



**Gifts for the amount
not more than 3000 rubles**



**Not more than
3 gifts per year**



Gifts may be given and received on an important event only:

- Personal events: birthdays
- Professional holidays: Chemical Engineer Day as well as Oil, Gas and Fuel Industry Workers' Day
- Official holidays: New Year and March 8
- Official, entertainment and business events with participation of external partners, foreign delegations and representatives of federal, regional and municipal authorities
- Anniversaries and remarkable dates of partner companies



**A gift to a manager shall be reasonable and adequate to the event
No personal gifts are allowed without a major event!**

What must not be given and received as a gift?



**Money, remuneration, loans, jewellery, gift
vouchers and other money equivalents**



**Gifts implying reputation risks
for SIBUR and its employees**

If in doubt...



Visit SIBUR's website

You may find answers in the documents of compliance system



Consult with your boss

They will clarify and advise what to do



Contact a compliance manager

Anonymously at
sibur-hotline.delret.ru

By e-mail
sibur-hotline@delret.ru

By phone
+7 (800) 500-08-74