



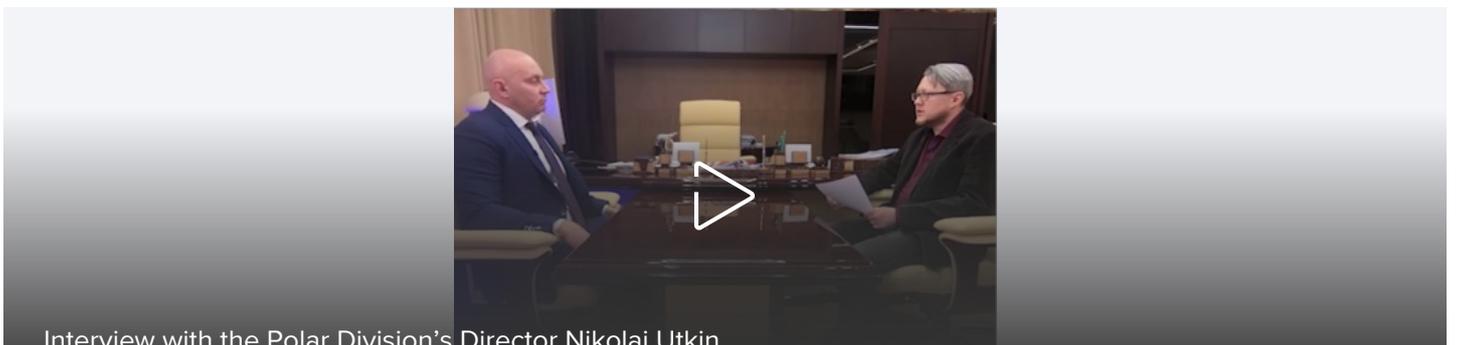
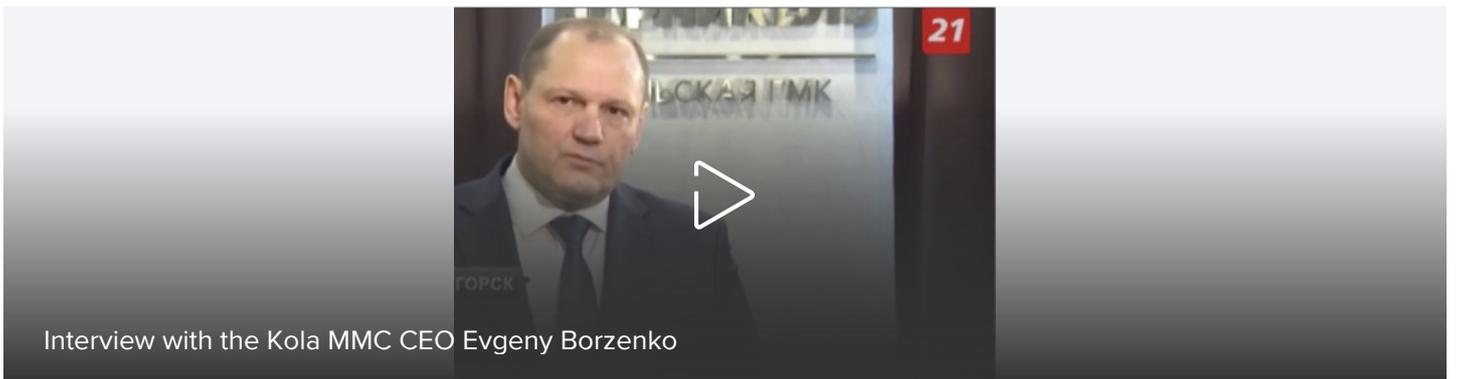
The Company is continuously monitoring the coronavirus situation in Russia and worldwide and is taking every effort to minimise risks and reduce the spread of COVID-19

### Topic-related documents

 Forbes names Nornickel as Russia's No. 1 industrial company by COVID-19 spending  
*26 October*

 [All news](#)

### Video



## MEASURES TO ENSURE EMPLOYEE SAFETY AND PRODUCTION RESILIENCE



The safety and health of our employees and partners, along with resilience and continuity of our operations, have always been our strategic priorities.



To pursue them successfully amid the coronavirus outbreak, Nornickel has set up a dedicated quick response task force charged with ensuring continuity of the Company's production, procurement and sales processes, and is taking all necessary measures to protect our people. Local quick response task forces have also been established across our regional units.



The task forces hold regular meetings, monitor the situation on an ongoing basis, and make prompt decisions. To ensure greater effectiveness of its response action, Nornickel actively interacts with federal and regional government authorities.

## KEY STEPS TO ENSURE EMPLOYEE SAFETY AND BUSINESS CONTINUITY:

- The Company has provided remote access for employees to work from home. Our IT teams make sure that our employees have continued and uninterrupted access to everything they need while working remotely. During this period, our employees will keep receiving 100% of their contractual pay.
- For those team members whose presence in the office is absolutely essential, the Company provides taxi services.
- We have introduced a Company-wide framework to promptly inform employees about our actions and for employees to provide feedback:
  - a hotline for information about the coronavirus and our steps to combat the outbreak;
  - extended capabilities of the Company's Response Centre, which operates 24/7, receiving and processing information about the location and circumstances of our employees and quickly providing the support and advice they may need;
  - a new section of the Company's corporate portal to provide updates about the measures taken by the Company, hotline number, and action guidelines.
- Employees who have returned from abroad, including both business and non-business trips, are required to isolate themselves and work from home using remote access provided by the Company.
- All business and foreign trips have been cancelled, and no visits of foreign nationals are allowed.
- Employees' annual leaves have been revised, and a recommendation was issued to cancel any travel. The Company undertakes to reimburse employees for any penalties charged by air carriers for ticket cancellations. This applies equally to the cancellation of tickets booked earlier for both the Company's employees and their families. Reimbursements will be made in the form of financial aid in the amount of confirmed losses.
- To fight the spread of the coronavirus, we have offered additional support to regional healthcare providers while also taking action to help facilitate social distancing in local communities:
  - The Company has allocated considerable funding to provide healthcare facilities across our footprint with necessary medical equipment and medications.
  - Edinstvo LLC, our subsidiary operating a fibre optic communication line in the Norilsk Industrial District, has expanded the bandwidth capacity of digital communication channels available to local mobile operators (Novy Urengoy—Norilsk) by 44–45% of the current capacity.
  - Initiatives run as part of the World of New Opportunities charitable programme have been adjusted and revised given the circumstances. Social entrepreneurs who have received Nornickel's loans to develop social entrepreneurship will get a six-month payment holiday. The schedule of activities implemented as part of our grantees' social projects has been adjusted, with some of them going online and large-scale events moved to a later date until social and epidemiological conditions improve.
- Epidemiological safety at Bystrinsky GOK is also ensured through protective measures. The Company purchased certified high accuracy coronavirus tests for every single employee taking over the shift to undergo prompt mandatory testing before entering the production site. This allows the Company to stick to the approved annual shift schedule.
- All Company units make use of hand sanitising stations and thermal imaging systems for remote detection of body temperature, and run express medical check-ups for the employees. We take particular care to keep all our premises sanitised.