



Norilsk Nickel will continue to be an investor in social infrastructure and human capital

Materials



Policy of PJSC MMC Norilsk Nickel Regarding Support for Small and Medium Enterprises

41 Kb



Equal Opportunities Programme

156 Kb



Human Rights Policy

241 Kb



Local Community Relations Policy

208 Kb



2019 Sustainability Report

11.5 Mb

Related News



Nornickel's Sustainable Development Report earns Gold Statuette at MarCom Awards



Nornickel announces a grant competition



Final stage of Nornickel's First Arctic leadership programme starts in Norilsk



Nornickel is one of the major employers and taxpayers in Russia. The Company makes a significant contribution to the development of local communities by implementing a range of social programmes that address current and potential future issues

*Larisa Zelkova,
Senior Vice-President – HR,
Social Policy and Public Relations*

Long-term goals

Nornickel is an investor in social infrastructure and human capital. Constant improvements in the quality of life of the Company's employees and their family members is one of the main cornerstone of our corporate strategy.

Large-scale social results

73,715

employees Norilsk Nickel Group's average headcount (as of 2019)

2,000 USD

average monthly pay

278 mln USD

financing of social, charitable and social infrastructure programmes in 2019

9 bn RUB

financing of resettlement programs since 2011

3,000 USD

tax payments in 2019

640 USD

social projects funded since 2014 as part of the World of New Opportunities programme



Social Investments

- **Supporting local infrastructure and construction of new facilities** (airport, roads, city buildings, sport facilities, fiber-optic high speed internet to Norilsk)
- **Relocation programme:** relocation from Norilsk to Russia's «mainland»
- **Strong legacy engagement and support of indigenous people**
- **Support of regional healthcare infrastructure and local communities** through COVID-19 epidemic
- **Volunteers** — supporting various initiatives (the Plant of Goodness corporate volunteer programme)
- **Engagement with government on social initiatives**



Social Support of Employees

- **Health and vacations:** compensation of travel expenses and accommodation in resorts
- **Housing:** co-investment of home purchase
- **Pension plans:** co-funded pension plan

- **Sports:** support of amateur sports
- **Housing** co-investment of home purchase
- **Support of regional healthcare infrastructure** (project Corporate medicine)



Sponsorship & Charity

- **Charity:** World of New Opportunities programme
- **Sponsorships:** Rosa Khutor Ski Resort, Russian Olympic Committee, TSKA Professional Basketball Club, International University Sports Federation and etc.
- **Ad hoc support** Regional healthcare, fight with coronavirus



Social Partnership

- **N° 1 rated employer** among Top-50 largest by Forbes-Russia
- **Collective bargaining agreement:** 83% of the Group's employees
- **Linking annual salaries revision** to domestic CPI
- **Social and labour councils** 79% of the total headcount across the Group

World of new opportunities

Corporate volunteering

Indigenous Peoples of the North