

The Company's HSE Requirements

1. General

1.1. Being guided by the Integrated Management System Policy of "SIBUR" LLC and companies incorporated in "SIBUR Holding" PJSC, the Company shall prioritize health, safety and environmental (hereinafter – HSE) issues and require the Counterparty to ensure high HSE standards.

1.2. When performing contracts, the Counterparty shall ensure compliance with all legislative HSE requirements as well as with requirements laid down in the Company's in-house HSE policies and procedures as may be applicable in the course of the contract performance.

1.3. The Company shall familiarize the Counterparty with the Integrated Management System Policy of "SIBUR" LLC and companies incorporated in "SIBUR Holding" PJSC and with requirements laid down in the Company's in-house HSE policies and procedures as may be applicable in the course of the contract performance.

1.4. In case of engagement of third parties for the contract performance, the Counterparty shall ensure that such contract is performed by such third parties in compliance with the Company's HSE requirements.

1.5. Third parties shall be engaged for the performance of contracts upon written approval of the Company.

1.6. The Counterparty shall be responsible for actions of any and all persons admitted to the Company's territory on the initiative of the Counterparty, whether or not the Counterparty has entered into any contractual relations with such persons and with the Company (where the Counterparty and/or third parties engaged by it are actually admitted to the Company's territory before conclusion of a contract).

2. Key Safety Rules

2.1. Uniform key safety rules (hereinafter – KSR) shall be established and applicable in the Company's territory and facilities. It shall be explicitly prohibited to violate such rules and violation of such rules shall entail imposition of disciplinary penalties.

2.2. Before commencing the contract performance, the Counterparty shall make all employees and third parties engaged for such performance aware of KSR.

2.3. All employees and third parties engaged by the Counterparty for the contract performance shall abide by KSR, according to which the following shall be PROHIBITED in the Company's territory:

- 1) Concealing information about accidents, fire, incidents, occupational injuries, high-potential events.
- 2) Performing hazardous works without a permit and failure to abide by the requirements set by the said permit.
- 3) Deactivation or failure to keep integrity of interlocks, emergency shutdown and safety devices on operating equipment without a corresponding written permit.
- 4) Staying in the Company's territory under the influence of alcohol, drugs or other toxic substances.

5) Smoking in the Company's territory outside specially designated areas, or using open fire without a special permit.

2.4. Breach of KSR by a Counterparty's employee shall be deemed as gross violation of the workplace discipline. In all cases without exception, for violation of any KSR the violator shall be immediately suspended from the contract performance and shall be subject to disciplinary penalties, including dismissal.

3. Safety Requirements

3.1. Before commencement of the contract performance, all employees and other persons involved by the Counterparty in the contract performance shall:

- go through an induction briefing in the Company's HSE Service, study the Integrated Management System Policy of "SIBUR" LLC and companies incorporated in "SIBUR Holding" PJSC and KSR;
- go through the initial briefing in the Company's unit (where admittance to production units is required).

3.2. The Counterparty shall see to it that all employees and other persons involved in the performance of contracts comply with conduct rules, prohibitions and requirements laid down by the Russian Labour Code and the Company's in-house policies and procedures.

3.3. For the purpose of ensuring safe stay in the Company's territory, the Counterparty shall see to it that all employees and other persons involved in the contract performance comply with the appearance requirements. It shall be prohibited to stay in the Company's territory:

- in shorts, breeches, three-quarter pants, leggings, tight-fitting trousers;
- in T-shirts/tops;
- wearing open toe and/or open heel shoes.

3.4. The Counterparty shall not allow its employees and third parties engaged by the Counterparty to smoke electronic cigarettes outside designated smoking areas.

3.5. The Counterparty shall ensure proper conduct of its employees and third parties engaged by the Counterparty, and not allow any threats, offences and other forms of aggression towards the Company's employees and officers in charge of monitoring the compliance with the Company's HSE requirements.

3.6. When staying in the territory of the Company's production units, the Counterparty's employee shall wear special clothing, special footwear and other personal protective equipment (PPE) according to the occupational risks and (or) hazards inherent in such production units.

3.7. In buildings, structures and in the territory of the Company, the Counterparty shall exclude any launch and use by its employees, employees of third parties engaged by the Counterparty and the Counterparty's visitors of any game applications and programs in any mobile electronic devices, including those using augmented reality technologies or geolocation services (Pokemon Go, etc.).

3.8. The Company may send away without allowing any further admittance to its territory of an employee of the Counterparty or a third party engaged by the Counterparty if such employee breaches the prohibitions and safety requirements effective in the Company's territory, including his or her immediate superior officer who

is in charge of monitoring (or ought to have been in charge of monitoring) activities of the employee who has breached the said prohibitions and requirements.

3.9. In case of dismissal of an employee or a third party engaged by the Counterparty for the contract performance, the Counterparty shall take away such employee's/third party's pass to the Company's territory and notify without delay the Company's Economic Security Service and HSE Service.

3.10. Accidents with employees of the Counterparty or a third party engaged by the Counterparty shall be investigated by the Counterparty with participation of the Company's representatives in such investigation.

3.11. The Counterparty and third parties engaged by it for the contract performance shall report accidents with their employees to public supervisory authorities according to the procedure established by the law.

4. Documenting the Counterparty's Breach of HSE Requirements

4.1. In case of detected violations of the Company's HSE requirements, a violation report shall be made as per the template used in the Company. Two copies of the violation report shall be signed by the Company's representatives or by the officer who has detected violation and by the Counterparty's representatives, or, if the Counterparty's representative refuses to sign the report, it shall be unilaterally signed by the Company's representative or by the officer who has detected violation and shall be deemed as the basis for payment of fines by the Counterparty; amounts of such fines shall be contractually stipulated and shall vary depending on the type of violation. On the basis of the violation report, the Company shall notify the Counterparty in writing that it is to transfer the fine amount to the Company's settlement account. Before settlements are effected with the Counterparty, the Counterparty shall furnish to the Company a copy of the payment order with the bank's stamp confirming transfer of the fine amount. If such copy of the payment order fails to be furnished, the total sum payable to the Counterparty shall be reduced by the fine amount.

5. Documenting the Counterparty's Breach of KSR "Staying in the Company's Territory under the Influence of Alcohol, Drugs or Other Toxic Substances"

5.1. If an employee of the Counterparty or a third party is suspected to be in the Company's territory under the influence of alcohol, drugs or other toxic substances, to have carried to or to be keeping in the Company's territory substances causing alcohol, drug or other intoxication, in order to document the aforesaid the officer who suspects the foregoing/the Company shall have the right:

- not to admit such employee of the Counterparty or a third party to the Company's territory;
- to take away the ID pass from the Counterparty's or a third party's employee, who has been detected to commit violation;
- to call in an authorized person of the Counterparty and (or) a third party and the officer in charge of works on the part of the Company for the drafting of the violation report as per the template used in the Company;

- to draw up the violation report as per the template used in the Company, by attaching written explanations of 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 for signing the report within an hour after the Counterparty and (or) a third party is notified of the drafting of the report with respect to its employee, the officer who has detected violation shall unilaterally draw up the report in the presence of two persons. In such case, though not signed by the Counterparty and (or) a third party, the report shall be deemed as valid. If the employee of the Counterparty or a third party refuses to undergo a medical examination for alcohol intoxication and/or fails to present a medical certificate confirming absence of alcohol intoxication, issued no later than 2 hours from the drafting of the report, the said report shall be the basis for payment of contractual penalties by the Counterparty. The certificate confirming absence of alcohol intoxication shall be furnished to the Company's HSE Service no later than one business day from the medical examination;

- to suggest that the employee of the Counterparty and (or) a third party undergo a medical examination for alcohol intoxication. If the examination is made at the expense of the Company, the Counterparty shall compensate the Company for the expenses on such examination if the examination proves alcohol intoxication. If the employee of the Counterparty and (or) a third party, with respect to whom the violation report has been drawn up as per the template used in the Company, refuses to undergo a medical examination for alcohol intoxication, the Counterparty shall arrange a medical examination of the employee of the Counterparty and (or) a third party in the municipal drug abuse clinic within two hours from the drafting of the report.

5.2. The Company shall have the right to deny an employee of the Counterparty and (or) a third party, with respect to whom a violation report has been made as per Item 5.1 according to the template used in the Company, access to the Company's territory for performing works under any contract with the Counterparty. The Company's exercise of the said right shall not release the Counterparty of its duty to properly discharge its obligations under concluded contracts within the time agreed by the Parties.