



If you possess any information about abuse of powers, fraud or any other violations — please inform Corporate Whistleblower Service via hotline [8-800-700-1941](tel:8-800-700-1941) and [8-800-700-1945](tel:8-800-700-1945) or via e-mail skd@nornik.ru. All messages will be reviewed in due time and objective manner, anonymity of the applicant is guaranteed.

To comply with legislative requirements and market best practices Nornickel actively implements anti-corruption measures within the company as well as in relations with counterparties, the government and business partners.

Nornickel has adopted its [Code of Business Ethics](#) (PDF, 0.2 MB) that establishes corporate rules and ethical standards, obligatory for all employees.

The high level of corporate behavior and business integrity within the Company is also enhanced by the [Code of Corporate Conduct and Business Ethics](#) (PDF, 0.5 MB) for members of the Board of Directors of PJSC “MMC “Norilsk Nickel”.

The Company’s Board of Directors adopted an [Anti-Corruption Policy](#) (PDF, 0.1 MB), aimed at prevention, detection and elimination of the causes and conditions that give rise to corruption and at compliance with applicable anti-corruption laws, moulding of anti-corruption mentality characterised by intolerance to corrupt practices on the part of employees, shareholders, members of the Board of Directors, the Management Board of the Company, and the Company’s contractors.

In the beginning of 2014 Nornickel joined the [Anti-Corruption Charter of The Russian Business](#) (DOCX, 0.02 MB).

In November of 2016 Nornickel joined the United Nations Global Compact, the main mission of which is acknowledgement and active implementation of ten main principals in sphere of human rights, labor relationship, protection of environment and fighting corruption by commercial organizations all over the world.

The Company has organized a system of internal control, is constantly improving procurement procedures, conducts due diligence of business-partners and takes actions to prevent and eliminate conflict of interests, and carries out training and additional informing of employees and involves them in the implementation of anticorruption measures.

The Company’s Corporate Department establishes and monitors measures on preventing and combating corruption.

In case you have any questions regarding anti-corruption measures in Nornickel please contact Anastasia Kravtsova via tel. [+7 \(495\) 787-76-67](tel:+7(495)787-76-67) ext. 3692.