

Indicators under the UN Guiding principles on business and human rights (UN Guiding Principles Reporting Framework)

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A1.2	List of Human Rights Priorities	8
A1.3	Stakeholder Engagement	20
A2 – Embedding respect for human rights		
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B – Defining the focus of reporting		
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B3	Nornickel defines salient human rights across its footprint	8
B4	The Company covers all salient human rights. No rights remain unaddressed	9
C – Management of salient human rights issues		
C1 – Specific policies		
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C2 – Stakeholder engagement		
C2.1	The Company identifies 16 stakeholder groups. For more details on the Company's approach to stakeholder engagement, please see the 2024 Sustainability Report	20
C2.2	Stakeholder Engagement	20
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C3 – Assessing impacts		



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C3.1	Social impacts, including respect for human rights, are subject to stakeholder scrutiny as follows from annual dialogues held in line with the international GRI Standards (for more details, please see the 2024 Sustainability Report). Based on the survey results, employee engagement is mostly driven by factors such as social security due to the extensive benefits package, mutual respect within teams, workplace safety, and the freedom to openly discuss safety risks	
C3.2	The list of human rights priorities remained unchanged in 2024	
C4 – Integrating findings and taking action		
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