

CORPORATE SOCIAL RESPONSIBILITY REVIEW

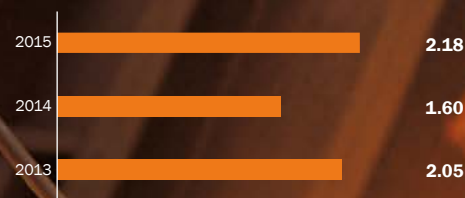


Health & safety

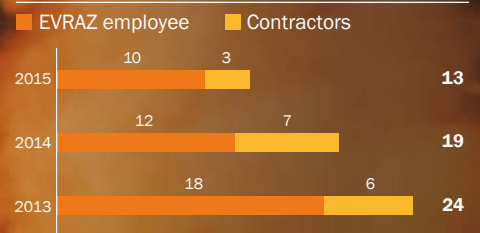
The Group stated "100% Safe behaviour" and "100% Safe Work Conditions" as its strategic priority at all its sites. Safety is one of five EVRAZ strategic pillars.

EVRAZ objective in 2016 is to update its existing system of compensation for working in highly hazardous environments, based on the results of special evaluation of workplace conditions conducted in 2015, to ensure compliance with the updated legal requirements and the actual working environment

LTIFR (excluding fatalities) per million hours



Fatalities



EVRAZ KGOK was awarded at XII national competition "Most Socially Effective Metal and Mining Company", "Health Protection and Safe Working Conditions" nomination.

In 2015, it launched a new programme, "Health", aimed at helping people who often fall ill to recover. Also in 2015, the plant continued to implement an alcohol testing system.

➔ For further information please refer to the CSR Report section (pages 84-86).

Our Approach

EVRAZ is a socially responsible company, addressing and monitoring all aspects of corporate social responsibility (CSR) that are relevant to the business. This section of the report provides an overview of the Group’s policies and performance in 2015 in key areas of CSR, including human rights, health and safety, the environment, human capital management and community engagement, and an outline of how the Group intends to improve its performance in the years ahead. The Group considers these policies appropriate and effective.

EVRAZ follows the OECD Guidelines for Multinational Enterprises to ensure a uniform approach to business standards across its global operations. The Group’s commitments are based on internationally recognised standards and respect for all human rights, including civil, political, economic, social, and cultural rights. In particular, EVRAZ fully endorses the provisions of the United Nations’ Universal Declaration of Human Rights and strives at all times to uphold them.

EVRAZ seeks to develop and maintain a work environment that is free from discrimination and ensures equal rights, where every employee has the opportunity to contribute to the Group’s overall results, and to realise his/her abilities and potential.

➔ This aspiration is reflected in the Group’s internal codes and principles, including the Business Conduct Policy, “The EVRAZ Way”, available on the corporate website at <http://www.evraz.com/governance/documents/>.



Environment

In 2012, after determining the key challenges and focus areas, EVRAZ voluntarily adopted five-year environmental targets¹ (over 2012–17) aimed at: reducing air emissions² by 5%; decreasing fresh water consumption by 15%.

¹Environmental targets are based on 2011 performance levels. In 2014, the HSE Committee of the Board of Directors reviewed the implementation of environmental targets and agreed to re-base fresh water consumption and air emission targets by excluding data related to the disposed assets due to its material effect on performance.

²Including nitrogen oxides (NOx), sulphur oxides (SOx), dust and volatile organic compounds only

EVRAZ fresh water consumption, million m³



EVRAZ NMTP has finished erecting additional screens to protect the port and the surrounding town from coal dust. In doing this, it was the first enterprise to use aerodynamic panels, which minimise the kinetic energy of the air, reducing air movement and preventing the dispersion of dust. The panels represent one of the most effective dust suppression technologies available today.

➔ For further information please refer to the CSR Report section (pages 87-92).



Our people

The goals and initiatives of EVRAZ HR strategy are aimed at developing employee skills and improving production safety levels through training and performance management.

Diversity of employees, senior management and directors, % (number of people)

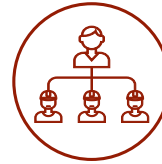
	Men	Women
Board	80 (8)	20 (2)
Senior management	86 (31)	14 (5)
Employees	70 (59,127)	30 (25,340)

Number of employees at December 31, people



In 2015, 56 Russian, Ukrainian, US and Canadian engineers joined the sixth EVRAZ New Leaders Programme, hosted by the Skolkovo Moscow School of Management to design and implement initiatives to improve process performance. For the first time, EVRAZ experts and HiPo’s acted as team sponsors.

➔ For further information please refer to the CSR Report section (pages 95-99).



Community relations

In every region where EVRAZ enterprises operate we make efforts to build stable, long-term and mutually beneficial partnerships with local governments, noncommercial associations, business partners, etc. EVRAZ develops a variety of charity projects, aimed at improving the quality of life in cities and towns, supporting infrastructure, sport, educational and cultural programmes, helping children with special needs and socially unprotected children.

EVRAZ organised city festivals in Nizhny Tagil and Novokuznetsk, promoted sport and a healthy lifestyle, and raised money for charity in 2015. The Group also supported the reconstruction of a football stadium and renovation of the swimming pool in Kachkanar.

EVRAZ charity project “EVRAZ: City of Friends – City of Ideas” received an award in the nomination “Best Project That Helps to Promote Initiatives of Non-commercial and Charity Organisations in the Regions Where the Company Operates” a National contest “Leaders of Corporate Social Responsibility”.

➔ For further information please refer to the CSR Report section (pages 99-101).