

Human rights at Nornickel between 2014 and 2024¹

	Key international and national milestones	Nornickel highlights
2014	Adoption of A Guide for Integrating Human Rights into Business Management (UN Global Compact)	<ul style="list-style-type: none">• Approval of the Health and Safety Strategy• Approval of the Company's first Anti-Corruption Policy by the Board of Directors• Approval of the Code of Conduct and Ethics for Members of the Board of Directors• Approval of the Human Capital Development Programme• Launch of a project to implement an employee performance management system and a 360-degree review• Signing of an agreement for the social and economic development of the Trans-Baikal Territory• Launch of the World of New Opportunities charitable programme
2015	The UN General Assembly developed 17 Sustainable Development Goals (SDGs) as a blueprint to achieve a better and more sustainable future for all	<ul style="list-style-type: none">• Introduction of the Accident Investigation corporate standard• Signing of a master agreement on cooperation during the preparation and staging of the 29th Winter Universiade in Krasnoyarsk in 2019• Launch of the Plant of Goodness corporate volunteering programme• Opening of the world's northernmost water park in Norilsk
2016		<ul style="list-style-type: none">• The Company's accession to the UN Global Compact• Taking part in drafting Norilsk 2030, a strategy for the city's social and economic development• Partnership agreement between the Company and the International University Sports Federation (FISU)• Launch of the personal donations programme for Company employees• Development of a social support programme for employees facing redundancy following Nickel Plant's shutdown in the Norilsk Industrial District
2017	Adoption of the UN Guiding Principles on Business and Human Rights as an international standard	<ul style="list-style-type: none">• Approval of the Human Rights Policy, the Company's first Community Engagement Policy, and the first Housing Programme Policy• Access to broadband internet connection in Norilsk• Creation of the Norilsk Development Agency• Update of the Company's Anti-Corruption Policy
2018	Adoption of the OECD Due Diligence Guidance for Responsible Business Conduct	<ul style="list-style-type: none">• Signing of an agreement with the Federal Agency for Ethnic Affairs on cooperation aimed at providing support to the indigenous small-numbered peoples of the North• Launch of the Leaders of Nornickel corporate development programme• Completion of the renovation of Norilsk Airport's runway
2019	Adoption of the Initiative for Responsible Mining Assurance (IRMA)	<ul style="list-style-type: none">• Launch of Your Home, a new housing initiative• Establishment of the Second School Centre, a specialised development institution in Nikel• Development of a social support programme for employees facing redundancy following the smelting facility's shutdown• Signing of an interregional cross-industry agreement for copper and nickel producers and their supporting industries for 2019–2022

¹ For more details on Nornickel's above projects related to the development of the human rights compliance system, social contributions to the operating regions, etc., please see the Company's prior sustainability reports, which are available on [its website](#).

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	Key international and national milestones	Nornickel highlights
2020	<ul style="list-style-type: none">• Update of ICMM's Mining Principles• Issuance of the Russian President's Executive Order On the National Development Goals of the Russian Federation Through 2030• Publication of Russia's first Voluntary National Review of the progress made in the implementation of the 2030 Agenda for Sustainable Development	<ul style="list-style-type: none">• Approval of Nornickel's programme to support indigenous small-numbered peoples until 2024• Launch of the Nornickel Academy educational platform• Setting up a dedicated ethnological expedition to study the indigenous small-numbered peoples of the Taimyr Peninsula• Establishment of the Monchegorsk Development Agency• Involvement in the establishment of Women in Mining Russia (WIM Russia), a non-profit organisation that aims to promote professional development of women in the mining industry• Organisation of the World of Taimyr competition
2021	Adoption of the UN Women's Empowerment Principles	<ul style="list-style-type: none">• Signing of a four-party agreement on cooperation for comprehensive social and economic development of Norilsk for the period through 2024 and further through 2035• Launch of the free, prior, and informed consent (FPIC) procedure for the indigenous people living in Tukhard• Signing of a cooperation agreement with the Kola Sámi Association• Launch of an infrastructure service to create an air quality monitoring system in Norilsk as part of the City Online initiative
2022		<ul style="list-style-type: none">• Launch of a project to create a workplace safety culture coaching system• Revision of Nornickel's Golden Rules of Safety, OHS incentive programme, and employee awareness-raising initiatives• Launch of the Digital Healthcare project in Norilsk• Commencement of the Employee Relocation programme• Launch of the Tsifronikel.Junior educational project for the children of employees• Prior task force consultations with representatives of indigenous peoples in Lovozero
2023	Adoption of the new OECD Guidelines for Multinational Enterprises	<ul style="list-style-type: none">• Release of the Company's first public Human Rights Report• Launch of the Digital Investor corporate programme• Signing of a new agreement with the Murmansk Region for 2023–2025• Ethnicity expert review for the Kolmozerskoye project• Launch of the first stage of the Sulphur Project at Nadezhda Metallurgical Plant
2024	Issuance of the Russian President's Executive Order On the National Development Goals of the Russian Federation Through 2030 and for the Future Until 2036	<ul style="list-style-type: none">• Publication of the second Human Rights Report• Update of the Policy of Engagement with Indigenous Small-Numbered Peoples• Expansion of the Digital Investor programme for Company employees• Transfer of housing and new infrastructure to Taimyr settlements