

# COLLABORATION WITH TRADE UNIONS

The Company maintains long-standing partnerships with trade union organisations<sup>1</sup>. Trade unions take an active part in promoting safety culture and negotiating changes in Gazprom Neft's social benefits, attending meetings of HR executives and contributing to HSE initiatives.

The Company has put in place youth committees responsible for protecting the interests of young employees and onboarding of young professionals.

Gazprom Neft cooperates with the Gazprom Workers' Union and trade unions operating within the Gazprom Neft Group. The latter include trade unions of Gazpromneft Omsk Refinery, Gazpromneft Moscow Refinery, Slavneft – YANOS, Gazpromneft-Noyabrsk, Gazpromneft-NNG, NEN, Gazprom Neft Orenburg, and Omsk Lubricants Plant, a branch of Gazpromneft – Lubricants.

Over the last year, the Company built an effective relationship between the Gazpromneft-Noyabrsk trade

union and PJSC Gazprom Neft based on the principles of social partnership, collective bargaining, equitable treatment and mutual respect.

The Company has a collective bargaining framework in place. Collective bargaining agreements and internal regulations serve to formalise the Company's social commitments, including those regarding health, safety, environment and social guarantees in the event of facilities closure/reorganisation. No significant amendments were introduced into collective bargaining agreements in 2018. The corporate trade union coordination board took a favourable view of the social and labour relations with trade unions.

<sup>1</sup> See also the Stakeholder Engagement section of the Sustainability Management chapter.