



Goals for 2020 and the midterm period

In upcoming years we have a number of ambitious HR management plans. These can be divided into various categories:

EDUCATION

- Launching the TOP-1000 programme, which is similar to the Top-300 programme and is aimed at managing employees of lower positions
- Creating a remote learning system
- Creating a corporate programme aimed at improving the technical skills and competences of relevant employees
- Running a training programme for internal coaches to ensure the development of persuasive communication skills among the Group's managerial employees
- Creating action plans around the first line supervisor training in the Steel, North America segment

MOTIVATION

- Continued implementation of the Target remuneration system
- Elaborating a Regulation on uniform remuneration at Group level

RECRUITMENT

- The digitalisation of recruitment in order to unify and automate the manual work of recruiters; creating personal candidate accounts, with options to fill in documents required for online employment
- Working on the external brand of the employer in order to attract more talent

SOCIAL POLICY

- Continued development of the pilot healthcare and healthy lifestyle project. Collating and assessing the first results and deciding on whether to extend it to other EVRAZ employees
- Organising events devoted to healthcare and well-being issues at EVRAZ enterprises
- Creating action plans around union negotiations at two major sites in the Steel, North America segment

HUMAN RIGHTS AND DIVERSITY

- Elaborating the Human Rights and Personnel Diversity policies