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 **LUKOIL**
OIL COMPANY

Always moving forward

LUKOIL VIEW TO HUMAN CAPITAL DEVELOPMENT


26th OSCE Economic and Environmental Forum
Second Preparatory Meeting

24 May 2018, Venice

Irina Akinshina
HR Director, LUKOIL International Trading and
Supply Company

LUKOIL is a Global Company

LUKOIL is one of the world's largest vertically integrated energy companies



Exploration

Production

Refining

Petrochem


Trading



Marketing


Green energy

Power energy

Gas conversion



LUKOIL

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People are the Company's greatest asset

Employees are the Company's greatest asset.
Everything that LUKOIL does is done for people and by people

The Company employs a multinational Team of **over 100,000 professionals** operating in **over 40 countries on 4 continents**

LUKOIL operates in



LUK LUKOIL

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LUKOIL is a Partner to international agreements

2006 – LUKOIL joined the Social Charter of Russian Business that is compliant with the United Nations Global Compact.

Since 2008 LUKOIL cooperates with the Organization for Economic Cooperation and Development (OECD).

2008 – LUKOIL ratified the UN Global Compact, a voluntary initiative aimed at encouraging businesses to pursue sustainable development and increase social responsibility.

2012 – LUKOIL signed a Global Framework Agreement with IndustriALL Global Union; Russian Oil, Gas and Construction Workers' Union; and the International Association of Trade Union Organizations of LUKOIL.

2012 – LUKOIL joined the Green Office Project launched by Greenpeace



Employment relations within the Company comply with all international requirements, while a high level of social partnership is recognized by international organizations that promote employees' interests

LUK LUKOIL

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LUKOIL develops social dialogue in the Regions of operations



An active dialogue established with Government Authorities and Public Organizations in the Regions of LUKOIL's operations ensures comfortable living and working conditions for employees and supports process of creating new jobs in those Regions

Cooperation with the ILO

1st phase of cooperation



LUKOIL Agreement on Collaboration between the ILO and LUKOIL for 2013-2017



2nd phase of cooperation



LUKOIL Agreement on Collaboration between the ILO and LUKOIL for 2018-2022



LUKOIL is an active Partner in development of international cooperation



LUK Agreement on Collaboration between the ILO and LUKOIL **ILO**



Subject of the agreement:

- “Partnerships for Youth Employment in the CIS Countries” Project

Beneficiaries of the project:

- youth (including problem categories of young people who pose a potential threat due to their antisocial behavior);
- graduates with no work experience;
- youth employment organizations and social partnership institutions



The project will result in proposals for youth employment that will provide framework for legislative initiatives of the ILO member states



Youth outreach is one of the priorities of LUKOIL's strategy



Professional education is the key to the successful youth employment

Multi-Qualification Training Center in Khanty-Mansi Autonomous Okrug (City of Kogalym)



Multi-Qualification Training Center in the Perm Krai (City of Chernushka)



Training Centers in the Republic of Komi (City of Ukhta and City of Usinsk)



LUKOIL in cooperation with Government Authorities creates opportunities for youth employment via investment in professional educational institutions



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Training at LUKOIL Group corporate facilities



LUKOIL implements special training and knowledge sharing programs for colleagues from different countries.

LUKOIL production and training facilities have been attended by Delegations from Azerbaijan, Belgium, Bulgaria, Germany, the Netherlands, Italy, Iraq, Kazakhstan, Cameroon, China, Norway, Turkmenistan, Turkey, Uzbekistan, Finland, the Czech Republic, Switzerland and Japan.



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Providing support to education and training in the regions of LUKOIL operations



Setting up classrooms at the Bukhara Oil and Gas College



Personnel training at the LUKOIL Training Center in Basrah (Iraq)

Synergy effect from cooperation

LUKOIL is proud to be part of the ILO youth employment initiative



Sharing the ILO principles, LUKOIL supports Project of Partnerships for Youth Employment in the CIS Countries, and enhances it with practical implementation of initiatives and recommendations developed in collaboration with the ILO and Social Partners



Always moving forward!