

Key human rights initiatives and declarations guiding Nornickel activities

Generally recognised international and Russian declarations, guidelines, and initiatives	Russian legislation	Practical recommendations	Industry-specific initiatives
<ul style="list-style-type: none">• UN Universal Declaration of Human Rights• UN Global Compact• ILO Declaration on Fundamental Principles and Rights at Work• International Labour Organization Conventions• OECD Guidelines for Multinational Enterprises• Social Charter of Russian Business	<ul style="list-style-type: none">• Constitution of the Russian Federation• Labour Code of the Russian Federation• Federal Law No. 82-FZ, On the Minimum Wage, dated 19 June 2000; Federal Law No. 82-FZ, On Safeguarding the Rights of Indigenous Minorities of the Russian Federation, dated 30 April 1999; and other federal laws and regulations	<ul style="list-style-type: none">• UN Guiding Principles on Business and Human Rights (UNGPs)• Guide for Integrating Human Rights into Business Management (UN Global Compact)• International Finance Corporation's (IFC) Performance Standards on Environmental and Social Sustainability• Voluntary Principles on Security and Human Rights (VPSHR)• GRI Sustainability Reporting Standards	<ul style="list-style-type: none">• Initiative for Responsible Mining Assurance (IRMA)• ICMM's Mining Principles

List of human rights priorities



UNGPs RF A1.2, UNGPs RF A2.2, UNGPs RF B1, UNGPs RF B2

Guided by international standards and industry practices, and considering its operational profile, the Company has identified the key human rights that merit particular attention. These rights are applicable to Nornickel employees, local community members, and employees of the Company's suppliers.

Key human rights across Nornickel's operations

Affected stakeholder groups	Company employees	Local communities	Contractor employees
Human rights area	<p>Fundamental rights</p> <ul style="list-style-type: none">• Right to life• Right to liberty• Right to privacy and security of person• Right to freedom of movement• Right to a healthy environment <p>Labour rights</p> <ul style="list-style-type: none">• Right to work• Right to just and favourable remuneration• Right to just and favourable working conditions• Right to social security• Right to a reasonable limitation of working hours• Right to periodic holidays with pay• Prohibition of forced labour <p>Rights to occupational health and safety</p> <p>Rights to freedom of association and collective bargaining</p> <p>Rights to the protection of family, maternity, and childhood</p> <p>Rights of employees and external stakeholders to a healthy environment</p>	<p>Rights of local and indigenous communities</p>	<p>Human rights as part of supply chain responsibility commitments¹</p>



¹ For more details on human rights as part of supply chain responsibility commitments, please see PJSC MMC Norilsk Nickel's [Human Rights Policy](#), [Supplier Code of Conduct](#), and [Responsible Sourcing Policy](#).