

DECLARATION

on human rights for interacting with suppliers of goods,
works and services





Introductory provisions

Rosneft, PJSC and its Group companies (hereinafter referred to as - the Company) fully shares and adheres to the principles on human rights respect subject to the Constitution of the Russian Federation, Social Charter of Russian business, as well as generally recognized norms of international law, including the United Nations Universal Declaration of Human Rights, the Declaration of Fundamental Rights and principles in terms of the International Labor Organization, the principles of the UN Global Compact.

By accepting the above Declaration, the Company seeks to ensure that all its suppliers of goods, works and services:

- secure their commitment to respect of the principles in the field of human rights, reflected in international documents, including the United Nations Universal Declaration of Human Rights, the Declaration of Fundamental Rights and

principles in terms of the International Labor Organization, the principles of the UN Global Compact, and acted in strict accordance with applicable law of the Russian Federation and other countries in which the counterparty operates;

- share the goals, approaches and intentions of the Company, stipulated by the Public position of the Company in the field of human rights and the Code of Business and Corporate Ethics;
- maintain high standards of human health, reliability and safety;
- are constantly striving to promote respect and security of human rights and freedoms by recognizing and meeting the principles set forth in the public documents of the Company and the above Declaration;
- ensure transparency regarding the disclosure of ongoing efforts and challenges in the field of human rights.



Core principles

1. Ensuring fair treatment and non-discrimination

The Company expects its suppliers to take all necessary measures to prevent any form of discrimination against their employees, including but not limited to on the grounds of gender, race, color, religion, ethnic, national or social origin, marital status, political or other opinion, union

membership, property, birth or other status including health status, disability or age.

The Company expects, no employee or worker of the supplier should be subject to physical, sexual or psychological harassment, humiliation or abuse.

2. Preventing Modern Slavery and forced labor

The Company expects its suppliers to take effective measures to ensure that no worker conducts work for the benefit of the Company that he or she has not voluntarily accepted based on mutually agreed, true and transparent conditions or which is performed under any form

of direct or indirect mental, physical, or financial coercion, threat of any penalty or sanctions, or which in any other way exploits the vulnerability of the worker, no supplier should retain identity papers or work permits as a condition of employment.

3. Providing Safe, Healthy and Secure Workplace

The Company expects its suppliers pay special attention to health protection, maintaining the right to a favorable environment, creating comfortable and safe working conditions, for the employees in accordance with the applicable requirements of the Company in the field of labor protection as well as the requirements regulated

by the Constitution of the Russian Federation, The Labor Code of the Russian Federation, sanitary and epidemiological rules and regulations and/or other legal documents of jurisdictions/regions of their activity, as well as the norms of International law.

4. Environmental Responsibility

The Company expects its suppliers to ensure compliance with the environmental law and avoid

events that negatively affect the environment caused by their action or inaction.



5. Providing Fair Wages and Reasonable Working conditions

The Company expects its suppliers to provide all workers with timely, reasonable and fair compensation for their labor and fair working conditions, which comply with the requirements, established by regulatory legal acts, collective bargaining agreements and internationally recognized human rights standards:

- competitive labor remuneration paid by the suppliers (including wages, overtime, paid leave) ensuring social security;
- suppliers are to refrain from imposing overtime hours, that are excessive and affecting their rights to privacy and family life.

6. Respecting Freedom of Assembly, Association and the Right to Collective Bargaining

The Company expects its suppliers to respect, without discrimination, their workers' right to freedom of assembly and association, to organize

and to collective bargaining and to form trade unions.

7. Preventing Child Labor and Protecting Young Workers

The Company expects its suppliers not to use child labor under any circumstances. For the individuals under the age of 18 the entry into labor relations is ensured in strict accordance with the Convention of the International

Labor Organization «On the minimum age for Admission to Employment» and the applicable law of the country in which the activity is conducted.

8. Anti-corruption

The Company expects its suppliers to oppose corruption and fraud, avoiding any form of illegal business.



9. Respecting Affected Community Members

The Company expects its suppliers to respect the human rights of the Community members they

affect, including in relation to their use of land, water and other natural resources.

10. Providing Access to Remedy

The Company accepts its suppliers to adopt a commitment to enable effective remedy to any adverse human rights impact occurred in the

course of their operations, also through building cooperation and handling complaints.

11. Feedback

The Company has implemented the effective procedures for the rapid response to claims and complaints, including the ones in the field of human rights –a security hotline. Applications

are accepted by e-mail sec_hotline@rosneft.ru or by phone: +7(800)500-25-45. The Company guarantees confidentiality and security of messaging.

The Company expects its suppliers of goods, works and services to apply all the principles reflected in this Declaration to all their contractors and subcontractors throughout the supply chain of goods, works and services.