

SOCIAL RESPONSIBILITY





As one of the country's largest employers, the Company adheres to a social orientation that is based on the principles of partnerships with workers and trade unions.

The Company aims at:

- promoting productive employment;
- ensuring decent work and working conditions;
- compliance with labor and human rights;
- honest business conduct and rejection of corruption;
- assistance to the development of society and regions of presence.

EMPLOYMENT

GRI 102-7, 102-8, 103-1, 103-2, 103-3, 401-1, 401-2, 401-3, 402-1

The basis of KMG’s personnel management system is KMG’s personnel policy for 2017–2021 (hereinafter referred to as the “Personnel Policy of KMG”).

It defines the main approaches, principles, requirements and directions for the development of the human resource management function in the KMG Group of companies until 2021.

The concept of personnel policy is aimed at creating conditions for increasing the value of human capital in the KMG Group.

Achieving this strategic objective is based on the three main objectives of the HR function:

- 1) Creation of a single HR function and a single model of personnel management for the entire KMG Group.
- 2) Continuous improvement and increased openness of the personnel management function.
- 3) Corporate culture development and leadership skills.

Each goal includes a list of specific tasks, which are key areas of personnel policy.

The concept of personnel management system development:

Mission

Increase in the value of the KMG Group of companies

Vision

Creating of conditions to increase in the value of human capital in the KMG Group

Goals

Creation of a single HR function and a single personnel management model throughout KMG

Constant improvement and increase of personnel management function transparency

Corporate culture development and leadership skills improvement

Objectives

Streamlining HR processes, policies, methods, tools, templates throughout the KMG Group

Regular monitoring and improvement of HR function

Improvement of corporate culture, increase of social stability and development of the necessary behavior characteristics of personnel

Streamlining approaches to the HR organizational structure formation throughout the KMG Group

Regular communication and feedback from HR function

Leadership skills and personnel management development among managers at different level

HR process automation

Outsourcing HR processes that don't create added value to the Shares Services Center

Creating atmosphere of mutual respect and trust, unity and cohesion within the KMG HR function

The concept of personnel policy is based on the following key principles:

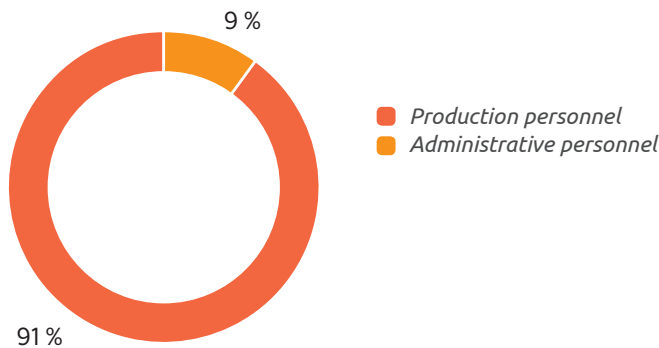
- 1) Balance of interests of employees and the Company;
- 2) Uniform personnel policy for the entire KMG Group;
- 3) Shift of the HR role from administratively supportive to strategic for business;
- 4) Creating added value for the business;
- 5) Optimal organizational structure and number of employees.
- 6) Planning the number, based on the needs of the business and labor market conditions.
- 7) Continuous improvement of training and continuing education programs.
- 8) Building a self-learning organization for the model 70/20/10.
- 9) Responsibility of managers for personnel management.
- 10) Creating a culture of employee involvement in the joint achievement of strategic goals.
- 11) Creating conditions for motivating employees.
- 12) Preventing law violations.

The total actual number of employees at the end of the reporting period in 2018 amounted to 78,933 people for the KMG Group of companies, and out-staffing 3,347 people.

The number of employees was optimized due to a moratorium on hiring, retirement of employees, natural turnover, and the withdrawal of non-core activities.

At the same time, the share of production personnel in the total number of personnel is 91%, administrative and management personnel – 9% (in 2017, 89% and 11%, respectively). Considering that the direction of a company’s activity is associated with difficult, dangerous and harmful working conditions, the proportion of men is 81.2%, women 18.8%.

Personnel by categories over the reporting period, %



SUSTAINABLE DEVELOPMENT GOALS



Principle 1

Business communities shall support and respect protection of internationally recognized human rights.



Principle 2

Business communities shall make sure that they are contributory infringer of human rights.

Principle 3

Business communities shall ensure freedom of association and effective recognition of right on collective bargaining.



Principle 5

Business communities shall ensure prohibition of child labour.

Principle 6

Business communities shall ensure elimination of discrimination in employment and occupation.

Employees, detailed by gender for 2015–2018, %

Years	2015	2016	2017	2018
men	74.8	79	80.8	81.2
women	25.2	21	19.2	18.8

In age category main share of employees is represented in group from 31 to 50 years old – 58.3%, while share of men is 80%, women – 20%. Number of employees older than 50 years old is 25% of total number of staff, while share of men is 83%, women – 17%. Share of young people under the age of 30 is 16.7% of total number, and share of men is 83%, women – 17%.

Employees by age groups in 2016–2018, %

years	2016	2017	2018
under 30 years	23	17.5	16.7
from 31 to 50 years	54	58	58.3
older than 50 years	23	25	25

Number of newly employed employees 9,491 people, or 12.1% of the average number.

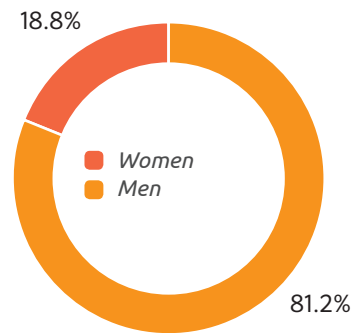
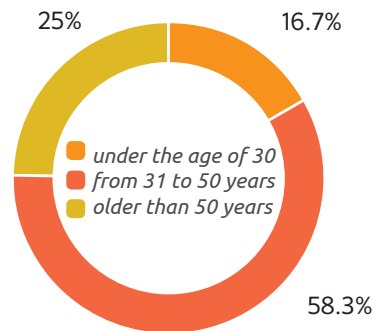
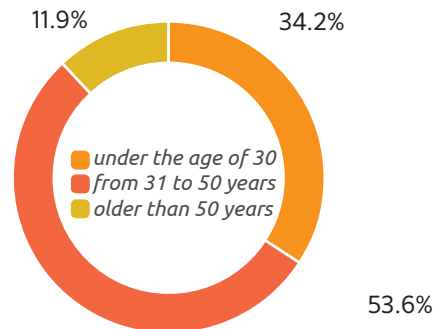
Newly employed employees for 2014–2018, %

2014	2015	2016	2017	2018
15.3	23.9	20.7	9.4	12.1

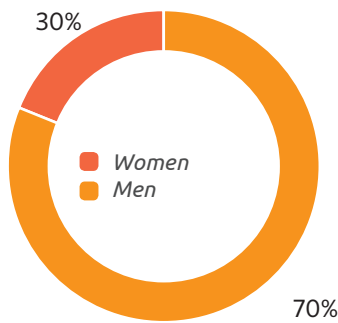
The number of employees with whom employment was terminated during the reporting period was 10.5 thousand people, including people of the age under 30 – 18.2% (20.4% in 2017), from 31 to 50 years – 55% (46.4% in 2017), older than 50 years – 27.7% (23.5% in 2017).

Employee turnover rate* by Group of companies KMG was in average 14% (14% in 2017, 13.8% in 2016, 11.1% in 2015).

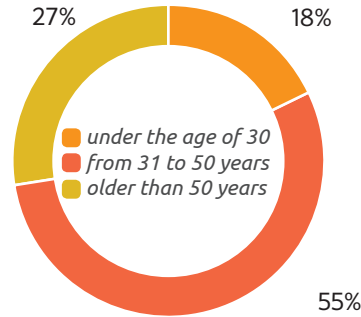
* Employee turnover rate = $A / B \times 100\%$, where A is the number of employees with whom employment was terminated due to their own initiative, by agreement of the parties and through the fault of the employee at the end of the reporting period; B – the average number for the period.

Employees, detailed by gender for reporting period, %

Employees by age groups for reporting period, %

Newly employed employees, by age groups, %


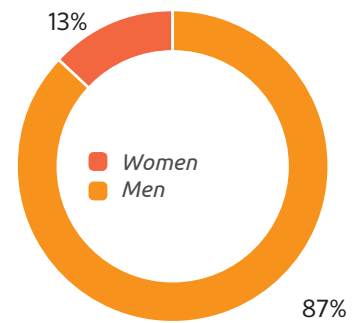
Newly employed employees, by gender over the reporting period, %



Employees with whom employment was terminated during the reporting period by age group, %



Employees with whom employment was terminated during the reporting period by gender, %



KMG provides employees with a guaranteed social package which includes various types of social benefits and compensations:

- material assistance for health improvement to annual leave
- payments related to pregnancy and childbirth
- monthly payments to employees absent on leave for childcare till 1.5 years
- compensation for termination of employment contract in case of impossibility to transfer to another job
- due to full loss of ability to work
- disability, one-time payment in case death of employee for organizations of funeral
- one-time payment to family of employee, who died in the result of an accident at work.

The Company also provides social guarantees for voluntary medical insurance in case of illness and organization of rest for children of employees in children’s health camps in Kazakhstan.

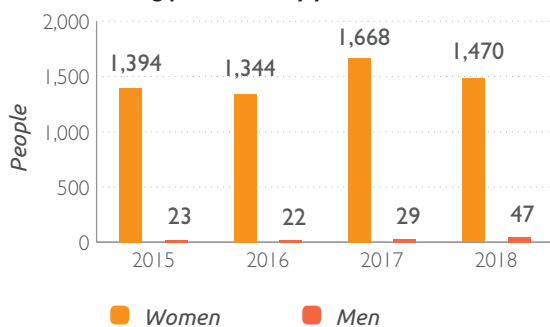
Moreover, employees are provided with historically formed types of social support. These types of social assistance are specified in collective agreements

or provided in internal regulatory documents of the enterprise. Such payments include payments in connection with achievement of anniversary date, in connection with the marriage, short-term leave at the time of marriage, in connection with the birth of a child, due to death of relatives with the preservation of wages, for treatment and payment of medical operations, in the case, if the cost of treatment exceeds limit, established by the insurance program, to disabled workers, disabled children, and many others.

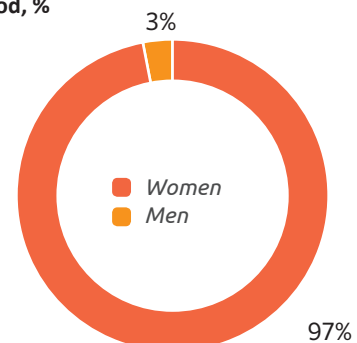
The number of employees on leave for child care without preservation of salary pay at the end of the accounting period was 1,517 people (in 2017 – 1,697 people), with share of women 97%, and 3% of men. Women, who are on maternity leave, are 436 (856 women in 2017).

The collective agreement does not provide for a period for notifying employees on changes in operating activities, this issue is regulated in accordance with the Labor Code. If the working conditions are changed, the Company shall notify the employee in writing not later than fifteen calendar days. Minimum notification period towards significant changes in the company’s activities is 4 weeks.

Employees on maternity/paternity leave for the accounting period and by years



Employees on maternity/paternity leave for the reporting period, %



HUMAN RIGHTS

The Company recognizes the undeniable importance of providing equal rights to everyone. The Company strictly honours the fundamental human rights.

The Company strictly complies with the requirements of the labour legislation of the Republic of Kazakhstan and does not violate its norms, according to which no one can be subject to any discrimination in the exercise of labour rights on grounds of origin, social, official and property status, gender, race, nationality, language, attitude to religion, belief, place of residence, age or physical disabilities, as well as belonging to public associations. The Company did not receive complaints regarding discrimination during accounting period.

The Company does not use child labor, forced labor, recognizes the equal rights of all employees, regardless of their race, religion or gender.

Every employee of the Company has equal opportunities in implementation of its rights and freedoms in the area of work. Moreover, the company actively participates in negotiations with employees on concluding, amending and supplementing the collective agreement, strictly observes terms of the negotiations and ensures the work of the relevant joint commissions, provides the information, necessary for the negotiations, strictly complies with the terms of the collective agreement.

According to the labour legislation, every employee is entitled to participate in collective bargaining and drafting of collective agreement through their representatives, as well as familiarize themselves with the signed collective agreement.

There are no restrictions on the right of freedom of association and collective

GRI 102-41, 103-1, 103-2, 103-3, 406-1, 407-1, 408-1, 409-1

bargaining by types of activity or territorial character in the company's activities. We, as a socially responsible company, fully support this right and create a favourable environment for implementation of workers' right to freedom in association.

For the KMG Group today, in many manufacturing enterprises collective agreements have been concluded.

For the purpose of unification, a Standard Form of Collective Agreement has been developed, which establishes uniform principles for organizing wages, providing social support, working conditions, work and rest schedules, etc. An algorithm for resolving collective labor disputes, if they arise, is step-by-step registered in the Model Form of Collective Agreement. Standard requirements for the development of collective agreements for the KMG Group allow for the construction of labor relations on a legislative basis, to prevent unreasonable overstatement or reduction of benefits for employees, to recommend consistent actions in the event of labor disputes in order to prevent conflicts and relieve tensions.

In 2018, the number of employees of the KMG Group of companies covered by collective agreements was the same as in 2017 – 58,838 people, in 2016 – 58,658 people, in 2015 – 54,197 people.

The Company's interaction with trade unions is carried out within the framework of the social partnership, established by the labour legislation at the sectoral and regional levels. At the sectoral level, the main parameters of interaction (social guarantees, issues of labour organization, principles of wages, employment, gender and youth policy, safety and labour protection, prevention and resolution of labour conflicts, etc.) are defined in the Sectoral Agreement in oil

and gas, oil refining and petrochemical branches of the Republic of Kazakhstan for 2017–2019.

At the regional level, there are regional commissions for social partnership, which, consider specific collective labour disputes in addition to regional issues of employment and labour protection.

According to the research of the Social Stability Index (SSI), conducted by the Social Partnership Center of “Samruk-Kazyna” JSC, SSI of KMG has increased from 61 to 74 percent from 2013 to 2017, and is at “above average” level, in 2018, SSI is 74%.

According to the results of the SSI research, for all identified alarming zones in KMG and individual subsidiaries and affiliates, plans of activities to ensure social stability are developed

Unified System of Internal Communications

Since 2016, all industrial enterprises of KMG are introducing internal communications tools, according to which the reporting meetings of top managers with labor collectives are held systematically twice a year, quarterly meetings of line managers of the KMG subsidiaries and affiliates are held with teams, managers meet with the trade union, each employee’s ability to contact questions to the management of enterprises and get an answer in a timely manner. In 2018, 65 reporting meetings of senior managers with labor collectives.

In addition, in order to create and maintain effective mechanisms for direct communication between employers and employees in the subsidiaries and affiliates, timely inform employees about the goals and objectives of activities in the subsidiaries and affiliates, bring the current situation in the organization to the workers, create a positive image of the organization among employees, monitor the parameters of climate in labor collectives in the subsidiaries and affiliates, meetings of line managers with employees of the structural unit, sector, brigade, workshop, unscheduled meetings are held, management

and updated. The plan of KMG activities to ensure social stability covers various areas of company activity which affect the social well-being of employees (internal communications, food quality, living conditions, PPE, training, career growth, etc.) A survey of the involvement and satisfaction of the administrative and managerial employees of the organizations of the KMG Group of companies was also conducted.

The results of the research show what kind of working conditions the employees of the organization are satisfied with and what they don’t, how employees assess the level of development of communications and relationships, how well-being of employees has changed in comparison with the previous period, quality of life of production workers of organizations, etc.

with the workforce to discuss issues that require prompt decision-making, employees are received by the heads of subsidiaries and affiliates on personal matters.

Also, in each subsidiaries and affiliates, a First Executive blog, as well as corporate information site were created, displays for video announcements were installed to bring internal corporate information to labor collectives. Information boards are used to inform employees with operational announcements and messages. To identify problematic issues, an annual survey among employees is conducted in subsidiaries and affiliates.

Also, once a quarter, the management holds a meeting with the subsidiaries and affiliates trade union on the most pressing issues regarding the implementation of the collective agreement, the state of labor discipline, consideration of applications from the labor collective, safety and labor protection issues, provision of social benefits and compensations and other socially significant issues in the enterprise.

STAFF DEVELOPMENT

GRI 103-1, 103-2, 103-3, 404-1, 404-2

Within the framework of capacity development, KMG pays special attention to the development of human resources, both production and administrative personnel.

On an annual basis, KMG provides training and personnel development, forms new approaches and development programs for employees of the KMG Group of companies.

In order to improve the process of training and development, formation and maintenance of the required level of personnel qualifications, and the effective use of budgetary funds, a new concept of personnel training and development has been implemented in the Group of KMG companies since 2016 “70/20/10 – on job training/internal training/external training”. As part of the introduction of the new training model, the Institute of internal trainers has been introduced as well as distance employee training programs, internship program and executive development programs for the Group of KMG companies.

The Formula for Success Internship Program is popular among subsidiaries and affiliates in the manufacturing sector. Within the framework of the program, employees exchange experience with colleagues from other companies of the KMG Group, as well as employees of partner companies. During the program, more than 50 employees of KMG’s subsidiaries and affiliates passed internships at 5 partner companies, including employees of “Embamunaygas” JSC, “Oil Servises Company” LLP, and “Mangistaumunaygas” JSC. 53 employees from 9 companies completed internships in 6 companies of the KMG subsidiaries and affiliates.

Also, at the moment there is cooperation with the Corporate University ENI. Employees of the KMG Group of companies are trained in production areas based on this university. In 2018, 15 employees of the block explored production and oilfield services underwent training at ENI University within 2 days.

For the development of KMG Group employees, internships are also being held at the invitation of partner companies – JCCP, JOGMEC. Each year, these companies accept more than 20 employees of the KMG Group for training in various areas of activity from mining, exploration, processing and marketing to HR and finance management. Training takes place on average from two weeks to one month together with representatives of different countries in related areas, which also allows sharing experience and knowledge.

Together with the General Electric company we have put together a training program on “Oil and Gas Technologies at the Oil and Gas University of GE (Florence, Italy). Since 2015, during the cooperation in this area, 7 employees of the KMG Group have been trained. Duration of training is 5 months.

Special attention is paid to executive development programs. In 2017, by the decision of the KMG Personnel Committee, the development programs for the top managers of the KMG corporate center and subsidiaries and affiliates (CEO-1, CEO-2) “Unified Development Program” were approved, as well as for the directors and their deputies and for the participants of the Unified Personnel Reserve “Effective Manager”. The unified development program



was completed in 2018 and received good feedback; 99 top managers from 26 subsidiaries took part in the program from September 2017 to October 2018. In addition, in 2018, the Human Capital Development Program of the UPSTREAM block was developed and implemented in pilot mode in the “Kazakhturkmunay” LLP and “Kazakhoil Aktobe” LLP. Within the framework of this Program, participants have developed projects that will raise the effectiveness of companies. In 2019, this Program is planned to be implemented at other UPSTREAM companies. During the passage of the program, all relevant areas of human resources development were covered such as digital leadership, influence and emotional leadership.

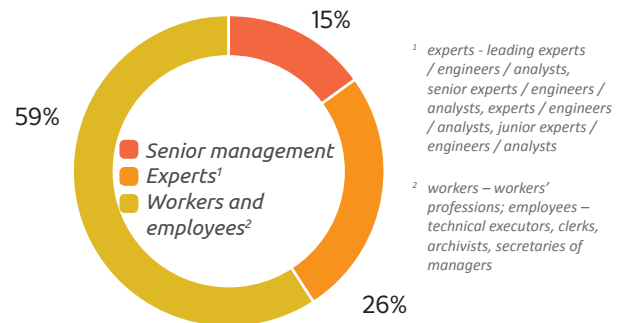
In addition to these projects, KMG annually increases the number of trained employees. In 2018, KMG trained 129 thousand people* for a total KZT 5,7 billion, which is 2.5 % higher than in the previous year. The increase in number of trained and expenses are associated with launch and implementation of the above programs.

Among the number of trained workers, 15% are women, 85% are men (in 2017, 14% and 86%, respectively). At the same time, expenses on training women make up 23% of the total amount of expenses, with the average cost of training women – KZT 69 thousand, men – KZT 40 thousand. 8% of those trained are administrative and managerial personnel, 92% are production personnel. A high percentage of trained production personnel is associated with the mandatory training of workers employed at hazardous production facilities in accordance with the legislation of the Republic of Kazakhstan.

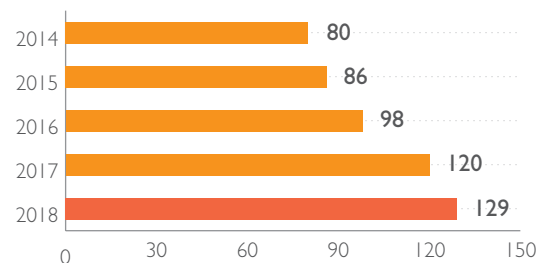
The share of workers trained in ecology, HSE, civil defense and emergency situations was 59%. At the same time, 20% of the trained were trained in blue-collar occupations, and 5% – training related to manufacturing. 50% of all training expenses were spent on training on these topics.

* when calculating the number of trained, the passed training is taken into account (for example, if 1 employee has passed two trainings, the number of trained is 2).

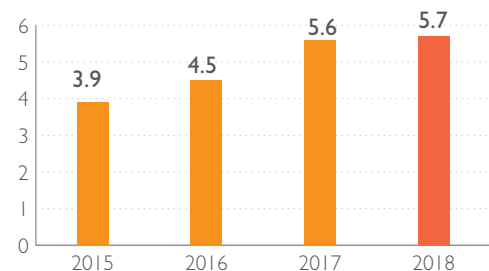
Average annual number of academic hours per one trained employee by category of employees, %



Total number of trained employees by years, thousand people



Personnel development costs, bln tenge



Average annual number of academic hours per one trained employee is 15.0 hours (16.1 hours in 2017), including:

- 14.9 hours per man (15.8 hours in 2017) and 15.6 hours per woman (18.3 hours in 2017);
- 19.5 hours per senior manager, 18.3 hours per expert – 18.3 and 12.6 hours per worker/employee.

Number of employees taking training by gender, %

Years	2015	2016	2017	2018
Men	86,5	88	86	85
Women	13,5	12	14	15

At the same time, we note that the training and development of workers is carried out regardless of gender and position.

One of priorities of long-term development of KMG is training of personnel reserve, which includes search and identification of young and promising leaders with the purpose of training managers of new format with modern competencies.

The main principle is purposeful and systematic training of leaders to ensure continuity of management, as well as provision of employees with opportunities for development and career growth in the Group of companies KMG.

In addition to training programs specifically for reservists, two-diploma EMBA programs are developed and conducted. In total, over the period of the project implementation, 35 employees included in the EQF and do not have a master’s degree of the Unified Personnel Reserve completed the EMBA program. Today, another 14 employees continue their education under a similar program for 2018–2019.

Also, during the EQF project, three meetings of reservists were held, which were team



building and training. To enhance personal and business skills, thematic trainings and seminars are also systematically conducted.

The main topics of the implemented training and staff development programs

1. **Participation in conferences, symposiums, forums**
2. **Personal business training**
3. **Personnel Management**
4. **Internal control and audit**
5. **Integrated management systems, ISO and OHSAS standards**
6. **Environment, HSE**
7. **Kazakhstani content and procurement of goods, works and services**
8. **Economics and Finance**
9. **Corporate Governance. Project management**
10. **Documentation Support**
11. **Information Technology**
12. **Language Training**
13. **Training in mediation programs, negotiation process**

14. **Training in production areas (taxiways, transportation, gas business, processing and marketing, service projects)**
15. **Training for Workers**
16. **Master programs, mini MBA**
17. **Internship**

PERSONNEL EVALUATION

GRI 103-1, 103-2, 103-3, 404-3

The staff assessment procedure is in place in KMG since 2004 and aims to determine the effectiveness of the activities and the promotion of adequate and non-material remuneration.

Procedure is regulated by the Rules for evaluation of KMG's administrative staff and is based on two types of evaluation: professional development assessment and performance evaluation.

According to the recognized international practice of effective human resources management, this procedure is based on assessment of business and leadership competences of employees, taking into account evaluation of performance during the accounting year.

Performance evaluation is carried out on a quarterly basis, according to purposes

of the year, and has specific quantitative results from 1.5 to 0 of the official salary as a quarterly bonus payment.

The evaluation of professional development is conducted annually and pursues the purpose of non-material incentives – evaluation commission can recommend enrolment to personnel reserve, promotion, rotation in the Group of companies KMG, individual training or other opportunities for professional development.

In 2018 annual assessment of employees was made which showed that 85.4% of them are the employees of the KMG corporate center. 33.7% of all employees of the Company passed the performance assessment for the reporting period. Among them 23% are women, 77% are men; senior management – 16%, experts – 41%, workers – 43%.

EQUAL POSSIBILITIES

GRI 103-1, 103-2, 103-3, 202-1, 202-2, 405-1, 405-2

Our approach to staff motivation is based on the principles of ensuring worthy level of labor payment, transparency and respect for employees' rights. All changes in labor payment system are made taking into account opinions and proposals of the interested parties.

In the companies of the Upstream business area, the Single System of Labor Payment

(SSLP) was introduced, which purpose is assistance to achieve strategic purposes of KMG, by adjustment of payment system, ensuring a single labor payment system in all departments, and strengthening employees' interest in labor outcomes. This system provides for a number of conditions, when employees are provided with compensation payments, extra charges and additional payments; one

of these criteria is the Regional coefficient – an indicator of the relative increase in salary in order to compensate for the additional costs and increased labor costs, related to performance of work in regions with severe climatic conditions. The highest value of this ratio is in Mangistau and Atyrau oblasts.

The ratio of salary of initial level in the Group to the minimum salary, established by the national legislation for 2018, is in the range from 6:1.

The ratio of senior management* in regions of presence** employed among the representatives of the local population*** is 85 %.

The ratio of employees in the executive team is 9% of the total number of employees, including 17% of women and 83% of men.

There are no differences in the base salary and in remuneration system depending on gender differences in the Group of companies KMG. The level of salary in the organizations of the Group of companies KMG is associated with position, but not to the employee, i.e. men and women working

* Senior management (First leader and his deputies)
 ** Region of presence – region (district) of operating activities
 *** Local population – citizens of the Republic of Kazakhstan

in the same position receive the same salary and other payments as stipulated by the rules of payment in the organization.

To improve the payment system, the Company has introduced a new approach to evaluation of number of positions (from the level of the administrative staff of the Corporate Center to the level of top management of subsidiaries), using international methodology in the area of human resources management.

The payroll system for the top management body and the management team is focused on performance, motivation, productivity and efficiency, and includes elements of short-term remuneration based on the performance of key performance indicators. In accordance with the best world practices, performance indicators of managers reflect economic, environmental and social objectives of the Group.

Within the framework of the Transformation Program in 2018, project on the assessment of the correspondence of senior employees to the occupied positions (Job Matching****) has been continued.

****Job Matching – a project on the assessment of candidates for compliance with the requirements of the positions target functional.

OUR COMMUNITIES

Contracts for the subsoil use of KMG subsidiaries provide for the allocation of significant funds for the development of the region of production presence and social assistance to segments of the population in need. Companies transfer funds to local executive bodies, which allocate funds, based on the needs of local communities. The company plans to introduce an impact assessment of this activity.

In 2018, under the subsoil use contracts, about KZT 5.2 billion was allocated

GRI 103-1, 103-2, 103-3, 203-1

for the development of regions by the KMG Group.

In 2016, by the decision of the Board of Directors of “Samruk-Kazyna” JSC, the Fund’s Charity Policy and the Fund’s Charity Program were approved, according to which KMG and its subsidiaries cannot plan and provide sponsorship and charitable assistance on their own.

According to the Charity Policy, all charitable activities of the “Samruk-Kazyna” JSC Group

History Case:

For example, “Ozenmunaygas” JSC annually allocates KZT 900 million to the fund of social programs for the development of the infrastructure of Zhanaozen and the Karakiya district.

“Embamunaygas” JSC allocated more than KZT 586 million for the construction of kindergartens, a secondary school and a health and fitness complex in the villages of Sagyz and Karabau of the Kyzylkoginsky district, in the village of Akkystau of the Isatai district in 2018.

“KazMunayTeniz” LLP MNE has contributed to the financing of the reconstruction

of the Shetpe – Kyzan road in the Mangistau district in the amount of KZT 371 million.

In order to support certain sports and sporting events, “Pavlodar Petrochemical Plant” LLP has allocated KZT 200 million to the city of Pavlodar.

“Kazgermunai” JV LLP has allocated funds in the amount of KZT 1,465 million for the construction of the Youth Service Center in the city of Kyzylorda, the contribution counted on socio-economic development for the period 2018–2019.

“Kazakhoil Aktobe” LLP provided social assistance to needy segments of the population in the amount of more than KZT 9 million.

of companies are carried out by the Samruk-Kazyna Trust Social Project Development Fund (hereinafter referred to as the Fund).

Priority areas of activity of the Fund:

- help people, communities in the social and medical sector;
- development of media, cultural community, human development;
- strengthening labor relations, international relations, investments in the sustainable development of society;
- support for regional business initiatives;
- promotion of the image of Nur-Sultan on the world arena.

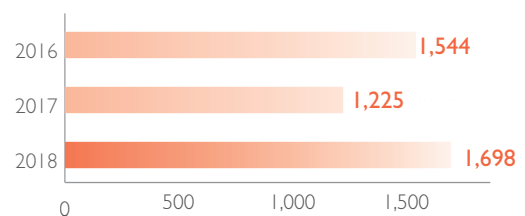
Fund implements charity projects and programs aimed at solving socially important issues for the population from the entire Group of companies of “Samruk-Kazyna” JSC.

The activities of the Fund are carried out with the assistance of state bodies, the Government of the Republic of Kazakhstan and experts

in the field of public and social policy.

The administrators of charitable projects of the Corporate Fund are non-governmental organizations identified on a competitive basis.

Amount of funds allocated to charity by KMG, million KZT (to finance Samruk-Kazyna Trust projects)



History Case:

In the KMG Group of companies on the overall solution of labor collectives and trade unions of the Group of companies, new tools have been introduced to consolidate the labor collectives of the KMG Group of companies – corporate events that are organized at the KMG level: the “Uzdik Maman” professional skill contest among working professions, the Summer Games and the Youth Meeting.

In 2018, at industrial sites of KMG subsidiaries the final stage of the professional skill competition “Best in profession – 2018” passed among KMG Group employees on following professions:

- “Mangistaumunaygaz” JSC (Kalamkas area) by professions is an oil and gas production operator; well research operator; reservoir pressure support operator; process equipment repairs and maintenance technician, turner;
- “KazTransOil” JSC (Training and Course Works, the city of Aktau) by profession is a gas and gas welder, electrician, instrumentation and fitter and by professions a chemical analysis technician, oil preparation operator (commodity operator) (GNPS, Aktau);
- “Oil Services Company” LLP (Zhetybai field) by workover and wireline crew;
- “Oil Transport Corporation” LLP (MUTT, Aktau) by professions is a car driver, engine driver-TSA – 320, steam truck operator.

In the first stage, which was completed earlier in the subsidiaries, 3,300 employees from 34 basic professions of the oil and gas complex took part. In the second, final part of the competition at the KMG level, 186 participants demonstrated their skills in 20 trade jobs, in 2017 the number of competitors was 120 people from 17 trade jobs.

Along with experienced workers, the best young professionals with conscientious labor and high skill, who proved the right to represent their enterprises on the main professional sites of KMG, took part in the united KMG competition.

To perform theoretical and practical assignments at production facilities, premises, special work sites,



equipment, a computer class and equipment were prepared, and regulations for each profession were developed and approved, indicating the procedure and conditions for the Competition and the technical characteristics of the practice.

To assess the practical skills of the contestants, a competent jury of representatives from KMG subsidiaries – experts in their profession was created.

The theoretical part of the Competition for all professions is organized by online computer testing in two languages at the choice of the participant of the Competition.

According to the results of the competition, a high-profile award ceremony was held. The best were awarded with the “Uzdik Maman” medal, money prizes in size for 1st place – 100 MCI, for 2nd place – 70 MCI, for 3rd place – 50 MCI. At the same time, in accordance with the established regulations of KMG, each subsidiary for professional skills for employees who won a prize in the “Best in Profession” competition at the first stage can set additional payments for the 1st place – 30%; 2nd place – 20%; 3rd place – 10% of the corresponding wage rate or official salary.

As a result, at the closing ceremony of the Competition a video “Uzdik Maman – 2018” was shown, which demonstrated the entire course of the Competition from the beginning to the end. News about the Contest, photos and videos posted on: http://www.kmg.kz/uzdik_maman2018.

History Case:

In order to develop corporate culture and strengthen harmonious relationships in labor collectives, KMG supports other team-building initiatives, including regular Spartakiad among employees of the KMG Group of companies.

Spartakiad is an annual sporting event in which KMG employees and teams of KMG subsidiaries and affiliates participate. Healthy competitive spirit and informal communication during the Spartakiad contribute to the formation of affection and responsibility for the image of your company and KMG as a whole.

The idea of holding this event under the single flag of KMG was proposed by the leaders of trade unions

and labor collectives of KMG subsidiaries. In 2018, the Spartakiad was held for the third time at the KMG level with the participation of employees of the KMG Group of companies.

The Spartakiad gathers a large number of participants every year: in 2018, 30 organizations (more than 310 people) took part in the Spartakiad in 8 kinds of sports (futsal, volleyball, swimming, basketball, chess, tennis, arm wrestling, togyzqumalak). Information on the Games is posted on the KMG corporate website: <http://www.kmg.kz/spartakiada2018>.



History Case:

Since 2014, the youth policy has been actively implemented in the KMG Group of companies. Youth councils were created in KMG and in 45 subsidiaries and affiliates of KMG.

Annual youth gatherings are held where mass cultural events, meetings with government officials, relevant master classes are organized for participants (for example, on such topics as “mediation like conflict prevention in the youth environment”, “leadership in action”, “personal effectiveness” and others), issues of concern to young workers discussed and appropriate recommendations are developed.

Once again, in order to form and implement a unified youth policy for the KMG Group of companies in October 2018, young specialists of the KMG Group of companies gathered in the city of Almaty from different regions to exchange experience and discuss future prospects.

Young specialists took part in the cycling marathon, met with the Akim of the city of Almaty, B. Baibek, and organized a creative concert for socially vulnerable people with their own resources. ■

