



The Corporate Trust Line was established at Nornickel back in 2010 to ensure prompt response to reported violations, abuses and embezzlement. Its remit extends across all business units of the Company and the Group companies. The Line is governed by the **Procedure on the Corporate Trust Line of MMC Norilsk Nickel** approved by the Company's President.

Nornickel is committed to a policy of zero tolerance towards any violations of laws and its internal regulations.

We appreciate you taking the time to raise your concerns regarding any suspected violations of legislation, internal regulations of the Company, administrative violations and offences related to the activities of the Group companies. When reporting a violation, please provide as many details as you can, including the date and time of the violation, involved subdivision and violators' full names, relevant circumstances and other facts.

All messages received by the Corporate Trust Line are treated with the highest degree of confidentiality and are subject to timely and unbiased investigation irrespective of the position and employment record of employees against whom the allegations are made.

All messages may be sent anonymously. However, if you provide your contact details, this will help us to obtain all the necessary information to effectively investigate the case.

Prior to submitting your message, please note the following requirements:

- **reported concerns** must be related to the activities of the Company and the Group companies;
- **we do not consider** complaints about everyday necessities or those involving information about private life of the Company's employees that is not related to their employment;
- **it is prohibited** to disseminate knowingly false information discrediting the honour and dignity of the Company's employees and other persons or damaging their reputation;
- **we require** personal data to process reported violations related to payroll payments and withholdings.

You may send a message via one of the following channels:

Phone: 8 (800) 700 19 41

8 (800) 700 19 45

E-mail: skd@nornik.ru

or by filling out the form here: