

# SAFE DEVELOPMENT

THE LIVES AND HEALTH OF EMPLOYEES ARE A KEY PRIORITY FOR GAZPROM NEFT. THE COMPANY'S STRATEGIC GOAL IN TERMS OF OCCUPATIONAL SAFETY (OS) IS DEFINED AS 'GOAL – ZERO: NO HARM TO PEOPLE, THE ENVIRONMENT, OR PROPERTY WHEN PERFORMING WORK'. GAZPROM NEFT IS COMMITTED TO BECOMING ONE OF THE WORLD'S LEADING OIL AND GAS COMPANIES IN THIS REGARD.

## GOALS OF THE OCCUPATIONAL SAFETY POLICY:

- **reducing industrial injuries, occupational diseases, accidents, and any negative environment impact;**
- **organizing safe production based on a constant analysis and the minimization of production risks;**
- **introducing the best global practices in this field.**

To achieve the 'Goal – Zero', the Company is improving the risk management system in occupational safety, investing in advanced technologies that strengthen the reliability of its assets, and enhancing its safety culture.

The Company has identified five key areas in its activities to achieve the 'Goal – Zero'. Within these areas, each manager of Gazprom Neft has committed to enhancing the level of safety at the Company. These commitments are reflected in the performance targets of managers.

The fundamental corporate document that defines the principles of the Company's activities and obligations is the corporate Occupational Safety Policy (OS Policy).

All enterprises of the group of companies have an occupational safety management system.

## PRIORITIES OF THE OCCUPATIONAL SAFETY STRATEGY

<b>LEADERSHIP AND CULTURE</b>	Main aspects of safe conduct and a leading role by all levels of executives in achieving this goal
<b>CONTRACTOR MANAGEMENT</b>	Improving the effective management of the execution of contracts with contractors in occupational safety matters
<b>ASSET RELIABILITY</b>	Ensuring the safe operation of existing assets and their reconstruction as well as the safe design and construction of new facilities
<b>RISK MANAGEMENT</b>	Further integration of OS risks and environmental aspects in the Company's overall risk management system and developing risk management and assessment skills among personnel
<b>TRANSPORT SAFETY</b>	Ensuring traffic safety and a reduction in accident rates among the Company's vehicles
<b>ORGANIZATIONAL MODEL</b>	Supporting all work by developing OS functions as well as the relevant skills of employees

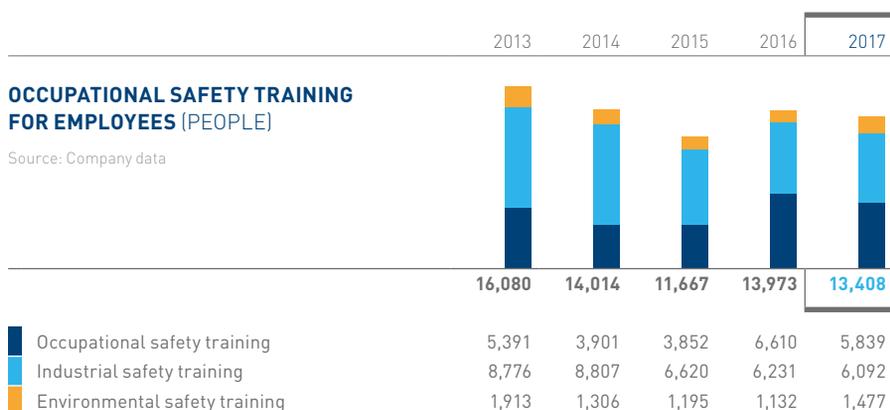
## The Corporate University of Gazprom Neft has had an Occupational Safety Department since 2016. Its training programmes are developed by external and corporate experts.

The Management Board has a joint Committee on the Operational Management System (OMS) and OS. It consists of members of the Board, directors of production units, and department heads.

Gazprom Neft is committed to ensuring a constant increase in the level of industrial safety, conducts comprehensive work to minimize the accident rate of equipment and occupational injuries, and is also introducing the best world practices and advanced technologies in this area.

When developing occupational safety and labour protection programmes, Gazprom Neft relies on an occupational safety risk map. The list of such risks is regularly updated. The Company uses advanced international methods to assess manmade risks. The goal of such methods is to convey an important rule: don't start work if you're not confident that it can be safely performed. To minimize security risks, Gazprom Neft is introducing effective methods of production control and is developing a safety culture. The Company considers the occupational safety training system to be the basis for the formation of such a culture.

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### STAGES OF THE 'STEPS' STRATEGY

**Assessment and selection of candidates, training, and conclusion of a contract**

**Performance of work. Management of the effective activities of the contractor**

**Conclusion of the contract and the final rating of the contractor**

Contractors are linked to the implementation of the Company's strategy in occupational safety. The 'Steps' strategy specifies the uniform requirements of occupational safety for the performance of work/ services, describes the sequence for the execution of the steps of the process from the start of initiating a contract to its completion, and determines the roles and responsibilities of the participants required to implement the process.

Contractors are also part of the corporate safety training system. In 2017, representatives of contractors underwent roughly 12,000 courses in occupational safety and 61,000 courses as part of cascading communications on basic safety rules.