

Indicators related to occupational injuries in entities of LUKOIL Group and contractor organizations

	LUKOIL Group entities			Contractor organizations		
	2016	2017	2018	2016	2017	2018
In Russia						
1. Total number of occupational accidents, including:	18	16	16	22	16	8
fatal	2	3	1	8	7	1
high-consequence work-related injuries	7	5	4	4	4	3
2. Number of employees injured in workplace accidents (total number of injuries)	27	18	17	28	20	8
number of fatalities	4	3	1	8	10	1
number of lost time injuries	23	15	16	20	10	7
Abroad						
1. Total number of occupational accidents	1	4	5	4	4	1
2. Number of employees injured in workplace accidents (total number of injuries)	1	4	6	4	5	1

Notes. If during the reporting period an employee suffered more than one injury, each case is counted as a separate injury.

Occupational health and safety training

Each year LUKOIL Group entities hold events aimed at raising worker awareness surrounding industrial and fire safety, as well as occupational health and safety and developing relevant skills and improving the quality of training in this area. Core events include:

- Conducting full-time and distance education events, the retraining and advanced training of employees

- Updating training and supervising industrial safety and occupational health and safety programs
- Introducing a special training system for staff working at hazardous facilities
- Promoting increased safety culture awareness

Situational simulators are being introduced to elaborate the actions to be taken in emergency situations, as well as improve the technical skills

necessary for working safely with complex equipment.

Using a distance learning system (hereinafter, DLS), employees have the opportunity to independently improve their skills, check how well they have mastered a topic, and obtain certifications. In 2018 the implementation of electronic briefings in the DLS continued.



Amount of training on industrial safety and occupational health and safety, man-courses

	2016	2017	2018
Total, including:	47,560	56,481	60,106
Russian entities	33,898	42,114	46,485
Foreign entities	13,662	14,367	13,621

Notes. The data include actual information on in-person and remote employee training.

Working conditions



There are also no workplaces that have dangerous working conditions⁴ at LUKOIL Group entities.

In 2018, the five-year period of transitioning from the previous procedure for certifying workplaces to a procedure of performing special assessments of working conditions was completed in the Russian Federation.

As of January 1, 2019, a special assessment had been conducted of the labor conditions of the workplaces of 99.1% of employees¹ of the Russian entities of LUKOIL Group. The Company completed a specialized assessment of working conditions of existing workplaces, in accordance with respective legislative requirements.

The number of employees at workplaces with optimal and acceptable labor conditions stood at 65% of the total number of employees covered

by the special assessment of labor conditions.

During 2018, working conditions were improved at the workplaces of more than 1,300 employees, **and for the third year running the Russian entities of LUKOIL Group managed to completely eliminate workplaces with the highest hazard class of labor conditions².**

In the foreign entities of LUKOIL Group, assessments of working conditions are carried out in accordance with procedures prescribed by national legislation.

Total occupational health and safety and industrial safety training expenses in LUKOIL Group ("employee training and professional development" category), RUB million

2018	323.2
2017	327.9
2016	329.8

Notes. Data for 2016-2018 include information on the entities LLC LUKOIL Uzbekistan Operating Company and LUKOIL MID-EAST LIMITED.

¹The remaining 0.9% of workers are employed in newly introduced workplaces and in workplaces with altered working conditions, for which a special assessment of working conditions is performed according to a schedule established by legislation.

²Subclass 3.4 - working conditions in which an employee is exposed to harmful and (or) dangerous workplace factors, and the levels of exposure to them can lead to severe forms of occupational diseases (with loss of general working capacity) during the period of employment.

³Class 4 - working conditions in which an employee is exposed to harmful and (or) hazardous workplace factors and the levels of exposure to them during the whole working day (shift) or a part thereof may endanger the life of the employee, and the consequences of exposure to these factors cause a high risk of developing an acute occupational disease in the period of employment.