

HUMAN RIGHTS

As part of doing responsible business, the Company attaches great importance to the observance of human rights and guarantees their protection at all stages of the production process in accordance with international, national, and in-house documents.

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Company's Approach to Human Rights

Respect for human rights is a fundamental principle of Metalloinvest's activities and also serves as the basis for relations with all stakeholders.

Metalloinvest guarantees compliance with the labour and human rights enshrined in the Constitution of the Russian Federation, the Labour Code of the Russian Federation, UN conventions, and the International Labour Organisation (ILO).

The principles of human rights are reflected in the Company's internal documents:

- › Code of Corporate Ethics;
- › Health, Safety and Environment Policy;
- › Stakeholder Engagement Policy;
- › Corporate Social Responsibility and Philanthropy Policy.

Metalloinvest offers working conditions that meet all established internal and external requirements. In particular, the Company:

- › observes the ban on the use of child and forced labour;
- › guarantees the protection of human dignity and privacy;
- › recognises the right to freedom of thought, conscience, and speech;
- › seeks to provide decent wages and the best social support for all its employees and to prevent its activities from harming the inhabitants of the regions where it operates.

The Company guarantees freedom from discrimination based on racial, gender, ethnic, religious, political, or sexual grounds, political or other beliefs, national or social origin, property, estate, or other status, and based on other characteristics not related to job results.

Metalloinvest is aware of the high health risks associated with its production processes and strives to ensure maximum safety levels in the workplaces. The Company also makes significant efforts to reduce its environmental impact and preserve biodiversity and recognises and respects the rights of residents to a favourable environment. Metalloinvest also takes into account the risks of its negative impact on the wellbeing of the regions of operation due to the opening and closing of production facilities and thus all possible efforts to introduce compensatory mechanisms.

In order to make sure that human rights are strictly observed, Metalloinvest continuously interacts with stakeholders using various channels of two-way communication. The Company carefully considers each inquiry, request, or question that is submitted publicly or anonymously regardless of the applicant's status. The Company encourages transparency and invites all stakeholders to take part in an open dialogue, including the most vulnerable groups of the population.



Activities to Protect Human Rights

See the relevant sections of this Report for more about Metalloinvest's activities to protect fundamental human rights.



For more details on the equality of rights and freedoms regardless of gender, race, nationality, language, origin, property and official status, place of residence, religious beliefs, convictions, or affiliation with public associations (Article 19 of the Constitution of the Russian Federation), see the sections Responsibility to Employees (pp. 92–105) and Contribution to Social Development (pp. 106–116) and the section Supply Chain (pp. 48–51).

The key initiatives of the reporting period were:

- › implementation of a corporate training programme that provides opportunities for all employees – from foremen to senior management – to develop managerial and leadership skills
- › effective functioning of the 'Your Voice' feedback channel, which enables all employees to send public or anonymous appeals to the Company's management to resolve disputes, including those related to violations of ethical standards and employee rights
- › implementation of social programmes in the Company's regions of operation with the aim of integrating vulnerable segments of the population into society
- › modernisation of procurement procedures while continuing to observe the principles of equal opportunities and respect the rights of participants in the supply chain



For more details on the right to work in conditions that meet safety and hygienic requirements (Article 37 of the Constitution of the Russian Federation) and the right to health protection and medical care (Article 41 of the Constitution of the Russian Federation), see the section Occupational Health and Safety (pp. 74–87) and the section Social Support for Employees (p. 105).

The key initiatives of the reporting period were:

- › a programme to reduce occupational illness among Metalloinvest employees;
- › automation of the medical examination system to effectively identify potential health risks;
- › exchanges of experience in occupational health and safety among Metalloinvest enterprises and third-party companies in order to introduce best practices in occupational safety and health;
- › internal corporate coaching projects to educate leaders on occupational health and safety who are capable of effectively identifying risks at enterprises and managing them using an individual approach;
- › a strategy to improve the quality of medical care for residents of the regions where the Company operates.



For more details on the right to remuneration for work without any discrimination and to be paid no less than the minimum wage set by federal law, the right to rest and leisure (Article 37 of the Constitution of the Russian Federation) as well as voluntary social support (Article 39 of the Constitution of the Russian Federation), see the sections Remuneration System and Social Support for Employees (pp. 104–105).

The key initiatives of the reporting period were:

- › competitive salary level was maintained with an average amount exceeding the average remuneration rates in the regions of operation by 50%
- › the Company's employees were given opportunities to recuperate at health resorts;
- › comprehensive social package in addition to the social benefits regulated by the legislation of the Russian Federation.



For more on preventing economic activities aimed at monopolisation and unfair competition (Article 34 of the Constitution of the Russian Federation), see the section Business Ethics and Anti-Corruption (pp. 36–37).

The key initiatives of the reporting period were:

- › training of employees responsible for managing anti-corruption activities and ensuring compliance with anti-corruption principles at the International Compliance Association in order to implement the best management and control standards;
- › enhanced convenience of the hotline on issues concerning anti-corruption violations: the development of feedback channels on social media.



For more details on the right to a favourable environment (Article 42 of the Constitution of the Russian Federation), see the section Environmental Responsibility (pp. 52–73).

The key initiatives of the reporting period were:

- › introduction of water recycling systems, suction systems, and dust collection technologies to reduce the negative impact on water resources, air quality, and biodiversity in the regions where the Company operates.



For more details on charitable activities recognised as a form of voluntary social support (Article 39 of the Constitution of the Russian Federation), see the section Contribution to Social Development (pp. 106–117).

The key initiatives of the reporting period were:

- › social investments in the development of the socio-cultural environment, education, healthcare, sports, projects to support vulnerable people as well as initiatives to develop entrepreneurship;
- › launch of a corporate volunteering programme.