



Leading Change for Building a Health Culture: From Consumers to Coproducers of Health and Well-being

Bucharest, 14.06.2016

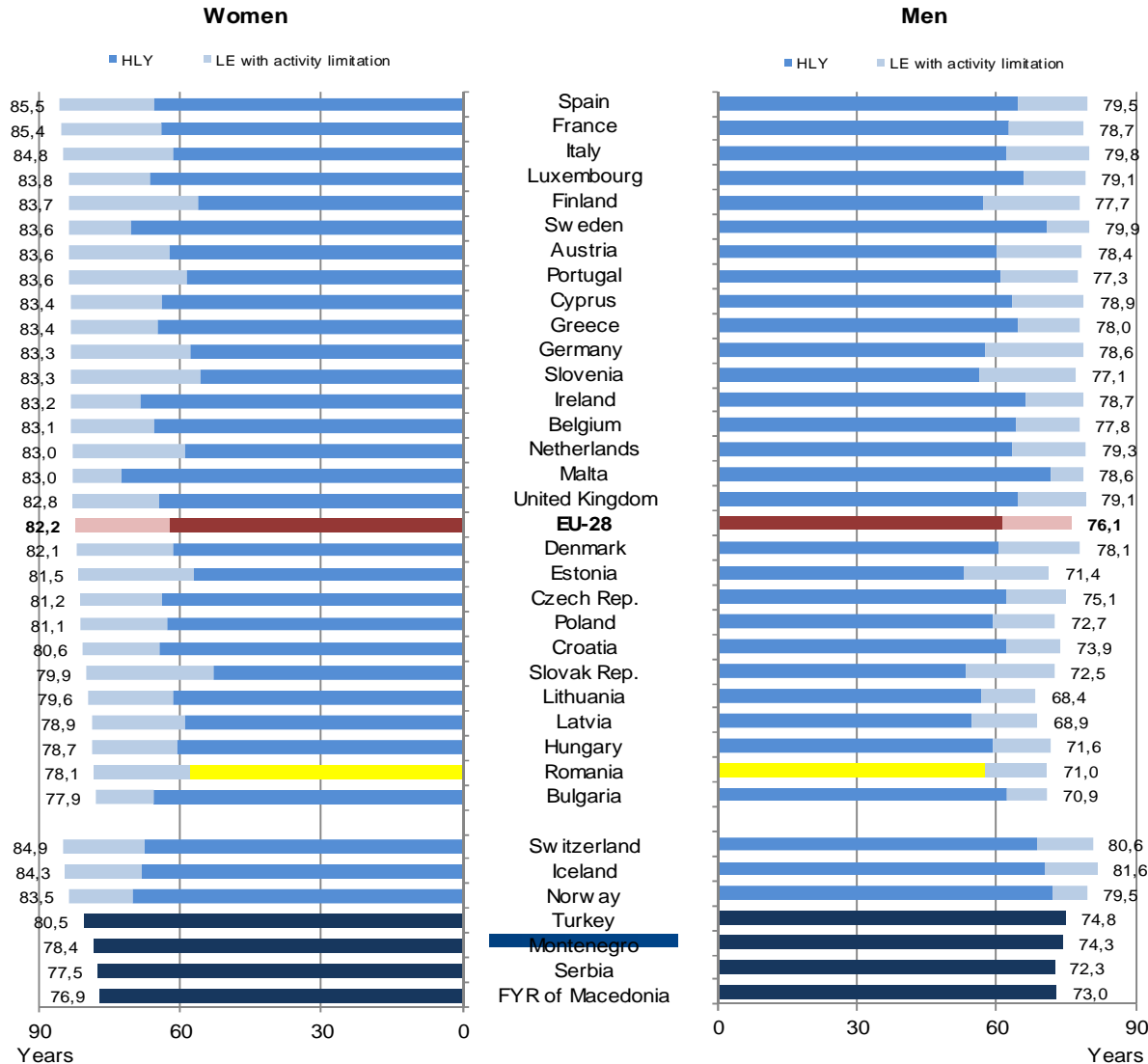
Dr. Mihnea Samoila, HQ HSSE/Health Management



OMV Petrom

Romania: Healthy Life Expectancy at Birth 57,7 years

1.1.2 Life expectancy (LE) and healthy life years (HLY) at birth, by gender, 2012



On average, OECD countries spend 1.2% of GDP on disability benefits alone. This figure reaches 2% when including sickness benefits

EC report 2011

OMV Petrom

The leading industrial company in Romania



One of the largest private employers

~16,000 direct employees and more than 60,000 indirect jobs



Main energy supplier

Accounts for ~40% of oil, gas and fuel supply, and can cover up to 10% of power generation in Romania



Largest contributor to state budget

RON over 11 bn in 2015¹



Upstream



Downstream Gas



Downstream Oil

¹ Include: profit tax, royalties, employer social contributions, excises incl. custom duties, VAT, employee related taxes, other direct and indirect taxes, dividends paid to Romanian State;



Health in OMV Petrom

HQ HSSE Health Management

- ▶ Health Strategy and programs
- ▶ Coordination of Medical Service provider
- ▶ Integration of health services and programs
- ▶ Interface horizontally and vertically

PetroMed

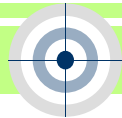
- ▶ Operative delivery of health services (including activities needed to fulfill all legal requirements)
- ▶ Network of 24 clinics and over 100 staff



Health:ON Platform highlights

Vision

- ▶ Build a **stronger health culture** at all company levels, supported by improved communication
- ▶ Shift upstream towards **prevention and promotion**
- ▶ Promote health as an essential value protected through **individual responsibility, but powered by Petrom as a responsible employer**
- ▶ Promote a change in attitude: **from consumer to co-producer of health and wellbeing**



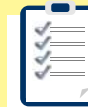
Objectives

- ▶ Provide a **clear overview** of the health benefits available to employees
- ▶ Increase **health culture, literacy and awareness**
- ▶ Underline **employer's care** (Increase employees appreciation with regard to company's support for their health)



Scope

- ▶ **All health related services and initiatives** carried out by various functions – *incl. the newly implemented private health insurance program*
- ▶ **All employees and functions** - senior and line management, HQ employees, field employees



Key Deliverables

- ▶ New, integrated **health communication concept** and key messages
- ▶ **Communication tools**, incl. upgraded intranet platform, health services brochure, road show
- ▶ **Management workshops**
- ▶ **Employee inspired programs and initiatives**


New health management strategy approved by OMV Petrom EB in April 2014

Main principles

- ▶ **Corporate governance**
- ▶ **Integration & strategic fit**
- ▶ **Dedicated programs and services**
- ▶ **Continuous improvement and performance monitoring**

Five key health areas

- ▶ **Occupational Health**
- ▶ **Prevention**
- ▶ **Wellbeing**
- ▶ **Curative**
- ▶ **Emergency**



Health:ON! New integrated concept of health in Petrom



Health Survey 2014

- ▶ The company' support is important for nearly all employees (96%), however only 65% take individual responsibility for their own health
- ▶ The benefits provided to those who are not self-responsible (31 %) are likely failing. Therefore, the 1st step in improving the health status: increase awareness on individual responsibility and engagement, powered by Petrom as a responsible employer.

Attention paid to health	Importance of company's support regarding health	
	Not important to very low	High and very high
Very little to average	3%	31%
Much and very much	1%	65%

Age group	%
< 25 years	25%
25 -34 years	44%
35 -44 years	24%
45 - 55 years	26%
> 55 years	21%

Correlation between the attention employees pay to their health and the importance they give to company's support regarding their health



Health: ON!, a platform that literally presses the “ON” button in our challenge for a better health!

YOU...

- ▶ You are the leader of your own challenge for a better health
- ▶ You have the power to turn the “health” switch from OFF to ON and be a co-producer of your own health
- ▶ Regardless of past delays, it's now ON!



WE support and encourage...

- ▶ Awareness
- ▶ Perception
- ▶ Participation
- ▶ Health literacy

Occupational health

Because health supports performance

- Occupational health surveillance
- Health Risk Assessments

Preventive

Because tomorrow`s health starts today

- Screenings
- Vaccinations
- Awareness campaigns

Wellbeing

Because health is a marathon and not a sprint

- Stress resilience
- Work life balance trainings
- Sports events

Curative

Because health needs care

- Private health insurance
- PetroMed
- Physiotherapy
- Maecenas

Emergency

Because health needs us always prepared for emergencies

- First Aid trainings
- Medical Emergency drills



Awareness and engagement

HEALTH: ON!
Road-show 2014

16 OMV
Petrom sites

Over 1300
employees

Role
models

20.10 Ploiesti	21.10 Targoviste	22.10 Petrobrazi	27.10 Petrom City	03.11 Craiova	04.11 Pitesti	05.11 Bolintin Vale	11.11 Buzau	12.11 Moinesti	17.11 Suplacu de Barcau	19.11 Videle	20.11 Multigalaxy
-------------------	---------------------	---------------------	-------------------------	------------------	------------------	---------------------------	----------------	-------------------	----------------------------------	-----------------	----------------------



Health literacy and participation 2015 WIN Health:ON Contest

5 teams for the 5 HEALTH:ON pillars



Supporters



Edutainment & practical challenges



Prizes to support a healthy lifestyle



The feedback

- **97%** of the respondents consider this type of events **an useful/very useful learning tool**
- **84,9%** of the respondents consider that these types of events help them **change their attitude towards their own health**
- **87,7%** of the respondents **enjoyed** the event very much



2016 Passport for Health

Strengthen identity towards a culture of healthcare in OMV Petrom

Reinforce communication of the "Health: ON!" platform among all employees

Encourage employees to participate in voluntary health programs and to start a healthy lifestyle



Increase health literacy

Increase visibility and engagement with health offer

Turn PetroMed team into Health: ON! ambassadors and strengthen the relationship with the employees



The Health: ON! Passport

- ✓ Personal tracking system for all employees (blue+white collars)
- ✓ **HOW?** Each employee will receive his own Passport for health where he can keep score of all the activities that contribute to a healthy lifestyle (most of the activities have a preventative purpose).
- ✓ **WHEN?** 15th of February - 15th of June



Passport for health - interior

Nume:
 E-mail:
 Telefon:
 Functie:
 Divizie:
 Locatie:
 Fisa de aptitudini expira la data de:
 Semnatura:

Controlul medical periodic 
 Completarea chestionarului 

Pentru a intra în competiție adunați minimum 10 puncte (indepliniți cele 2 activități obligatorii de mai sus + 8 alte activități).

Prin completarea și semnarea prezentului document sunt de acord în mod expres și neechivoc ca datele mele personale să fie prelucrate de OMV Petrom S.A. în scopul desfășurării Concursului Pașaport pentru Sănătate, din cadrul Campaniei Sănătate: acum!. Declar că am cunoștință de drepturile pe care le am conform Legii nr. 677/2011, respectiv dreptul de acces, de intervenție, de actualizare și ștergere a datelor personale și că îmi pot exercita aceste drepturi prin transmiterea unei cereri scrise, datate și semnate către OMV Petrom SA. Prin semnarea prezentului document, declar că am luat la cunoștință de toate prevederile Regulamentului Oficial al Concursului Pașaport pentru Sănătate.

Screeninguri	Screening cardio-vascular si / sau hepatic	Cardio-vascular	Hepatic	
	Alte screeninguri prin PetroMed (diabet, cancer prostata, san, piele)			
	Screeninguri necesare cf. varstei (vezi Planul personal de screening)			
Vaccinari	Evaluare anuala prin medicul de familie; 1 consultatie la medicul de familie	Evaluare anuala	Consult	
	Antigripala in sezonul oct. 2015 – feb. 2016			
	Antihepatita A, B sau TBE	A	B	TBE
Stil de viata	Vaccinarea obligatorie a copiilor 0-3 ani (cf. planului national)			
	Renuntarea la fumat sau nefumator	Fost fumator	Nefumator	
	Scadere in greutate sau greutate normala	Scadere greutate	Greutate normala	
Altele	Activitate fizica regulata, participare la evenimente/competitii sportive			
	Alimentatie sanatoasa			
	Activitati (ex. donare sange), evenimente, ora HSSE, targuri de sanatate etc. efectuate in timpul concursului			
	Alte			





Thank you!

OMV Petrom