

## EMERGENCY READINESS

For the purposes of civil defence, the Company improves the resilience of its production facilities in the event of emergencies and trains staff to be able to handle such situations, including in difficult climatic conditions. During the reporting year, the Company conducted more than 600 exercises and training sessions involving over 7,000 people. More than 300 managers and specialists from the Company's civil defence and emergency situations office underwent re-training and advanced training. Over 38,000 employees were trained in actions to take in the event of an emergency in their workplaces.

### JOINT EXERCISES

Gazprom Neft carried out 130 rescue training exercises at the Prirazlomnaya platform in 2014-2015. The exercises involved searching for and rescuing people in distress at sea, assisting vessels in distress, containing and cleaning up oil spills at sea as a result of tanker accidents, protecting the coastal strip with the Varandey shift camp against oil pollution and cleaning up the aftermath of the spill near Dolgy Island. As part of an agreement on cooperation in the areas of responsibility of offshore facilities owned by Gazprom and LUKOIL, joint exercises were conducted by Gazprom Neft Shelf and Lukoil-Trans in 2015.

## OCCUPATIONAL HEALTH

The Company's main occupational health measures include organising safe work conditions, regular medical check-ups and clinical examinations of employees, training in first aid methods and building a culture where employees look after their health. In 2015, the Company introduced methods to ensure the safety of food, water supply and sanitary conditions at remote production facilities and also organised medical check-ups for its employees. Updates were made to the Anti-Alcohol and Anti-Drug Policy, which sets uniform principles for employees of the Company and contracting organisations in this regard. The Company carried out a campaign called "Sobriety is the Norm" to support the introduction of the principles of the updated policy. Gazpromneft-Yamal implemented a pilot project to launch the electronic medical examination system (EMES). The system allows for assessing an employee's health without the involvement of a medical officer. Based on the implementation results, the Company began introducing the EMES project at the remote facilities of the subsidiaries of the Upstream Division.

The Company's subsidiaries Noyabrskenergoneft and Gazpromneft Orenburg won review contests for the best occupational safety work in Orenburg and Muravlenko. Gazpromneft-Orenburg was also awarded an Employer Trust Certificate, a document that is given to organisations that strictly comply with the requirements of labour legislation.

Goals	Results
Introduction of the "Steps" programme for contracting organisations of the Upstream Division.	Based on audits of contractor activities, the Company conducted diagnostic audits at the Unit's subsidiaries, updated documents that allow for organising interaction with contractors in accordance with the Company's safety requirements and developed a specialised training programme for contract handlers and technical oversight specialists.
Introduction of hands-free system for drivers	The systems have been developed, tested and introduced on the Company's fuel tankers.
Work on FSR "General requirements for justifying the safety of a hazardous production facility"	FSR have been drafted and are being endorsed with the government authorities.
Visualisation of hazardous areas	The Company has developed and introduced stickers for fuel tankers to warn those involved in the transportation process about the driver's blind spots.
Initiation of amendments to Bill No. 116-FZ "On Industrial Safety"	Risk assessment methods have been developed for No. 116-FZ, considered by the Scientific and Technical Council of the Federal Environmental, Industrial and Nuclear Supervision Service and taken effect.
Development and introduction of a pilot project for the electronic testing of employees using devices of the electronic medical examination system (EMES)	The project has been developed and introduced at Gazpromneft-Yamal.
Improved management efficiency of industrial, fire and occupational safety	The Company monitored measures based on the results of production control, monitored the implementation of corrective measures and conducted advanced process audits.