

# ABOUT THE REPORT

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## CONTENTS

- 118 Development of the Reporting System
- 119 Defining Report Content
- 120 GRI Content Index

# Development of the Reporting System

The non-financial report demonstrates the Company's progress in sustainable business and reflects its impact on the environmental and socioeconomic well-being of the regions where it operates. The Report provides a comprehensive assessment of the Company's contribution, commitment to its mission and values as well as the global context of sustainable development. The document provides information on the Company's economic performance, environmental impact, social contribution to the regions where it operates, corporate governance, and relationships with stakeholders.

This Report is the Company's seventh non-financial report and the fourth issued on an annual basis.

To review past reports, please visit: <http://www.metalloinvest.com/sustainability/csr-reports/>.

Last year's report was released in September 2018. This Report was prepared in accordance with the GRI Standards: Core option. The Report covers the Company's activities for the 2018 calendar year and includes information on four key enterprises of the Holding Company Metalloinvest (Lebedinsky GOK, Mikhailovsky GOK, OEMK, and Ural Steel) that is similar to the IFRS consolidated financial statements for 2018. When disclosing the information with the limitations different from those mentioned above, the information on the assets covered by the limitations was added to the Report.

# Defining Report Content

In an effort to ensure the accuracy and completeness of the information provided, the Company integrated the principles for the report's generation and the quality assurance of disclosures recommended by the GRI Standards when preparing the Report.

<p><b>Stakeholder Inclusiveness</b></p>	<p>The Company maintains an active dialogue with all stakeholders by systematically collecting feedback through online and offline channels. Both the results of regular stakeholder engagement activities and data from a specialised survey of various stakeholder groups to identify key topics were used when forming the content of the Report</p> <p></p> <p><b>(For more details on the procedure used to identify and rank key topics in order to generate the content of the Report, see the section Materiality Matrix (pp. 6–7). For more details on stakeholder engagement mechanisms, see the section Stakeholder Engagement (pp. 26–29)</b></p>
<p><b>Sustainability Context</b></p>	<p>The report demonstrates the attention that Metalloinvest pays to the organisation of scientific, technical, and innovative activities as well as the main goals and objectives of the Industry 4.0 business transformation programme and also highlights the start of the Company's transition from implementing corporate social responsibility policies to sustainable business policies, including by updating the strategic plan and demonstrating the Company's contribution to the achievement of the UN SDGs.</p> <p></p> <p><b>For more details on the Company's contribution to the achievement of the UN SDGs, see the section Achieving the UN Sustainable Development Goals (pp. 135–137).</b></p>
<p><b>Materiality</b></p>	<p>The contents of the Report were determined in accordance with the key topics that were identified, which make it possible to disclose the Company's comprehensive impact and meet the interests of all stakeholders.</p> <p></p> <p><b>For more details on the key topics that were identified, see the section Materiality Matrix (pp. 6–7).</b></p>
<p><b>Completeness</b></p>	<p>The Report provides a scope of information that is sufficient to form an objective judgment of the impact the Company has had on the economy, environment, and society during the reporting period and does not intentionally exclude any information.</p>
<p><b>Balance</b></p>	<p>The Report equally discloses the positive and negative results of the Company's activities without intentionally distorting the reader's opinions.</p>
<p><b>Comparability</b></p>	<p>In addition to information for the reporting period (2018), the Report contains information about previous periods and demonstrates trends and dependencies.</p>
<p><b>Accuracy</b></p>	<p>The quantitative indicators cited in the Report are calculated using the GRI Standards methodology and are presented with no rounding or with minimal rounding. When using assumptions or deviations from the methodology, the Report provides the appropriate explanations.</p>
<p><b>Clarity</b></p>	<p>The report uses terminology that is understandable to a wide range of stakeholders and sufficient to form an objective judgment. The cross navigation used in the Report makes it easier to find all the relevant information in the general data set.</p>
<p><b>Reliability</b></p>	<p>In addition to internal checks and quality assurance, the Company externally verifies its non-financial indicators with the assistance of an independent auditor.</p> <p></p> <p><b>To view the external auditor's opinion, see the section Independent Auditor's Report (p. 128–130).</b></p>
<p><b>Timeliness</b></p>	<p>The Report includes information about the Company's activities for 2018.</p>

102-45  
102-50  
102-51  
102-52  
102-54

102-46

# GRI Content Index

Company Profile

Sustainable Development Strategy

Economic Performance

Environmental Responsibility

Occupational Health and Safety

Human Rights

Responsibility to Employees

Contribution to Social Development

102-55

Indicator number	Explanation of the indicator	Location of the disclosure	Comments
<b>102-1</b>	Name of the organisation	Company at a Glance	
<b>102-2</b>	Activities, brands, products, and services	Company at a Glance Financial and Operational Results	
<b>102-3</b>	Location of headquarters	Company at a Glance	
<b>102-4</b>	Location of operations	Company at a Glance	
<b>102-5</b>	Ownership and legal form	Company at a Glance	
<b>102-6</b>	Markets served	Financial and Operational Results	
<b>102-7</b>	Scale of the organisation	Personnel Structure  Company at a Glance Financial and Operational Results	
<b>102-8</b>	Information on employees and other workers	Personnel Structure	
<b>102-9</b>	Supply chain	Supply Chain	
<b>102-10</b>	Significant changes to the organisation and its supply chain	GRI Content Index	There were no significant changes in the structure and activities of the organisation or its supply chain in the reporting period.
<b>102-11</b>	Precautionary Principle or approach	Sustainability Risk Management	
<b>102-12</b>	External initiatives	Achieving the UN Sustainable Development Goals	
<b>102-13</b>	Membership of associations	Participation in Industry Associations and Government Organisations	
<b>102-14</b>	Statement from senior decision-maker	Statement from the Chairman of the Board of Directors, Statement from the CEO	
<b>102-15</b>	Key impacts, risks, and opportunities	Sustainability Risk Management	
<b>102-16</b>	Values, principles, standards, and norms of behavior	Sustainable Development Strategy  Business Ethics and Anti-Corruption	
<b>102-17</b>	Mechanisms for advice and concerns about ethics	Business Ethics and Anti-Corruption	Partially disclosed
<b>102-18</b>	Governance structure	Corporate Governance	
<b>102-19</b>	Delegating authority	Corporate Governance	
<b>102-20</b>	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance	
<b>102-21</b>	Consulting stakeholders on economic, environmental, and social topics	Corporate Culture  Relations with Regions of Operation	Partially disclosed
<b>102-22</b>	Composition of the highest governance body and its committees	Corporate Governance	Partially disclosed
<b>102-23</b>	Chair of the highest governance body	Corporate Governance	
<b>102-26</b>	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance	

Indicator number	Explanation of the indicator	Location of the disclosure	Comments
<b>102-29</b>	Identifying and managing economic, environmental, and social impacts	Sustainability Risk Management	Partially disclosed
<b>102-30</b>	Effectiveness of risk management processes	Sustainability Risk Management	
<b>102-31</b>	Review of economic, environmental, and social topics	Sustainability Risk Management	
<b>102-40</b>	List of stakeholder groups	Principles and Mechanisms for Stakeholder Engagement	
<b>102-41</b>	Collective bargaining agreements	GRI Content Index	Collective bargaining agreement signed with all employees
<b>102-42</b>	Identifying and selecting stakeholders	Principles and Mechanisms for Stakeholder Engagement	
<b>102-43</b>	Approach to stakeholder engagement	Principles and Mechanisms for Stakeholder Engagement  Supply Chain  Work with Young Talent  Corporate Communications  Relations with Regions of Operation	
<b>102-44</b>	Key topics and concerns raised	Principles and Mechanisms for Stakeholder Engagement	
<b>102-45</b>	Entities included in the consolidated financial statements	Development of the Reporting System	
<b>102-46</b>	Defining report content and topic Boundaries	Materiality Matrix  Defining Report Content	
<b>102-47</b>	List of material topics	Materiality Matrix	
<b>102-48</b>	Restatements of information	GRI Content Index	This Report was prepared using the updated GRI 303: Water and Effluents 2018 and GRI 403: Occupational Health and Safety 2018 standards issued in 2018.
<b>102-49</b>	Changes in reporting	Materiality Matrix	
<b>102-50</b>	Reporting period	Development of the Reporting System	
<b>102-51</b>	Date of most recent report	Development of the Reporting System	
<b>102-52</b>	Reporting cycle	Development of the Reporting System	
<b>102-53</b>	Contact point for questions regarding the report	Contacts	
<b>102-54</b>	Claims of reporting in accordance with the GRI Standards	Development of the Reporting System	
<b>102-55</b>	GRI content index	GRI Content Index	

Indicator number	Explanation of the indicator	Location of the disclosure	Comments
102-56	External assurance	Independent Auditor's Report	
103-1	Explanation of the material topic and its Boundary	Integrated into various sections	
103-2	The management approach and its components	Integrated into various sections	
103-3	Evaluation of the management approach	Integrated into various sections	
201-1	Direct economic value generated and distributed	Financial and Operational Results	
201-4	Financial assistance received from government	GRI Content Index	The Company did not receive financial aid from the government in the reporting year
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Salary	Partially disclosed
203-1	Infrastructure investments and services supported	External Social Programmes and Philanthropic Activities	
203-2	Significant indirect economic impacts	External Social Programmes and Philanthropic Activities	Partially disclosed
204-1	Proportion of spending on local suppliers	Supply Chain	
205-1	Operations assessed for risks related to corruption	Business Ethics and Anti-Corruption	
205-2	Communication and training about anti-corruption policies and procedures	Business Ethics and Anti-Corruption	
205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption	
301-1	Materials used by weight or volume	Material Resources Use	
302-1	Energy consumption within the organisation	Energy Consumption and Efficiency	Partially disclosed
303-1	Interactions with water as a shared resource	Water Consumption and Protection	
303-2	Management of water discharge-related impacts	Water Consumption and Protection	
303-3	Water withdrawal	Water Consumption and Protection	
303-4	Water discharge	Water Consumption and Protection	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Maintaining Biodiversity	
304-2	Significant impacts of activities, products, and services on biodiversity	Maintaining Biodiversity	
305-1	Direct (Scope 1) GHG emissions	Emissions, Air Protection and Climate Strategy	Partially disclosed
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Emissions, Air Protection and Climate Strategy	
306-2	Waste by type and disposal method	Material Resources Use	Partially disclosed
306-3	Significant spills	GRI Content Index	No significant spills were recorded during the reporting period

Indicator number	Explanation of the indicator	Location of the disclosure	Comments
306-4	Transport of hazardous waste	GRI Content Index	The Company does not transport, import, export, or recycle waste that is regarded as hazardous according to Annexes I, II, III, and VIII to the Basel Convention. Waste is not transported internationally
306-5	Water bodies affected by water discharges and/or runoff	GRI Content Index	The Company does not have a significant impact on water bodies, including those located in specially protected areas
307-1	Non-compliance with environmental laws and regulations	Management of Environmental Responsibility	
401-1	New employee hires and employee turnover	Personnel Structure Personnel Recruitment	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Support for Employees	Partially disclosed
403-1	Occupational health and safety management system	Occupational Health and Safety Management System Employee Health	
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Management System Occupational Injury Prevention	
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Management System Employee Health	
403-5	Worker training on occupational health and safety	Occupational Safety Training for Employees Employee Health	
403-6	Promotion of worker health	Employee Health	
403-9	Work-related injuries	Occupational Injury Prevention	
403-10	Work-related ill health	Employee Health	
404-1	Average hours of training per year per employee	Training and Development	
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development	Partially disclosed
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Evaluation and Feedback System	Partially disclosed
408-1	Operations and suppliers at significant risk for incidents of child labor	GRI Content Index	The Company's activities, including the activities of all business units and contracting organisations, are covered by Russian law that prohibits the forced use of child labour
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Content Index	The Company's activities, including the activities of all business units and contracting organisations, are covered by Russian law that prohibits the forced use of forced labour
413-1	Operations with local community engagement, impact assessments, and development programs	External Social Programmes and Philanthropic Activities	Partially disclosed

Company Profile

Sustainable Development Strategy

Economic Performance

Environmental Responsibility

Occupational Health and Safety

Human Rights

Responsibility to Employees

Contribution to Social Development

# APPENDICES

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## CONTENTS

- 126 Independent Auditor's Report
- 128 Participation in Industry Associations and Government Organisations
- 130 Awards and Achievements
- 132 Achieving the UN Sustainable Development Goals: contribution to other UN SDGs

# Independent Auditor's Report



## Independent Limited Assurance Report to the Shareholders of AO Holding Company METALLOINVEST

### Introduction

We have been engaged by management of AO Holding Company METALLOINVEST (hereinafter – the "Company") to provide limited assurance on the Selected Information described below and included in the Sustainability Report for the year ended 31 December 2018 (hereinafter – the "Sustainability Report").

### Selected Information

We assessed the qualitative and quantitative information that is disclosed in the Sustainability Report and included in the «GRI Standards Compliance Table» for standard disclosures in environmental, workforce, safety and socio-economic areas in the reporting scope of the Sustainability Report (hereinafter – the "Selected Information"). The scope of our assurance procedures was limited to Selected Information for year ended 31 December 2018.

### Reporting Criteria

We assessed the Selected Information using the Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI, 2016) (hereinafter – the "GRI Standards"). We believe that these reporting criteria are appropriate given the purpose of our limited assurance engagement.

### AO Holding Company METALLOINVEST responsibilities

Management of the Company is responsible for:

- › designing, implementing and maintaining internal controls over information relevant to the preparation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- › establishing objective Reporting Criteria for preparing the Selected Information;
- › measuring and reporting the Selected Information based on the Reporting Criteria; and
- › accuracy, completeness and fair presentation of the Selected Information.

### Our responsibilities

We are responsible for:

- › planning and performing the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement, whether due to fraud or error;
- › forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- › reporting our conclusion to the management of the Company.

This report, including our conclusions, has been prepared solely for the management of the Company in accordance with the agreement between us, to assist management in reporting on the Company's sustainability performance and activities. We permit this report to be disclosed in the Company's Sustainability Report for the year ended 31 December 2018, to assist management in responding to their governance responsibilities by obtaining an independent assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than management of the Company for our work or this report except where terms are expressly agreed between us in writing and our prior consent in writing is obtained.

### Professional standards applied and level of assurance

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements other than Audits and Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

### Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, together with the ethical requirements of the Auditor's Professional Ethics Code and Auditor's Independence Rules that are relevant to our assurance procedures over Selected Information in the Russian Federation.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Work done

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information. In doing so, we:

- › made enquiries of the Company's management, including the Sustainability Reporting team and those with responsibility for sustainability reporting management and sustainability reporting;
- › conducted interviews of personnel responsible for sustainability reporting data collection;
- › performed analysis of the relevant policies and basic reporting principles, gaining an understanding and evaluating the design of the key structures, systems, processes and controls for managing, recording and reporting the Selected Information;
- › performed limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported; and
- › reviewed the Selected Information for compliance of the disclosures with the requirements of the GRI Standards.

## Reporting and measurement methodologies

There are no globally recognised and established practices for evaluating and measuring the Selected Information. The range of different, but acceptable, techniques can result in materially different reporting outcomes that may affect comparability with other organisations. The reporting criteria used as a basis of the Company's sustainability reporting should therefore be read in conjunction with the Selected Information and associated statements reported on the Company's website<sup>1</sup>.

## Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained:

- › nothing has come to our attention that causes us to believe that the Selected Information for the year ended 31 December 2018 has not been prepared, in all material respects, in accordance with the requirements of the GRI Standards; and
- › nothing has come to our attention that causes us to believe that the Selected Information does not meet the Core requirements in accordance with the Guidelines of the GRI Standards.



**Audited entity: AO Holding Company METALLOINVEST**  
State registration certificate № 103.931, issued by the Moscow Registration Chamber on 8 November 2000  
Certificate of inclusion in the Unified State Register of Legal Entities issued on 5 July 2002 under registration № 1027700006289  
Rublyovskoye shosse, 28, Moscow, Russia

**Independent auditor: AO PricewaterhouseCoopers Audit**  
Registered by the Government Agency Moscow Registration Chamber on 28 February 1992 under No. 008.890  
Record made in the Unified State Register of Legal Entities on 22 August 2002 under State Registration Number 1027700148431  
Member of Self-regulated organization of auditors «Russian Union of auditors» (Association)  
Principal Registration Number of the Record in the Register of Auditors and Audit Organizations –11603050547

<sup>1</sup> The maintenance and integrity of the Company's website is the responsibility of management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information or Reporting Criteria when presented on the Company's website.

# Participation in Industry Associations and Government Organisations

102-13

Metalloinvest is actively involved in industry associations and state organisations that address issues relevant to companies working in the mining and metallurgical sector, in particular occupational health and safety, environmental responsibility, and fair competition on the market.

Metalloinvest specialists are valued for their high level of professionalism and expert opinions. As members of working groups and specialised committees within state structures, the Company's representatives are involved in law-making, preparing recommendations, and developing technical reference books for companies in the industry.

### National associations and organisations:

*Russian Union of Industrialists and Entrepreneurs (RSPP) and its committees*

- › RSPP Industrial Safety Committee
- › RSPP Committee on Ecology and Nature Management
- › RSPP Committee on Permitting and Supervisory Activities
- › RSPP Committee for the Development of Competition

*Russian Steel Association and its committees and commissions*

- › Management Committee of the Russian Steel Association
- › Occupational, Industrial and Environmental Safety Commission of the Russian Steel Association
- › Trade Policy Commission of the Russian Steel Association
- › Antimonopoly Legislation Working Group of the Russian Steel Association

*Councils and working groups at the Federal Environmental, Industrial and Nuclear Supervision Service (Rostekhnadzor)*

- › Scientific and Technical Council at Rostekhnadzor
- › Rostekhnadzor working group on improvements to industrial safety legislation

*Councils and working groups of the Federal Antimonopoly Service of Russia (FAS of Russia)*

- › Expert council of the FAS of Russia on the development of competition in the metallurgical industry
- › Members of the Working Groups established as part of the Expert Council's activities to conduct an expert assessment of the situation on the market for goods for which there are signs of a violation of antimonopoly legislation

*Committees of the Eurasian Economic Commission*

- › Trade Advisory Committee of the Eurasian Economic Commission

*Committees of the Chamber of Commerce and Industry of the Russian Federation (CCI of Russia)*

- › Industrial Safety Committee of the CCI of Russia

*Working groups at the Ministry of Economic Development of the Russian Federation*

- › Working group in charge of monitoring the introduction of the target model 'Control and Supervisory Activities in the Constituent Entities of the Russian Federation' at the Russian Ministry of Economic Development
- › Interdepartmental Working Group at the Russian Ministry of Economic Development on the economic aspects of environmental protection and greenhouse gas emission control

*Councils of the Ministry of Industry and Trade of the Russian Federation (Minpromtorg)*

- › Interdepartmental Council at the Russian Ministry of Industry and Trade on the transition to the principles of the best available technologies and the introduction of modern technologies
- › Scientific and Technical Council of the Russian Ministry of Industry and Trade for the development of production and technical waste treatment complexes

*Working groups of the Governmental Commission on Environmental Management and Protection*

- › Interdepartmental Working Group on the elimination of administrative barriers in subsoil usage at the Governmental Commission on Environmental Management and Protection

*Public councils at the Russian Ministry of Natural Resources, Federal Agency for Mineral Resources, and Federal Service for Supervision of Natural Resources.*

In addition to national associations, Metalloinvest is a member of the World Steel Association, which largely determines the Company's development strategy.

# Awards and Achievements

The Company received numerous awards during the reporting period for achievements in social responsibility and sustainable development as well as for its approach to responsibly doing business.

## Corporate Social Responsibility (CSR) rating of the international agency EcoVadis

Metalloinvest made its debut in the Corporate Social Responsibility (CSR) rating of the international agency EcoVadis. According to the assessment, the Company was assigned a silver level of recognition for its CSR practices.



For more details on the Company's awards received in the reporting period, see the section Sustainable Development Strategy (pp. 18–35).

## Transparency rating of the World Wildlife Fund (WWF) and the National Rating Agency

Metalloinvest finished sixth in the transparency ranking of mining and metallurgical companies in Russia in terms of environmental responsibility, which was the best indicator in the steel industry. The rating is compiled by the World Wildlife Fund (WWF) and the National Rating Agency in order to enhance the corporate responsibility of mining and steel companies and create effective industry feedback mechanisms with stakeholders.



For more details on environmental responsibility, see the section Management of Environmental Responsibility (pp. 22–25).

## Mining and Metallurgical Industry Enterprise with High Social Efficiency competition

OEMK and Ural Steel were among the winners of the Mining and Metallurgical Industry Enterprise with High Social Efficiency industry competition. OEMK ranked first in the Environmental Protection and Resource Conservation category, while Ural Steel was recognised as the best in the Health Protection and Safe Working Conditions category.



For more details on effective resource management, see the section Material Resources Use (pp. 57–59).

For more details on safe working conditions, see the section Occupational Health and Safety (pp. 72–85).

## Indices of the Russian Union of Industrialists and Entrepreneurs (RSPP) in matters concerning sustainable development

The Company was one of the leaders in the 'Responsibility and openness' and 'Sustainable development vector' indices in matters concerning sustainable development of the Russian Union of Industrialists and Entrepreneurs (RSPP) at the end of 2018.

## Good Deeds Champion competition

The Otkliknis! corporate volunteering programme was recognised in the Local Communities category of the Good Deeds Champion – 2018 national competition. The award ceremony took place as part of the 7th Moscow International Forum Corporate Volunteering: Business and Society.



For more on the Otkliknis! corporate volunteering programme, see the section Relations with Regions of Operation (pp. 110–111).

## Annual SAP Value Award

Metalloinvest won the annual SAP Value Award in the Digital Transformation Leader category.



For more details on the introduction of the SAP system, see the sections Sustainability Risk Management (pp. 30–33), Supply Chain (pp. 44–49), and Personnel Management System (pp. 94–96).



For more details on the awards received by the Company in the reporting period, see the section Main Achievements of the Reporting Year of the 2018 Annual Report (pp. 16–17).

# Achieving the UN Sustainable Development Goals: contribution to other UN SDGs

Targets within the SDG	Metalloinvest's contribution
<b>Goal 1. End poverty in all its forms everywhere</b>	
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services <...>	<p>Implementation of social and infrastructure development programmes in the regions where the Company operates: the cities of Gubkin, Zheleznogorsk, Novotroitsk and Stary Oskol.</p> <p>Launch of a corporate volunteering programme with more than 140 employees.</p>  <p>For more details, see the section <a href="#">External Social Programmes and Philanthropic Activities</a> (pp. 112–117).</p>
<b>Goal 4. Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all</b>	
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	<p>Implementation of functional, distance, and corporate training programmes that encompass employees in various positions and aim to develop technical and management skills (depending on the position).</p>  <p>For more details, see the section <a href="#">Training and Development</a> (pp. 101–103).</p>
4.b By 2020, substantially expand globally the number of scholarships <...> for enrolment in higher education, including vocational training and <...> technical, engineering and scientific programmes <...>	<p>Provision of scholarships to students at MISiS National University of Science and Technology and Gubkin Mining and Polytechnic College with impressive academic performances and an active social position.</p>
<b>Goal 5. Achieve gender equality and empower all women and girls</b>	
5.1 End all forms of discrimination against all women and girls everywhere	<p>Exclusion of the gender factor when determining the level of remuneration and deciding to promote employees.</p>

Targets within the SDG	Metalloinvest's contribution
<b>Goal 6. Ensure access to water and sanitation for all</b>	
6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	<p>Implementation of a project to introduce recycled process water supply systems, which reduced water discharges into water bodies.</p> <p>Use of sediment tanks to prevent used water from entering the soil.</p>  <p>For more details, see the section <a href="#">Water Consumption and Protection</a> (pp. 62–65).</p>
6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	<p>Implementation of a project to retrofit cooling water circulation circuits, which resulted in a reduction in the volume of water used by the enterprise that introduced the technology.</p>  <p>For more details, see the section <a href="#">Water Consumption and Protection</a> (pp. 62–65).</p>
<b>Goal 7. Ensure access to affordable, reliable, sustainable, and modern energy for all</b>	
7.3 By 2030, double the global rate of improvement in energy efficiency	<p>Implementation of the Energy Efficiency Strategy: development of in-house generation technologies, including technologies using production by-products as an energy resource.</p> <p>Measures to improve energy efficiency following the consideration of innovative proposals to improve energy efficiency prepared by Metalloinvest employees.</p>  <p>For more details, see the section <a href="#">Energy Consumption and Efficiency</a> (pp. 70–73).</p>
<b>Goal 10. Reduce inequality within and among countries</b>	
10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	<p>Development and implementation of a wide range of external social programmes that aim to develop the socio-cultural environment, education, healthcare, and sports as well as projects to support vulnerable segments of the population and develop entrepreneurship.</p>  <p>For more details, see the section <a href="#">External Social Programmes and Philanthropic Activities</a> (pp. 112–117).</p>
<b>Goal 11. Make cities inclusive, safe, resilient, and sustainable</b>	
11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality <...>	<p>Air protection measures to reduce dust generation: installation and reconstruction of suction systems, modernisation of dust collection systems, etc.</p>  <p>For more details, see the section <a href="#">Emissions, Air Protection and Climate Strategy</a> (pp. 66–68).</p>

Company Profile  
Sustainable Development Strategy  
Economic Performance  
Environmental Responsibility  
Occupational Health and Safety  
Human Rights  
Responsibility to Employees  
Contribution to Social Development

Targets within the SDG	Metalloinvest's contribution
<p><b>Goal 16. Promote peaceful and inclusive societies for sustainable development, ensure access to justice for all, and build effective and accountable institutions at all levels</b></p>	<p>16.5 Substantially reduce corruption and bribery in all their forms</p> <p>Strict observance of anti-corruption policy principles and the effective use of anti-corruption mechanisms.</p> <p>Assessment of the activities of all the Company's enterprises regarding corruption-related risks.</p> <p> For more details, see the section <b>Business Ethics and Anti-Corruption</b> (pp. 36–37).</p>
<p><b>Goal 17. Revitalize the global partnership for sustainable development</b></p>	<p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p> <p>Membership in working groups and specialised committees within state structures and participation in law-making.</p> <p>Membership in the World Steel Association in order to share experience and integrate best practices.</p> <p> For more details, see the section <b>Participation in Industry Associations and Government Organisations</b> (pp. 131–132).</p> <p>Annual dialogues with the municipal authorities of the regions where the Company operates, local communities, and business representatives on sustainable development and the common agenda.</p> <p> For more details, see the section <b>Relations with Regions of Operation</b> (pp. 110–111).</p>

# Contacts

102-53

The Company hopes that this Report will help all stakeholders form an objective opinion about Metalloinvest's activities during the reporting period and will be grateful for any feedback.

You can express your opinion or ask a question using the contact information below.

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