

APPENDIX 4.

INDEX OF STANDARD DISCLOSURES

In accordance with the new basic version of GRI Standards, the Report primarily focuses on the issues that are most relevant to the Company and its stakeholders and that were identified in the materiality assessment process.¹ The index includes 'Basic performance indicators' that are developed by the Russian Union of Industrialists and Entrepreneurs for use in corporate social reports.

PRINCIPLES USED TO DETERMINE THE CONTENTS OF THE SUSTAINABLE DEVELOPMENT REPORT:

- materiality
- coverage of stakeholders
- context
- completeness
- balance
- comparability
- accuracy
- timeliness
- clarity
- reliability

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
UNIVERSAL DISCLOSURES				
GRI 101	REPORTING PRINCIPLES	1–2		
GRI 102	ORGANIZATIONAL PROFILE			
102-1	Name of the organization	10		
102-2	Activities, brands, products, and services	10–11		
102-3	Location of headquarters			Ul. Pochtamskaya, 3-5 Saint Petersburg, 190000, Russian Federation
102-4	Location of operations	10		
102-5	Nature of ownership and legal form	9–11		
102-6	Markets served	10–11, 20–22		
102-7	Scale of the organization	10–11, 68, 116		
102-8	Information on employees and other workers	68		
102-9	Supply chain	33, 89		
102-10	Significant changes to the organization and its supply chain			No significant changes occurred during the reporting period
102-11	Precautionary principle or approach			The precautionary principle is a fundamental principle by which the Company is guided when planning and implementing its activities. For an extensive explanation, see the Sustainable Development for 2010, p. 99

¹ — See the 'About the Report' section of this Report

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
102-12	External initiatives supported by the organization		1.1	At present, the Company has not formally joined any of these initiatives. At the same time, the Company is guided by the principles set out in the ISO 26000 international standard (Guide to Social Responsibility) and publishes sustainable development reporting guided by the Guidelines of the Global Reporting Initiative (GRI)
102-13	Membership of associations			The Company is a member of the Union of Oil Exporters of Russia, the Association of Managers, and the ATIEL Technical Association of the European Lubricants Industry (Association Technique de l'Industrie Européenne des Lubrifiants)
102-14	Statement from senior decision-maker	6–7		
102-15	Key impacts, risks, and opportunities	10–11, 19–21, 23, 32, 38–39, 40–42, 55, 66, 86–87, 96, 101, 116–117		
102-16	Values, principles, standards, and norms of behaviour	46, 48, 51–52, 61, 66		
102-17	Mechanisms for advice and concerns about ethics	49, 51		
102-18	Governance structure	47		
102-19	Delegating authority	47, 53–54, 67, 87, 117		
102-20	Executive-level position(s) with responsibility for economic, environmental, and social topics	42, 47, 53–54, 67, 87, 117		
102-22	Composition of the highest governance body and its committees	47–48	3.1.12	
102-23	Chair of the highest governance body	The chairman of the highest governance body does not concurrently serve as an executive director		
102-24	Nomination and selection processes for the highest governance body and its committees	For more, see the Gazprom Neft Annual Report for 2017 on the website: http://ir.gazprom-neft.com/news-and-reports/ , 'Management System' chapter		
102-25	Conflict of interests	49		
102-26	Role of highest governance body in setting purpose, values, and strategy	42, 47–48, 52, 53, 54, 86, 117		
102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics	46		
102-28	Evaluating the highest governance body's performance	48		
102-29	Highest governance body's role in identifying and managing economic, environmental, and social impacts	42		

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
102-30	Effectiveness of risk management processes	53–55		
102-31	Frequency of the highest governance body's review of economic, environmental, and social impacts, risks, and opportunities	53–55		
102-32	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered			Gazprom Neft PJSC Management Board Chairman Alexander Dyukov
102-33	Process for communicating critical concerns to the highest governance body	For more, see the Gazprom Neft Annual Report for 2017 on the website: http://ir.gazprom-neft.com/news-and-reports/ , 'Management System' chapter		
102-34	Nature and total number of critical concerns	48		
102-35	Remuneration policies for the highest governance body and senior executives			
102-36	Process for determining remuneration			
102-37	Stakeholders' involvement in remuneration	For more, see the Gazprom Neft Annual Report for 2017 on the website: http://ir.gazprom-neft.com/news-and-reports/ , 'Management System' chapter		
102-38	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees			Not disclosed due to considerations for the protection of personal information
102-39	Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees			Not disclosed due to considerations for the protection of personal information
102-40	List of stakeholder groups	56		
102-41	Percentage of total employees covered by collective bargaining agreements	74	3.1.4	
102-42	Basis for identifying and selecting stakeholders			
102-43	Approach to stakeholder engagement	56		Key stakeholders of the Company include parties whose interests are most significantly related to its activities and which in turn are capable of having the most significant impact on the Company's ability to implement its strategic goals
102-44	Key topics and concerns that have been raised by stakeholders	56–59, 74, 91, 119, 142–143		
102-45	Entities included in the consolidated financial statements	For more, see the Gazprom Neft Annual Report for 2017 on the website: http://ir.gazprom-neft.com/news-and-reports/		
102-46	Process for defining the report content and the topic boundaries	3–5		

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
102-47	List of material topics	3–5		
102-48	Effect of any restatements of information given in previous reports, and the reasons for such restatements			The Report does not contain restatements of information provided in previous reports
102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries	3–5		
102-50	Reporting period	2017		
102-51	Date of most recent report	May 2016		
102-52	Reporting cycle	Calendar year		
102-53	Contact point for questions regarding the report			Contact information: Corporate Communications Unit. Mailing address: Ul. Pochtamtskaya, 3-5 Saint Petersburg, 190000, Russian Federation. Tel: +7 (812) 363–31–52. Fax: +7 (812) 363–31–51. Email: bkk@gazprom-neft.ru
102-54	Claims of reporting in accordance with the GRI Standards: core or comprehensive	Core		
102-55	GRI content index	145–153		
102-56	Policy and current practice with regard to seeking external assurance for the report	2		
GRI 103	MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its boundary	3–5		
103-2	Management approach and its components	See below in the 'Management approach' column of each GRI		
103-3	Evaluation of the management approach			
	ECONOMIC TOPICS			
GRI 201	ECONOMIC PERFORMANCE			
	Management approach	11–12, 18–21, 23, 38		
201-1	Direct economic value generated and distributed	10–11, 18–19, 20–22, 33, 72–73	1.2, 1.3 1.4, 1.6 1.7	For more on information about the Company's capital, see the Gazprom Neft Annual Report for 2017 on the website: http://ir.gazprom-neft.com/news-and-reports/ , 'Consolidated financial statement' appendix
201-2	Financial implications and other risks and opportunities due to climate change	55, 96–97, 101		
201-3	Defined benefit plan obligations and other retirement plans			The Company fulfils its obligations by making deductions to the Pension Fund in accordance with the legislation of the Russian Federation
201-4	Financial assistance received from government			The Company did not receive financial assistance from the government during the reporting period

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
GRI 202	MARKET PRESENCE			
	Management approach	10–11, 20–21		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage in significant regions of the organization's operation	71		The level of wages at the Company corresponds to the average level on the labour market throughout the industry
GRI 203	INDIRECT ECONOMIC IMPACTS			
	Management approach	10–11, 33, 38, 41, 42–43, 116		
203-1	Infrastructure investments and services supported	123		
203-2	Significant indirect economic impacts	18–19, 72–73, 123		
GRI 204	PROCUREMENT PRACTICES			
	Management approach	33		
204-1	Proportion of spending on local suppliers	32–33		
GRI 205	ANTI-CORRUPTION			
	Management approach	52		
205-1	Total number and percentage of operations assessed for risks related to corruption and significant risks identified			The Company has a corporate risk management system that covers all its divisions and enterprises. Risk assessment is performed regularly
205-2	Communication and training about anti-corruption policies and procedures	52		
205-3	Confirmed incidents of corruption and actions taken			No cases of corruption were identified during the reporting year
GRI 206	ANTI-COMPETITIVE BEHAVIOUR			
	Management approach	52		
206-1	Number of legal actions against the organization regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation and their results			The Company does not discourage competition. The Company's management has approved the Policy on Compliance with Antimonopoly Legislation. The Company consistently implements measures that aim to prevent and minimize antimonopoly risks. In 2017 the Federal Antimonopoly Service did not initiate any antimonopoly cases against Gazprom Neft PJSC
ENVIRONMENTAL TOPICS				
GRI 302	ENERGY			
	Management approach	86–87, 106		
302-1	Energy consumption within the organization	108, 110	2.2	
302-2	Energy consumption outside of the organization			No accounting due to a lack of legislative requirements
302-3	Energy intensity	108–111	2.2.1	
302-4	Reduction of energy consumption	108–111		
302-5	Reductions in energy requirements of products and services	108–111		

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
GRI 303	WATER			
	Management approach	86–87, 96–97		
303-1	Water withdrawal by source	102	2.3	
303-2	Water sources significantly affected by withdrawal of water			The Company's water intake does not have a significant impact on water sources. The Company does not withdraw water from sources that are recognized as vulnerable, protected by the state, or especially valuable for local communities and in terms of biodiversity
303-3	Water recycled and reused	102	2.4	
GRI 304	BIODIVERSITY			
	Management approach	86–87, 96–97		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			There are no production assets within the boundaries of specially protected natural areas of federal and regional importance. No rare or endangered species of animals, plants or fungi have been identified
304-2	Significant impacts of activities, products, and services on biodiversity			However, when planning its economic activities, the Company carefully evaluates the potential environmental risks and seeks to avoid serious or irreversible environmental damage
304-3	Habitats protected or restored	105		
304-4	Total number of International Union for Conservation of Nature Red List species and national conservation list species with habitats in areas affected by the operations of the organization			No rare or endangered species of animals, plants or fungi have been identified at the sites of production assets
GRI 305	EMISSIONS			
	Management approach	86–87, 96–97		
305-1	Gross direct (Scope 1) GHG emissions]	101		
305-5	Reduction of GHG emissions	101		
305-6	Emissions of ozone-depleting substances (ODS)	100–101		
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	100–101		
GRI 306	EFFLUENTS AND WASTE			
	Management approach	86–87, 96–97		
306-1	Water discharge by quality and destination	98, 103, 138	2.7 2.7.2	
306-2	Total weight of waste with a breakdown by type and disposal methods	104, 139	2.8	
306-4	Transport of hazardous waste			The Company does not transport, import, export, or process waste that is hazardous according to Annexes I, II, III, or VIII of the Basel Convention
306-5	Water bodies affected by the organization's water discharges and/or runoff	100–101		Indicator partially disclosed

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
GRI 307	ENVIRONMENTAL COMPLIANCE			
	Management approach	86–87, 96–97		
307-1	Monetary value of significant fines and total number of non-monetary sanctions imposed for non-compliance with environmental laws and the number of environmental impact complaints submitted, processed, and resolved through official mechanisms for their submission	138	2.10	
	SOCIAL TOPICS			
GRI 401	EMPLOYMENT			
	Management approach	66		
401-1	New employee hires and employee turnover	140–141	3.1.1 3.1.2 3.1.3	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	72–73		
GRI 402	LABOR/MANAGEMENT RELATIONS			
	Management approach			
402-1	Minimum notice periods regarding operational changes and whether they are defined in the collective bargaining agreement			The Company adheres to the Labour Code of the Russian Federation in which the minimum period for providing notice about significant changes in the organization's activities is defined as: no later than two months prior to the start of the relevant activities, and if the decision to reduce the number or staff of employees may lead to their mass dismissal – no later than three months prior to the start of the relevant events
GRI 403	OCCUPATIONAL HEALTH AND SAFETY			
	Management approach	66, 88		
403-1	Workers representation in formal joint management-worker health and safety committees	74		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	92–93	3.1.5 3.1.6 3.1.7 3.1.8	
403-3	Workers with high incidence or high risk of diseases related to their occupation	92–93		
403-4	Health and safety topics covered in formal agreements with trade unions	74		

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
GRI 404	TRAINING AND EDUCATION			
	Management approach	66, 75		
404-1	Average hours of training per year per employee	75	3.1.10	
404-2	Programmes for lifelong skill and educational development	75–80		
404-3	Percentage of employees receiving regular performance and career development reviews	81		
GRI 405	DIVERSITY AND EQUAL OPPORTUNITY			
	Management approach	51, 66		
405-1	Composition of governance bodies and employees with a breakdown by gender and age	48		For more, see the Gazprom Neft Annual Report for 2017 on the website: http://ir.gazprom-neft.com/news-and-reports/ , 'Management System' chapter
405-2	Ratio of basic salary and remuneration of women to men			The Company has the same base salary for men and women
GRI 406	Absence of discrimination in the workplace	51		
GRI 407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
	Management approach	51		
407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk and the actions taken to support these rights		3.2.1	No violations identified during the reporting period

GRI component	GRI indicator	Report page/ reference to Annual Report	RUIE Indicator No.	Comments
GRI 410	SECURITY PRACTICES			
	Management approach	51		
410-1	Security staff trained in human rights policies or procedures	51–52		
GRI 411	Rights of indigenous peoples	51, 119		
GRI 413	LOCAL COMMUNITIES			
	Management approach	116–117		
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes		3.3.3	The Company implements programmes for interaction with local communities at all its key enterprises
413-2	Operations with significant actual and potential negative impacts on local communities	117, 119		There is a risk of a negative environmental impact inherent in the Company's production activities. The Company implements action programmes to minimize this risk. Information about the Company's environmental impact and the results of its environmental programmes are provided in the 'Safe Development' chapter of this Report
GRI 414	SUPPLIER SOCIAL ASSESSMENT			
	Management approach	33		
414-1	Number of new suppliers that were screened using social criteria	33, 89		