

Requirements of the Company in the field of Health, Safety and Environment

1. General Provisions.

1.1 Guided by the Integrated Management System (ISM) Policy of SIBUR, LLC and PJSC SIBUR Holding enterprises, the **Company** pays special attention to the issues of Health, Safety, and Environment (hereinafter referred to as "HSE") and requires the **Counterparty** to meet high standards in the HSE area.

1.2 When performing the contract, the **Counterparty** shall ensure that all requirements of the legislation in the HSE area, these requirements, as well as the requirements of the local regulations of the **Company** in the HSE area applicable according to the terms and conditions of the contract are met (hereinafter referred to as the Requirements).

1.3 The Territory of the **Company** includes interior spaces located in the **Company's** buildings and structures, **Company's** buildings and facilities themselves, as well as fenced roads, sites, both used and not used in the **Company's** production activity, any sites, land plots on which the **Counterparty** or third parties engaged by it are present in the performance of obligations under the agreement with the **Company**, parking lots, entrances, passes to the **Company's** facilities, checkpoints of the **Company**, territories of observation facilities (specially adapted establishments for isolation and medical observation of persons arriving from epidemiologically unfavorable areas in terms of coronavirus infection), territories where rotation workers are accommodated for recreation and accommodation, as well as the territory of any enterprise of PJSC "SIBUR Holding", where the **Counterparty** or third parties engaged by it are present in the performance of obligations under the agreement with the **Company**.

1.4 **The Counterparty**, as well as third parties engaged by it, shall observe the requirements of **the Company** in the field of health, safety and environment, including transport safety requirements, on the territory of **the Company**. If the **Company** hereunder is LLC "SIBUR" or PJSC "SIBUR Holding", the **Counterparty** and the third parties engaged by the Counterparty shall also comply with the HSE requirements, including transport safety requirements of companies of PJSC "SIBUR Holding", on whose premises the **Counterparty** or the third parties engaged by the Counterparty are present during the fulfillment of obligations under the Agreement with the **Company**.

1.5 The **Counterparty** shall comply with the requirements of the **Company's** local HSE regulations posted on SIBUR's website at: <https://www.sibur.ru/sustainability/health/all-company/> at the **Company's** territory. In the event of amendments to the local regulations, the Parties shall be governed by the new version of the local regulations as of the date of their posting on SIBUR's website, unless a different date is specified in the new version. The **Company** hereby warrants the systematical posting of all restated versions of the local regulations on the website of SIBUR. The **Counterparty** shall independently monitor the change in the local regulations on the website of SIBUR and ensure that its employees and third parties engaged by the **Counterparty** to perform the contract have reviewed and understood the new versions of the local regulations.

1.6 The **Counterparty** confirms that at the time of conclusion hereof, it has reviewed all local regulations of the **Company's** in the field of HSE, including transport safety regulations applicable in the fulfillment hereof. Before the commencement of the Contract, the **Counterparty** shall ensure that all its employees and third parties engaged in the performance of the Contract have reviewed the stated local regulations of the **Company** and comply with the specified local regulations.

1.7 At the request of **the Company**, employees **of the Counterparty** and third parties engaged by it shall undergo training/webinars, get acquainted with information and training materials, participate in meetings/workshops on HSE issues. Up-to-date general information and training materials of the **Company** in the area of HSE shall be available on SIBUR's website at: <https://www.sibur.ru/upload/sustainability/SafetyInformation.pdf>. At the request of **the Company**, the **Counterparty** shall implement safety management procedures.

1.8 If the Counterparty engages third parties to perform the contract, the **Counterparty** shall ensure that third parties perform the contract in compliance with the HSE

requirements of the **Company**. The engagement of a third party to perform the contract shall be agreed in writing with the **Company**. The Counterparty shall not have the right to engage employees under civil contracts to perform the contract at the facilities of the **Company**. At the request of the **Company**, the **Counterparty** shall provide a copy of the employment contract with the employee.

1.9 The **Counterparty** shall be responsible for the actions of all persons admitted to the territory of the **Company** at the initiative of the **Counterparty**, regardless of whether the **Counterparty** has contractual relations with these persons and with the **Company** (if the **Counterparty** and/or third parties engaged thereby are actually admitted to the territory of the **Company** before the conclusion of the contract).

1.10 The fact of signing by the **Counterparty** of the Contract means the accession of the **Counterparty** to the HSE Requirements in the manner prescribed by Article 428 of the Civil Code of the Russian Federation. In the event of any discrepancies between the terms of these Requirements and the terms of the contract, the actions of the Parties shall be governed by the terms of the contract.

1.11 The **Counterparty** shall bear full responsibility for non-observance by its employees and employees or representatives of third parties engaged thereby of the requirements of the legislation in the HSE area and local regulations of the **Company** in the HSE area applicable according to the terms and conditions of the contract.

1.12 In case of broken support, power line breakage, damage to equipment, pipelines, underground utilities, damage to the health of the **Company's** employees and third parties engaged, environmental pollution, or other material damage through the fault of the **Counterparty** or third parties engaged, the **Counterparty** shall compensate to the **Company** all costs incurred by the **Company** to eliminate pollution, environmental damage, property restoration, compensation for the damage caused to the health of the **Company's** employees and third parties engaged, as well as fines paid on claims/orders of state supervisory and control bodies.

1.13 At the facilities of the **Company** transferred to the **Counterparty** under the Work Permit, the **Counterparty** shall bear responsibility for ensuring a safe environment and occupational health.

1.14 Non-compliance by the **Counterparty** and/or third parties engaged by the **Counterparty** of the Requirements shall be a significant violation of the terms of the contract and give to the **Company** the right to demand payment of a fine from the **Counterparty** under the list of penalties for violations of the Requirements, to suspend the performance of the contract until the violations have been remedied, and also to refuse to perform the contract unilaterally out of court without compensation of damages or losses, and without paying any compensation to the **Counterparty** related to such failure. The moment of termination of the contract in case of unilateral repudiation by the **Company** shall be the moment the **Counterparty** receives the relevant notice (claim) from the **Company**.

1.15 Non-observance by the employees of the **Counterparty** and/or employees of third parties engaged by the **Counterparty** of the requirements of the legislation of the Russian Federation or the **Company's** requirements to HSE or transport safety (including if such violations caused damage to the property of the **Company** and/or to the health of any person in the territory), shall entitle the **Company** to remove such employee and/or his immediate superior (another person) who controlled (should have controlled) the employee's activities from the territory of the **Company**, and not to admit him/her to the territory of the **Company** in future. Herewith, the **Company** shall not reimburse the losses incurred by the **Counterparty**.

2. Requirements to the organization of the HSE management system on the territory of the Company.

2.1 The **Company** shall have the right to carry out inspections and audits of the **Counterparty**, third parties engaged thereby, works performed, production and utility premises, as well as employees and documentation of the **Counterparty** and third parties, engaged thereby

for compliance with the HSE requirements, including the assessment of knowledge of the employees of the **Counterparty** and third parties engaged in the commission of the **Company**.

2.2 When performing the contract on the territory of the **Company**, the **Counterparty** shall ensure the presence of the required number of qualified occupational, industrial, and fire safety specialists (hereinafter referred to as occupational safety specialists) at the worksites on the basis of one (1) specialist per a certain number of employees of the **Counterparty** and third parties engaged by it for the entire period of work (during the day), namely:

- for the headcount from 2 to 10 employees of the **Counterparty** and third parties engaged thereby (who are simultaneously present during the production/performance of works in the territory of the **Company**) — the Counterparty shall provide at least one qualified safety specialist or assign the duties of safety specialists to the representative of the Counterparty who manages works in the territory of the **Company**, provided that this representative shall not at the same time be responsible for carrying out hazardous works during the performance period;

- for the headcount from 11 to 50 employees of the **Counterparty** and third parties engaged thereby (who are simultaneously present during the production/performance of works in the territory of the **Company**) — the Counterparty shall provide at least one qualified safety specialist;

- for the headcount from 51 employees of the **Counterparty** and third parties engaged thereby (who are simultaneously present during the production/performance of works in the territory of the **Company**) — the Counterparty shall provide one qualified safety specialist at the rate of one (1) safety specialist for fifty (50) employees.

2.3 Information and documents regarding the safety specialist assigned together with the employees of the **Counterparty** and third parties engaged thereby to perform works in the territory of the **Company** shall be sent to the **Company** in advance before starting works to obtain approval for admission of the entire brigade (the entire staff of the **Counterparty's** employees and third parties engaged thereby) to the territory of the **Company**. The risks of non-admission to the territory of the **Company** (including the inability to fulfill contractual obligations) shall be borne by the **Counterparty**.

2.4 The **Counterparty** shall agree with the **Company** on HSE candidates who are intended to perform works in the territory of the **Company** with the provision of the following documents:

- documents confirming compliance with the requirements of the professional standard of a specialist in occupational health and safety (to the extent of activities in the field of industrial safety) and fire prevention (to the extent of activities in the field of fire safety);

- document confirming at least one (1) year of work experience as a Safety Specialist (at the request of the **Company** a copy of the employment record book is submitted).

In case of non-compliance of the submitted documents with the requirements of the **Company**, lack of the necessary work experience, or according to another reasonable opinion of the **Company**, the safety specialist(-s) shall be replaced and the approval procedure shall be repeated.

2.5 Safety specialist, whose presence is conditioned by the headcount of the **Counterparty** and third parties engaged thereby (eleven or more persons who are simultaneously present during the production/performance of works in the territory of the **Company**), shall be released from his/her other duties and shall not combine positions (functions) for the period of production/performance of such works.

2.6 If more than 30 automotive vehicles (including the vehicles of third parties) are engaged in the performance of the contract, a road safety specialist (hereinafter referred to as the "RSS") shall be appointed in the **Counterparty's** organization without positions overlapping.

2.7 If the number of automotive vehicles exceeds 50 units, the **Counterparty's** organization shall create a Traffic Safety Service in the number of at least 2 specialists with a specially equipped motor vehicle (with yellow or orange beacons, a radio station, and the Road Traffic Safety label).

2.8 The **Counterparty's** road safety specialists shall meet the professional and qualification requirements established by the Ministry of Transport of the Russian Federation.

2.9 If in the course of production, economic or other activities of the **Counterparty** or persons engaged by it on the territory of the **Company** a negative impact may be made on the environment, the **Counterparty** shall appoint persons responsible for industrial environmental control, work with production and consumption waste and compliance with environmental legislation. Persons responsible for industrial environmental control, work with production and consumption waste, and compliance with environmental legislation shall have qualifications that meet the requirements of the professional standard "Environmental Safety Specialist (Industry).

3. Key safety rules.

3.1 The uniform key safety rules (hereinafter referred to as the "KSR") are established in the territory and facilities of the **Company**, the violation of which is absolutely unacceptable and entails the mandatory application of disciplinary measures.

3.2 The **Counterparty** shall ensure that all employees and third parties engaged in the performance of the contract have reviewed the KSR before starting the performance of the contract.

3.3 All employees and third parties engaged by the **Counterparty** to perform the contract shall comply with the KSR. According to KSR, the employees and third parties engaged by the Counterparty, when in the territory of the **Company**, SHALL NOT:

3.3.1 Conceal information on major, significant, and high potential incidents.

3.3.2 Performance of highly hazardous works without a work permit.

3.3.3 Disable or damage the integrity of interlocks, the emergency shutdown system, and safety devices on operating equipment without a relevant written permission.

3.3.4 Appear in the **Company's** premises in a state of alcoholic, narcotic, or other intoxication.

3.3.5 Smoke (including e-cigarette) in the **Company's** premises outside the places specially designated for this purpose or use open fire without a special permission.

3.3.6 Work at height without the use of collective protective equipment accepted by the **Company** and personal fall protection equipment.

3.4 In order to prevent a violation of the KSR specified in clause 3.3.1 if the **Counterparty** and (or) a third party engaged by the Counterparty has an HSE incident during the works at the **Company's** territory, **the Counterparty** shall:

- within 10 minutes of the incident report it to the dispatcher of the **Company**, as well as a representative of the unit in charge of the contract on behalf of the **Company** by any means of communication in any form;

- within 12 hours from the moment of the incident, he/she shall inform the details of the incident in the form prescribed by the **Company** to the e-mail address of the representative of the unit supervising the performance of the contract on behalf of the **Company** and the e-mail address contractorsafety@sibur.ru, and the photos/video from the place of the incident shall be attached to the e-mail message.

3.5 An up-to-date form for filling out an operational message about an incident with an incident classifier is posted on the SIBUR website at https://www.sibur.ru/sustainability/production_safety/bc/ (file for downloading can be found at https://www.sibur.ru/sustainability/production_safety/bc/Operational_HSE_Incident_Report.xlsx)

3.6 In order to prevent a breach of the KSR specified in clause 3.3.1 the **Counterparty** shall provide the **Company** with all known information about the incident without misrepresenting the facts.

3.7 To avoid the risks of incidents due to the performance of the contract under the influence of alcohol, drugs, or other intoxicants, the **Counterparty** shall:

- before the start of each work shift and before admitting employees to work, check

employees and third parties engaged by the **Counterparty** for the signs of alcoholic, drug, or other intoxication;

– prevent employees and third parties engaged by the **Counterparty** from working under the influence of alcohol, drugs, or other intoxicants.

3.8 Failure to comply with the KSR shall be considered a gross violation of labor discipline. For violation of any KSR in all cases without exception, the offender shall be immediately suspended from the performance of the contract and shall be subject to disciplinary measures up to and including dismissal.

4. Requirements for the provision of HSE documentation.

4.1 Before the start of work, the **Counterparty** shall send information to the **Company** about the availability of documents for the right to work in accordance with the form of the **Company**, with attachment of copies of supporting documents. The set of provided documents shall include internal administrative documents, agreements, passports, protocols, projects, plans, orders, instructions, certificates (including the certificate of state registration of its facility that has a negative impact on the environment), licenses, permits, certificates, declarations, registers, logs, acts, flow charts, regulations and other documents that confirm the right to perform work and the safety of the work.

4.2 The **Counterparty** shall ensure that the documentation is current and available throughout the term of the contract. In case of changes in documentation, as well as at the request of the **Company**, the **Counterparty** shall provide copies of the relevant documents within one (1) business day.

4.3 At the request of the **Company**, the **Counterparty** shall provide certified copies of documents.

4.4 When carrying out construction and demolition work, the **Counterparty** shall provide a procedure for the management of construction and demolition waste (if there is a regional or local requirement to develop and coordinate such procedure) before the start of the contract performance.

5. Requirements to training, certification, briefings and knowledge tests of employees in the field of HSE.

5.1 The **Counterparty** shall be responsible for training employees and other persons engaged in the performance of the contract in safe methods and techniques for performing works and providing first aid, providing HSE briefings, organizing and conducting an internship at the workplaces and assessing HSE awareness and knowledge.

5.2 All managers, specialists, and employees, as well as other persons engaged by the **Counterparty** to perform the contract, shall have documents confirming that they passed the training and certification/assessment of HSE knowledge in terms of the type of works/services. At the request of the **Company**, the **Counterparty** shall provide information on training, certification, and knowledge testing of the employees engaged in accordance with the form of the **Company**.

5.3 Before proceeding with the performance of the contract, all employees and other persons engaged by the **Counterparty** to perform the contract shall:

- pass an introductory briefing of the **Company**, review the Integrated Management System (ISM) Policy of SIBUR, LLC and PJSC SIBUR Holding enterprises and KSR;

- review these requirements and the requirements of the local regulations of the **Company** in the HSE area applicable in the performance of the contract of the **Company**;

- pass occupational safety briefings (primary, repeated, unscheduled, and target briefings) in the unit (at the place of work) of the **Counterparty** and third parties engaged by the **Counterparty** to perform the contract.

5.4 The **Counterparty** shall organize the training in qualified (agreed by the **Company**) organizations carrying out educational activities, under the requirements of the

legislation of the Russian Federation and the requirements of the **Company**.

5.5 The **Counterparty** shall ensure timely training of employees engaged for performance of the contract in safe methods and techniques of work performance, labor protection, first aid, for admission to certain types of work; certification in the field of industrial safety; conducting briefings on HSE; conducting a workplace training and testing the knowledge of HSE following the requirements of RF legislation and local regulations of the **Company**.

5.6 At the request of **the Company**, the **Counterparty** shall suspend and, if necessary, remove from the territory of **the Company** any employee of the **Counterparty** or a third party engaged by it for non-compliance with their qualifications to perform their job/professional duties, lack of documents confirming the passage of the necessary training, internships, briefings, certification and knowledge test in the field of HSE.

5.7 **The Company** may demand, and **the Counterparty** shall ensure, within the terms and to the extent specified **by the Company**, that the employees engaged by the **Counterparty** pass a knowledge test organized by the **Company**, as to their knowledge of the HSE requirements, the requirements to performing certain types of work under the contract, other requirements, knowledge of which is necessary to perform the **Counterparty's** obligations under this contract, as set forth in the regulations and regulatory and technical documents of the Russian Federation, particularly, during work at height, gas, fire, repair work, work with the use of lifting mechanisms, vehicles, excavation, welding work, work in electrical power installations and other types of work.

5.8 Upon agreement with the **Company**, an employee of the **Counterparty** or a third party engaged by the **Counterparty** who fails the knowledge test may be repeatedly admitted to pass the knowledge test. The **COMPANY** may prevent an employee who has not passed the knowledge and qualification test from performing work under the contract, and the **Counterparty** may not refer to the knowledge test as a circumstance that delays/hinders the performance of work and may not demand an extension of the work term on this basis.

6. Requirements to the organization of medical examinations, compulsory psychiatric examination and medical safety for employees.

6.1 The **Counterparty** shall arrange for employees a medical examination in qualified (approved by the **Company**) medical institutions before the commencement of work (taking into account the work performed and profession) under the Order of the Ministry of Health of Russia No. 29n dated January 28, 2021 "On Approval of the Procedure for Mandatory Preliminary and Periodic Medical Examinations of Employees Under Part Four of Article 213 of the Russian Labor Code, the List of Medical Contraindications to Work With Harmful and (or) Dangerous Production Factors, as well as Work for which Mandatory Preliminary and Periodic Medical Examinations are Performed"; other current legislation of the Russian Federation and local regulations of the **Company** on medical examinations.

6.2 The **Counterparty** shall ensure that its employees and employees of third parties engaged by it pass all types of mandatory medical examinations (preliminary, periodic, pre-shift, post-shift medical examinations, psychiatric examinations) and that the personnel of the **Company** and third parties engaged by it have medical certificates of established form, executed under the requirements of the current legislation of the Russian Federation, and shall provide the specified conclusions to the **Company** upon the first demand.

6.3 The **Counterparty** shall not admit to working its employees and the employees of third parties engaged by it if they have medical contraindications to the performance of work or do not have a medical certificate for admission to a particular type of work.

6.4 The **Counterparty** and third parties engaged by it shall ensure availability of duly issued medical books before carrying out works/providing services on the territory of the **Company** for employees of certain professions, whose activities are related to the production, storage, transportation, and sale of food and drinking water, public and domestic services, as well as in other cases provided for by the current legislation of the Russian Federation.

6.5 At the request of the **Company**, the **Counterparty** before the start of the contract, as well as during its performance, the **Counterparty's** employee or an employee of a third party engaged by the **Counterparty** shall provide documents confirming the medical examination, if medical examination is mandatory for them under the current legislation of the Russian Federation (the results of preliminary (periodic) medical examination, decisions of the medical psychiatric commission, medical records and other documents confirming the medical examination passed).

6.6 The **Company** shall reserve the right to verify the original documents to confirm their accuracy. The documents shall be stored by the **Counterparty** at the place of work and be provided at the request of the **Company** within one business day.

6.7 At the request of the **Company**, the **Counterparty** shall suspend, and, if necessary, remove from the territory of the **Company** any employee of the **Counterparty** or a third party engaged by it, who has medical contraindications to the performance of work or does not have a medical certificate for admission to a particular type of work.

6.8 Before the start of work, the **Counterparty** shall provide, at its own expense, first aid equipment (including first aid kits) at the place of work in the amount and quality necessary and sufficient to provide first aid to the **Counterparty's** personnel and third parties engaged by it in the event of an incident.

6.9 The **Counterparty** shall verify that its employees and employees of third parties engaged by it have valid compulsory health insurance policies.

7. Requirements aimed at preventing the spread of coronavirus infection.

7.1 To ensure the protection of employees of the **Company** and its **Counterparties**, employees of the **Counterparty** and engaged third parties shall not:

7.1.1 Come to the operations facility or stay in the territory of the **Company** if they have symptoms or signs of acute respiratory viral infection (high body temperature (above 37 °C), coughing – dry or wet; rhinitis – nasal blockage; nasal cold and sneezing);

7.1.2 Refuse to undergo the temperature measurement procedure at the entrance to the **Company** territory or violation of its procedure, e.g., attempt to lower body temperature before the measurement is taken, refuse to record the examination results in the register, or refuse to comply with the requirements relating to body temperature measurement;

7.1.3 Violation of a 14-day self-isolation (quarantine) period by employees returning from abroad (the isolation period shall be calculated starting from the date of return from the trip) prior to entering the **Company** territory;

7.1.4 Stay in the territory of the **Company** with acute respiratory viral infection symptoms (high body temperature (above 37 °C), coughing – dry or wet; rhinitis – nasal blockage; nasal cold and sneezing);

7.1.5 Refuse to pass the temperature measurement procedure at the **Company** territory;

7.1.6 Violate requirements to safe distance:
- no less than 1.5 m between an employee of the **Company** and an employee of the **Counterparty** when moving within the **Company** territory,
- at least 1.5 m between employees in a designated smoking area;
- at least 2 m between employees of **Counterparties** and employees of the **Company** during briefings held by representatives of the **Company** and/or when carrying out works, e.g., when signing a work permit or during works acceptance;

7.1.7 Deviate from an approved route of travel at the **Company** territory to a work place or a checkpoint.

7.1.8 Leave the approved area at a facility (including workplaces) without the approval of the **Company**;

7.1.9 Enter administration and amenity buildings of the **Company** without permission;

7.1.10 Neglect personal hygiene practices and epidemic control arrangements

established by the **Company**, as well as the requirements of the action plan provided for the isolation of employees suspected to have the coronavirus infection;

7.1.11 Neglect serviceable means of protection from airborne transmission of infections (respirators, medical face masks that cover mouth and nose; neglect using gloves and glasses);

7.1.12 Neglect the requirements for the provision of employees with the number of face masks required for the work shift, to timely replace face masks (in accordance with recommendations of the manufacturer and Rospotrebnadzor).

7.1.13 Violate any other applicable legal/regional requirement or provision of a local regulation of the **Company** aimed at preventing the spread of coronavirus infection.

7.2 For each of the above violations in the clause 7.1 or other applicable legal, regional requirement or another requirement of the local regulation of the **Company**, aimed at preventing the spread of coronavirus infection, the **Company** may suspend the **Counterparty's** employee or a third party engaged by it from performance of the contract, by removing the employee from the **Company** and blocking access to the territory of the **Company**, not excluding the areas where rest and accommodation are organized for rotation workers.

7.3 Any losses that the **Company** may suffer (e.g., compensation of medical services provided to employees of the **Company**, forced outage due to the presence of any persons affected with the coronavirus, etc.) in connection with any violation of these HSE Requirements shall be claimed for compensation by the **Counterparty** whose employees (including employees of third parties engaged by that **Counterparty**) committed such violations.

7.4 The **Company** shall bear no responsibility in the form of any penalties or compensation for any losses caused to the **Counterparty** for any denial of entry to the **Company** territory or suspension of its employees (or employees of engaged third parties) from work on grounds of failure to comply with the HSE Requirements.

7.5 **The Counterparty** shall ensure compliance with applicable legal requirements and requirements of **the Company**, including internal local regulations aimed at preventing the spread of coronavirus infection.

8. Requirements to the provision and use of personal protective equipment.

8.1 The **Counterparty** shall ensure that all employees and other persons involved in the execution of the contract have proper personal protective equipment (hereinafter – PPE), appropriate to the sizes of employees, harmful and/or hazardous production factors of the work/services performed, and their proper use during the work or stay in the **Company**, except for areas in which PPE use is not mandatory by the decision of the **Company**.

8.2 The **Counterparty** shall ensure that all employees and other persons, engaged by it to perform the contract, comply with the requirements defined by the Interindustry rules for providing employees with special clothing, special footwear, and other personal protective equipment (approved by Order of the Ministry of Health and Social Development of Russia No. 290n dated June 1, 2009), Standard Norms for Free Issue of Washing Agents and (or) Disinfectants to Employees and Work Safety Standard "Providing Employees with Washing Agents and (or) Disinfectants" (approved by Order of the Ministry of Health and Social Development of Russia No.1122n dated December 17, 2010), as well as other existing legislative acts of the Russian Federation and local regulations of the **Company** on provision and use of PPE.

8.3 The employees of the **Counterparty** and other persons engaged by the **Counterparty** to perform the contract shall apply:

8.3.1 While working or staying in the territory of the **Company**, except for areas in which the use of PPE is not mandatory by the decision of the **Company**:

- overalls with the logo and name of their organization, with reflective strips or protective clothing with a reflective vest with the logo and the name of their organization;
- closed special footwear with a toe stiffener, nitrile sole and anti-puncture insole;
- a protective helmet with a chin strap;
- protective gloves, to eliminate the risk of hand injuries;

- safety goggles;
- filtering or insulating gas mask or portable breathing apparatus (to have them labeled according to the harmful and hazardous factors and the requirements of the **Company**).

8.3.2 When working in winter on outdoor installations and in unheated rooms additionally:

- cold-protective overalls, with the logo and name of their organization, with reflective strips;
- closed cold-protective footwear with a toe stiffener, nitrile sole and anti-puncture insole;
- cold-protective gloves or work gloves;
- hat.

8.3.3 In an area where there is a high level of noise, additionally:

- earplugs or earmuffs with a protective helmet attachment.

8.3.4 When working at heights, additionally:

- systems of protection against falls from height, appropriate to the nature of the work, taking into account the reserve of height and hazards;
- means of rescuing and evacuating the worker in case he/she hangs up.

8.3.5 When performing welding work (being in the work area), additionally:

- fireproof or flame-resistant overalls with the logo and name of their organization, with reflective strips;
- heat-resistant mittens;
- face shield with helmet mounting.

8.3.6 When performing work (being in the work area) using manual or stationary grinders (e.g. angle grinder, sharpening machines), other spark-generating tools, water- and abrasive-blasting equipment, additionally wear full-face helmet-mounted protective shields.

8.3.7 When working in confined spaces, additionally:

- an insulating gas mask;
- safety harness with a signal-rescue rope.

8.3.8 When carrying out work involving the presence of dust or aerosols in the air of the working area, additionally:

- a respirator with an aerosol mask or a mask with replaceable filters that provide protection.

8.3.9 When carrying out work during which there is or is not excluded the possibility of harmful vapors, gases, and other substances entering the place of work that can cause adverse effects on the human body, additionally:

- filtering or insulating gas mask (based on working conditions and marking in accordance with harmful and hazardous factors and the requirements of the **Company**).

8.3.10 When working with caustic chemicals, additionally:

- overalls for protection against acid and alkaline solutions with the logo and name of their organization;
- protective apron;
- closed type goggles or face shield;
- gloves to protect against acid and alkaline solutions.

8.3.11 When working with pressurized media (including pressurized washing systems with excessive water pressure):

- closed type goggles or face shield;
- a raincoat for protection against water.

8.3.12 When working in electrical power installations, additionally:

- insulating overshoes (boots);
- insulating gloves;
- overalls for protection against electric arcs;
- a protective helmet for protection against electric arcs;
- helmet-mounted shield for protection against electric arcs.

8.3.13 When working in places of traffic, as well as when carrying out slinging work,

additionally:

- a signal vest with the logo and name of their organization;

8.3.14 When carrying out work involving movement in the presence of snow/ice on the paths of movement outside hazardous areas, additionally:

- special anti-skid devices on shoes (ice shoes, snowshoes).

8.4 When performing work on the territory of the **Company**, the employees of the **Counterparty** and other persons engaged by the **Counterparty** to perform the contract shall use PPE according to the requirements of the documentation for the right to work (for example, instructions, work permit), as well as following the prescriptive safety signs posted in the work areas.

8.5 PPE of the employees of the **Counterparty** or third parties engaged by the Counterparty shall be used according to the manufacturer's operating instructions. PPE markings shall be legible. PPE with expired service life or wear and tear shall not be used and shall be removed from the territory of the **Company**.

8.6 The overalls of employees of the **Counterparty** and third parties engaged by the Counterparty shall be buttoned up with all buttons and the full length of available zippers, without letting the ends hang down or the pants or sleeves get rolled up.

8.7 To avoid hand injuries, employees of the Counterparty or third parties engaged by the Counterparty shall have hand protection against mechanical effects (abrasion, punctures, cuts, vibration, striking objects); against high temperatures (heat radiation, open flame, sparks, splashes of molten metal, dross, contact with heated surfaces with the appropriate temperature ranges); against low temperatures; dust; acid and alkaline solutions; water and solutions of non-toxic substances; organic solvents, including varnishes and paints based on them; oil, oil products, oils, fats; harmful biological factors (microorganisms); electric current; X-rays and radioactive contamination, as appropriate to the nature of the work.

8.8 The use of gloves by employees of the **Counterparty** or third parties engaged by the Counterparty shall be prohibited when working on the machines.

8.9 PPE shall be tested under the requirements of the current legislation of the Russian Federation, local regulations of the **Company** on the provision and use of PPE.

8.10 At the request of the **Company**, the **Counterparty** shall provide the employer-approved Standards for issuing free overalls, footwear, and other personal protective equipment to employees; personal cards for issuing PPE; personal cards for issuing washing agents and (or) detergents; certificates and declarations of conformity of PPE; manufacturer's instructions for PPE operation.

9. Requirements to equipment, materials, workplaces, and safe work.

9.1 **The Counterparty** shall ensure that the equipment, machines, mechanisms, site containers, tools, appliances, accessories, and other equipment (hereinafter – the equipment) and materials used for the performance of the contract are in technically sound condition. At the request of the **Company**, the **Counterparty** shall provide documentation (equipment passports, certificates/declarations of conformity, inspection/test logs, operating instructions, and other documents) confirming the quality and safety of the equipment and materials used. If there are no proper documents for the equipment, proper labeling of the equipment, as well as in case of non-compliance of the equipment with the submitted documents, the use of equipment shall be prohibited.

9.2 Placing of equipment at the place of contract performance shall be agreed in advance with the representative of the **Company**.

9.3 The places of the contract performance, as well as driveways and passages to them, shall be kept clean and tidy by the **Counterparty**, cleaned of debris, not cluttered with stored materials and structures.

9.4 At the place of performance of the contract, the **Counterparty** shall ensure the warning and protection of people from contact with harmful and hazardous production factors

associated with the performance of the contract (exposure to harmful and hazardous substances, falling as a result of slipping/tripping, falling from a height, falling objects, striking objects, crushing/clamping, electric shock, etc.), install fencing, safety signs and provide lighting if necessary. When organizing the movement of its employees, the **Counterparty** shall be guided by the requirements of local regulations of the **Company** for safe movement. If the territory is transferred to the **Counterparty by the Company**, the **Counterparty** shall be responsible for the absence of slippery surfaces, including cleaning of snow and ice to asphalt/hard surface, absence of garbage and foreign objects, and absence of damage to a hard surface on the paths of travel.

9.5 The **Counterparty** and third parties engaged by it shall use the equipment in accordance with its intended purpose, in compliance with the established rules of operation, labor safety rules, federal norms and regulations, as well as other requirements of the current legislation of the Russian Federation.

9.6 All equipment used by the **Counterparty** and engaged third parties shall be fit for use and maintained in safe, working condition.

9.7 Operation of the equipment, mechanisms, tools in a defective condition or with defective safety devices (locking, fixing, signaling devices and appliances), as well as exceeding the operating parameters above/below the parameters provided for in the documentation (passport, design, regulations, etc.) shall be prohibited.

9.8 The **Counterparty** shall conduct a safety risk assessment of the work performed according to the procedure of the **Company**, agree on the results of the risk assessment with the **Company** (in the form of a risk assessment report) and comply with measures to mitigate the identified risks.

9.9 The **Counterparty** shall comply with the requirements described in the following documents:

9.9.1 Labor Safety Rules for Working with Tools and Devices (approved by Order of the Russian Ministry of Labor No. 835n dated November 27, 2020);

9.9.2 Labor Safety Rules for Placement, Installation, Maintenance and Repair of Process Equipment (approved by Order of the Ministry of Labor of Russia No. 835n dated November 27, 2020);

9.9.3 Labor Safety Rules for Operation of Heating Facilities and Heat Consuming Units (approved by Order of the Russian Ministry of Labor No. 924n dated December 17, 2020);

9.9.4 Labor Safety Rules for Electric Welding and Gas Welding Work (approved by Order of the Ministry of Labor of Russia No. 884n dated December 11, 2020);

9.9.5 Labor Safety Rules for Painting Work (approved by Order of the Ministry of Labor of Russia No. 849n dated December 02, 2020);

9.9.6 Labor Safety Rules for Road Construction and Repair and Construction Work (approved by Order of the Russian Ministry of Labor No. 882n dated December 11, 2020);

9.9.7 Occupational Safety Rules for Construction, Reconstruction and Repair (approved by Order of the Russian Ministry of Labor No. 883n dated December 11, 2020);

9.9.8 Occupational Safety Rules for Metalworking (approved by Order of the Ministry of Labor of Russia No. 887n dated December 11, 2020);

9.9.9 Other applicable occupational safety rules, federal regulations in the field of industrial safety, the requirements of the current legislation of the Russian Federation describing the rules of safe work performance;

9.9.10 Other local regulations of the **Company**, describing the rules of safe work performance.

9.10 The **Counterparty** shall provide sanitary and living conditions for its employees and the employees of third parties engaged by it (heating/cooling and restrooms, dressing rooms, showers, washrooms, toilets, smoking and eating areas, drinking water supply) under the requirements of the current legislation of the Russian Federation. The use of the premises and

equipment of the **Company** shall be allowed only upon agreement with the **Company**.

10. Safety requirements for the operation of lifting equipment, including hoisting structures, as well as for loading and unloading work and the placement of cargo.

10.1 The **Counterparty** shall ensure compliance with the requirements of Federal Regulations in the field of industrial safety "Safety Rules of Hazardous Production Facilities where Lifting Equipment is Used" (approved by Order of Rostekhnadzor No. 461 dated November 26, 2020), the Rules of Labor Protection for Handling Operations and Cargo Placement (approved by Order of the Ministry of Labor No. 753n dated October 28, 2020), and other requirements of the current legislation of Russia and local regulations of the **Company** in the field of safety of work with hoisting machines, as well as loading and unloading work and placement of cargo.

11. Electrical safety requirements.

11.1 The **Counterparty** shall ensure compliance with the requirements of the Regulations for Electrical Installations, the Regulations for Technical Operation of Consumers' Electrical Installations (approved by Order of the Ministry of Energy of Russia No. 6 dated January 13, 2003), the Labor Safety Rules for Operating Electrical Installations (approved by Order of the Ministry of Labor of Russia No. 903n dated December 15, 2020), and other requirements of the current legislation of Russia and the local regulations of the **Company** for the safe operation of electrical installations, power tools, and electrical appliances.

12. Safety requirements to working at height.

12.1 The **Counterparty** shall ensure compliance with the requirements of the Occupational Safety Rules for Working at Height (approved by Order of the Russian Ministry of Labor No. 782n dated November 16, 2020), as well as other requirements of applicable Russian legislation and local regulations of the **Company**, describing the procedure for safe work at height.

12.2 The **Counterparty's** means of support used to perform work at any height shall comply with the following requirements:

- platforms of scaffolding shall have factory fencing, eliminating the possibility of falling people and various objects;
- the height of the fence railing shall be at least 1.1 m;
- the fence railing shall be able to withstand a concentrated static load of 700 N (70 kgf) applied in the middle of the element in the direction perpendicular to its axis, alternately in the horizontal and vertical axes;
- the fence shall have at least one intermediate horizontal element;
- the height of the flanging element (board fence of the deck) shall be at least 0.15 m.

12.3 The scaffolding shall have a passport containing installation instructions, information on the material design of the parts, as well as diagrams for mounting/dismounting the scaffolding.

12.4 Self-made elements from wood, plywood, chipboard and other production materials based on wood and other materials shall not be allowed, including partial manufacture.

12.5 Operation from random stands shall be prohibited.

12.6 Ladders shall be marked with an inventory number, next test date, belonging to the unit, and the name of the **Counterparty** or a third party engaged by it. Testing of ladders shall be carried out for wooden – once every 6 months; for metal – once every 12 months.

13. Fire Safety Requirements.

13.1 The **Counterparty** shall ensure compliance with the requirements of Federal Law No. 69-FZ dated December 21, 1994 "On Fire Safety", Federal Law No. 123-FZ dated July 22, 2008 "Technical Regulations on Fire Safety Requirements", the RF Government Decree No. 1479 dated September 16, 2020 "On Approval of Fire Safety Regulations in the Russian Federation", as well as other requirements of the current Russian legislation and local regulations of the **Company** in the field of fire safety.

13.2 The **Counterparty** shall ensure that its employees and the employees of third parties engaged by it have mobile devices with an explosion protection class of at least Ex in places where the **Company** has established the obligation to use mobile devices with the specified explosion protection class. Wearing and using non-explosion-proof mobile devices in a hazardous area shall be prohibited.

14. Transport safety requirements.

14.1 The **Counterparty** shall ensure compliance with the requirements of Federal Law No. 196-FZ dated December 10, 1995 "On Road Safety", the RF Government Decree No. 1090 dated October 23, 1993 "On the Road Traffic Rules", the European Agreement dated September 30, 1957 "On the International Carriage of Dangerous Goods (ADR)", the Rules on Labor Protection in the Operation of Industrial Transport (approved by the Order of the Ministry of Labor of Russia No. 814n dated November 18, 2020), the Rules of Labor Protection on Motor Transport (approved by Order of the Ministry of Labor of Russia No. 871n dated December 09, 2020), as well as other requirements of the current legislation of the Russian Federation and local regulations of **the Company** in the field of transport and road safety.

14.2 If the work is performed within the territory of application of the Road Safety Interaction Regulations approved at ZapSibNeftekhim LLC, additional requirements to ensure transport safety shall be established by the said regulations posted on SIBUR's website at: <https://www.sibur.ru/sustainability/health/transportafety/>. In the event of changes in the regulations, the Parties shall be governed by the new version of the regulations as of the date of their posting on SIBUR's website, unless a different date is specified in the new version. ZapSibNeftekhim LLC shall guarantee the continuous publication of all editions of the regulations on the SIBUR website. The **Counterparty** shall independently monitor the change in the regulations on the website of the SIBUR and ensure that its employees and third parties engaged by the **Counterparty** to perform the contract have reviewed and understood the new version of the regulations.

15. Radiation safety requirements.

15.1 The **Counterparty** shall ensure compliance with the requirements of Federal Law No. 3-FZ dated January 09, 1996 "On the Radiation Safety of the Population", as well as other requirements of the current legislation of the Russian Federation and local regulations of the **Company** in the field of radiation safety from the harmful effects of ionizing radiation.

16. Requirements for the observance of labor discipline.

16.1 The **Counterparty** shall ensure that all employees and other persons engaged in the performance of the contract comply with the rules of conduct, prohibitions, and requirements determined by the Labor Code of the Russian Federation as well as local regulations of the **Company**.

16.2 To ensure a safe environment in the territory of the **Company**, the **Counterparty** shall ensure that all employees and other persons engaged in the performance of the contract comply with the appearance standards. No one shall be allowed to be present in the territory of the **Company**:

- in shorts, knickers, Capri pants, leggings;
- T-shirts, tops;

– open toe/heels shoes.

16.3 In buildings and structures as well as in the territory of the **Company**, the **Counterparty** shall not allow its employees and third parties engaged thereby to launch and use any game applications and programs on any portable electronic devices, including those with augmented reality effect or using services geolocation (Pokemon Go, etc.).

16.4 The **Counterparty** shall prohibit its employees and employees of third parties engaged by the **Counterparty** from playing with equipment, tools, and dangerous entertainment on the territory of the **Company**.

16.5 The **Counterparty** shall ensure the correct behavior of its employees and third parties engaged thereby, prevent threats, insults, and other manifestations of aggression towards each other, the employees of the **Company** and its **Counterparties**, and employees who monitor the compliance with the HSE requirements of the **Company**.

16.6 In case of application of the representative of the **Company**, an employee of the **Counterparty** or a third party engaged by it shall introduce himself (tell the name of the organization, the employee of which he is, his position/profession, and full name).

17. Environmental requirements.

17.1 The **Counterparty**, as well as third parties engaged by it, in the performance of works under the contract, shall independently carry out activities and bear responsibility according to the provisions of the current legislation of the Russian Federation in the field of environmental protection, sanitary and epidemiological legislation and rational use of natural resources.

17.2 The **Counterparty** shall determine and agree with the **Company** on the procedure for handling waste generated as a result of the **Counterparty's** activities before the start of the contract performance. Unauthorized accumulation of waste on the territory of the **Company** shall be prohibited.

17.3 Contamination of the **Company's** premises with oil products and other substances that have a negative impact on the environment, including waste from vehicle washing shall be prohibited.

17.4 The **Counterparty**, as well as third parties engaged by it, shall comply with the requirements of the Clean Sweep Initiative, namely:

17.4.1 The **Counterparty** shall for the time period of provision of services accept the policy of PJSC "SIBUR Holding" to adhere to the principles of international program Operational Clean Sweep placed on SIBUR's website: https://www.sibur.ru/sustainability/sibur_environment/ (hereinafter referred to as the Program).

17.4.2 When performing obligations under the contract the **Counterparty** shall comply with the Program and ensure the compliance with the same by its affiliates, in particular, to ensure prevention of release to/dischARGE into the environment of polymer pellets, flocks and powder, localization of scattered materials, prompt and efficient clean up and proper disposal of pellets, flocks and powder.

18. Requirements to the investigation of incidents.

18.1 The **Company** may conduct its own investigation of the incident and request explanations from the **Counterparty**. The **Counterparty** shall provide all necessary information (including on the third parties engaged thereby) for the investigation and, at the request of the **Company**, shall assist the **commission for incident investigation** within the terms specified by the **Company**.

18.2 Accidents that happened to the employees of the **Counterparty** or a third party engaged by the **Counterparty** shall be investigated by the **Counterparty** with the obligatory participation of the **Company's** representatives in the investigation.

18.3 The **Counterparty** and third parties engaged thereby to perform the contract shall notify the state supervision bodies about accidents that happened to their employees according to the procedure established by the current legislation.

18.4 In the event of environmental pollution by the **Counterparty** or third parties engaged thereby, the **Counterparty** shall reimburse the **Company** for all costs incurred thereby to eliminate this pollution, compensate for environmental damage, and pay fines under claims/orders of state supervision and control bodies.

19. Reporting requirements for the Counterparty.

19.1 The **Counterparty** shall provide the **Company** with information on the results of inspections for compliance by the **Counterparty** and third parties engaged thereby to perform the contract with the requirements of the current legislation in the HSE area carried out by the state inspection bodies, inform the **Company** about violations, suspension of activities or cancellation of a license, termination of another permissive documentation required to carry out activities.

19.2 Every month (by the 5th day of the month following the reporting period), the **Counterparty** shall send to the **Company** to the email address of the representative of the unit supervising the performance of the contract on behalf of the **Company** and to the email address contractorsafety@sibur.ru a monthly HSE report and a report of identified hazardous situations and HSE violations for the previous month according to the established form. An up-to-date form for filling out by the **Counterparty** an operational message about an incident with an incident classifier is posted on the SIBUR website at https://www.sibur.ru/sustainability/production_safety/bc/ (file for downloading can be found at https://www.sibur.ru/sustainability/production_safety/bc/Counterparty_Monthly_HSE_Report.xlsx).

19.3 The monthly report and information on the identified hazardous situations and HSE violations shall be submitted in a single file in editable *.xlsx format. If the **Counterparty** engages third-party employees, the monthly report and report of identified hazardous situations and HSE violations shall be filled out for each third party in a separate file for each reporting period.

19.4 The **Company** may request an HSE report and a report on detected HSE hazards and violations for each calendar week. In this case, a weekly report and a statement of identified HSE hazards shall be submitted on the first business day of the calendar week following the reporting week. The **Company** shall notify the **Counterparty** of the need to submit weekly reports in a separate letter.

19.5 When sending documents and reports, the **Counterparty** and third parties engaged thereby shall ensure the ability to identify the sender of the electronic document. If the **Company** performing the verification of documents cannot identify the sender and contact him/her, as well as cannot get access to the information system due to access restrictions, including in connection with the provision of a paid access, the document (report) shall be considered not submitted.

19.6 If the **Company** finds out that the **Counterparty** or third parties engaged thereby fail to comply with the HSE requirements, the **Counterparty** shall send a report on the status of implementation of measures agreed with the **Company** to eliminate inconsistencies previously identified by the **Company** before the expiration of the elimination period set by the **Company**.

20. The procedure for recording violations of the HSE requirements committed by the Counterparty.

20.1 In case of violations of the requirements of the **Company** in the HSE area, the Irregularity Report shall be drawn up according to the form established by the **Company**. Irregularity Reports in two copies shall be signed by the representatives of the **Company** or a person who discovered the violation and by the representatives of the **Counterparty**, or, if the

representative of the Counterparty refuses to sign the report,

- unilaterally by the representative of the **Company** or by the person who discovered the violation, and shall constitute the grounds for the payment by the **Counterparty** of fines, the amounts of which shall be established by the contract and shall depend on the type of violation. Based on the Irregularity Report, the **Company** shall notify the **Counterparty** in writing of the need to transfer the amount of fine to the account of the **Company**. Prior to settlements with the **Counterparty**, the **Counterparty** shall provide the **Company** with a copy of the payment order on the transfer of the fine amount with the bank's mark. Without a copy of the payment order, the total amount payable to the **Counterparty** shall be reduced by the amount of the fine.

21. The procedure for the Counterparty's recording of a violation of KSR "Appearance in the territory of the Company in the state of alcoholic, narcotic, or other intoxication".

21.1 If there are suspicions that an employee of the **Counterparty** or a third party stays in the territory of the **Company** in the state of alcoholic, narcotic, or other intoxication, or smuggles substances that cause alcohol, narcotic or other intoxication to the territory of the **Company**, the **Company** may implement the following measures to record this fact:

- do not allow an employee of the **Counterparty** or a third party to enter the territory of the **Company**;

- confiscate personal pass of the employee of the **Counterparty** or a third party, in respect of whom the violation was revealed;

- call an authorized person of the **Counterparty** and/or a third party and the person responsible for carrying out works on the part of the **Company** to draw up a Violation Report according to the form established by the **Company**;

- draw up the Violation Report according to the form established by the **Company** with the attachment of written explanations from the employee of the **Counterparty** or a third party. If the employee refuses to give explanations, such refusal shall be recorded in the Report. If the authorized representative of the **Counterparty** and/or a third party fails to appear and sign the Report within one hour from the moment the **Counterparty** and/or a third party are notified of the fact that a Report was drawn up against its employee, the person who discovered the violation shall execute the Report unilaterally with the involvement of two persons. In this case, the Report shall be considered valid without the signature of the **Counterparty** and/or a third party. If the employee of the **Counterparty** or a third party refuses to undergo a medical examination for the state of intoxication and/or fails to provide a medical report on the absence of a state of intoxication issued no later than 2 hours from the moment of drawing up the Report, the above Report shall be considered the basis for imposing penalties on the **Counterparty** provided for by the contract. Record on the absence of a state of intoxication shall be submitted to the HSE department of the **Company** no later than one working day after the medical examination;

- offer an employee of the **Counterparty** and/or a third party to pass a medical examination for intoxication. If the examination is carried out at the expense of the **Company**, the **Counterparty** shall reimburse the **Company** for the costs of examination if, according to the results of the examination, the state of intoxication is established. If the employee of the **Counterparty** and/or a third party, in respect of which the Violation Report was made according to the form established by the **Company**, refuses to pass a medical examination for the state of intoxication, the **Counterparty** shall arrange for a medical examination of the employee of the **Counterparty** and/or a third party in the municipal narcological dispensary within two hours after drawing up of the Report.

21.2 The **Company** shall have the right not to allow an employee of the **Counterparty** and/or a third party in respect of which, according to clause 21.1, the Violation Report was made according to the form established by the **Company**, to enter its territory to perform works under any contract concluded with the **Counterparty**. The exercise of this right by

the **Company** shall not relieve the **Counterparty** from the obligation to properly fulfill its obligations under the signed contracts within the time frame agreed upon by the Parties.

22. The list of penalties to the Counterparty for violation of these Requirements***:**

Item No.	Violation involving payment of fine by the Counterparty to the Company on a case-by-case basis*	Reference to the clauses of these HSE requirements	Amount of penalties, thous. RUB
Violations of Key Safety Rules (KSR)			
1 KSR	Concealment of information about major, significant, potentially dangerous incidents (except for the violations provided by clause 1.1 of the KSR and clause 1.2 of KSR of this List).**	clause 3	100
1.1 of KSR	Concealment of information about the incident resulting in the death of any person staying in the territory of the Company .**		500
1.2 of KSR	Concealment of information about the incident, which resulted in any degree of injury to the health of any person staying in the territory of the Company .**		250
2 of KSR	Performance of highly hazardous works without a work permit.		100
3 of KSR	Disable or damage the integrity of interlocks, the emergency shutdown system, and safety devices on operating equipment without a relevant written permission.		100
4 of KSR	Appear in the Company's premises in a state of alcoholic, narcotic, or other intoxication.		100
5 of KSR	Smoke (including e-cigarette) in the Company's premises outside the places specially designated for this purpose or use open fire without a special permission.		100
6 of KSR	Work at height without the use of collective protective equipment accepted by the Company and personal fall protection equipment.	100	
Violation of the HSE Requirements			
1	Violation of the requirements of the current legislation of the Russian Federation and/or requirements of the Company for HSE resulting in the death of any person in the territory of the Company .	-	500
2	Violation of requirements of the current legislation of the Russian Federation or requirements of the Company for HSE resulting in damage of any severity to the health of any person in the territory of the Company .	-	250

Item No.	Violation involving payment of fine by the Counterparty to the Company on a case-by-case basis*	Reference to the clauses of these HSE requirements	Amount of penalties, thous. RUB
3	Breakage of poles, breakage of power lines, damage to equipment, pipelines, underground utilities, or other material damage caused by the Counterparty ***.	-	80
4	Violation of the requirements of the work permit, operations certificate, method statement, work plan, or other permit documents for the right to perform work, as well as the lack of HSE permits (except for the violations specified in clauses 2 of KSR, 6 of KSR of this List).	-	80
5	Resumption by the Counterparty of work previously suspended by the Company until the elimination of the identified HSE violations.	-	80
6	Failure to comply with the deadlines determined by the Company for the elimination of the previously revealed HSE violations, as well as for providing the information on the elimination of HSE violations and/or implementation of HSE measures.	-	30
7	Providing false information, as well as making unidentifiable or false signatures, numbering and details, other adjustments aimed at non-compliance with HSE Requirements in documents (certificates, protocols, opinions, certificates (including medical ones), work permits, operations certificates, method statements, work plans, and other documents) and copies thereof.	-	80
8	Involvement by the Counterparty in the performance of the contractual scope of work/performance of obligations under the contract of the third parties without appropriate approval of such third party (including cases of involvement of employees under civil law contracts without appropriate approval, as well as cases of failure to provide a copy of the employment contract of the employee at the request of the Company).	clauses 1.8-1.9	80
9	Absence/non-representation at the Company's territory of the Counterparty's occupational safety specialists appointed and agreed with the Company or the Counterparty's road safety specialists or persons responsible for industrial environmental control, for operations with production and consumption waste and compliance with environmental legislation of the Counterparty under the requirements for the organization of the HSE management system in the territory of the Company .	clauses 2.2-2.9	50
10	Violation of requirements for the provision of HSE documentation.	clause 4	50

Item No.	Violation involving payment of fine by the Counterparty to the Company on a case-by-case basis*	Reference to the clauses of these HSE requirements	Amount of penalties, thous. RUB
11	Violation of the requirements for training, certification, briefings and knowledge tests of employees in the field of HSE.	clause 5	50
12	Violation of the requirements for the organization of medical examinations, compulsory psychiatric examination and medical safety for employees.	clause 6	50
13	Violation of the requirements aimed at preventing the spread of coronavirus infection.	clause 7	50
14	Violation of the requirements for the provision and use of personal protective equipment (except for violations under clauses 6 of KSR, 4 of this List).	clause 8	30
15	Violation of the requirements for equipment, materials, workplaces, and safe work.	clause 9	50
16	Violation of safety requirements in the operation of lifting equipment, including hoisting structures, as well as loading and unloading work and placement of cargo (except for the violation stipulated by clause 4 of this List).	clause 10	50
17	Violation of electrical safety requirements (except for violations provided for in clauses 2 of the KSR, 4 of this List).	clause 11	50
18	Violation of safety requirements for work at height (except for the violations specified in clauses 2 of KSR, 6 of KSR of this List).	clause 12	50
19	Violation of fire safety requirements (except for violations provided for in clauses 2 of the KSR, 5 of KSR, 4 of this List).	clause 13	50
20	Violation of transport safety requirements.	clause 14	50****
21	Violation of radiation safety requirements.	clause 15	50
22	Violation of requirements for the observance of labor discipline.	clause 16	80
23	Violation of the procedure for handling the waste generated during the work performance, including temporary waste storage in areas not designated for these purposes, failure to perform obligations in regard to timely waste removal, littering the Company's territory.	clause 17.2	80
24	Contamination of the Company's premises with oil products and other substances that have a negative impact on the environment, including waste from vehicle washing.	clause 17.3	80
25	Violation of the requirements for the investigation of incidents.	clause 18	30

Item No.	Violation involving payment of fine by the Counterparty to the Company on a case-by-case basis*	Reference to the clauses of these HSE requirements	Amount of penalties, thous. RUB
26	Violation of the requirements to the reporting of the Counterparty .	clause 19	30
27	Violation of other applicable legal requirements of the Russian Federation and the Company's HSE requirements (except for the violations specified in clauses 1-6 of the KSR, 1-26 of this List).	-	30

When applying fines, the following conditions shall be met:

* If at the time of detection of a violation, the employee has already been dismissed and was in the territory of the **Company** through the fault of the **Counterparty** who did not withdraw the pass permit after dismissal, the **Counterparty** shall pay the fine for violation of HSE requirements in full.

** In case of failure to inform the **Company** about the incident within the term set forth in clause 3.4 hereof.

*** Along with the payment of the fine and damages, the **Counterparty** shall also within three days after receiving the **Company's** written request, restore the damaged facilities at its own expense.

**** In the event that a violation is committed within the territory of application of the Road Safety Interaction Regulations approved at ZapSibNeftekhim LLC, the amount of the fine shall be determined according to the said regulations, which are available on SIBUR's website at: <https://www.sibur.ru/sustainability/health/transportafety/>. In the event of changes in the regulations, the Parties shall be governed by the new version of the regulations as of the date of their posting on SIBUR's website, unless a different date is specified in the new version. ZapSibNeftekhim LLC shall guarantee the continuous publication of all editions of the regulations on the SIBUR website. The **Counterparty** shall independently monitor the change in the regulations on the website of the SIBUR and ensure that its employees and third parties engaged by the **Counterparty** to perform the contract have reviewed and understood the new version of the regulations.

***** At the conclusion of contracts, which involve visiting by the **Counterparty's** employees of the territory of the **Company**, when such employees are not engaged in the performance of works/providing services at the production facilities of the **Company** or the use of these facilities (including information and consulting, auditing, accounting, legal services, as well as the organization of holidays, sports events, not related to hazardous work) only fines for violations stipulated by clauses 1,1.1,1.2,4,5 of section "Key Safety Rules" and clauses 1,2,13,14,19,20,22,27 of section "Violations of HSE requirements" of the table above shall apply.