



ROSNEFT



Rosneft Public Position in the Field of Human Rights

Public Commitment to Human Rights

Rosneft recognizes the inherent value of fundamental human rights and freedoms and the Company has committed to observing them in all aspects of our operating activities. These commitments comply with the Universal Declaration of Human Rights of the United Nations, the Social Charter of Russian Business, generally accepted standards for the protection of human rights and freedoms, as well as with the laws of the Russian Federation and other countries where we operate.

We are committed to respecting human rights as stated in the following founding international documents:

- The United Nations Universal Declaration of Human Rights¹;
- The Rio Declaration on Environment and Development of the United Nations²;
- The United Nations Declaration on the Rights of Indigenous Peoples³;
- The United Nations Global Compact⁴
- The OECD (Organization for Economic Cooperation and Development) Guidelines for Multinational Enterprises⁵;
- The ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights (ILO)⁶;
- ILO C087 Freedom of Association and Protection of Rights to Organise Convention, 1948⁷;
- ILO C098 Right to Organise and Collective Bargaining Convention, 1949⁸;
- ILO C111 Discrimination (Employment and Occupation) Convention, 1958⁹.

The principles governing the founding international documents on human rights are incorporated in this Public Commitment to Human Rights, Rosneft's Code of Business and Corporate Ethics and local corporate documents and business processes. They are mandatory for all Group subsidiaries.

The Public Commitment to Human Rights and the Code of Business and Corporate Ethics are published on the corporate website and contain core requirements for protecting human rights and freedoms.

All Rosneft managers and employees are required to comply with these corporate requirements. Rosneft also expects its business partners, suppliers and contractors to respect and observe these fundamental human rights and freedoms in their operations.

¹ Adopted by the UN General Assembly on December 10, 1948

² Adopted in Rio de Janeiro on June 14, 1992

³ Adopted with UN General Assembly resolution 61/295 dated September 13, 2007 (UNDRIP)

⁴ Adopted by the UN General Assembly on July 26, 2000

⁵ Adopted by the OECD in 1976 with amendments in 2010-2011

⁶ Adopted in Geneva on June 18, 1998

⁷ Adopted in San Francisco on July 9, 1948

⁸ Adopted in Geneva on July 1, 1949

⁹ Adopted in Geneva on June 25, 1958



Freedom of Association and Collective Bargaining

Rosneft supports freedom of association and recognizes the unconditional right of Company employees to collective bargaining and the right of every employee to collective representation of interests, including trade unions. We do not tolerate any form of offensive, humiliating or abusive atmosphere, including harassment or discrimination.



Respect for equality

Rosneft guarantees equal rights and freedoms regardless of gender, age, race, nationality, language, origin, wealth, official or other status, place of residence, state of health, attitude to religion, beliefs, membership in public associations, and other circumstances.



We do not allow any restrictions on rights and freedoms based on social, racial, national, linguistic or religious affiliation.

When selecting candidates to the Company's management, including executive bodies, Rosneft takes every effort at ensuring diversity in terms of gender,

age, education, skills, and other aspects that can contribute to better corporate management. Members of the Board of Directors are elected based on their deep experience and strong work performance, impeccable reputation, professional achievements and personal skills. These characteristics are fundamental to a diverse and high-performing Board.

Prohibition of Slavery, Child and Forced Labour



Rosneft acts in compliance with international and cross-border principles and regulations, including the Modern Slavery Act (UK, 2015) and the Transparency in Supply Chains Act (California, USA, 2010). We declare, and fully commit, that the Company and its subsidiaries do not allow any form of slavery and forced labour regardless of the region and type of operations.

Our company in no way accepts and it stands for abolishment of any forms of forced and/or obligatory labor as well as for the complete eradication of child labor.



We do not accept the practices of any forms of forced and/or compulsory labour, including child labour, and strongly support their elimination. We never use child labour in Rosneft and Group subsidiaries, and apply this approach to the Company's supply chain¹. We operate in full compliance with the ILO C138 Minimum Age Convention² and legislation in the regions of our operations.

¹ A labor contract may be signed with a person who has not come of age in strict accordance with the applicable law of the country where Rosneft or the Group subsidiaries operate.

² Adopted in Geneva on June 26, 1973



Ensuring Occupational Safety, Safe Labor Conditions, and a Favourable Social and Natural Environment

Rosneft supports and promotes a healthy life style, and takes care of occupational health, comfortable and safe labor conditions and a favourable environment for Company employees and contractors. This is in compliance with the Constitution of the Russian Federation³, the Labor Code of the Russian Federation⁴, sanitary and epidemiological safety regulations⁵ and/or other legal requirements in the regions of Company operations, as well as in accordance with the international law.



We are committed to ensuring safety of our employees, business partners, and the population in the regions of Company operations. We continuously improve our business processes and technologies, create green office environment, and place strong emphasis on the integrity of plant and equipment by ensuring safe and accident-free operations and minimal environmental footprint.

We put safety of our people first regardless of the location and type of activity. We believe that any accident may be prevented. Based on this approach, we carry out a range of preventive activities that involve all levels of our employees.

Following high standards of social responsibility, we are committed to securing decent living standards for our employees, improving housing conditions and the quality of life of our employees and their families, rendering financial support to veterans and retirees as well as contributing to improved social environment in the regions of Company operations.

³ Adopted in a nation-wide vote on December 12, 1993 as amended by the laws of the Russian Federation.

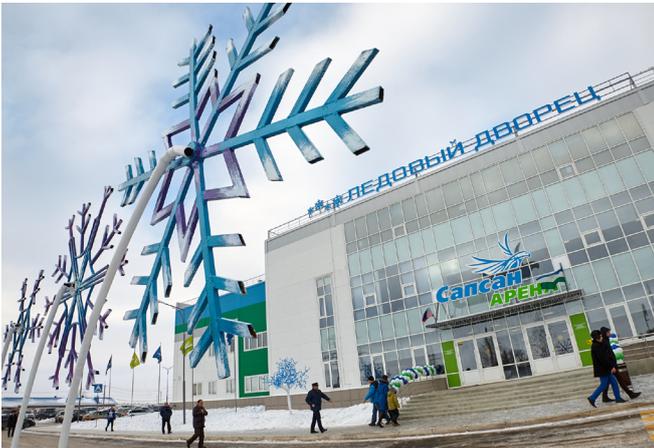
⁴ Nr. 197-FZ dated December 30, 2001

⁵ Federal Law on Sanitary and Epidemiological Welfare of the Population Nr. 52-FZ dated March 30, 1999.



Support for employees and their families

We ensure social security for our employees and members of their families including secured employment and re-integration of employees returning after parental leave, sick leave and paid vacations. This also includes other social benefits in line with applicable laws, effective collective agreements and interim legislative and internal regulatory documents.



We contribute to the establishment of social infrastructure, in particular children and medicare facilities, as part of social and economic partnerships with the regions where our Company operations are located.



Supporting Indigenous Peoples and Local Communities

We respect cultural heritage, traditions and rights of indigenous peoples in the regions of our operations, and comply with the Russian legislation guaranteeing the rights of indigenous and minority peoples, including the right to protect their historical indigenous environment, traditional life style, economic activity, crafts, hunting and fishing.



We make sure that representatives of indigenous peoples participate in decision-making during environmental impact assessments that may affect their livelihoods or interests.

We support projects that contribute to sustainable development of indigenous peoples and local communities and preservation of unique ethnic cultures, traditional lifestyles and economic activity, securing high quality education and medical services.

In our engagement with indigenous peoples we are guided by the following international statutory documents:

- Convention of ILO Nr. 169: Indigenous and Tribal Peoples Convention¹ ;
- Convention Concerning the Protection of the World Cultural and Natural Heritage²;
- Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities³
- Framework Convention for the Protection of National Minorities Nr. 157⁴
- Convention for Securing of the Rights of National Minorities⁵ ;
- United Nations Declaration on the Rights of Indigenous Peoples⁶

¹ Adopted in Geneva on June 27, 1989.

² Adopted in Paris on November 16, 1972

³ Adopted with resolution 47/135 of the UN General Assembly DD December 18, 1992

⁴ Adopted by the European Council in Strasbourg on February 1, 1995

⁵ Adopted in Moscow on October 21, 1994

⁶ Adopted with resolution 61/295 of the UN General Assembly on September 13, 2007

Compliance and Combatting Corruption

Rosneft has zero tolerance to corruption in all forms and manifestations, and takes measures to prevent fraud. In 2013, Rosneft joined the Anti-Corruption Charter of Russian Business. The anti-corruption procedures are governed by:

- The Company Policy on Combating Corporate Fraud and Involvement in Corruption Activities;
- Internal Control Regulations for Search and Prevention of Wrongful Use of Rosneft Insider Information and (or) Manipulation of the Market;
- Conflict of Interest Management Procedures for Rosneft and Group Subsidiaries.

The Company's management and the Board of Directors regularly review organization, operation and performance of the risk management system, including management of corruption risks and the corporate control system for identification and management of conflicts of interest. Our Company has an approved fraud and corruption prevention program in place whereby preventive measures are taken.



Rosneft has an established Business Ethics Council, which is a collegiate advisory body that considers issues in the area of compliance with ethical regulations, human rights, conflicts of interest and monitors compliance with the Code of Business and Corporate Ethics and corporate compliance requirements.

Human Rights in the Risk Management System

Rosneft recognizes the importance of regular identification, analysis and assessment of potential human right risks and development of proactive response prior to adverse outcomes.

The process of risk identification and assessment, as well as development of the risk management initiatives, are part of the Corporate Risk Management System.



The Corporate Risk Management System is regulated by Company Policy on the Risk Management and

Internal Control System Nr. P4-01 P-01 and Company Risk Management System Standard Nr. P4-05 S-0012.

Feedback and Human Rights Training

Rosneft has efficient procedures in place for responding to human rights grievances, including the Security Hotline and the Business Ethics Hotline. Hotlines are open not only to Company employees, but to other stakeholders including customers, contractors, suppliers and representatives of the general public. Rosneft guarantees secure and confidential treatment of grievances. Messages submitted in writing are accepted in all languages and dialects of the regions of Company operations.

We regularly conduct human rights training for our employees that are integrated in various corporate training courses.

Company employees can apply to Rosneft Business Ethics Council and ethics experts in place in all Group subsidiaries regarding all matters, including those related to human rights.

