

# **Training at Nornickel**

# **Human rights training**

CHRB B.1.5

In the reporting year,

thousand employees received training on upholding and protecting human rights

Employee training is a key element of the human rights due diligence system and an important tool for building professional competencies

Sustainability is one of the key focus areas of training. Nornickel offers both basic sustainability training and dedicated courses, covering topics such as climate, corporate governance, and more.

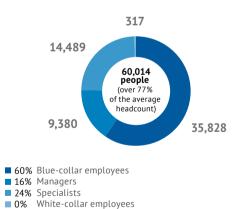
In 2024, the Company launched a corporate training course devoted to Nornickel's sustainable development, which also addresses the upholding and protection of human rights. By the year's end, over 15 thousand Company employees had been trained under the programme.

Particular emphasis in training is also placed on health and safety. Employees are offered briefings and comprehensive training courses, including dedicated modules tailored to the specifics of our operations.

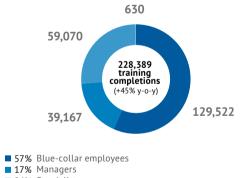
In line with the training strategy, training programmes targeting critical competencies involve all personnel categories, without exception. In the reporting year, 60 thousand employees received training on upholding and protecting human rights, demonstrating the Company's commitment to fostering a safe and sustainable working environment and contributing to the achievement of Russia's national goals.

## Critical competencies<sup>1</sup> training indicators in 2024

Employees covered by training programmes on critical competencies



Employees covered by training programmes on critical competencies (training completions)



26% Specialists

■ 0% White-collar employees

Training on critical competencies (thousand person-hours)



■ 65% Blue-collar employees

■ 17% Managers ■ 18% Specialists

course

The course achieved a

improved legal literacy

among employees with

regard to human rights and

reinforcing the principles

of respect, inclusion, and

fairness in the workplace

security personnel

the Group's facilities

and physical security

A total of more than

**Thousand** 

employees of 20 major

are engaged in this area

security providers

to ensure their protection

are involved daily across

A total of

■ 0% White-collar employees

The Company actively fosters employee competencies, with a focus on modern challenges and emerging technology trends. Amid rapid digitalisation, training

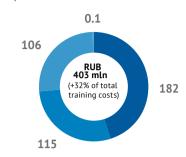
Special human rights training

In 2024, over 230 Company employees completed a dedicated human rights training course designed not only to enhance their understanding of relevant rights and responsibilities but also to promote respect for the rights of colleagues, partners, and local communities across the Company's footprint. The course covers key aspects of upholding human rights, the Company's role in their protection, and the available channels for submitting complaints and reports. This course was made mandatory for employees responsible for physical security within the Company.

### **Human rights training** for employees of security providers

**CHRB D.3.7** 

Among other provisions, PJSC MMC Norilsk Nickel's Human Rights Policy addresses concerns related to the use of force and firearms. As part of their professional training, all private security officers are required to complete dedicated programmes and pass a qualification exam, the requirements for which are established by the Russian Government. The training programme covers key topics such as protecting the life and health of citizens, providing first aid, and the safe handling Critical competencies training costs (RUB mln)



■ 45% Blue-collar employees

■ 29% Managers

■ 26% Specialists

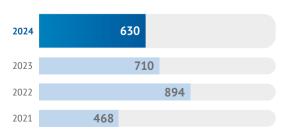
■ 0% White-collar employees

is delivered in various formats – from webinars to tailored courses powered by innovative software solutions and technologies.

of weapons. Security personnel are required to confirm their qualifications on an annual basis through periodic assessments.

Regular on-site visits to the facilities of Company branches and business units are conducted to inspect the activities of security providers. In 2024, these inspections revealed no violations of human rights by employees of such security organisations. All information on potential incidents is shared via a network of security operations centres. Additionally, experts from Nornickel's security units organise training sessions and drills for security personnel as well as tests on laws and regulations governing private security operations and arms in circulation. Representatives of law enforcement agencies also take part in the drills.

#### Training sessions held for employees of security providers



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<sup>&</sup>lt;sup>1</sup> The following competencies are identified as critical: occupational health and safety, ESG, digital proficiency / digital literacy.