

Interaction with trade unions on health and safety issues

The International Association of Trade Union Organizations of PJSC LUKOIL (IATUO) is dedicated to safeguarding the legal interests and rights of employees to healthy and safe working conditions and to working jointly on these issues with the administration of the Company on the basis of social partnership principles.


Trade unions that are members of IATUO pay particular attention to the quality of employee training on safe working

techniques and methods, compliance with safety requirements, prevention of occupational injuries and diseases, the status of medical services, the provision of individual and group protection gear, and notification of employees about work safety and other areas designed to inculcate a culture of work safety.

IATUO includes an institute of technical labor inspectors and around 2,000 authorized employee representatives

dealing with health and safety issues. These employees monitor compliance with the occupational safety obligations of the Company contained in the collective bargaining agreements of LUKOIL Group subsidiaries.

Additional information on the structure of the technical labor inspectorate of IATUO of LUKOIL is available on the website



Health and safety training

Each year LUKOIL Group subsidiaries carry out actions to increase employee awareness surrounding industrial, fire, and occupational safety, to develop the required skills and to increase the quality of training in this area. Main actions include:

- the delivery of face-to-face and remote training, retraining, and advanced training of employees
- updating health and safety training and control programs
- the deployment of a special training system for staff operating hazardous equipment
- increasing safety related communications

To develop a culture of safety and to perfect the actions required in emergencies, LUKOIL organized a mass training of employees in 2017 on the topics “Health and Safety” and “Providing First Aid To Those Injured At Work”. A decision was taken to make extensive use of situational training simulators. Such simulators are used to practice the actions to be taken in the event of emergencies and also improve the technical skills required for the safe operation of complex equipment.

By leveraging the advantages offered by distance learning systems (DLS), employees can independently enhance their skills, test how well they have

assimilated the materials on each topic, and undergo certification procedures. In 2017 programs were undertaken to raise the quality of DLS education and, in particular, to provide additional training.

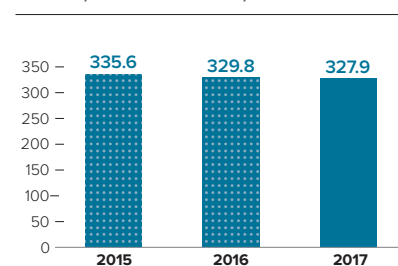
In 2017 a total of 57,513 employees at Russian subsidiaries and 12,670 at foreign subsidiaries attended various types of health and safety training courses.

In 2018 there are plans to implement a project to use electronic briefings in the DLS system.

TOTAL AMOUNT OF HEALTH AND SAFETY TRAINING, man-hours

Subsidiaries	2015	2016	2017
Total, including:	57,332	47,560	56,481
Russian subsidiaries of LUKOIL Group	38,783	33,898	42,114
Foreign subsidiaries of LUKOIL Group	18,549	13,662	14,367

TOTAL HEALTH AND SAFETY TRAINING COSTS, LUKOIL GROUP, RUB million



Note. Data for 2015 relate to the Russian subsidiaries of LUKOIL Group; data for 2016 also include information on the organizations OOO LUKOIL Uzbekistan Operating Company and LUKOIL MEDIUM EAST LIMITED.