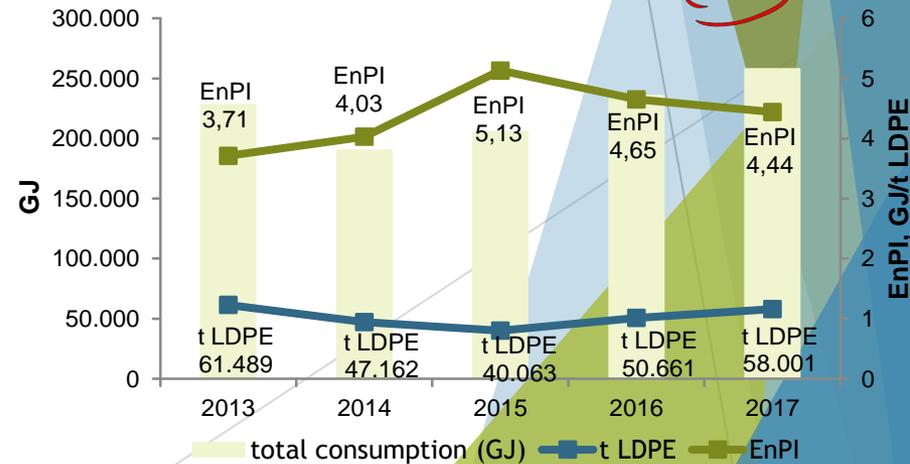


Utility Plant 2013-2015.god.



LDPE 2013-2017

- 4 %



Report on realized goals in energy savings HIPP - SEM



All commitments in accordance with the law and regulation were fulfilled – annual reports on energy consumption were submitted and the saving goals were realized in 2016 and 2017

HIPP - Pančevo	2015	2016	2017
EnPI 1 (el. power) (toe / t _{SB})	0,080	0,076	0,072
Compared to previous calendar year		- 5,23 %	- 4,50 %
EnPI 2 (fuel) (toe / t _{SB})	0,448	0,389	0,384
Compared to previous calendar year		- 13,14 %	- 1,19 %
Total EnPI (toe / t_{sb})	0,528	0,465	0,456
Compared to previous calendar year / savings		-11,93 %	-1,94 %

HIPP - Elemir	2015	2016	2017
EnPI 1 (el. power) (toe/t _{C4})	0,176	0,163	0,156
Compared to previous calendar year		-7,23 %	-4,15 %
EnPI 2 (fuel) (toe/t _{C4})	0,388	0,334	0,298
Compared to previous calendar year		-14,00 %	-10,79 %
Total EnPI (toe / t_{C4})	0,564	0,497	0,454
Compared to previous calendar year / savings		-11,88 %	-8,65 %

Harmonized with the Act on Efficient Energy Consumption (Official gazette Sl.gl 25/13) – obligation to save energy at least 1% per year

Sales & Marketing

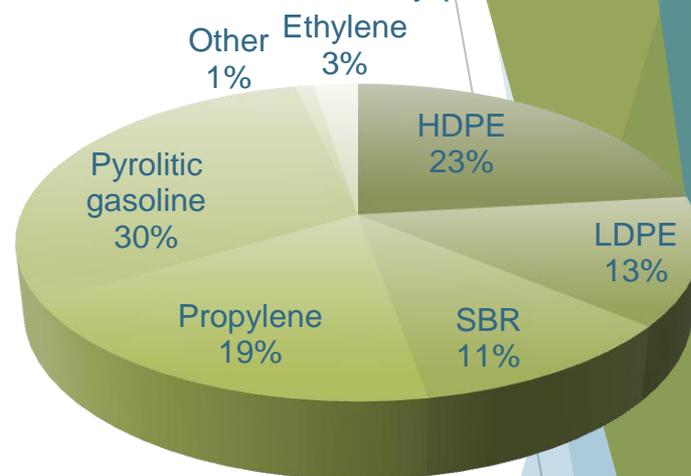
Petrochemicals scope of sales

Product sales structure

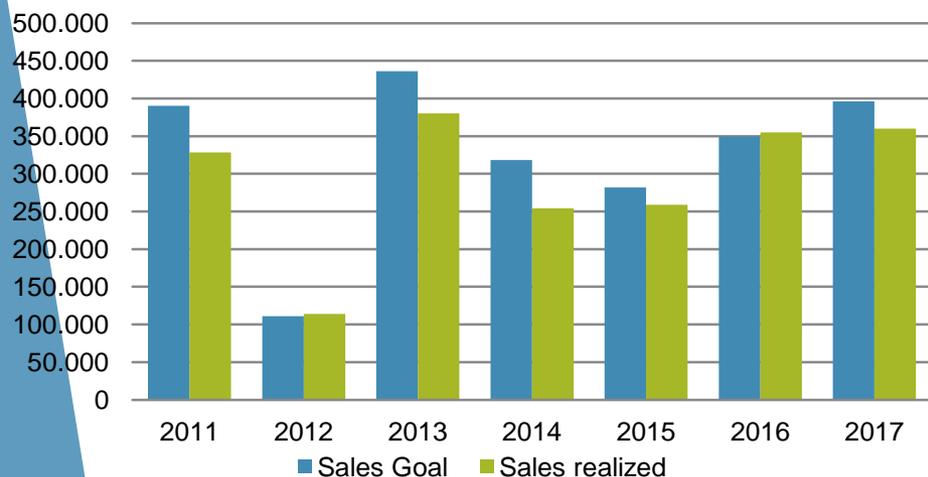
Petrochemicals scope of sales

	2015	2016	2017
Sales goal (t)	282.052	349.659	396.200
Sales realized (t)	258.960	355.021	359.948
Income from sales (billion RSD)	28,386	35,687	37,377
Realization index	0,92 / 0,77	1,02 / 0,95	0,91 / 0,90

Sales structure by products



Petrochemicals sales realization in t



Domestic vs. international sales ratio 48% : 52%

Contract vs. spot sales ratio 81,98% : 18,02%

Total petrochemicals turnover in 2017 was higher for 1.39% compared to previous year, and for 9.15% lower than planned

Supply Chain

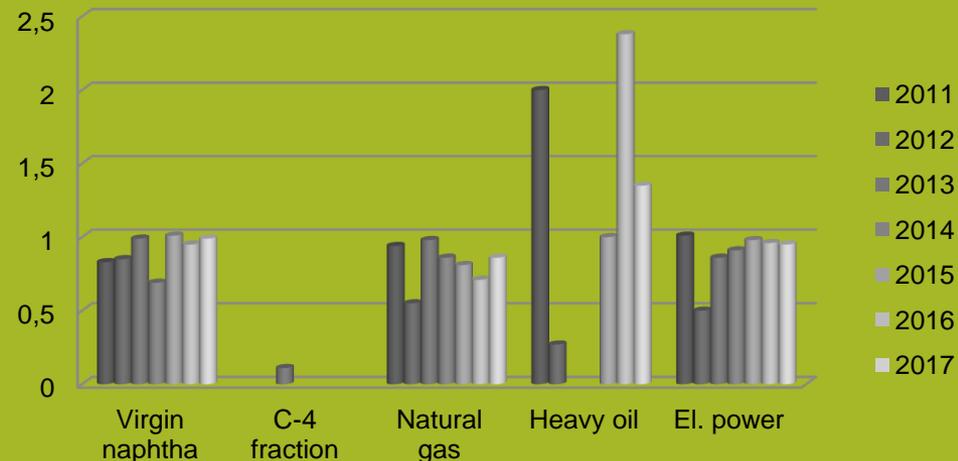
Purchase of basic raw materials and utilities

Raw material/utilities	2017			2016	2015
	Purchase goal	Realized	Index	Index	
VN (t)	511.000	505.612	0,99	0,95	1,01
C-4 fraction (t)	7.412	-	-	-	-
Natural gas (Sm3)	66.177.445	56.964.954	0,86	0,71	0,81
Heavy oil (t)	3.600	4.864	1,35	2,38	1
El.power (kWh)	207.721.153	196.850.270	0,95	0,96	0,98

C-4 fraction was not purchased due to lack of C-4 available for purchase.

Purchase of virgin naphtha was lower for 1% than planned for 2017, and compared to 2016, it was higher for 14%. Virgin naphtha was mostly supplied form domestic market, only partly was imported.

Realization of basic raw materials and utilities purchase



Structure by type of expenses (%)

	Plan	Realization	
		2017	2016
Virgin naphtha	66	69 %	63
Utilities	9,6	9 %	11
Other raw materials, chemicals and spare parts	12	11 %	11
Maintenance services	0,5	0,5 %	1
Salaries	4,9	5 %	6
Depreciation and non-material expenses	5	4 %	5
Other expenses (transport, rentals,...)	2	1,5 %	3

Other raw materials, chemicals and spare parts 11%

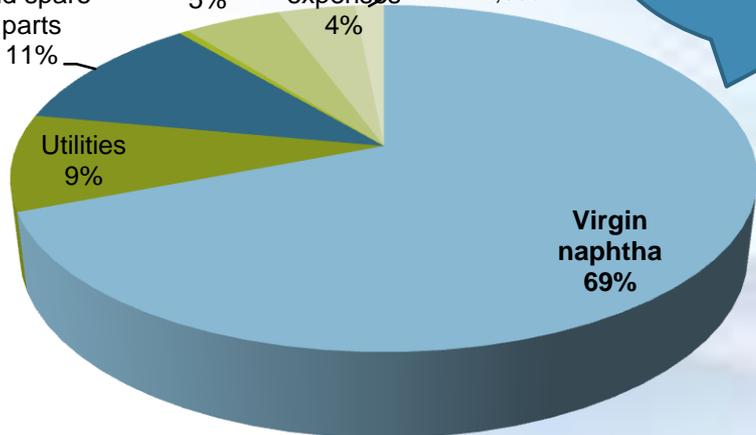
Salaries 5%

Depreciation and non-material expenses 4%

Other expenses 1,5%

Utilities 9%

Virgin naphtha 69%



Costs structure 2017

Costs structure

Consumption

Expenses for raw materials/chemicals/HSE/Maintenance/Utilities in 2017 in billion RSD

Plan	Realized	Index
Costs for raw material purchase, 100% to BP		
27.443	26.247	1,04
Costs for chemicals and other mat. purchase, 100% to BP		
1.487	1.259	1,15
Costs for environmental protection, 100% to BP		
68,750	24,666	1,64
Costs for OSH, 100% to BP		
50,720	40,498	1,20
Maintenance costs, 100% to BP		
465,81	429,32	1,08
Costs for utilities, 100% to BP		
3.622	2.987	1,18

Quality Management

IMS/ External audits

Maintenance of certified management systems IMS and laboratory accreditation

SM/ standard	2017	2016	2015
QMS/ ISO 9001:2015	Certification / Transition from ISO 9001:2008 to ISO 9001:2015	Recertification / QA Certificate	Regular audit
EMS/ ISO 14001:2015	Certification / Transition from ISO 14001:2005 to ISO 14001:2015	Regular audit	Regular audit
OHS/ OHSAS 18001:2007	Recertification	Regular audit	Regular audit
EnMS/ ISO 50001:2011	Regular audit	Regular audit	Implemented ISO 50001, verified by certification in December 2015
			Initial certification Certificate ISO 50001 Valid through December 2018
QLI / Laboratory SRPS ISO/IEC 17025:2006	Regular audit (Without nonconformities)	Regular audit (Without nonconformities)	Reaccreditation (3 nonconformities, 1 restriction) Accreditation Certificate - Laboratory Dept. Valid through February 2020
QLI / Mechanical Maintenance SRPS ISO/IEC 17025:2006	Regular audit (Without nonconformities)	Regular audit (2 nonconformities)	Reaccreditation (4 nonconformities, 1 restriction) Accreditation Certificate – Mechanical Maint. Dept. Valid through February 2020

Quality Management

Internal audit QMS/EMS/OHS/EnMS

IP	Standard	Findings	Number of nonconformities/ corrective measures
IP 01/2018	ISO 9001 ISO 14001 ISO 45001 ISO 50001	Production	4
		Technical support	2
		Supply chain	1
		Sales & Marketing	-
		Planning & Control / ICT	-
		Corp. & Legal Aff.	11

INTERNAL AUDIT IMS

Internal
audit QLI

Conclusion: IMS is in harmony with requirements of ISO 9001/ ISO 14001 /ISO 45001/ ISO 50001 with 18 minor nonconformities.

Realization of internal audit QLI is to be done in accordance with SRPS ISO/IEC 17025 in accredited laboratories at Lab. Dept. and Mech. Maint. Dept. and Internal audit of ECM

Internal audit QLI (2017)

IP	Standard	Findings	NU/KM
Int. Audit 03/2017 Lab. Dept.	SRPS ISO/IEC 17025:2006	QMS in Lab.D. satisfies requirements of standards with 2 nonconf.	2
Int. Audit 04/2017 Mech.Maint. Dept.		QMS in Mech. Maint. Dept. satisfies requirements of standards with 4 nonconf.	4

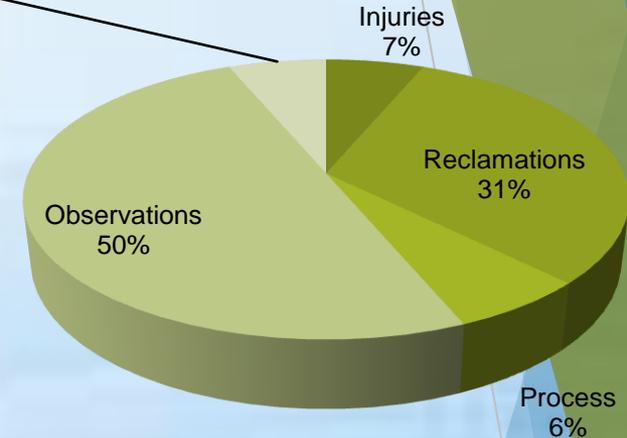
Quality Management

Corrective measures

Type of measure	Initiated	Realized	Realization in %
	2017-2018		
Process (P)	18	7	64
External audit (EA)	3	2	83
Internal audit (IA)	31+18	27+2	91
Extraordinary audit (EOA)	3	3	100
Total	53+18	38+2	85

Insp. Report
6%

Process corrective measures initiated in 2017-2018



During 2017-2018, 18 CM were initiated from the process:

- 9 measures / observations
- 1 measure / by inspection's decision
- 2 measures / injuries at work
- 5 measures / reclamations
- 1 measure / IMS by process request

Measures realization in the last three cycles

2015-2016	2016-2017	2017-2018
98%	92%	85%

Corrective measures realization status in total
85%

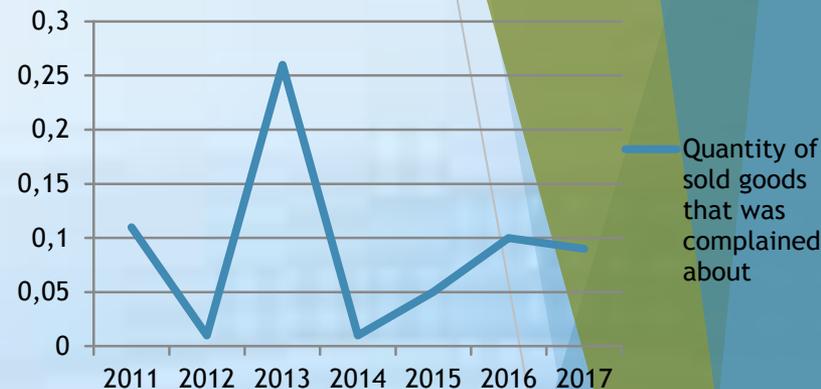
Quality Management

Clients' satisfaction

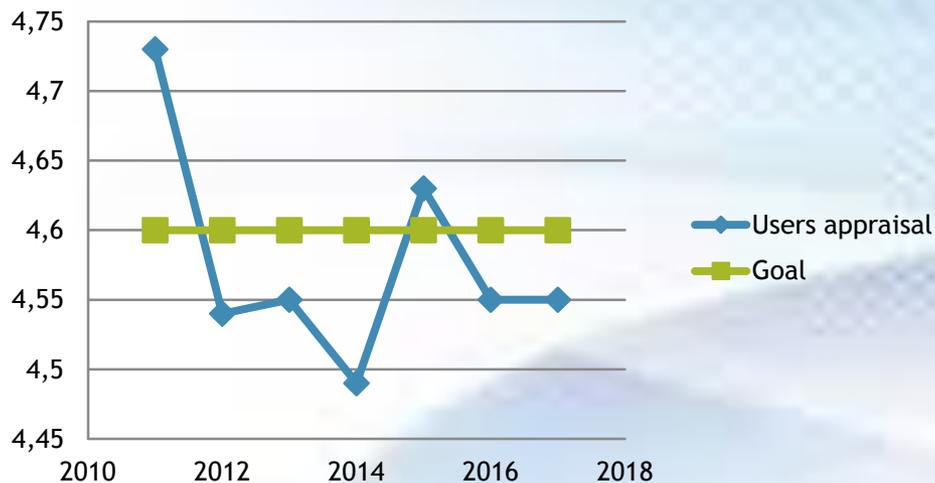
Satisfaction/complaints of users/clients

Clients' satisfaction (users' appraisal)	Goal	Realized		
		2017	2016	2015
	≥ 4.6	4,55	4,55	4,63
Users' complaints in relation to total sales	< 0.1 % of total goods sold	0,09	0,1	0,05

Complaints about goods in relation to total quantity of sold goods, in %, in the last 7 years



Client's satisfaction in the last 7 years



2017- The most frequent reason for claims was about scattered goods /bad packaging (18)

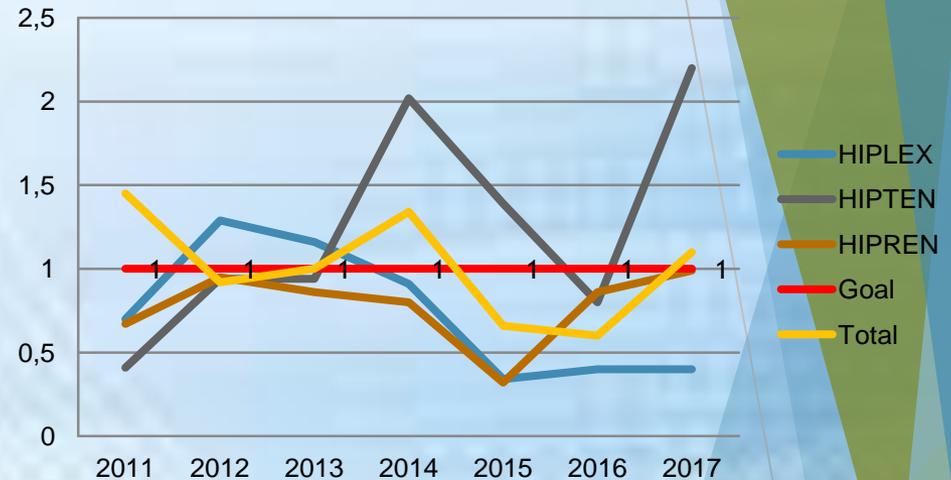
Quality Management

Nonconforming products

Quantity of nonconforming product
(2nd class + off) < 1%

Product type	Realized in %	
Plan nonconf < 1%	nonconf %	Index
HIPLEX < 0,6	0.4	0.9
HIPTEN < 1	2.1	
HIPREN max 0,95	1.0	
Total < 1%	1.1	

Nonconforming product in %, 2011-2017



Goal which was to lower the total quantity of nonconforming product below 1% was not fully realized in 2017!

2014 HIPTEN - Increased number of production process interruptions in LDPE Plant (planned 14, unplanned 6).

2017 HIPTEN - 23 interruptions, and 24.03.2017 decomposition

HIPREN – More frequent cleaning in type 1502 production, and cleaning of pool B-2510.

Human Resources Management

Improvement of employees skill and development

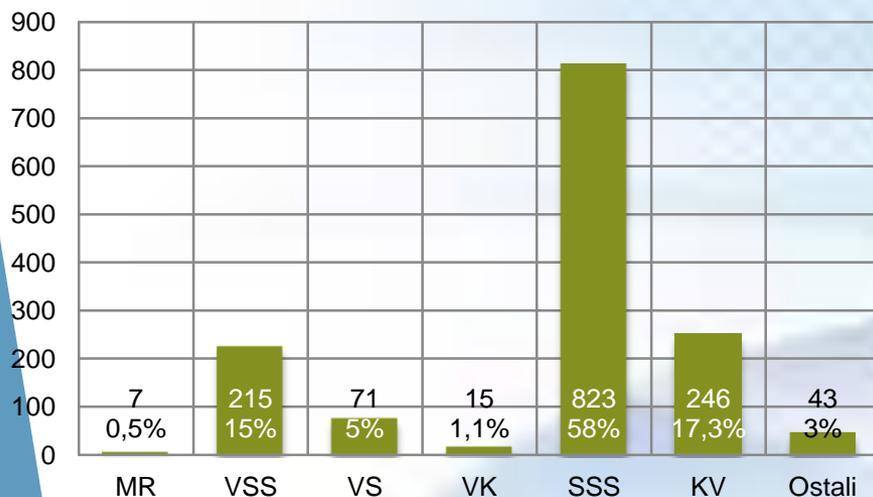
Planned	Realized	Index
Internal / external training per employee		
13 h	17,43 h	1
Checking employees skills and knowledge		
209 employees	171 employees	0,82*

Realization of periodical checking of skills and knowledge was lower than planned due to longer sick leaves and vacations of employees.

Age structure as on 30.04.2018

Age	Number of employees/ % of total No. of employees
< 50	580/ 41%
≥ 50	840/ 59%

Number of employees by their qualification 2018



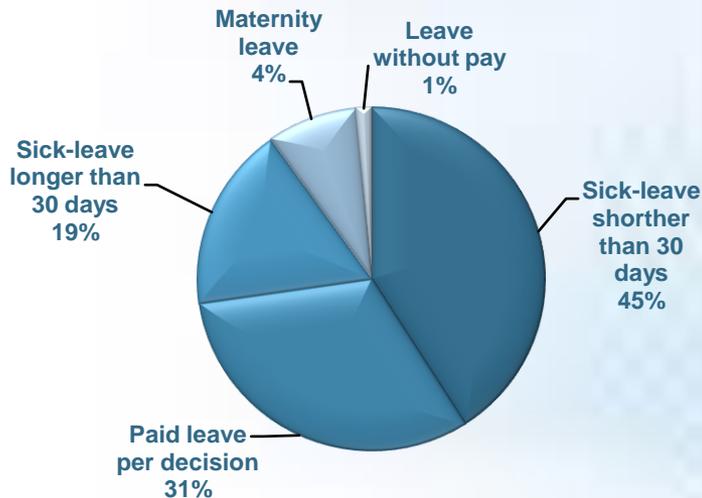
In 2017, 57 people were employed

Total number of employees as on 30.04.2018 is 1420

Human Resource Management

Motivation of employees

Reasons for absenteeism of employees in 2017



Absenteeism

Motivation of employees

Operative efficiency increase through generation of new ideas/innovations

28 new ideas /innovations

Savings ~ 300.000 EUR/y

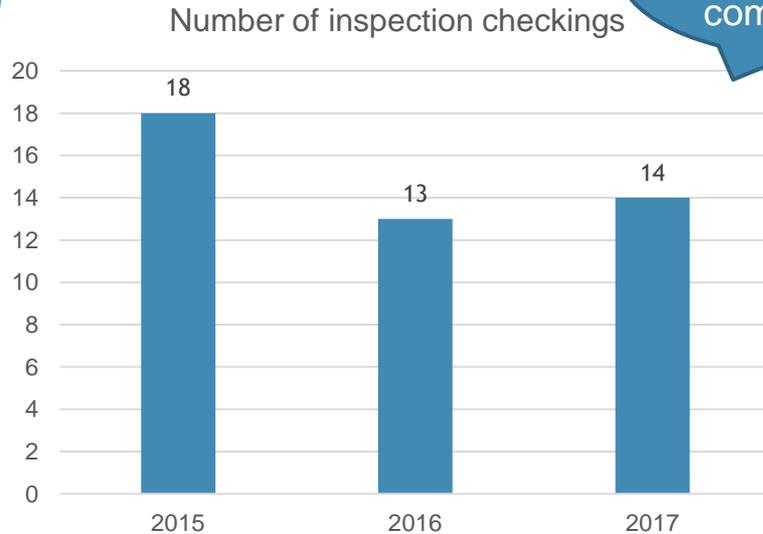
Absenteeism classification

up to 3%	low absenteeism
3,1% - 4,5%	moderate absenteeism
4,6% - 6%	high absenteeism
> 6%	very high absenteeism

Absenteeism of HIPP employees in 2017 was 4,93% (organized preventive healthcare recreation not included), what presents **high** absenteeism in accordance with the absenteeism classification.

HSE Management

Conformity with HSE commitments



HSE strategy realization

Inspection checkings

Realized:

- Provision of new isolating apparatuses, hydrants and monitors, new ambulance vehicle, LZS for VSJ;
- Arrangements were made for purchasing new fire truck and repairing the existing ones;
- Water permits;
- Gas treatment unit for Synthetic Rubber Plant

In 2017, there were 14 inspection checkings in total, in departments as follows:

- 2 in Firefighting
- 1 in Safety at Work
- 1 in Business Security
- 10 in Environmental Protection

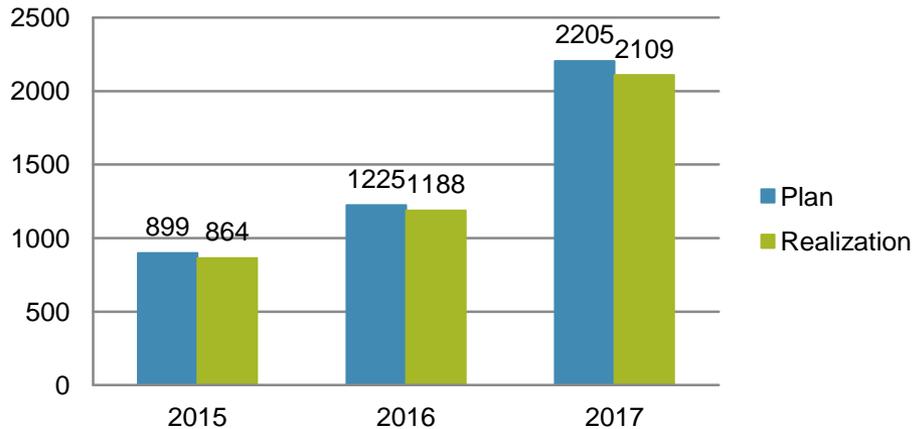
Ser. No.	Review of required HSE measures
1.	During the inspection checking on 25.12.2017, the Provincial Water Inspector prolonged the term for water permit acquisition for oil derivatives storage and stabilized sludge disposal, to 25.02.2018
2.	Term prolongation was requested for realization of the proposed measure relating to a problem of exceeding ELV for styrene in Synthetic Rubber Plant

HSE Management

Safe Work Performance

HSE Trainings

Periodical HSE training



In 2017, there was 78% more periodical trainings than in 2016, due to periodical firefighting training which is organized every third year

Pursuant to the Act on Flammable and Combustible Liquids and Flammable Gases, training has been initiated for passing firefighting exam, for 129 employees. So far the training was completed by 43 employees.

Technical technological protection

Realization

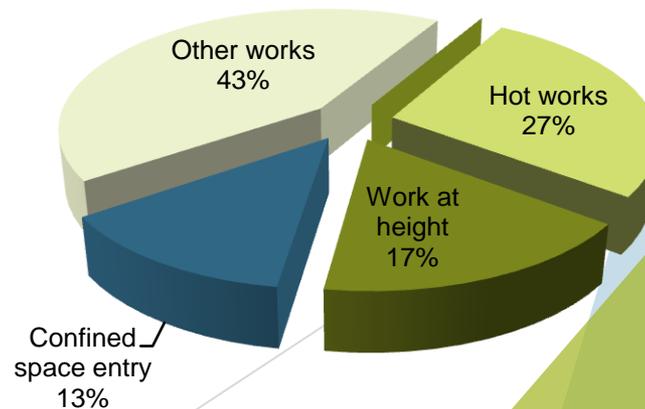
Goal – to provide safe work performance in accordance with the process requirements, 100%

Total of **6950** permits were issued for activities on hazardous and threatening places

Goal – Periodical HSE trainings, by processes, 100%

	2015	2016	2017
	864	1188	2109

Permits issued for activities in 2017



Environmental Protection

Air emissions coefficient



Measuring Plan realization, 2017

Dot emitter measurements		Diffuser emitters emission calculation	
planned	realized	planned	realized
66	49*	24	24

*Measurements completed on all emitters that were employed .

Air emissions coefficient, 2017

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

Planned	Realized
CCO ₂ ≤ 0,999 t/t SB	CCO ₂ = 0,956 t/t SB

Koefficient of emissions in the air in the last three years

2015	2016	2017
382.923,3 t CO ₂ CCO ₂ = 1,07 t/t VN	454.191,9 t CO ₂ CCO ₂ = 0,99 t/t VN	478.095 t CO ₂ CCO ₂ = 0,96 t/t VN

Environmental Protection

Emission
in waters

Realization of waste water measuring plans for 2017

WWTP-after treatment (external measurements)		Petroplast-sanitary waste waters at BioDisk outlet (external measurements)	
plan	realized	plan	realized
6	6	3	3

SBR PI.-waste waters at discharge to the Tisa river		OC-waste waters after pre-treatment			
plan	realized	plan		realized	
		Pa	FSK	Pa	FSK
4	4	18	4	18	4

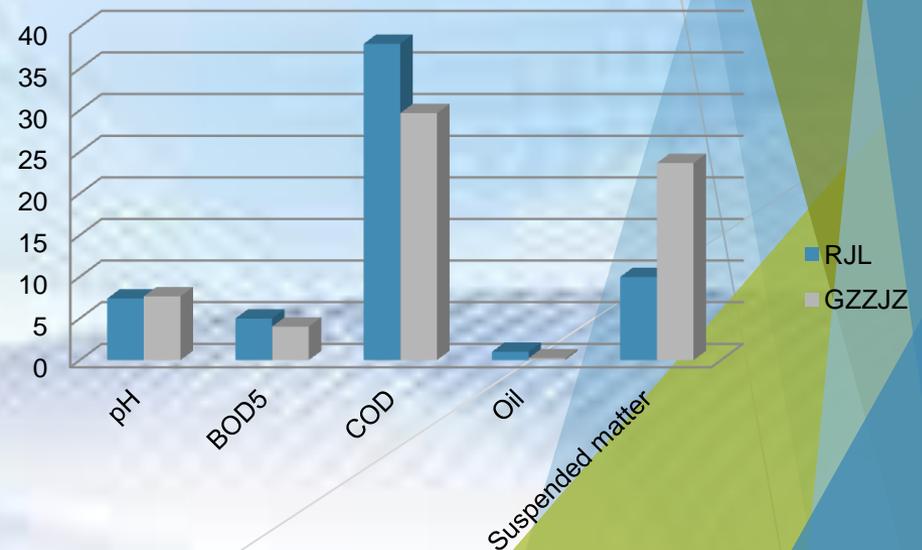
Results of waste water monitoring

WWTP (B-17) and Petroplast (Biodisk): all parameter values in campaigns were within ELV except for suspended matters (WWTP).

Results in I and III campaigns for suspended matters on B-17 were above ELV.

SBR PI.: Values of parameters for HPK, BPK5, and suspended matters were within ELV except for **total phosphorus which were above ELV**. Term for bringing parameters in conformity with regulations is **2025**.

Parallel review of average results of waste water monitoring in WWTP (B-17) (mg/l)



Environmental Protection

Emissions
in soil

Realization of groundwater measuring plan in 2017

Ground waters - Pančevo location		Ground waters - Elemir location	
planned	realized	planned	realized
21	18*	5	5

Remark: Three measurement spots were under flood at time of sampling

C spills coefficient

Number of hazardous substances spills in relation to quantity of basic raq material consumption (t)

Planned

Realized

Cspills =0
(no emissions of hazardous substances in quantity larger than 1 barrel)

Cspills =0

Results of ground water monitoring in HIPP

Results of ground waters monitoring at both locations, Pančevo and Elemir (Synth. Rubber Plant) show exceeded parameters for **EDC and Arsenic**.

During 2018, a report shall be made on soil condition, and afterwards complete monitoring for soil and ground waters shall be restored.

Goal: GVE parameters for ground waters to be exceeded at the same level or less when compared to 2016.

2016-Parameters exceeded at 9 locations

2017-Parameters exceeded at 2 locations

Environmental Protection

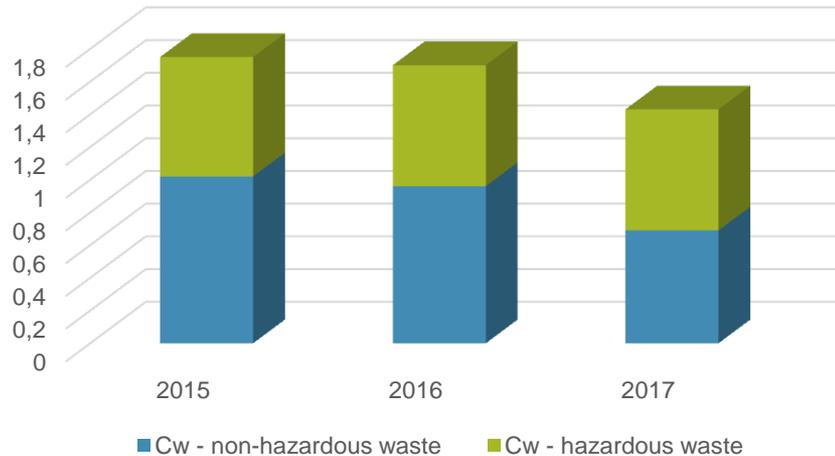
Wastes management

Wastes type	Non-hazardous (t)		Hazardous (t)	
	Produced	Disposed	Produced	Disposed
Year				
2015	384	430	1158	1962
2016	436	571	499	407
2017	370	366	344	316

Wastes disposal

Annotation: produced quantity of stable sludge wasn't shown in this table.

Cw-coefficient of generated waste



Generated wastes coefficient

Coefficien of generated wastes (Cw)

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

Planned

Realized

$Cw \leq 1,62$ t/t VN

$Cw = 1,43$ t/t VN

Safety and Health at Work

Health Protection

Health protection

Goal	Realization of preventive medical examination, 100% per plan		
Year	Plan	Realization	Index
2015	1072	1038	0,96
2016	1072	1092	1,02
2017	1075	1058	0,98

Medical examinations

Ophthalmological exam was organized for 581 employees, who in their everyday work spend more than 4 hours in front of a screen. All employees got medical fitness certificates.

Gynecological oncology exams were organized for 185 female employees, what is 82% of total number of female employees in HIPP.

Healthcare rehabilitation

Healthcare rehabilitation was attended by 715 employees , what is 50% of total number of employees.

As per Report of Occupational Health Department all **1058** examined employees got certificates of **medical fitness**.

Safety and Health at Work

Workplace injuries

Workplace injuries

Parameters	Goal	Realization	Rate
Lost Time Injury Frequency rate LTIF	LTIF ≤ 4,4	4,45	1
Serious workplace injuries rate LTIS	LTIS ≤ 0,88	1,75	*
Coefficient of workplace fatal injuries FAR	FAR= 0	0	1

During 2017, there were 12 injuries in total. 10 of them were classified as minor injuries, while 2 were serious workplace injuries.

*LTIS realization:

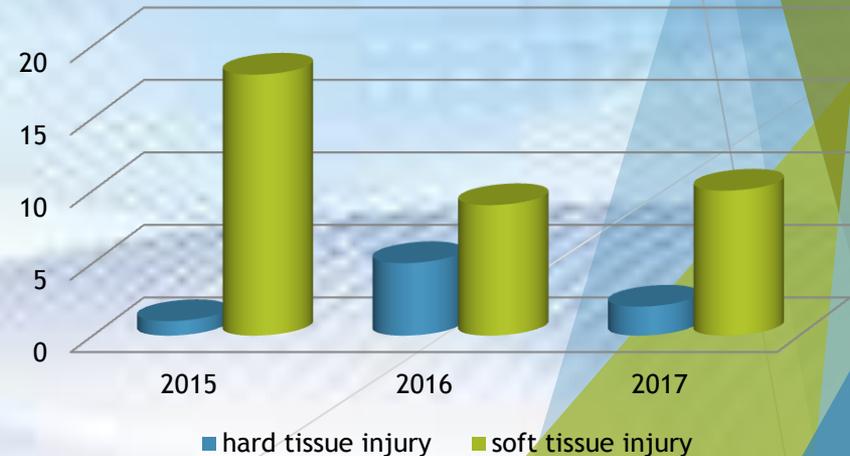
There were 2 serious injuries, which increased the number of lost days, what resulted in significant increase of LTIS.

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

Workplace injuries in the last three years

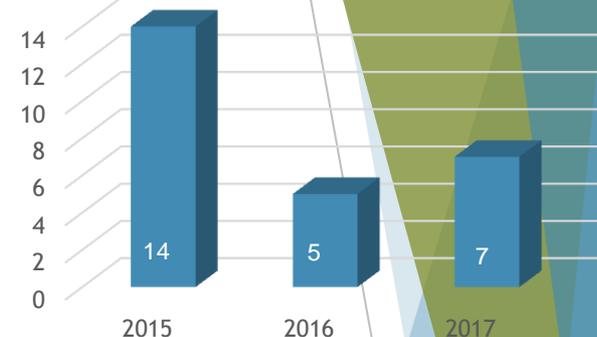


Process Safety

Traffic accidents

Initial fires

Number of initial fires



In 2017, there were seven initial fires reported

No Tier 1 i Tier 2 (unplanned or uncontrolled release of any material from the process with consequences)

During 2017, 6 MWA were realized and 486 HSE observations

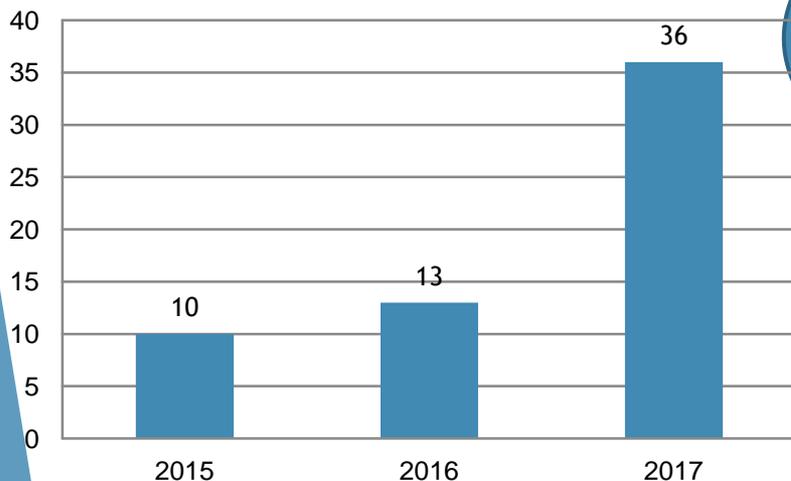
In the period 2014-2017 **no traffic accidents** were reported (medium to large).

RAR = 0

Road Accident Rate (RAR) – is calculated from the number of accidents divided by the kilometres travelled expressed in millions

Firefighting and rescue drills

Realization of firefighting and rescue drills



Realization of HSE drills was higher for 177% compared to 2016, what was much higher than the set goal which was “to increase realization for 68%”.

Corporate social responsibilities

- Participation in collecting resources to support seriously ill people
- Activities for cleaner production and improved working conditions
- Organization of preventive medical examinations (biochemical analyses, tumor markers, gynecological and ultrasonic examination for women...)
- All employees have life and work injury insurance covering 24 hours daily
- Kids of the employees were given vouchers for new year presents

- Participation in human activities of voluntary blood donation (in 2017, 771 blood doses were donated).
- Organization of medical rehabilitation for the employees.
- Organization of daily sports and recreation activities.

•To be successful company for us means to be ecologically and socially responsible company. Through realization of business success we make contribution to the society and environmental protection.

•By respecting high ethical standards and doing business in accordance with local, national, and international regulations, we make efforts, parallelly with implementing innovations and providing sustainable business growth, to create values for all parties involved (employees, investors, and society).

•Over forty years we have directed financial and human resources and expressed our dedication and responsibility that exceed business framework, supporting and stimulating various projects, finding solutions for social issues and promoting 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.

- Within the project "Capacity increase for analysis and measures for reduction of longterm organic pollutants in Serbia", which is a joint project of the City of Pančevo, Faculty of Chemistry, and Japan International Cooperation Agency, the Study is being produced on acceptable technology for ground water remediation, to replace the existing one, which, after 14 years of exploitation, became ineffective.
- In organization of Serbian Ministry for Agriculture and Environmental Protection and the United Nations Development Programme, a workshop was organized under the name "Mercury Inventory Development in the Republic of Serbia".

Following the employment policy measures conducted by the City of Pančevo and National Employment Service, through the "Internship Programme", unemployed young people with university degree have been given a chance for professional development and practise in HIP-Petrohemija.



Welcome to HIPP !