

SOCIAL AND CHARITY INITIATIVES

Nornickel is the world’s largest metals and mining company, playing an important role in the Russian economy. Due to its geography and financial strength, Nornickel has a strong impact on the social and economic life in the regions in which it operates. With its facilities located mostly in single-industry towns, Nornickel seeks to maintain a favourable social climate and comfortable urban environment, providing its employees and their family members with ample opportunities for creative pursuits and self-fulfilment.

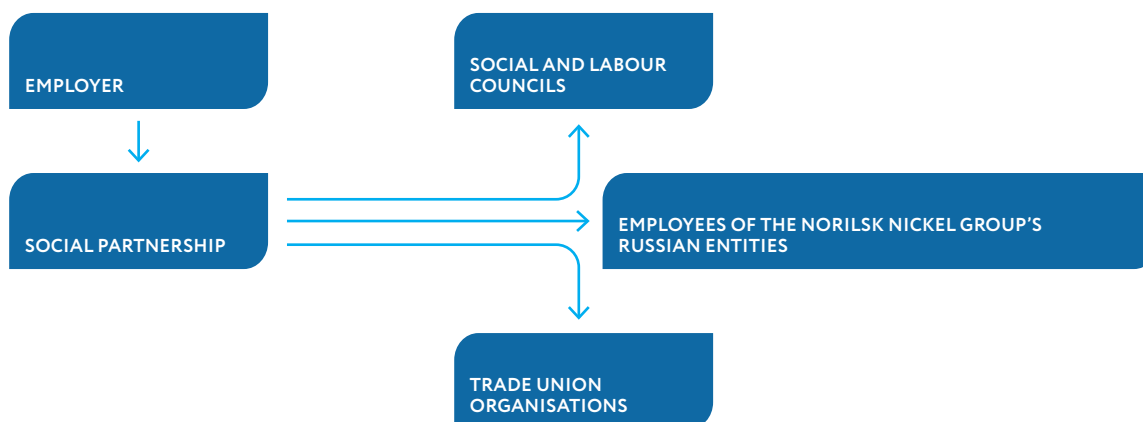
The core principle behind this social contribution is a partnership involving all stakeholders in the development and implementation of social programmes based on the balance of interests, cooperation, and social consensus.

The harsh climate faced by Nornickel employees in life and at work, the remoteness of the Company’s key industrial facilities, and the increasing competition for human capital across the industry call for a highly effective, human-centred social policy that would promote Nornickel’s reputation as an employer of choice.

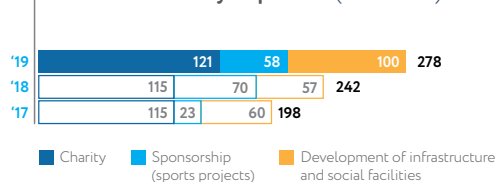
SOCIAL PARTNERSHIP

The Group companies have in place a social partnership framework aimed at aligning the interests of employees and employers in the regulation of social and labour relations.

Social partnership framework



Social and charity expenses (USD mln)¹



Nornickel meets all its obligations under the Labour Code of the Russian Federation, collective bargaining agreements, and joint resolutions.

Key tasks of employee representatives in a social partnership are to represent employee’s rights and protect their interests when holding collective bargaining negotiations, signing or amending a collective bargaining agreement, overseeing its performance, and resolving labour disputes.

Within the current social partnership framework, employee representatives are involved in resolving issues relating to the regulation of social and labour relations, conducting special assessments of working conditions, and implementing measures to prevent work-related injuries and occupational diseases.

In line with the requirements of the labour law, the opinion of employee representatives is taken into account when adopting local regulations on key aspects of labour relations, compensation, work hours, labour standards, provision of guarantees and allowances, occupational health, etc.