

# Cooperation with trade unions

When drafting and implementing its personnel and social policy programmes, the Company develops partnerships with trade union organisations.

Gazprom Neft views the objectives of this partnership as ensuring greater involvement by trade unions in the Company's activities and expanding the skills of trade union leaders, which should enable them to protect the long-term interests of employees with an understanding of the Company's key goals and objectives, economic developments and the balanced interests of all stakeholders.

Trade union representatives take part in discussions of changes to the Company's social benefits system, meetings of HR service executives and activities to create safe work conditions. The Company has a Youth Commission that protects the interests of young workers and the new young specialists taking part in adaptation programmes.

Gazprom Neft takes part in forming industry-based agreements for each area of the Company's business jointly with trade unions in the industry and the Russian Union of Industrialists and Entrepreneurs.

# Personnel training and development

Gazprom Neft continuously increases investment in personnel training and development while introducing the most effective practices in this area. The scope of training programmes is determined by the Company's strategic objectives and the results of an evaluation of the management and professional skills of employees.

RUB **690.1** mn  
totalled spending on training  
in 2015

## RBK LEADER RATING

Gazprom Neft placed among the top three in RBK's "Corporate Education Leader" rating in 2015. The Company's position in the rating was determined by its proportion of employee salary spending within the payroll, growth in educational expenses in recent years, an increase in the number of employees enrolled in educational programmes and greater information transparency by the Company in this regard.

**50,395**  
company employees underwent  
training in 2015

