

Human rights and anti-discrimination

Gazprom Neft upholds and respects internationally recognised human rights and complies with applicable laws.

Gazprom Neft embraces the principles of:

- UN Global Compact
- Universal Declaration of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Social Charter of Russian Business of the Russian Union of Industrialists and Entrepreneurs (RSPP)

The company follows a principle of men and women receiving equal pay for equal work.

Gazprom Neft does not use child or forced labour. The company acknowledges the legal right of its employees to form voluntary associations to protect their rights and interests, including the right to form or join trade unions.

Gazprom Neft assesses human rights risks and develops measures to prevent them.

Corporate training includes materials on human rights protection, with 1,087 courses on human rights were held in 2020.

⊕ For more details on our partnerships with trade unions, see "Employee development" on page 128

In particular, the company promotes equal opportunities, creates a working environment free from bullying and harassment, prohibits discrimination on the grounds of race, ethnicity, religious belief, gender, background, age or on any other grounds, and expects its employees to treat each other with respect and dignity



The company's position on human rights is formalised in the following corporate documents:

- Corporate Code of Conduct;
- Anti-Fraud and Anti-Corruption Policy;
- Policy on Industrial, Fire, Transport, Environmental and Occupational Safety, and Civil Defence;
- Policy for Interaction with Indigenous Minority Peoples of the North, Siberia and the Far East;
- Information Policy Regulation.



Documents available on the company website

Grievance mechanisms

Stakeholders may express their views or submit grievances against human rights violations using a range of feedback channels.

One of these channels is a hotline for countering corruption, fraud and non-compliance with the law and the Corporate Code of Conduct. This hotline is used to share information within the company and receive feedback from external stakeholders.

Several functions in the company are involved in investigating reports:

- human resources;
- legal;
- HSE.

Gazprom Neft encourages its employees and partners to actively use the hotline and makes sure they are aware of this channel. The results of the hotline operation, including statistics on received (processed) reports and identified violations, are reviewed by the Board of Directors on a regular basis.

230 reports via
the company's hotline

Anyone can submit a report via the hotline, and it can be anonymous. All reports are handled on a case-by-case basis, and feedback is then provided based on results of the review

Anti-fraud and anti-corruption hotline

Reports can be submitted via several channels: post, e-mail, telephone, suggestion boxes, the intranet portal or the corporate website. All information reported via the hotline remains confidential.



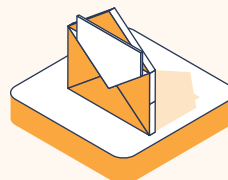
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 Gazprom Neft
at a glance

 Sustainable
development
management

 Customer
care

 Health
and safety

 Environmental
safety

 Employee
development

 Social
policy

 Appendices