

**COLLECTIVE AGREEMENT
for 2019-2021**

between

KARACHAGANAK PETROLEUM OPERATING BV
KAZAKHSTAN BRANCH

and

"Local trade union of Karachaganak
Petroleum Operating B.V. employees"

"Primary Karachaganak Trade Union of
KPO employees"

«Local Trade Union of Karachaganak Petroleum
Operating b.v. employees "TRUST" and contractor
companies"

090300 Republic of Kazakhstan
West Kazakhstan Oblast
Burlin Region, Aksai
Industrial Zone

Aksai, October 2018

COLLECTIVE AGREEMENT

This Collective Agreement is concluded according to the Labour Code of the Republic of Kazakhstan, the Law of the Republic of Kazakhstan on "Trade Unions" the General Agreement between the Government of the Republic of Kazakhstan, Republican Trade Unions Association and Republican Union of Employers for the years 2018-2020 Industrial agreement in the oil and gas, oil processing and petrochemical industries for 2017-2019, the Final Production Sharing Agreement on Karachaganak Field signed on November 18, 1997 (hereinafter referred to as "FPSA") and other applicable legislation.

This Collective Agreement, together with annex hereto named in the text and employment agreements, assigns the rights and obligations of Karachaganak Petroleum Operating b.v. Kazakhstan Branch (hereinafter "KPO") to deal with employment, social and economic issues on one part, and the rights and obligations of "Local trade union of Karachaganak Petroleum Operating B.V. employees", "Primary Karachaganak Trade Union of KPO employees" and "Local trade union of Karachaganak Petroleum Operating b.v. employees "TRUST" and contractor companies" - representative of KPO local personnel.

1. Parties of the Collective Agreement - JSC "Karachaganak Petroleum Operating B.V." (hereinafter the "Employer"), acting on the basis of the authority given by the "Contractor" in accordance with the FPSA, in the person of the General Director Mr Edwin Blom, on one part, and "Local trade union of Karachaganak Petroleum Operating B.V. employees", "Primary Karachaganak Trade Union of KPO employees", and contractor companies' employees" and "Local trade union of Karachaganak Petroleum Operating b.v. employees "TRUST" and contractor companies" (hereinafter referred to as "Trade Unions") acting in accordance with the Labour Code of the Republic of Kazakhstan, its Charter and power of attorney, in the person of the Trade Union Chairmen Mr. M.A.Khairullin, Mrs.N.V.Lamzina and Mr. M.R.Asanov, on the other part, (together referred to as the "Parties") have concluded the present Collective Agreement as follows:

2. Effects of the Collective Agreement

2.1. Draft of the Collective Agreement has been discussed at the trade union meetings within the workshops, divisions, sections and departments of the Company. Collective Agreement shall become effective from January 1, 2019 and shall be valid until December 31, 2021 except the item 12 of Annex 1 that become into the force from 1 November 2018.

Upon expiry of 2 years validity of the Collective Agreement, the Employer and Trade Unions agreed to re-negotiate economic provisions conditionally due to the following criteria:

1. Kazakhstan President annual address to the people imposing the increase of salary;



2. Significant changes in the RoK legislation including Labour and Tax Codes causing changes in economic situation of Employers and / or Employees;
3. Raise of the official inflation rate at average by 2 % in comparison with the previous 2 years taking into consideration the official data of the WKO Statistics Agency.

The present Collective Agreement shall remain in force until conclusion of new Collective Agreement.

2.2. The present Collective Agreement shall apply to the Employer and the company employees.

2.3. The Collective Agreement shall not worsen the status of employees as compared to that stipulated by the current legislation of the Republic of Kazakhstan, existing General, Industrial, Regional Agreements and existing Collective Agreement. Such provisions shall be considered invalid and not be applied.

2.4 In the event of Company reorganization, the Collective Agreement shall remain in force for the period of reorganisation, and in the event of change of the owner of the company property (change of the ownership), the validity of the Collective Agreement shall be retained for three months. During this period, the Parties shall have the right to start negotiations on the conclusion of a new Collective Agreement, or the retention, amendment or addition of a valid agreement.

2.5 In the event of changes to the legislation of the Republic of Kazakhstan that would significantly impact economic status of Employer and/or Employees, the Parties, on mutual consent and with one month prior notification, may negotiate amendment of those provisions of the Collective Agreement, which may be affected by such change of the laws of the Republic of Kazakhstan.

2.6 The Parties shall control the fulfilment of the obligations under the present Collective Agreement. Compliance with the terms and conditions of the Collective Agreement shall be considered by a joint committee of both Parties and, if required, shall be brought to the attention of employees at the Trade Union meetings or at all staff meetings, not less than once a year.

2.7 The Parties make an agreement that in accordance with Labour Code of the Republic of Kazakhstan, Company will assign responsible person who will familiarize personnel with the Collective Agreement during job placement.

3. Work schedule

In accordance with the procedure established by law, the Employer shall establish, by its acts, different working schedules for different categories of employees, including shift work patterns with cumulative accounting of the hours worked.

4. Annual paid leave

4.1. Annual paid leave shall be granted to employees in accordance with the procedure and terms provided for by the laws of the Republic of Kazakhstan and the Acts of the

Employer. The duration of such paid leave shall be calculated in accordance with the attached Annex 1 and shall be specified in employment agreement. By request of the employee and due to the operational requirements if the labour safety requirements are adhered, annual paid leave may be provided partially by installments during off-shift with payment of salary, leave salary and one-off Health Recovery Allowance..

4.2. The amount of health recovery allowance is equal to a one month base salary according to the employment agreement and shall be paid only once a year.

5. Labour relations

5.1. Labour relations between the Employer and employees shall be based on the legislation of the Republic of Kazakhstan, Employer's Acts, provisions of employment agreements and the Collective Agreement.

5.2. During the period of present Collective Agreement, the Employer shall not plan the massive staff reduction.

5.3. In accordance with the terms of the Collective Agreement, the Parties shall undertake the following obligations:

5.3.1. The Employer shall:

- 1) pay wages to employees in full and in a timely manner;
- 2) keep work places in accordance with the requirements of safety and industrial hygiene and, where necessary, provide employees with special meals according to the norms established by the legislation, special clothing and personal protective equipment;
- 3) perform strict control over employees' observance of the Company's internal Labour Regulations, labour and industrial discipline and Code of Conduct. Apply sanctions to violators for any breach of discipline according to the laws of Kazakhstan and Employer's internal regulations and policy;
- 4) ensure personnel training and development. Provide opportunities for career development to employees who have adequate education and experience and who have shown good performance;
- 5) reinstate employees who have been called to serve in the armed forces of the Republic of Kazakhstan in their former job or provide a similar one upon completion of their service;
- 6) comply with the Labour legislation, provisions of the Collective Agreement and employment agreements.
- 7) the following Employer's acts shall be adopted upon agreement with Trade Unions: shift schedule, the procedure on personnel performance evaluation, the procedure for assessment of industrial work sites on working conditions. The following Employer's acts shall be approved with due regard to the opinions of trade unions: cancellation of

part-time work patterns, termination of employment agreement with employees who are elected members of the trade union.

The Employer and Trade Unions shall jointly develop and adopt the Agreement on Conciliation Committee and if required the Regulation on HSE Industrial Council.

8) In exceptional cases having received the medical certificate, confirmed by medical-social expertise (MSE), of employee's unfitness to work in his/her position due to health condition, that prevent him/her from continuing to perform his/her job duties, the Employer may terminate employment agreement by agreement of the parties with provision of benefits in accordance with the existing Acts of the Company.

9) The Employer shall provide opportunities for education by increasing number of scholarships and internships. The details on sponsorships will be communicated to employees on a regular basis.

5.3.2. Employees shall:

1) perform employment duties set out in employment agreements, job descriptions, internal Labour Regulations, Code of Conduct and other internal acts of the Employer in a professional and diligent manner;

2) undergo medical examinations, inductions, training and knowledge assessment on safety and labour protection within the timeframe as established in Employer's acts;

3) not possess, use or distribute any drugs, alcohol and firearms or any other weapon or items prohibited by the Legislation and Employer's acts at the workplace;

4) ensure technically correct operation, safe and careful use of machinery, equipment, tools, materials, working clothes, personal protective equipment and other property of the Employer provided to employees for work purposes ;

5) comply with labour discipline and safety procedures established by the legislation of the Republic of Kazakhstan and internal acts of the Employer, not only at work places, but also going to/from work and during business trips and training.

5.4. Failure to comply with the above rules as well as theft, fighting or any other illegal and dangerous behaviour during working hours at work places shall serve as a ground to suspend an employee from his/her duties and may lead to termination of employment relations with him/her as specified by the legislation of the Republic of Kazakhstan.

6. Labour remuneration

6.1. Company uses graded (tariff) system and hourly labour payment. Grades are determined for each job based job description evaluation. For each grade there is a corresponding minimal and maximal pay rates. All minimal and maximal rates are reviewed in accordance with percentage of every general increase. The Employer shall increase the maximal rate of grades 8-11 by 2% in addition to the pay rates' review implemented due to the changes stipulated by subitem 6.6 one time effective 01 January 2019.

Wages, allowances and compensatory payments for each category of the personnel shall be comparable and competitive with wages, allowances and compensatory payments paid by other oil and gas companies within Republic of Kazakhstan.

The Company will keep tracking on regular basis the changes in the prices for consumer goods and, based on official data published by the Agency of the Republic of Kazakhstan on Statistics or WKO Statistics Department, or provided by the other authorised state bodies at its own discretion, if required, can take emergency actions to mitigate the effects of unforeseen situations, actions that may include the recognition of lump-sum payments.

Improvement of remuneration of labour in excess of what was included in the Company budget, if provided for by employment and collective agreements, is possible only upon approval of additional funds within the limits of FPSA.

6.2. The amount of base salary of each employee shall be determined individually in the employment agreement.

6.3. Remuneration for overtime and night time work shall be made at 1.5 rate based on employee's monthly base salary. Remuneration for work on holidays and days off shall be made at double rate based on employee's monthly base salary.

6.4. Salary shall be paid once a month not later than the 10th day of the following month.

6.5. Should there be a backlog in salary payment at Employer's fault due to a failure on meeting the above mentioned timeframe, Employer shall pay fines as stipulated by the legislation of the Republic of Kazakhstan.

6.6. Effective 1 January of each year, Employer shall make indexation of base salary by not less than inflation level identified in regulatory legal acts of the Republic of Kazakhstan.

6.7. In addition, the Employer shall increase monthly base salary of all company employees as follows:

- ✓ By 2 % effective 01 January 2019;
- ✓ By 1 % effective 01 January 2020;
- ✓ By 0.5 % effective 01 January 2021.

6.8. Individual increase of base salary and increase due to promotion to a higher grade within the same position shall be implemented as from 1 April and / or 1 September based on manager's recommendation in compliance with the requirements of Employer's acts.

6.9. Percentage increase of base salary depends on individual performance results. During promotion to higher position increase level of base salary shall vary depending on difference between the current base salary and minimum of the upper grade. Individual performance results may also be considered.

6.10. In order to prevent from increasing the compensation gap between employees performing the same duties, calculation of salary increases shall be based on the midpoint of an employee's personal grade.

Employees who reached maximum of their grade may receive lump sum payment as part of Annual Pay Review in accordance with relevant Employer's acts.

6.11. Average percentage of base salary increase shall be communicated to the Trade Unions on annual basis.

6.12. During employment process, Employer shall establish base salary at not less than 170,000 tenge.

6.13. Employer shall pay loyalty allowance to KPO employees on the following conditions:

From 10 – 15 years – 5 % of monthly base salary rate as per employment agreement.

From 15 -20 years – 8 % of monthly base salary rate as per employment agreement.

From 20 years and more – 10 % of monthly base salary rate as per employment agreement.

The loyalty allowance is provided until the retirement age.

6.14. The employer provides an allowance for the improvement of living conditions for the employees registered in Aksai in accordance with the company policy.

6.15. Employer shall make mandatory occupational pension contributions in favour of employees whose positions are specified in the List approved by the Government Order of the Republic of Kazakhstan No.1562 dated 31 December, 2013 and who have worked in hazardous (particularly hazardous) conditions more than 80% of their monthly working time.

6.16 Employees who are performing additional duties of a higher position, along with their main job duties, as envisaged in employment agreement, shall receive additional pay of not less than 20% to monthly base salary as per employment agreement. In case of combining of duties of same level or lower positions or temporary absent employee, additional pay shall constitute of not less than 5% of monthly base salary as per employment agreement. Additional payment to employees for the performance (substitution) of duties of a temporary absent employee shall not be made if the substitution of a temporary absent employee is within labour duties of the substituting employee.

7. Labour protection and safety

7.1. In accordance with legislation of the Republic of Kazakhstan, Company's policy, provisions of Employment and Collective Agreements, the Parties shall undertake the following obligations:

7.2 Employer shall:

- 1) Develop and implement HSE procedures for employees working at operating oil and gas facilities; train the respective personnel so that they properly understand and take appropriate measures with regard to HSE and industrial hygiene issues;
- 2) Ensure sufficient and adequate means of first aid at all oil and gas facilities in operation;
- 3) Arrange regular medical examination of employees in cases envisaged in the legislation or in safety procedures. In case of a negative medical assessment results and in the event of a refusal to undergo medical examination, employee will be barred from work.
- 4) Take measures to reduce fire and other emergency risks at operating oil and gas facilities and units as well as ensure availability of fire-fighting and rescue equipment for evacuation in the event of fire or any other emergency situation;
- 5) Provide employees with free overalls, special boots, PPE of adequate size and quality in accordance with the norms stipulated by the legislation of the Republic of Kazakhstan and, if such norms are missing - pursuant to the regulations established by the Employer.
- 6) While performing any type of activity, Employer shall constantly undertake measures for industrial safety, hygiene and health at work places, labour and environmental protection as well as insure its employees against accidents at work places and occupational diseases pursuant to the laws of the Republic of Kazakhstan.

7.3 Employees shall:

- 1) Strictly comply with health, safety and environmental protection rules and requirements, follow instructions from the management, attend safety training, use personal protective equipment and perform work in strict compliance with management instructions, including total ban on smoking at work places and use of devices that can cause sparks at the territory, of which employees have been notified in writing.

8. Social payments and benefits

8.1. Employer shall deduct and pay to the state budget, pension funds, insurance companies and all the taxes, deposits and other compulsory payments of employees stipulated by the laws of the Republic of Kazakhstan.

8.2. Employer shall grant an advance payment on salary, in amount of 2,000,000 (two million) tenge to the employees once in 5 years time as per the company policy.

8.3. Employer shall pay indemnities to employees who have completely or partially lost their working ability due to trauma, an occupational disease or an accident at work (or to their family members in case of breadwinner's death) according to the procedure and amounts established by the legislation of the Republic of Kazakhstan.

8.4 Employer shall pay temporary disability allowance of 100% average monthly salary of the employee during the first 7 days of absence due to sickness. These days shall imply discontinuous working days, accumulated over 1 year period. The next 14 days of sickness shall be paid in the amount of 50% of average monthly salary whereas other days shall be paid in accordance with the current legislation of the Republic of Kazakhstan.

In case of repeated and/or further sickness, an allowance on temporary disability shall be paid in the amount of 50% of average monthly salary during 21 days of sickness whereas other days shall be paid in accordance with the current legislation of the Republic of Kazakhstan

8.5. Employer shall pay an allowance in the amount of 25,000 (twenty five thousand) tenge (gross) per month to the veterans participated in the Afghanistan war.

8.6. Employer shall pay a bonus on the Oil and Gas Workers' Day equivalent to 100% of the monthly base salary as per the Employment Agreement to all employees.

8.7. The bonus equivalent to 100% of monthly base salary as per the Employment Agreement shall be paid at the end of the year. If an employee had any disciplinary saction during the year, the employee shall be deprived of this bonus.

8.8. Employer shall pay the productivity bonus for 2019, 2020 and 2021 to all employees as follows:

- ✓ 70% of monthly base salary stipulated in the employment agreement in June
- ✓ 30% of monthly base salary stipulated in the employment agreement in January.

The bonus shall be paid conditionally if the following criteria are met:

- ✓ achieving 100% of the budgeted production level;
- ✓ no less than 80% of personnel eligible for PDR in total have ratings "Exceptional", "Strong" and "Fully effective" as per previous year evaluation results.

8.9. Employer shall support sportsmen participating in international competitions and championships, held both in the Republic of Kazakhstan and abroad. Upon prior consent from Employer, such employees shall be released from work with their jobs (positions) and salaries retained.

8.10. Being a socially responsible partner and with a view to support Government Social Programme, Employer shall pay a lump sum amount of 250,000 (Two hundred and fifty thousand) tenge (gross) to female employee on child birth.

8.11 Employer shall pay the social payment in the amount of 30, 000 (thirty thousand) tenge (gross) to the employees who have family consisting of 3 (three) and more school years children including children of 18 (eighteen) years annually by 1st of September.

8.12. Company management supports implementation of the Program on Voluntary Termination of Employment Relationship with provision of benefits, which gives certain flexibility to employees when taking decision. The program is applicable for male

employees – from 58 to 63 years old and female employees – from 53 to 58 years old. Due to the changes of the RoK Law on Pension Provision in RoK, the retirement eligibility years for female employees shall be changed accordingly.

The Program provisions shall be communicated to employees. The Program shall become effective subject to relevant budget approval.

8.13 When terminating labour relations with employees, who have reached retirement age, Company shall pay a compensation in the amount varies from 80% to 300% of employee's base salary as per the employment agreement and is determined depending on length of service in the company and employee's base salary amount and provide medical insurance services for employee for a period from 3 to 9 months according to the policy of the company.

8.14. Other social allowances, paid to the employees, are indicated in Annex No. 1 to the present Collective Agreement.

9. Relations between the Employer and the Trade unions

9.1. Pursuant to the "Law on Trade Unions" and the Labour Code of the Republic of Kazakhstan, the Trade Unions of the Company represented by the Trade Union Committee and their Chairmans shall be the authorized representatives of the Trade Union members and shall be entitled to represent and defend interests of the Trade Union members between the Employer and state authorities, including negotiations, conclusion of Collective Agreement, control of its implementation, compliance with the labour law, labour protection and any other applicable legislation.

9.2. The Trade Unions and their elected bodies shall act in accordance with the legislation of the Republic of Kazakhstan and their Charter. Elected Trade Union body: trade union members, chairmen and members of department committees, group coordinators and their deputies shall represent the members of the trade union of a particular department, section, division.

9.3. Employer shall not hinder the Trade Unions from their legitimate activities, and shall not prevent employees from participating in the activity of the Trade Unions. Trade union activities shall be held outside office hours. Only in the exceptional cases may trade union activities take place during working time with prior notification and consent of the Employer and on condition that such activities will not affect the production process. In the event that the issues discussed at trade union meetings refer to the Company's activities, the presence of Employer's representative shall be required.

9.4. Employer and the Trade Unions shall endeavour to avoid confrontation and to resolve any conflicts and disputes professionally and by means of negotiations with a view to achieve mutually acceptable decisions. Should any problem arise, the Trade Unions shall address a memorandum to Employers' representatives consistently in accordance with the hierarchical order. A reply to any request of the Parties shall be given within 15-30 days depending on the issue complexity.

9.5. Upon written requests of employees, Employer shall deduct union membership fees from the salaries of Trade Union members and transfer deducted amounts to the bank account of the Trade Union Committee on the 15th day of each month at latest.

9.6. Employer shall support employees' who practice sports and provide opportunity to attend KPO fitness centre and gym in Aksai as per the schedule. Employer shall increase annual reimbursement limit for expenses on fitness club services of Uralsk office employees as per Company's policy.

Employer shall allocate 1000 (one thousand) tenge monthly per each company employee for cultural and sport events. The funds will be distributed proportionally to the trade union membership, and then, remaining part of the funds on non-trade union employees will be divided proportionally to the percentage of the trade union membership.

Trade Union Committees shall spend these funds on abovementioned events, arranged for all KPO employees and their children and shall provide financial report every 6 months or upon written request from the Company.

9.7. Employer shall provide four rooms to the Trade Unions at company's expenses, with necessary office equipment and communication facilities to enable the Trade Union to fulfil its job duties and, if required, with transportation based on the request submitted. By request of the Trade Union, Employer shall provide an opportunity to the elected body of the Trade Union to take part in trade Union meetings, conferences and sessions maintaining their positions and salary.

9.8. In accordance with the legislation of the Republic of Kazakhstan, Employer shall provide, upon the Trade Union's request, information regarding protection of employees' labour rights on condition that such information is not classified as a commercial secret of the Company.

9.9. At Company liquidation, change of owner with subsequent personnel redundancy, change of form, system and amount of labour remuneration causing deterioration of employees' conditions, Employer shall notify the Trade Unions 2 months prior to such changes at latest.

9.10 The Trade Unions shall duly notify Employer of any possible negative consequences for the Company caused by wrongful actions of employees when resolving labour and social issues. The Trade Union along with Employer, shall take part in resolving conflicts occurred avoiding labour disputes and strikes.

9.11 The Parties agree that Employer provides a list of Trade Union members to the Trade Union on a monthly basis.

9.12 Company shall provide the Trade Unions with an opportunity to communicate with trade union members through e-mail, Intranet and INFO system subject to prior approval by HR Controller.

The text of the present Collective Agreement has been prepared and signed on four copies – in Kazakh, Russian and English languages, each of the copies having equal

legal force. Either Party shall possess a Kazakh, Russian and an English copy of this Agreement.

The Annex mentioned hereto shall be enclosed to the Collective Agreement and shall constitute an integral part of it.

Any further amendments, if agreed between Employer and the Trade Union, shall be drawn as an annex and shall be considered an integral part of this Collective Agreement.

Signatures of the Parties:


On behalf of Employees:


M.A. Khairullin
Chairman of the «Local Trade union of
KPO b.v. employees»



On behalf of Employer:


Edwin
Blom
General Director
KPO General Director


N.V. Lamzina
Chairman of « Primary Karachaganak
Trade Union of KPO employees »




M.R. Assanov
«Local Trade Union of Karachaganak
Petroleum Operating b.v. employees
"TRUST" and contractor companies"»



« 15 » « October » 2018.

« 15 » « October » 2018.



ANNEX №1

To Collective Agreement dated «15» October 2018.

Social benefits

1. Annual paid leave

The Employees shall be entitled to annual paid leave of 30 calendar days. Additionally, the following durations are stipulated:

- 31 calendar days a year for company employees with a continuous record of service in JSC "KarachaganakGasProm" and/or KPO b.v over 10 years;
- 36 calendar days a year for engineers and technical staff working on field.
- The annual leave days will be paid on the basis of calendar days.

2. Additional paid leave

- Paid study leave shall be granted to the distance learning students in higher and specialized secondary educational institutions upon receipt of invitation letter and in accordance with the Company's Policy.
- For the first marriage- 3 days;
- Compassionate leave on the occasion of the death of an employee's immediate family member (i.e. parents, spouse, child, sibling) – 3 days.

3. Additional unpaid leave

- Employees can take one day of unpaid leave to accompany their children to the 1st grade on the first day at school

4. Sanatorium Allowance

Employer shall pay 400,000 (four hundred thousand) tenge (net) to an employee as sanatorium allowance on annual basis.

5. Bonus on anniversary of FPSA execution

Employer shall pay bonus in the amount of a monthly base salary every November, every 5 years for the anniversary of FPSA execution.

6. Social Aid to Pensioners

On the Oil and Gas Workers' Day, Employer shall on annual basis pay 100.000 (one hundred thousand) tenge to every pensioner who has worked for JSC "KarachaganakGasProm" or KPO as a Social Aid.

7. Congratulation on Anniversaries

Employer shall congratulate male employees who celebrate 50th and 60th anniversaries, and female employees who celebrate 50th and 55th anniversaries by paying 40,000 (forty thousand) tenge (net).

8. Congratulation on Woman's Day

Employer shall pay 15,000 (fifteen thousand) tenge (net) to every female employee working in the Company as congratulation on the International Woman's Day – the 8th of March.

9. Expenses for medical treatment

The Employer shall extend the medical insurance coverage, provided to the employee, to his family members (spouse and children up to 18 years inclusively). In exceptional cases, at Employer's own discretion and following the receipt of supporting documents, Employer may decide to reimburse in full or partially expenses incurred by an employee for medical treatment. The exceptional cases are: costly surgery when delay if life threatening; lengthy inpatient treatment for several months, chronic diseases that require long term care.

10. Transportation

10.1 Employer shall provide employees with free transportation from Aksai to the work place and back. Employees who work in Aksai offices are also provided with transportation to go for lunch and back. Traditionally, on weekly basis Employer shall arrange railway transportation to Uralsk for employees who live in Uralsk city.

11. Meals

Employer shall provide free meals three times a day to employees working in the field as per KPO b.v. policy. Employer shall improve catering quality and diversify daily menu with more fermented milk products and natural juice.

12. New Year gifts

Employer shall pay allowance in the amount of 10 000 (ten thousand) tenge (net) to the company employees who have children up to 14 years (inclusively). The given provision shall be effective as from 01 November 2018.

Item 12 "New Year gifts" of Annex 1 for Collective Agreement 2016-2018 become null as from 01 November 2018.

13. Burial Compassionate assistance

In case of employee's death, Employer shall pay and provide the following to the family:

- 1) 1 year (12 months) base salary as per the Employment Agreement;
- 2) Financial assistance in the amount of 200,000 (two hundred thousand) tenge (gross) to cover funeral costs.
- 3) Free transport according to Company policy for funeral ceremony.

In case of death of employee's family member (parents, spouse, children and half-siblings), Employer shall pay and provide the following to the employee:

- 1) A lump sum in the amount of 200,000 (Two hundred thousand) tenge (gross) as funeral assistance.
- 2) Free transport according to Company policy for funeral ceremony.


In case of pensioner's death, Company shall pay and provide the following to the pensioner's family:

- 1) A lump sum in the amount of 180,000 (one hundred and eighty thousand) tenge (gross) as funeral assistance.
- 2) Free transport according to Company policy for the funeral ceremony.

Signatures of the Parties:

On behalf of Employees:


M.A. Khairullin
Chairman of the «Local Trade union of
KPO b.v. employees»


N.V. Lamzina
Chairman of « Primary Karachaganak
Trade Union of KPO employees »


M.R. Assanov
«Local Trade Union of Karachaganak
Petroleum Operating b.v. employees
"TRUST" and contractor companies"

On behalf of Employer:



Edwin Blom
KPO General Director

« 15 » « October » 2018.

« 15 » « October » 2018.

