

# STAKEHOLDER ENGAGEMENT

EVRAZ recognises the significance of fully addressing concerns and expectations of all groups of its stakeholders, since this fosters the building of respectful, transparent, and mutually beneficial relationships with them.

During the process of elaborating communication approaches for different groups of stakeholders we strive to ensure that we include all stakeholders, initiate a two-way dialogue, and give stakeholders an opportunity to provide feedback.

We are constantly improving our channels of communication so that they are easier to use and more effective. Despite having a number of different channels, we promote the idea of having a unified information field and try to demonstrate our vision and values to a broad range of stakeholders.

We believe that open communication and information transparency are a fundamental aspect of having a constructive dialogue with our

stakeholders, therefore, we seek to use the optimal and most convenient means of communication. For example, the Group actively participates in developing local communities and cooperates with local authorities and other industrial enterprises to improve the ecological situation in our regions of operation, through both combined and individual efforts.

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## EMPLOYEES

EVRAZ is proud to be one of the best employers in its regions of operation. The Group is constantly improving its personnel management practices to ensure best in-class working conditions.

For more information about employee engagement see Our People section, p. 34 →

### INTERNAL COMMUNICATION CHANNELS

- Corporate TV and newspaper.
- Internal portal and mobile app for employees.
- The EVRAZ Hotline.
- Annual staff engagement surveys.
- Interpersonal communication.
- Group-wide events.



## SHAREHOLDERS AND INVESTORS

EVRAZ focuses on acting in shareholders' best interests and works to build an experienced management team, and also implements corporate governance best practices.



## CUSTOMERS

EVRAZ generates value for its clients across the world by prioritising value-added products, offering better shipping terms, and running a client-orientated business model.



## SUPPLIERS AND CONTRACTORS

EVRAZ values its relationships with business partners and ensures that its tenders are fully transparent.



## LOCAL COMMUNITIES

EVRAZ endeavours to promote prosperity in the regions of operations and works to create healthier and more stable local communities by supporting social and economic development programmes.



## GOVERNMENT AND REGULATORY AUTHORITIES

EVRAZ is one of Russia's largest taxpayers and employers and plays a valuable role for the country by providing construction and railway products for infrastructure.



## MEDIA

EVRAZ's proactive engagement with the media boosts the quality and transparency of information about the Group.



## INDUSTRY ORGANISATIONS

EVRAZ supports a number of industry organisations through joint initiatives and proactively participates in conferences and forums.

### EXTERNAL COMMUNICATION CHANNELS

- The media.
- Social media.
- Our official website.
- The EVRAZ Hotline.
- Annual reports.
- Face-to-face communications with external stakeholders.