

# Policy and management

In 2015, the Company launched a project to improve occupational safety culture. The Gazprom Neft Management Board determined a corporate strategy for the development of Health, Safety and the Environment (HSE), Occupational Safety (OS) and Civil Defence (CD) in subsequent years, its priorities and the key objective in industrial safety and environmental protection: “Goal – Zero: No Harm to People, Objects or the Environment”. This vision is based on the belief that each accident or injury can be prevented.

Gazprom Neft is guided in its work by the requirements of Russian legislation as well as international and corporate standards in HSE, OS and CD. The underlying corporate document that defines the Company’s operating principles and commitments is the Industrial, Fire, Transport, Environmental, Occupational Health and Safety, and Civil Defence Policy<sup>1</sup>. The policy is in effect at all subsidiaries and describes the uniformity of their strategic goals, obligations and responsibilities in HSE, OS and CD.

All the Company’s enterprises have a management system in matters of HSE, OS and CD that complies with the international standards OHSAS 18001:2007 and ISO 14001:2004. Due to the need to further enhance safety levels in 2015, Gazprom Neft continued reorganising its HSE, OS, and CD management system. New structures were established within the Upstream and Downstream Divisions. This reorganisation will improve the efficiency of operational tasks as well as identifying and minimising safety risks. The Company ensures the transparency of corporate policies and performance results in such matters. The annual Sustainability Reports highlight the Company’s approaches to management and specific performance indicators. Starting from 2007, this information has been presented using the GRI Sustainability Reporting Guidelines, which allows for comparing Gazprom Neft’s indicators with the practices of other companies in Russia and abroad<sup>2</sup>.

The Company regularly carries out industrial environmental control and monitoring of environmental components, conducts audits of the HSE, OS and CD management systems at its subsidiaries and affiliates and evaluates key areas of the activities of its enterprises in this regard.

## ALEXANDER DYUKOV

Chairman of the Management Board of Gazprom Neft



“ People’s lives and health are our number one value and it is our belief that no good results can be justified if they are achieved in violation of safety rules or run counter to the principles of environmental protection. Building an effective workplace safety system is a top priority for Gazprom Neft. The agents of change at any company are the leaders first and foremost. Gazprom Neft senior executives have undertaken personal commitments to strictly observe workplace safety rules. I am confident that this example will provide a systemic impetus to our employees and contractors to reconfigure business processes and change the production culture and attitude towards issues of occupational safety and health”.

<sup>1</sup> The text of the Policy on industrial, fire, transportation, environmental and occupational safety is available at the website [gazprom-neft.com](http://gazprom-neft.com).

<sup>2</sup> For more on the practice of sustainable development reporting and the use of international reporting standards, see the “About the Report” section. The GRI disclosures index is presented in Appendix 2.

## HSE, OS AND CD ORGANISATIONAL STRUCTURE



## SAFETY CULTURE

The safety culture at Gazprom Neft is based on the personal responsibility of each employee and the involvement of all Company employees and contracting organisations in the process of improving safety levels. This priority is reflected in the Company's corporate slogan – "Safety Starts with You". The Company continuously develops its employee training system in matters of industrial, environmental and occupational safety. The training of personnel is systematic, standardised and closely linked to other components of the management system. In 2015, Gazprom Neft updated its standard for training and testing knowledge in matters of HSE, OS and CD. The new version devotes greater attention to corporate training, specifies a competency profile for managers and specialists, and distributes functions and responsibility for training.

In 2015, a total of 6,620 individuals underwent training in industrial safety, 3,852 people in occupational safety and 968 people in environmental safety and nature conservation.

Contracting organisations are also involved in the Company's training system. The managers and specialists of contractors undergo cascade training on environmental safety in the following areas:

- the requirements of corporate documentation in environmental protection;
- compliance with the requirements of environmental legislation at production facilities;
- the handling of production and consumption waste at the Company's facilities.

In 2015, more than 600 employees from contracting organisations underwent cascade training to improve their skills.

In order to improve the environmental culture and motivate employees, key requirements have been visualised in the form of posters and reminders posted throughout all Gazprom Neft production enterprises. Reminders have also been specifically developed for representatives of contracting organisations and posted at the facilities of the Upstream and Downstream Divisions.

Exchanging experience in HSE, OS and CD matters within the Company and with external organisations plays an important role in the safety culture training and development system. In 2015, Gazprom Neft held an annual thematic conference on matters concerning industrial safety. Forums and training sessions on industrial and environmental safety were organised. In 2016, the Company plans to update the Basic Safety Rules – safety corporate standards that are mandatory for all employees – and launch a communications campaign to accompany their introduction.

  
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