

Table of sanctions



For the employees of BorsodChem Zrt. and companies on the site of BorsodChem Zrt.

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Irregularities			For BC's territorial employees				
			Offender	direct leader (same offender)	Unit leader (1/2 point)	Management leader (1/4 point)	Area responsible person in case of unknown offender(1/4 point)
FIRE PROTECTION	1	Noncompliance with smoking rules and e-smoking rules	immediate dismissal (banishment for 10 years) (10 points)	withdrawal of the 13th monthly bonus (8 points)	5 point	2,5 point	2,5 point
	2	Fire ban breach and/or breaching the regulations if fire was induced.	immediate dismissal (banishment for 10 years) (10 points)	withdrawal of the 13th monthly bonus (8 points)	5 point	2,5 point	2,5 point
	3	Fire ban breach and/or breaching the regulations.	10% decrease of the basic salary (for 2 months) (6 point)	10% decrease of the basic salary (for 2 months) (6 point)	3 point	1,5 point	1,5 point
	4	For restricting access rights to fire-fighting building areas, fire hydrants.	10% decrease of the basic salary (for 2 months) (6 point)	10% decrease of the basic salary (for 2 months) (6 point)	3 point	1,5 point	1,5 point
	5	Causeless usage of fire protection, disaster elimination equipment held in stand-by (e.g. using fire hydrant without permit was granted on it previously), etc.	10% decrease of the basic salary (for 2 months) (6 point)	10% decrease of the basic salary (for 2 months) (6 point)	3 point	1,5 point	1,5 point
	6	Fail to perform fire-fighting report obligation and/or providing of help.	withdrawal of the 13th monthly bonus (8 points)	withdrawal of the 13th monthly bonus (8 points)	4 point	2 point	2 point
	7	Fire devices entry into technological area without permit	2 point	2 point	1 point	0,5 point	0,5 point
WORK SAFETY AND HEALTH PROTECTION	8	Working time using for not work (pl: sleeping, privately internet using, private usage of mobil etc.)	2 point	2 point	1 point	0,5 point	0,5 point
	9	Leaving of the workplace without permit	5 point	5 point	2,5 point	1 point	1 point
	10	Default of the regulations which is that would invite HSE event	2 point	2 point	1 point	0,5 point	0,5 point
	11	Irregular work permit lack of authorization	2 point	2 point	1 point	0,5 point	0,5 point

12	Employment of inconvenient professional employee or employees who did not participate on safety training	5 point	10% decrease of the basic salary (2 months) (6 point)	3 point	1 point	5 point
13	Performing activity without related permission	5 point	5 point	2,5 point	1 point	1 point
14	Invalid or no available medical exam;	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	2,5 point	2 point	2 point
15	Supplying employees with insufficient or inappropriate personal protective equipment, or supplying employees with no personal protective equipment.	4 point	4 point	2,5 point	1 point	1 point
16	Irregular power taking;	-	-	-	-	-
17	Fail to make voltage free in the own facility after work was completed	5 point	5 point	2,5 point	1 point	1 point
18	Employing employee with non-compliance with restrictions.	-	5 point	2,5 point	1 point	-
19	Personal protective equipment is not used or used in improper way	4 point	4 point	2 point	1 point	1 point
20	Worker jeopardizes his own life, physical status and health seriously	10% decrease of the basic salary (for 2 months) (6 point)	10 % alapbér csökkentés (2 hó) (6 point)	3 point	1,5 point	1,5 point
21	Worker jeopardizes others life, physical status and health seriously;	immediate dismissal (banishment for 5 years) (10 points)	withdrawal of the 13th monthly bonus (8 points)	5 point	2,5 point	2,5 point
22	Work performance without supervision of worker not having valid work safety examination and worker fails to take part in obligatory training deliberately	10% decrease of the basic salary (for 3 months) (6 point)	10% decrease of the basic salary (for 3 months) (6 point)	5 %decrease of the basic salary (1 month) (3 point)	1,5 point	-

CORPORATE SECURITY

23	Alcohol and narcotics, narcotic drug use on the whole site of BC, or the presence of such agents in the body entry or stay inside.	immediate dismissal (banishment for 10 years) (10 points)	5 point	5 point	2,5 point	2,5 point
24	Positive result on the pre-alcohol probe	1 st time: leave / holiday or certified unpaid absence 2nd time: 1 month 10% basic salary reduction (6 points) 3th time: withdrawal of the 13th monthly bonus)	-	-	-	-
25	Entry permit transfer and/or its unauthorized use	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	5 point	2,5 point	2,5 point
26	Traffic or staying on prohibited area	3 point	3 point	2 point	1 point	1 point
27	Traffic or staying on unauthorized area.	2 point	2 point	1 point	0,5 point	0,5 point
28	Exceeding the speed limit	According table 1.	According table 1. (same offender)	According table 1. (offender's point /2)	According table 1. (offender's point /4)	-
29	Disregarding RED light of railway traffic light barrier or signalman.	withdrawal of the 13th monthly bonus (8 points)	withdrawal of the 13th monthly bonus (8 points)	4 point	2 point	2 point
30	Causing road accident with personal injury.	withdrawal of the 13th monthly bonus (8 points)	withdrawal of the 13th monthly bonus (8 points)	4 point	2 point	2 point
31	Disregarding traffic sign: „Stop! and give way”.	5 point	5 point	2,5 point	1 point	1 point
32	Stop vehicle, or waiting with vehicle and vehicle driver is not present under the effect of prohibiting traffic signs.	5 point	5 point	2,5 point	1 point	1 point

	33	Stop vehicle, or waiting with vehicle and vehicle driver is present under the effect of prohibiting traffic signs.	4 point	4 point	2,5 point	1 point	1 point
	34	Using of mobilephone or two-way portable radio telephone apparatus during the driving	4 point	4 point	2,5 point	1 point	1 point
	35	Not using of the builtin seatbelt	2 point	2 point	2,5 point	0,5 point	0,5 point
	36	Offenses of other traffic rules not defined here;	3-5 point	3-5 point	2,5 point	1-2 point	1-2 point
	37	Hindering traffic without permit on it was granted previously.	5 point	5 point	2,5 point	1 point	-
	38	Driving with vehicle into grassy, crushed stone area without permit	2 point	2 point	1 point	0,5 point	0,5 point
	39	Prohibited equipment delivery, or attempted. (Alcohol, drugs, particularly dangerous devices for the public safety, weapons, pyrotechnical products, etc.)*	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	3 point	1 point	1 point
	40	Making photograph without permission of the BC territory and / or publication of such recording public.	10% decrease of the basic salary (for 2 months) (6 point)	10% decrease of the basic salary (for 2 months) (6 point)	3 point	1,5 point	1,5 point
	41	Offenses against property	azonnali felmondás kitiltás 10 év; (10 point)	5 point	5 point	2,5 point	2,5 point
ENVIRONMENTAL PROTECTION	42	Damage of green areas	2 point	2 point	1 point	0,5 point	0,5 point
	43	Moving excessive mud onto the road surface and its cleaning failure later;	2 point	2 point	1 point	0,5 point	0,5 point
	44	Road pollution during road transportation	5 point	5 point	2,5 point	1 point	1 point
	45	Collecting waste is performed not at the right place and/or performed in unsuitable containers, or performed not selectively;	5 point	5 point	2,5 point	1 point	1 point

46	Non-permitted waste water emission which does not require water quality damage prevention.	3 point	3 point	2 point	1 point	1 point
47	Waste water/ pollutant emission requiring water quality damage prevention	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	5 point	2 point	2 point
48	Soil pollution	10% decrease of the basic salary (for 2 months) (6 point)	10 % alapbér csökkentés (2 hó) (6 point)	3 point	1,5 point	1,5 point
49	Contamination of ground water monitoring wells, causing damages in them, which may lead to remake the wells;	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	1st time: withdrawal of the 13th monthly bonus (8 points) 2nd time: immediate dismissal (banishment for 10 years) (10 points)	5 point	2 point	2 point
50	Other, not classified contravention.	According to individual treatment of Director HSE	According to individual treatment of Director HSE	According to individual treatment of Director HSE	According to individual treatment of Director HSE	According to individual treatment of Director HSE

Table No. 1

Sanction's rate of speed limit exceeded

	The extent of exceedance	Sanction in first case	Sanction in second case (within 1 year)	Sanction in third case (within 1 year)
For BC's employees	from 31 to 40 km/h	2 points	4 points	10% decrease of the basic salary (for 1 months) + Revocation of the company's vehicle driver license (for 3 months)
	from 41 to 50 km/h	3 points	6 points	10% decrease of the basic salary (for 2 months) + Revocation of the company's vehicle driver license (for 6 months)
	above 50 km/h	10% decrease of the basic salary (for 3 months)	10% decrease of the basic salary (for 6 months) + Revocation of the company's vehicle driver license (for 12 months)	extraordinary dismissal
For BC's full-time drivers	from 31 to 40 km/h	2 points	4 points	10% decrease of the basic salary (for 4 months)
	from 41 to 50 km/h	3 points	10% decrease of the basic salary (for 6 months)	10% decrease of the basic salary (for 8 months)
	above 50 km/h	10% decrease of the basic salary (for 6 months)	10% decrease of the basic salary (for 10 months)	extraordinary dismissal

Sanctions	Offender
oral reminder	1-3 points
written reminder	4-6 points
decrease basic salary	7-10 points
Remove half year of 13. month award	8-9 points
extraordinary dismissal	10 points over

* -Direct leader: Officer/Shift leader, Manager, Director

** -Unit leader: Manager, Director

*** -management leader: Director

The person of the direct leader depends on the specificity of the offender's organizational unit.

Eg (1): For an n-5 offender who does not have an office manager / a shift leader, n-3 leader (Manager) is considered a direct leader.

Eg (2): For n-4 offenders, a direct leader is considered as n-3 leader (Manager).

Eg (3): For n-3 offenders, the direct leader is considered as n-2 leader (Director).

Sanctioning is not valid from n-1 level.