

Human rights

EVRAZ understands the importance of respecting human rights. Therefore, we do our utmost to prevent human rights violations, minimise the consequences if violations occur, and we devote special attention to ensuring a diversity of personnel.

We endeavour to act ethically and we require our suppliers to conduct their businesses within the same ethical framework. Our Code of Business Conduct includes a commitment to treating our employees in a way that ensures equal opportunities. We are also committed to operating in compliance with the principles of respect for human rights. Our employees are provided with freedom of association and collective bargaining. In 2020, we plan to develop and publish a Human Rights Policy. The Policy on a mandatory basis will go through the approval process by the Board of Directors and will be available on our official website in May 2020.

All types of modern slavery, including child labour, forced labour, and human trafficking, are violations of human rights and are strictly prohibited, both within EVRAZ and on the part of our suppliers. To address the issue of modern slavery more effectively, we conduct risk assessments to determine the aspects of our business and suppliers and subcontractors that are at risk in this area. We publish the Modern Slavery Transparency Statement annually, in accordance with the requirements of the UK Modern Slavery Act.



<https://www.evraz.com/en/company/governance/policies/#codes>

Based on the results of our risk assessments, we conduct due-diligences of our suppliers. We also seek to ensure that all high-risk suppliers are familiar with obligations to comply with legal requirements to eliminate modern slavery in their businesses and to self-report breaches to us.

In addition to ensuring respect of human rights within the Group, we are committed to adhering to the same policy in our potential communications with indigenous people. We make every effort to prevent the Group's facilities having any negative impacts on indigenous communities.

DIVERSITY

We appreciate how workforce diversity can ensure both business development and compliance with ethical standards. Hence we do our utmost to provide equal protection for all employees, irrespective of their race, nationality, gender, age, or sexual orientation. In 2020, EVRAZ will issue a Diversity Policy. This Policy as well as the Human Rights Policy will be approved by the Board of Directors and will be available on our official website in May 2020.



<https://www.evraz.com/en/company/governance/policies/#codes>

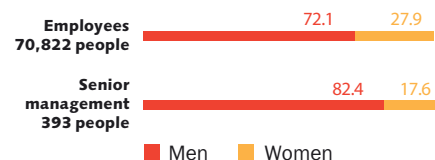
At EVRAZ we are committed to creating and supporting a work environment that is free from discrimination of any kind. All work-related decisions on current and potential employees are made based on only their professional skills and qualities, experience, and abilities. Decisions made on any grounds other than an employee's performance (including race, ethnic origin, sex, religion, political views,

nationality, age, sexual orientation, citizenship status, marital status, disability etc.) are prohibited by law and contravene our internal non-discrimination principles. Furthermore, we have job positions allocated to people with disabilities to ensure that they are provided with job opportunities. In 2019, various positions were occupied by disabled people: from the heads of divisions to dispatchers and merchants.

The low percentage of women within the employee structure is due to legislative restrictions related to women working in hazardous industries.

GRI 405-1

Diversity of employees in 2019 by gender, broken down by senior management¹ and employees,²

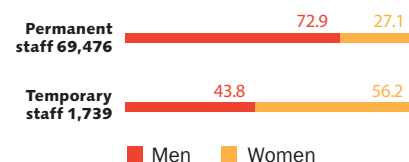


Temporary employees are given preference if a permanent position becomes available which they are suitably qualified for.

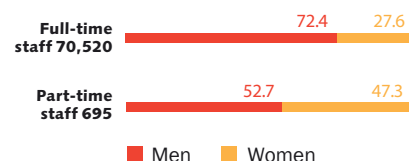
The bulk of permanent employees (73%) are men, while the bulk of temporary employees are (56%) women – this is because while women are in parental leave their posts are occupied by other women working on temporary employment contract.

GRI 102-8

Breakdown of permanent and temporary staff by gender, 2019, %



Breakdown of full- and part-time employees by gender, 2019, %



¹ This group comprises the CEO, vice presidents, directors of production division departments, and directors of all other functions.
² This figure excludes data on EVRAZ MATERIALS Recycling Inc, Unicroft Limited, Edmonton Coupling Machining and AO "OUS".