

# HUMAN RIGHTS

Respecting human rights has always been our core principle. EVRAZ does not tolerate discrimination of any kind, whether it be based on gender, social status or class, or any other factors not directly related to an employee's professional qualities. It is crucial for us to comply with international human rights laws, hence we have corporate documents ensuring this compliance, such as the **Code of Business Conduct**. These documents guarantee equal employment opportunities for everyone. Our employees are provided with freedom of association and collective bargaining. Child labour, forced labour, human trafficking, and other forms of slavery (known as modern slavery) are strictly prohibited at all EVRAZ subsidiaries, including their suppliers.

To better address the issue of modern slavery, we conduct risk assessments to determine the aspects of our business and our suppliers and subcontractors

that pose risks in this area. We publish the Modern Slavery Transparency Statement annually, in accordance with the requirements of the UK Modern Slavery Act. Based on the results of risk assessments we conduct due diligences of our suppliers. We also aim to ensure that all high-risk suppliers are familiar with respective obligations to comply with legal requirements to eliminate modern slavery in their businesses and to self-report breaches to us.

In 2020 EVRAZ paid special attention to the issue of human rights. In May 2020 we elaborated and published two documents on human rights: the Human Rights Policy and Diversity and Inclusion Policy.

At EVRAZ we are committed to creating and supporting a work environment that is free from discrimination of any kind. All work-related decisions on current

and potential employees are made based only on their professional skills and qualities, experience, and abilities. Furthermore, job positions are allocated to people with disabilities to ensure that they are provided with job opportunities. In total, 241 positions have been allocated for people with disabilities and 285 are currently occupied, therefore the staffing level here is 118%. However, some divisions are in the process of filling quotas, and we are now working to fill the remaining positions.

The low percentage of women within the employee structure is due to legislative restrictions related to women working in hazardous industries. The bulk of permanent employees (73.7%) are men, while most temporary employees (62.9%) are women – this is because when women go on maternity leave their posts are occupied by other women working under temporary employment contracts.

## Case study

### Human rights

In the reporting year we elaborated and published two documents, the **Human Rights** and the **Diversity and Inclusion policies**, which were adopted by the Board of Directors on 16 April 2020.

The Human Rights Policy conforms with recommendations set forth in international documents and standards granting fundamental rights to all people, including The Universal Declaration of Human Rights and The International Covenant on Civil and Political Rights. The Diversity and Inclusion Policy was elaborated in accordance with international guidelines and standards, which address diversity and inclusion issues; these include The Universal Declaration on Cultural Diversity and The United Nations Global Compact.

EVRAZ's employees can expect to be treated with respect, enjoy the safest working conditions possible, receive support to help develop their competencies and skills, have open and constructive discussions about the results of their work, and recognition and respective performance-based financial rewards.

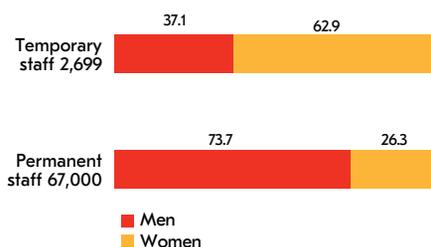
EVRAZ understands the benefit of diversity and inclusion in the Group. The Diversity and Inclusion Policy embraces key principles in the following areas:

- Board diversity
- recruitment and employment
- the rights of disabled people
- empowering women
- employee development and training
- zero tolerance towards bullying and harassment

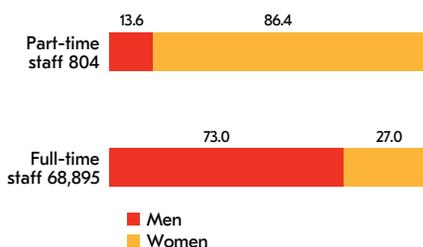
We require that our suppliers and contractors run their businesses in such a way that they respect the values and principles of these policies.

**Breakdown of permanent and temporary staff by gender, 2020, %**

GRI 102-8



**Breakdown of full- and part-time employees by gender, 2020, %**



During the reporting year, EVRAZ considered boardroom diversity, especially in view of the need to appoint up to two new independent non-executive directors to replace those standing down having served terms of nine years. The Board hopes to be able to appoint another female director and a director who will broaden the Board's ethnic diversity.

# OUTLOOK FOR 2021 AND THE MIDTERM

## Learning and development

The Group is planning to launch LMS – the Learning Management System. The system will incorporate all types of trainings and development courses and aim to make the learning and development process transparent and accessible for all personnel, from managers to employees.

In 2021 EVRAZ will continue with efforts to develop its internal coaches, as well as standard competency and skill development programmes.

## Performance as an employer

EVRAZ also has plans to create an employer brand. In 2021 we will run a communication campaign and outline our development strategy.

## Motivation

In 2021 EVRAZ is planning an individual review of employee salaries, which will include improving the transparency and reliability of communications between the employee and the employer and increasing the transparency of the relationship between performance and pay rises.

Other goals for 2021 in this area include:

- continuing to implement the grading system in the Coal segment.
- completing the transition of all divisions to the unified remuneration system.

## Social policy

EVRAZ will continue to roll out its programme to promote healthy lifestyles and health care in the Urals division, and extend this programme to the Siberia division.

Other goals for 2021 in this area include:

- amending the strategy for collective bargaining agreements.
- unifying social business processes and pooling them into one portal.

