

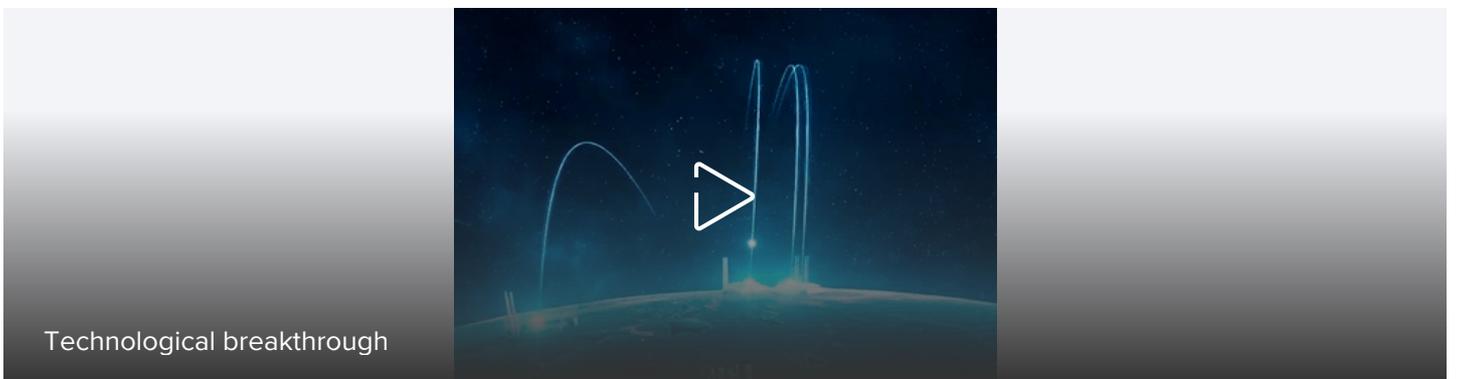


The health and safety of its employees is the Company's key strategic priority and Nornickel is focused on reducing its fatality rate to zero

Top-related documents

-  For more information on health and safety initiatives, see the Company's Corporate Social Responsibility Report for 2019
46 Mb
-  Working Conditions Policy
163 Kb
-  Occupational health and safety policy
213 Kb

Video





The health and safety of our people as well as mitigating ore mining and processing risks is a top priority in Nor Nickel's operations

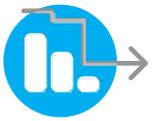
Sergey Dyachenko
First Vice-President, Chief Operating Officer

Long-term goals



0

Zero-fatalities on production sites, zero-tolerance policy on work-related fatalities



-15%

Annual reduction of LTIFR (lost time injury frequency rate)



Compliance

with international safety standards

H&S main results

-60% ↓

reduction of LTIFR since 2013
(as the end of 2019)

0.32 —
LTIFR

by the end of 2019 — remains below
the global mining industry average

-58% ↓

improvement in accident statistics
since 2013 (as the end of 2019)

3.0

Integral score based
on independent assessment
of occupational safety culture
as of May 2020 (from 1.4 in 2014)

H&S program approach

Main personnel protection measures – Occupational safety

Nornickel has corporate health and safety standards that apply to both the Group's employees and contractors' at the Group's production sites. The Company and its key subsidiaries have joint health and safety committees made up of management, employee and trade union representatives. Nornickel developed special standards for contractors as part of its selection process, which were implemented in 2018 to better monitor and promote contractor safety. The Group's production units are regularly audited for compliance with applicable health and safety regulations.

The company carries out the following initiatives and programs aimed at continuous improvement of health and safety:

- Accident rate reduction programmes (the Technology Breakthrough and etc)
- Training programmes
- Personal safety
- Industrial safety compliance
- Prevention of occupational diseases

Elements of the health and safety monitoring system:

- Second-party health and safety management system audits
- Safety behaviour audits
- Multi-stage control
- Targeted and comprehensive inspections

Responsibility and accountability

The Audit and Sustainable Development Committee deals with health and safety matters. The Company's Health, Safety and Environment Committee is led by the First Vice President — Chief Operating Officer and is focused on improving efficiency and accountability in health and safety. Nornickel's First Vice President — Chief Operating Officer is directly responsible for the development of health and safety initiatives and ensuring compliance with the relevant requirements. All circumstances of any fatality are reported to the Board of Directors and thoroughly investigated to avoid similar injuries in the future.

Remuneration linked to H&S performance:

- The KPIs of the COO and heads of production units include safety targets with weightings between 5% and 36% of the overall KPI
- A failure to prevent a fatality blocks them from receiving a performance bonus

Risk Management

Technical, production, or natural hazards which, once present, could have a negative impact on production and cause equipment breakdown or reimbursable damage to third parties and the environment

To manage and mitigate risks the Company:

- Ensures proper and safe operation of its assets in line with the requirements of technical operating procedure, as well as technical rules and regulations as prescribed by local laws across Nornickel's geographic footprint
- Replaces its fixed assets in a timely manner to achieve production safety targets

- Implements automated systems to control equipment process flows, uses state-of-the-art engineering controls
- Trains and educates its employees both locally, on site, and centrally, through its corporate training centers
- Has developed a technical and production risk management system, including by engaging independent experts to assess the system's performance and data
Please find more information in our [AR 2019](#)

Certificates

As at the end of 2019, all key production enterprises of the Group had health and safety certification:

- Kola MMC, OHSAS 18001
- Polar Division GOST R 54934-2012 (Russian standard identical to OHSAS 18001)
- Norilsk Nickel Harjavalta, OHSAS 18001
- Norilsknickelremont, GOST 12.0.230-2007 (interstate standard identical to ILO-OSH 2001)