



Zero Tolerance Policy of Ural Oil and Gas LLP

Revision: A3, UOG-HSE-PC-006-R

1 of 2

"Approved by"
General Director -
Chairman of the Management

Board

of Ural Oil and Gas LLP

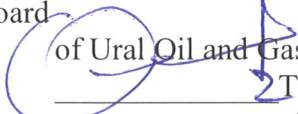
 Imandossov A.G.

2024

First Deputy
General Director –
Member of the Management

Board

of Ural Oil and Gas LLP

 Tian Yuansheng

29 03 2024

Zero Tolerance Policy of Ural Oil and Gas LLP

Scope of application

This Policy applies to all personnel of the Partnership, contractors and subcontractors working on the property of the Partnership, or performing work on behalf of the Partnership.

Liability

The top management of the Partnership is responsible for establishing and maintaining a zero tolerance policy for any forms of physical, psychological, sexual violence and harassment. Each individual employee is responsible for observing and supporting the zero tolerance policy and prevention of violence and harassment in the workplace.

General requirements.

The Partnership shall adhere to a zero tolerance policy when carrying out its activities and create a favorable atmosphere for the Partnership's employees, contractors and subcontractors.

Ensuring the safety and personal security of employees is always a priority for the Partnership.

The Partnership recognizes and promotes the realization of the right of every person to a world of work free from violence and harassment.



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2 of 2

Our goal: Zero tolerance for any form of violence, harassment, humiliation, insults in the workplace.

Violence and harassment in the world of work are a form of violation of human rights, a threat to the principle of equality of opportunities, are unacceptable and incompatible with decent work; negatively affect the organization of labour, workplace relations, employee interest, reputation and efficiency of the Partnership;

The management of the Partnership shall bear a special responsibility to promote the creation of a general climate of zero tolerance towards violence and harassment in order to help prevent such principles of behavior and practices, and that all employees should refrain from acts of violence and harassment, prevent them and deal with them.

Head of HSE Department Zainullin A.A.

A handwritten signature in blue ink, appearing to be "Zainullin A.A.", written over the printed name.