PRESS RELEASE
AUGUST 31, 2023

LUKOIL SIGNS AGREEMENT WITH ITS TRADE UNION

PJSC LUKOIL and the International Association of LUKOIL Trade Union Organizations signed an agreement until the end of 2026.

The document outlines the main principles and conditions for managing social and labour issues, as well as provides for additional social guarantees, more extensive than those set by the current legislation.

The agreement clarifies the norms related to occupational health and safety, adjusts the tariffs for welfare payments, as well as for additional payments to allowances for temporary disability and maternity aid. The new edition of the document introduces better vacation travel allowances for those working in the regions of the Far North and equated localities, as well as better travel compensations for employees going to a new job location. The agreement establishes the scope of material aid provided in case of a child birth or an adoption. It also introduces a clear definition of a "status of a young specialist".

The agreement serves as a basis for collective agreements signed in all LUKOIL Group organizations. The continuous enhancement of the document, which follows the changes in legislation and LUKOIL's corporate regulations, ensures stable development of the Company's system of social partnership and confirms the Company's openness to cooperate with its employees and the trade union under the LUKOIL Group Sustainability Policy.

Information about company:
LUKOIL is one of the largest oil & gas vertical integrated companies in the world accounting for over 2% of crude production and circa 1% of proved hydrocarbon reserves globally. LUKOIL enjoys a full production cycle to control the entire value chain from upstream to downstream. LUKOIL employs over 110 thousand people who join their efforts and talents to secure the Company's market leadership.

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