

**Company Name** Tatneft  
**Industry** Extractive  
**UNGP Core Score (\*)** 3.0 out of 26

Score	Out of	For indicators
<b>Governance and Policy Commitments</b>		
0	2	A.1.1 Commitment to respect human rights
0.5	2	A.1.2 Commitment to respect the human rights of workers
1	2	A.1.4 Commitment to engage with stakeholders
0	2	A.1.5 Commitment to remedy
<b>Embedding respect and Human Rights Due Diligence</b>		
Embedding respect		
0	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
0	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
0	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
0	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
0	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
<b>Remedies and Grievance Mechanisms</b>		
1.5	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
0	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
0	2	C.7 Remedying adverse impacts and incorporating lessons learned
<b>3.0</b>	<b>26</b>	

(\*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: General HRs commitment</li> <li>• Not met: UNGC principles 1 &amp; 2</li> <li>• Not met: UDHR: The Company discloses in its Human Rights policy that it 'recognizes the importance of respecting and observing the fundamental human rights proclaimed by the UN Universal Declaration of Human Rights.' However, "recognizing the importance" is not considered a formal statement of commitment according to CHRB wording criteria. [Website Human Rights section, 2018: <a href="http://2018.tatneft.ru">2018.tatneft.ru</a> &amp; 2018 Sustainability Report - Interaction with stakeholders: <a href="http://2018.tatneft.ru">2018.tatneft.ru</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: International Bill of Rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: UNGPs</li> <li>• Not met: OECD: The Company discloses that it is connected and complies with OECD Guideline. However, it did not state explicitly its commitment. [Connection with OECD Guideline, 2011: <a href="http://2017.tatneft.ru">2017.tatneft.ru</a>]</li> </ul>
A.1.2	Commitment to respect the human rights of workers	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: ILO Core: In its website section about Human Rights, the Company states: 'The Company recognizes and respects the rights of trade unions, including those proclaimed in the ILO core conventions: the right of every worker to be represented by a trade union of his/her own choice, and the fundamental trade-union rights relating to freedom of association, and the right to unite workers into trade unions, as well as the right to collective bargaining; exclusion of any form of forced or compulsory labor; actual exclusion of child labour; promoting and ensuring equality of opportunity and treatment of employees, including equal remuneration of women and men for equal work, and non-discrimination in employment.' [Annual Report with ESG, Human Rights section, 2017: <a href="http://2017.tatneft.ru">2017.tatneft.ru</a>]</li> <li>• Not met: Explicitly list All four ILO apply to EX BPs</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Explicit commitment to All four ILO Core: As indicated above, in its website section about Human Rights, the Company states: 'The Company recognizes and respects the rights of trade unions, including those proclaimed in the ILO core conventions: the right of every worker to be represented by a trade union of his/her own choice, and the fundamental trade-union rights relating to freedom of association, and the right to unite workers into trade unions, as well as the right to collective bargaining; exclusion of any form of forced or compulsory labor; actual exclusion of child labour; promoting and ensuring equality of opportunity and treatment of employees, including equal remuneration of women and men for equal work, and non-discrimination in employment.' [Annual Report with ESG, Human Rights section, 2017: <a href="http://2017.tatneft.ru">2017.tatneft.ru</a>]</li> <li>• Met: Respect H&amp;S of workers: Tatneft discloses that it recognizes the right to safe working conditions and a healthy environment. In addition, the Company recognizes it must ensure safe working conditions and protect the health of personnel and population that lives in areas where the Company operates. [Policy in Industrial Safety, Labour and Environmental Protection, 2017: <a href="http://2017.tatneft.ru">2017.tatneft.ru</a>]</li> <li>• Not met: H&amp;S applies to EX BPs</li> </ul>
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to stakeholder engagement: Tatneft states that 'Interaction with interested parties is carried out at all levels of the Company's activities using mechanisms and forms appropriate to the scale and content of the tasks to be</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>carried out in the are of mutual interests. The Company builds relationships with a number of stakeholder groups (regional and federal authorities, trade unions, public and international organizations, business partners) on the basis of cooperation or partnership agreements [...] The Company is guided by the Stakeholder Engagement Standard AA1000SES (2015). When concluding agreements and joint actions with interested parties, the Company conducts a negotiation process, allowing each party to state its position and jointly find a solution that suits both parties. The fulfilment of obligations is accompanied by monitoring, allowing each party to assess the effectiveness of interaction. The results of the implementation of agreements, as a rule, are discussed with interested parties, including at public events. The Company also provides feedback in the form of surveys, round tables, conferences, meetings, feedback channels, which allows to identify the satisfaction of stakeholders with various aspects of the Company's activities, including its products, services, social programs.' [2018 Sustainability Report - Interaction with stakeholders: <a href="https://2018.tatneft.ru">2018.tatneft.ru</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Commits to engage stakeholders in design</li> <li>• Not met: Regular stakeholder design engagement</li> </ul>
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Commits to remedy</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Not obstructing access to other remedies</li> <li>• Not met: Collaborating with other remedy initiatives</li> <li>• Not met: Work with EX BPs to remedy impacts</li> </ul>

### Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to ILO core conventions: See A.1.2</li> <li>• Not met: Senior responsibility for HR</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Day-to-day responsibility</li> <li>• Not met: Day-to-day responsibility for EX BRs</li> </ul>
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Identifying risks in own operations: The Company discloses about its integrated corporate risk management system and internal control in its website and explain how it works and how issues are identified and addressed. However, it did not describe its process and triggers for identifying human rights risks. [Annual Report with ESG, Risk Management and Internal Control, 2017: <a href="https://2017.tatneft.ru">2017.tatneft.ru</a>]</li> <li>• Not met: identifying risks in EX business partners</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Ongoing global risk identification</li> <li>• Not met: In consultation with stakeholders</li> <li>• Not met: In consultation with HR experts</li> <li>• Not met: Triggered by new circumstances</li> <li>• Not met: Explains use of HRIAs or ESIA (inc HR)</li> </ul>
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Salient risk assessment (and context)</li> <li>• Not met: Public disclosure of salient risks</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Action Plans to mitigate risks</li> <li>• Not met: Including amongst EX BPs</li> <li>• Not met: Example of Actions decided</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: System to check if Actions are effective</li> <li>• Not met: Lessons learnt from checking effectiveness</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Comms plan re identifying risks</li> <li>• Not met: Comms plan re assessing risks</li> <li>• Not met: Comms plan re action plans for risks</li> <li>• Not met: Comms plan re reviewing action plans</li> <li>• Not met: Including EX business partners</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Responding to affected stakeholders concerns</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>

## Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The Company provides a hotline in which any person can call or write and email to make a complaint about abuses, embezzlement, violations of internal regulatory documents and legislation. The company also has a special confidential channel, through which an employee or an outsider can report facts of various violations including human rights. [Hotline: <a href="http://tatneft.ru">tatneft.ru</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved: The Company describes that in 2017, 790 applications of various nature were received and processed. However, there is no description how many of this complaints were related to human rights issues. [Annual Report with ESG, Hotline, 2017: <a href="http://2017.tatneft.ru">2017.tatneft.ru</a>]</li> <li>• Not met: Channel is available in all appropriate languages</li> <li>• Met: Opens own system to EX BPs workers: The Company states in its Annual Report that 'effectively operates a special confidential channel, through which an employee or an outsider can report facts of various violations related to the Company's activities professional activities, corporate governance, and corporate ethics issues, respect for human rights, work schedule, social aspects, industrial and environmental safety, labor protection, quality of products and services, other issues, including those of a corruption nature – the "Hotline." Receiving calls is carried out by an independent operator'. [Annual Report 2018, 25/06/2019: <a href="http://tatneft.ru">tatneft.ru</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Grievance mechanism for community</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Describes accessibility and local languages</li> <li>• Not met: Expects EX BPs to have community grievance systems</li> <li>• Not met: EX BPs communities use global system</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Describes how remedy has been provided</li> <li>• Not met: Says how it would remedy key sector risks</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Changes introduced to stop repetition</li> <li>• Not met: Approach to learning from incident to prevent future impacts</li> <li>• Not met: Evaluation of the channel/mechanism</li> </ul>

## Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found.

### Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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