



APPENDIX 2

Legal Requirements to Occupational Health and Hygiene

Purpose

- List key regulatory requirements for managing Occupational Health and Hygiene in *Sakhalin Energy LLC* assets and activities and provide an overview of these requirements.
- Specify international requirements or guidelines fully or partially adopted by *Sakhalin Energy LLC* in relation to *Occupational Health and Hygiene*¹.
- Provide a summary of the Lenders' requirements in relation to *Sakhalin Energy LLC* assets and activities, provide comments regarding compliance, and identify any approved exceptions / deviations / derogations.

Target Audience

- *Managers.*
- *HSE Professionals.*
- *Occupational Health and Hygiene Specialists.*

General Health Requirements

Legal general health requirements are provided in the following RF laws and regulations:

- Federal Law No. 323-ФЗ of 21 November 2011 On Fundamentals of Health Protection of Citizens in the Russian Federation.
- Federal Law No. 38-ФЗ of 30 March 1995 On Prevention of Spread of HIV Infection in the Russian Federation.
- Order of RF Ministry of Health No. 1060H of 17 November 2021 On Approval of Requirements for HIV Certificates for Foreign Nationals Applying for Work Permit.
- Federal Law No. 77-ФЗ of 18 June 2001 On Prevention of Spread of Tuberculosis in Russian Federation.
- On Approval of Basic Procedure Regarding the Shift Work Application. Joint Decree of State Labour Committee, State secretariat of Trade Unions, Ministry of Health Care of the USSR No. 794/33-82 of 31 December 1987.
- Order of RF Ministry of Health No. 1079H of 19 November 2021 On Approval of the Procedure for Conducting Medical Evaluation, Including Chemical and Toxicological Testing of a Foreign National or Stateless Person for Drugs or Psychotropic Substances or New Potentially Dangerous Psychoactive Substances and their Metabolites, Screening of a Foreign National or a Stateless Person for Infectious Diseases that Pose a Danger to Others, and Human Immunodeficiency Virus (HIV) Infection, the Form and Validity of a Medical Certificate of Non-Use of Drugs or Psychotropic Substances without a Doctor's Prescription or New Potentially Dangerous Psychoactive Substances, and the Form, Description of the Form and Validity Period of a Medical Certificate of Presence/Absence of Infectious Diseases that Pose a Danger to Others.
- Order of RF Ministry of Health No. 29H of 28 January 2021 On Approval of the Procedure for Conducting Mandatory Preliminary and Periodic Medical Examinations of Employees Provided for in Part Four of Article 213 of the RF Labour Code, the List of Medical Contraindications for Working with Harmful and/or Hazardous Production Factors, and Jobs Requiring Mandatory Preliminary and Periodic Medical Examinations.
- Order of RF Ministry of Health and Medical Industry No. 477H of 04 May 2012 On Approval of the List of Conditions that Require First Aid and the List of First Aid Measures

¹ Italicised terms in this document are included in the [Sakhalin Energy LLC HSE Glossary](#).



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- Order of RF Ministry of Health No. 1331H of 15 December 2020 On Approval of Requirements for a Complete Set of Medical Devices for First Aid Kits for Employees.
- Order of RF Ministry of Health No. 1080H of 08 October 2020 On Approval of Requirements for a Complete Set of Medical Devices for First Aid Kits for Victims of Road Traffic Accidents.
- Order of RF Ministry of Health No. 866H of 19 August 2021 On Approval of the Classifier of Medical Works and Services.
- RF Government Decree No. 852 of 01 June 2021 On Licensing Medical Activities (Except for the Specified Activities Carried out by Medical Organisations and Other Organisations Included in the Private Healthcare System at the Skolkovo Innovation Centre) and Invalidation of Certain Acts of the RF Government.
- Order of RF Ministry of Health No. 1122H of 06 December 2021 On Approval of the National Calendar of Preventive Vaccinations, the Calendar of Preventive Vaccinations for Epidemic Indications and the Preventive Vaccination Procedure.
- Federal Law No. 15-ФЗ of 23 February 2013 On the Protection of Public Health from Exposure to Environmental Tobacco Smoke and Consequences of Tobacco Consumption.

Alcohol and Drugs

Legal requirements related to drugs and alcohol are provided in the following main RF laws and regulations:

- Labour Code of Russian Federation No. 197-ФЗ of 30 December 2001, Articles 76, 81, 242, 243.
- RF Code of Administrative Offences No. 195-ФЗ of 30 December 2001, Article 12.8.
- Order of RF Ministry of Health No. 933H of 18 December 2015 On the Procedure for Carrying Out a Medical Evaluation for Intoxication (Alcoholic, Narcotic, or Other Toxic).
- Letter of RF Ministry of Healthcare No. 2510/9468-03-32 of 21 August 2003 On Pre-Trip Medical Checkups of Vehicle Drivers.
- Federal Law No. 3-ФЗ of 08 January 1998 On Narcotic Drugs and Psychotropic Substances.
- Order of RF Ministry of Health No. 40 of 27 January 2006 On Organisation of Chemical and Toxicological Testing in Case of Analytical Diagnosis of Presence of Alcohol, Narcotic, Psychotropic and Other Toxic Substances in a Human Body.
- RF Government Decree No. 681 of 30 June 1998 On Approval of the List of Narcotic Drugs, Psychotropic Substances and Their Precursors Subject to Control in the Russian Federation. General Hygienic Requirements

Legal general hygienic requirements are provided in the following RF laws and regulations:

- Federal Law No. 52-ФЗ of 30 March 1999 On Sanitary and Epidemiological Welfare of the Population.
- Federal Law No. 426-ФЗ of 28 December 2013 On Special Assessment of Workplaces.
- SP 2.2.3670-20 Sanitary Requirements for Working Conditions.
- SP 4056-85 Hygienic Requirements for Floating Drilling Rig.
- SP 1.1.1058-01 Organisation and Procedures for Industrial Control over Observance of Sanitary Rules and Sanitary Epidemiological (Preventive) Measures.
- R 2.2.2006-05 Guide on Hygienic Assessment of Factors of Work Environment and Work Load. Criteria and Classification of Working Conditions.
- SanPiN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.

Hearing Protection

Legal requirements for hearing conservation are provided in the following RF laws and regulations:



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- SSBT GOST 12.1.003-83 - Noise. General Safety Requirements.
- SSBT 12.1.036-81 - Noise. Limits for Residential and Public Buildings.
- SanPiN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.
- MU 1844-78 - Guidelines for the Measurement and Hygienic Evaluation of Noise at the Workplace.
- GOST 12.1.029-80 (ST CMEA 1928-79), - Occupational Safety Standards System. Means and Methods of Noise Protection. Classification.
- GOST ISO 9612-2016 Acoustics. Noise Measurement for the Purpose of Evaluating Human Exposure to Noise. Method of Measurements at Workplaces.
- GOST R ISO 3746-2013 – Acoustics. Determination of Sound Power Levels and Sound Energy Levels of Noise Sources Using Sound Pressure. Survey Methods Using an Enveloping Measurement Surface Over a Reflecting Plane.
- GOST R 53188.1-2019 Sound Level Meters. Part 1. Technical Requirements.
- GOST 23941-2002 Noise of Machines. Methods for Determination of Noise Characteristics. General Requirements.

Vibration

Legal requirements for vibration are provided in the following RF regulations:

- SanPiN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.
- GOST 12.1.049-86 Occupational Safety Standards System. Vibration. Methods for Measurement on Operator's Seats of Automotive Wheel Road-Construction Vehicles.
- GOST 12.1.012-2004, Occupational Safety Standards System. Vibration Safety. General Requirements.

Lighting

Legal requirements for lighting are provided in the following RF regulations:

- SP 52.13330.2016 Natural and Artificial Lighting (Sections 1 (Clauses 1.1, 1.2), 4 - 6, 7 (Clauses 7.1 - 7.35, 7.37, 7.38, 7.40, 7.45 - 7.86, 7.101 - 7.122), Appendix K).
- SanPiN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.
- MU 2.2.4.706-98 /MU OT PM 01-98 Evaluation of Lighting in Work Places.

Air Ionisation

Legal requirements for air ionization are provided in the following RF regulation:

- SanPiN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.

Electromagnetic Fields

Legal requirements for electromagnetic fields are provided in the following RF regulation:

- SanPiN 2.1.8/2.2.4.1383-03 Hygienic Requirements for the Location and Operation of Radio Transmission Facilities.

Ionising Radiation

Legal requirements for ionizing radiation are provided in the following RF regulations:



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- SP 2.6.1.2612-10 Fundamental Sanitary Rules for Radiation Safety.
- SP 2.6.1.3164-14 Hygienic Requirements to Radiation Safety for X-ray Defectoscopy.
- SP 2.6.1.3241-14 Hygienic Requirements to Radiation Safety for Radionuclide Defectoscopy.
- SanPiN 2.6.1.2800-10 Hygienic Requirements to Limit Public Exposure from Ionising Radiation Sources.
- SanPiN 2.6.1.2523-09 Radiation Safety Standards.

Chemical Factors

Legal requirements for chemical factors are provided in the following RF regulations:

- GOST 12.1.005-88 Occupational Safety Standards System. General Sanitary Requirements for Working Zone Air.
- SANPIN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.
- GN 2.2.5.2308-07 Estimated Safe Exposure Levels of Hazardous Substances in Air at Working Area.

Work Place Indoor Climate

Legal requirements relating to work place indoor climate are provided in the following RF regulation:

- SANPIN 1.2.3685-21 Hygienic Standards and Requirements for Safety and/or Harmlessness of Habitat Factors for People.

Office Ergonomics

Legal requirements related to office ergonomics are provided in the following RF regulation:

- SP 2.4.3648-20 Sanitary Requirements for Organisations Involved in Education and Training, Recreation and Health Improvement of Children and Youth.

Food, Water, Medical Facilities

Legal requirements provided in the following RF regulations:

- SanPiN 2.3/2.4.3590-20 Sanitary Requirements for Public Catering.
- SanPiN 2.3.2.1324-03 Hygienic Requirements for Foods Shelf Life and Storage Conditions.
- SanPiN 2.1.3684-21 Sanitary and Epidemiological Requirements for Maintenance of Territories of Urban and Rural Settlements, for Water Bodies, Potable Water and Potable Water Supply, Atmospheric Air, Soils, Residential Premises, Maintenance of Production and Public Premises, Organising and Implementing Sanitary Anti-Epidemic (Preventive) Measures.
- SP 2.1.3678-20 Sanitary and Epidemiological Requirements for the Operation of Premises, Buildings, Structures, Equipment and Transport, Operating Conditions of Business Entities that Sell Goods, Perform Work or Provide Services.
- SanPiN 2.1.3684-21 Sanitary and Epidemiological Requirements for Maintenance of Territories of Urban and Rural Settlements, for Water Bodies, Potable Water and Potable Water Supply, Atmospheric Air, Soils, Residential Premises, Maintenance of Production and Public Premises, Organising and Implementing Sanitary Anti-Epidemic (Preventive) Measures.

HIV Infection

- Federal Law No. 38-Φ3 of 30 March 1995 On Prevention of Spread of HIV Infection in the Russian



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Federation.

- SanPiN 3.3686-21 Sanitary Requirements for the Prevention of Infectious Diseases.

International Requirements

Sakhalin Energy LLC shall comply with the following conventions, standards and other requirements, except where exceptions / derogations exist.

- IFC Environmental, Health, and Safety (EHS) Guidelines. General EHS Guidelines: Occupational Health and Safety. April 2007
- IFC EHS Guidelines. Onshore Oil and Gas Development. April 2007
- IFC EHS Guidelines. Offshore Oil and Gas Development. June 2015
- IFC EHS Guidelines. LNG Facilities. April 2017
- IFC Performance Standard 4. Community Health, Safety and Security. Clauses 1-11. (January 2012)
- IFC Performance Standard 2. Labour and Working Condition. Article 23. (January 2012)
- ILO Code of Practice on HIV/AIDS and the world of work (2001).
- EU Council Directive 89/391/EEC – (On the introduction of measures to encourage improvements in the safety and health of workers at work).
- EU Council Directive 92/104/EEC (On the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries as amended by Directive 2007/30).
- Regulation (EC) No 1272/2008 of the European Parliament and of the Council on classification, labelling and packaging of substances and mixtures ('CLP Regulation').
- EU Council Directive 98/24/EC (Chemical Agents Directive as amended by Directives 2007/30/EC and 2014/27/EU).
- IOGP report 343. Managing health for field operations in oil & gas activities (Revision – Version 1).
- IOGP report 445. Drug abuse: a guide for managers and supervisors in the oil and gas industry.
- IOGP report 470. Fitness to work. IOGP Report 397. A guide to Food and Water Safety.
- IOGP report 384. A roadmap to Health Risk Assessment in the oil and gas industry.
- IOGP report 396. Drilling fluids and health risk management.
- IOGP report 398. Health aspects of work in extreme climates.
- IOGP report 412. Management Naturally Occurring Radioactive Material (NORM) in the oil & gas industry.
- IOGP report 378. Managing workplace stress.
- IOGP report 392. Managing fatigue in the workplace.
- IOGP report 536. Fatigue in Fly in Fly out operations.
- IOGP report 374. HIV/AIDS management in the oil & gas industry.
- IOGP report 548. Health Impact Assessments. A guide for the oil and gas industry.

Where appropriate, Sakhalin Energy LLC shall incorporate the following good practice recommendations into its standards, guidelines and work practices:



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- IOGP / IPIECA Health guides and guidance documents, not referenced above.
- Occupational Exposure Limits (OEL) and Threshold Limit Values (TLV) defined in the American Conference of Governmental Industrial Hygienists.
- International Agency for Research on Cancer (IARC) listed in IARC Monographs on the Evaluation of Carcinogenic Risks to Humans Series.