

HUMAN RESOURCES

AND CORPORATE CULTURE 102-8

The main goal of the HR Policy is to maximize the return on investment in staff by building a system that motivates each employee to achieve goals in accordance with the Corporate Development Strategy, makes it possible to objectively assess the extent to which results are achieved, and fairly rewards and encourages them for their achievements.

12,311 people

Employed by the group in 2020

All HR management processes within ZARUBEZHNEFT GROUP are implemented in accordance with the HR Policy approved for 2019–2023. The HR Policy is based on Zarubezhneft's Corporate Development Strategy and aims to support its implementation.

