

The Company's HSE Requirements

1. General Provisions

1.1. Guided by the Integrated Management System (ISM) Policy of SIBUR, LLC and PJSC SIBUR Holding enterprises, the Enterprise 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 as well as the requirements of the local regulations of the Enterprise in the HSE area applicable according to the terms and conditions of the contract are met.

1.3. The Enterprise shall familiarize the Counterparty with the Integrated Management System (ISM) Policy of SIBUR, LLC and PJSC SIBUR Holding enterprises and the requirements of the Enterprise's local regulations in the HSE area applicable according to the terms and conditions of the contract.

1.4. 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 Enterprise.

1.5. The engagement of a third party to perform the contract shall be agreed in writing with the Enterprise.

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

1.7. For violation of HSE and transport safety requirements, employees of the Counterparty and/or employees of third parties engaged by the Counterparty who committed the violation, as well as their immediate supervisors (other persons) who exercised (should have exercised) control over the activities of the employees shall be removed from the territory of the Enterprise and shall not be allowed to enter the territory of the Enterprise in the future.

2. Key safety rules.

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

2.2. The Counterparty shall familiarize all employees and third parties engaged in the performance of the contract with the KSR before starting the performance of the contract.

2.3. 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 Enterprise, shall not:

- 1) Conceal information on major, significant, and high potential incidents.
- 2) Carry out highly hazardous works without a work permit.
- 3) Disable or damage the integrity of interlocks, the emergency shutdown system, and safety devices on operating equipment without the relevant written permission.

- 4) Appear in the territory of the Enterprise in the state of alcoholic, narcotic, or other intoxication.
- 5) Smoke in the territory of the Enterprise outside the places specially designated for this purpose or use open fire without special permission.
- 6) Working at height without the use of collective protective equipment accepted by the Enterprise and personal fall protection equipment.

2.4. 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 barred from the performance of the contract and shall be subject to disciplinary measures up to and including discharge.

3. HSE 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. 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.

3.9. 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.

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

4.1. In case of violations of the requirements of the Enterprise in the HSE area, the Irregularity Report shall be drawn up according to the form established by the Enterprise. Irregularity Reports in two copies shall be signed by the representatives of the Enterprise 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 Enterprise 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 Enterprise shall notify the Counterparty in writing of the need to transfer the amount of fine to the account of the Enterprise. Prior to settlements with the Counterparty, the Counterparty shall provide the Enterprise with a copy of the payment order on the transfer of 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.

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

5.1. If there are suspicions that an employee of the Counterparty or a third party is on the territory of the Enterprise in the state of alcoholic, narcotic, or other intoxication, or smuggles substances that cause alcohol, narcotic or other intoxication to the territory of the Enterprise, the Enterprise shall have the right to 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 Enterprise;

- 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 third party and the person responsible for carrying out works on the part of the Enterprise to draw up a Violation Report according to the form established by the Enterprise;

- draw up the Violation Report according to the form established by the Enterprise 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 Enterprise no later than one working day after the medical examination;

- offer an employee of the Counterparty and/or a third party to undergo a medical examination for intoxication. If the examination is carried out at the expense of the Enterprise, the Counterparty shall reimburse the Enterprise 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 Irregularity Report was drawn up according to the form established by the Enterprise, refuses to undergo 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.

5.2. The Enterprise shall have the right not to allow an employee of the Counterparty and/or a third party in respect of which, according to clause 11.1, the Violation Report was made according to the form established by the Enterprise, to enter its territory to perform works under any contract concluded with the Counterparty. The exercise of this right by the Enterprise 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.

6. Requirements to protection of employees (staff members) of the Enterprise and its Counterparties in connection with the risk of spread of COVID-19 coronavirus infection.

6.1. In order to ensure protection of employees of the Enterprise and its Counterparties, Employees of the Enterprise and engaged third parties are forbidden from:

6.1.1. Coming to the operations facility or presence at the territory of the Enterprise in the event they have symptoms of acute respiratory viral infection (high body temperature (above 37 °C), coughing -- dry or wet; rhinitis -- nasal blockage; nasal cold and sneezing);

6.1.2. Refusing to undergo temperature measurement procedure on entry to the Enterprise territory or non-compliance with its procedure, e.g., attempts to lower body temperature before the measurement is taken, refusal to record the examination results in the register or refusal to comply with the requirements relating to body temperature measurement;

6.1.3. Failing to ensure a 14-day self-isolation (quarantine) period by employees returning from abroad (the isolation period shall be calculated starting the date of return from the trip) prior to entering the Enterprise territory.

6.1.4. Presenting at the territory of the Enterprise with acute respiratory viral infection symptoms (high body temperature (above 37 °C), coughing -- dry or wet; rhinitis -- nasal blockage; nasal cold and sneezing);

6.1.5. Refusing to undergo temperature measurement procedure at the Enterprise territory;

6.1.6. Failing to maintain safe distance:

- no less than 1.5 m between an employee of the Enterprise and an employee of a Counterparty when moving within the Enterprise territory,
- no less than 1.5 m between employees in a designated smoking area,
- no less than 2 m between employees of Counterparties and employees of the Enterprise during briefings held by representatives of the Enterprise and/or when carrying out work, e.g. when signing a work permit or during work acceptance;

6.1.7. Deviating from an approved route of travel at the Enterprise territory to a work site or a checkpoint.

6.1.8. Leaving the approved area at a site (including work sites) without approval by Enterprise;

6.1.9. Entering administration and amenity buildings of the Enterprise without permission;

6.1.10. Failing to comply with personal hygiene practices and epidemic control arrangements established at the Enterprise, as well as the requirements of the action plan provided for the isolation of employees suspected to have the coronavirus infection;

6.1.11. Failing to use serviceable means of protection from airborne transmission of infections (respirators, medical face masks that cover mouth and nose; failure to use gloves and glasses);

6.1.12. Failing to provide the employee with the quantity of respirators required for the work shift, failing to ensure timely respirator replacement (in accordance with recommendations of the manufacturer and Federal Service for the Oversight of Consumer Protection and Welfare of Russia);

6.2. For each of the violations listed above in item 6.1, the Enterprise may bar the employee of a Counterparty or a third party engaged by it from contract performance by removing the employee from the Enterprise territory and blocking their admittance to the Enterprise territory for the period of fourteen days since the day the violation was revealed. This includes areas designated for rotation worker accommodation.

6.3. Any damage that the Enterprise may suffer (e.g., compensation of medical services provided to employees of the Enterprise, 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.

6.4. The Enterprise shall bear no responsibility in the form of any penalties or compensation for any losses caused to Counterparties for any denial of entry to the Enterprise 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. Obligations of the Counterparty to comply with the HSE Requirements in the area provided for accommodation of rotation workers.

7.1. The Counterparty and the third parties engaged by it shall ensure compliance of all the health, safety and environment regulations, as well as the Company's HSE requirements on the whole territory of the Facility including areas designated for the observatories (special sanitary places adapted for observing the persons who arrived from territories with a disadvantaged epidemiological coronavirus profile) and areas designated for resting and accommodation of rotation workers.