

Policy of LUKOIL Neftohim Burgas PLC regarding industrial safety and labour protection

LUKOIL Neftohim Burgas PLC determines as a main priority in its activity the care to ensure the safety and health of staff within the work environment, a priority integral with the strategic goal of dynamic and sustainable development in accordance with the indicators of global petroleum companies as well as in accordance with humane principles with regard to the primary importance of human health and life in any endeavour.

A priority task that LUKOIL Neftohim Burgas PLC faces is the ensuring of safe labour conditions for the workers and protection of the health of staff and the general population, living in proximity to the area of activity of the Company, by using the best available technologies.

A System for management of industrial safety, labour and environmental protection, including requirements for fire safety, prevention and elimination of emergencies, was created and operates successfully in LUKOIL Neftohim Burgas PLC for the solution of the above tasks in accordance with the national legislation, corporate requirements, on the basis of the best adopted practices and in accordance with the requirements of ISO 45001.

The Policy of Lukoil Neftohim Burgas PLC regarding industrial safety and labour protection sets the following goals:

- Ensuring and constantly improving the state of industrial safety and labour protection, increasing the reliability of process equipment and safety of processes by adopting new technologies and automated counter-emergency systems in accordance with the requirements of legislation regarding safety and leading global standards;
- Maintaining a high level of technical security of emergency equipment and readiness of staff and emergency and rescue formations to perform actions aimed at eliminating and restricting emergencies to minimum losses;
- Improvement of the procedures for detecting and reporting the significance of problems and their overcoming by implementing the Programmes, ensuring the solution of the most important tasks of the industrial, fire and emergency safety.
- Motivating the staff and external contractors to keep their obligations in accordance with the safety and health requirements in order not to allow any impact by the work environment factors on the continuing and active life.

- Increasing the efficiency of production control, corporate supervision and internal audit for observing the requirements of industrial safety and labour protection at the Company's sites on the basis of the adoption of modern information technologies, methods of technical diagnostics and remote monitoring in accordance with the requirements of ISO 45001.

In order to achieve these goals Lukoil Neftohim Burgas PLC shall be obliged to:

- Implement all practically available measures for prevention of traumatism and emergency situations as well as for minimization of any consequences as a result of them;
- Abide by the principle of priority of risk prevention with regard to the staff and general population over elimination of consequences of the risk;
- Ensure meeting the legislative and corporate requirements with regard to industrial safety and labour protection;
- Provide the needed qualification and development of the staff's culture with regard to observing the effective rules and regulations in industrial safety and labour protection, building collective consciousness of intolerance towards violators and maintaining readiness for prevention and elimination of accidents;
- Support every quality and attainable initiative or good practice, leading to improvement of the labour conditions, restricting and removing risks;
- Provide systematic approaches to identification and efficient management of health and safety risks, removing the sources of origination or their restriction by planned and attainable actions;
- Require that external organizations, working within the Company's area, observed the requirements for industrial and emergency safety and labour protection, adopted by Lukoil Neftohim Burgas PLC;
- Apply approaches for continuous improvement of the Management System of Occupational Safety and Health in accordance with ISO 45001 standard;
- Require that all workers of Lukoil Neftohim Burgas PLC performed their work in accordance with the effective rules and regulations in industrial safety, fire safety, labour protection, prevention and elimination of emergencies by implementing the respective measures for stimulation, education and enhancement of workers' and employees' qualification;
- Report in public in front of the shareholders and workers of Lukoil Neftohim Burgas PLC regarding the Company's activity within the scope of industrial safety, fire safety, labour protection, prevention and elimination of emergencies;
- Exert regular interaction with all parties, interested in the activity of Lukoil Neftohim Burgas PLC (the public, the authorities of the

legislative and executive powers, counterparties, public and civil organizations, etc.), hold consultations with the workers of Lukoil Neftohim Burgas PLC on the matters of ensuring industrial and fire safety, labour protection, prevention and elimination of emergencies;

- Ensure control for the keeping of obligations, adopted within the Policy.

This policy is distributed and disclosed to stakeholders.

The management of Lukoil Neftohim Burgas PLC affirms its commitment to implementing this policy and the goals ensuing from it in a declaration.

This policy was adopted by a decision of the Company's management.

Every employee of Lukoil Neftohim Burgas PLC shall be obliged to make him/herself aware of, apply and personally contribute to the implementation of this policy.

20 May 2020

Chairman of the Board of Managers

I. M. Sharafutdinov

This policy was approved by a decision of "Review by the management for 2019. Summarized evaluation of the efficiency of operation of ESSU in Lukoil Neftohim Burgas PLC" of 04.06.2020.