

OCCUPATIONAL HEALTH AND SAFETY

How has the Company's approach to occupational health and safety evolved over the past 20 years?

At Nornickel, we are aware of our responsibility for protecting the lives and health of employees involved in our operations. Over time, the Company's focus has somewhat shifted from a strict compliance approach to a risk-oriented approach: all incidents are subject to thorough investigation, and measures to prevent their recurrence are developed and put in place. The Company takes a proactive stance, working to prevent adverse events.

Today, Nornickel provides regular training in occupational health and safety, encourages employees to identify risks, fosters a safety culture, and gradually introduces innovative technologies, such as video analytics for wearing personal protective equipment, exoskeletons, and unmanned vehicles.



HEALTH AND SAFETY MANAGEMENT

GRI 403-1

Employee health and safety is our strategic priority. It is enshrined in the Company's Sustainable Social Development Strategy through 2030, Key Focus Areas in Occupational Health and Safety for 2023–2025¹, and the Occupational Health and Safety Policy.

Main occupational health and safety goals:

1

Zero catastrophic industrial accidents: prevent accidents at the Company's facilities that may have negative impact on people from across the Company's regions and the Company's production results

2

No work-related fatalities: zero tolerance to any work-related fatalities

3

Safe working conditions and mitigation of mining and processing risks



Nornickel has in place an occupational health and safety management system, which applies to all employees of the Company and is in line with Russian laws, international standards, and certification requirements, as well as internal policies and regulations.

OHS regulations

Applicable Russian laws aligned with international laws, including conventions of the International Labour Organisation

Sustainable Social Development Strategy through 2030

Key Focus Areas in Occupational Health and Safety for 2023–2025

Occupational Health and Safety Policy

Corporate OHS standards

Regulations on the Occupational Health and Safety Management System

Regulations on the Industrial Safety Management System

OHS sections in collective bargaining agreements for the Group's Russian operations

Regulations and guidelines for all production processes

Project implementation plans and specifications for repair, construction, and installation works

Occupational health and safety guidelines for specific jobs and types of work at all Company's facilities

In 2023, the Company approved a corporate standard that establishes unified requirements for road safety initiatives in carrying out production activities, including preventing

road accidents and transport injuries, ensuring the safe operation of vehicles, improving labour discipline, and enhancing a safe driving culture.

Occupational health and safety responsibilities are allocated among Nornickel's various governance bodies and business units in line with their terms of reference.

¹ Designated as the Occupational Health and Safety Strategy in the sustainability reports for 2021 and 2022.

GRI 2-9, 2-12, 2-13

Board of Directors	<ul style="list-style-type: none"> Determines the Company's OHS strategy Monitors the Company's OHS performance
Senior Vice President – Operational Director	<ul style="list-style-type: none"> Improves the efficiency of OHS organisation and prevention initiatives Strengthens manager and expert responsibility for creating a healthy and safe working conditions Assesses the efficiency of OHS initiatives Improves the OHS management system
Vice President, Ecology and Industrial Safety	<ul style="list-style-type: none"> Develops and implements the Company's OHS strategy Organises and coordinates OHS activities and provides guidance on them and methodological support
HSE Department	<ul style="list-style-type: none"> Develops accident and injury prevention initiatives and oversees their implementation Develops OHS initiatives and monitors compliance with the applicable legislation

« Nornickel is actively fostering a culture of conscious and responsible approach to occupational health and safety. The cardinal safety rules, quality incident investigations, new training formats, identification of workplace risks, continuous monitoring of personal protective equipment usage, and numerous other initiatives are not mere formalities, but meaningful measures designed to save our lives and health.

Mikhail Borovik,
maintenance technician, grade 5,
Norilsknickelremont, Norilskremont
Production Association (length
of service with the Company – 33 years)

In 2023, recertification audits were conducted at the production sites of Polar Division, Murmansk and Polar Transport divisions, and at the Company's Head Office. According to the inspection and certification company Bureau Veritas Certification, Nornickel's OHS management system is highly mature and fully compliant with ISO 45001:2018 Occupational Health and Safety Management System. The auditors praised the project to enhance safety culture development and gave a positive assessment of risk-oriented approach tools, the use of information technologies, contractor relations, and the focus on continuous improvement of the management system.

Occupational health and safety certification

MMC Norilsk Nickel (Head Office, Polar Division, Polar Transport Division, Murmansk Transport Division)	ISO 45001:2018
Kola MMC	ISO 45001:2018
Pechengastroy	ISO 45001:2018
Norilsk Nickel Harjavalta	ISO 45001:2018



Contractor safety management

GRI 403-1, 403-2, 403-5

Nornickel procures production and technical supplies in the domestic market under master agreements. These state that the contractor recognises and commits to generally accepted principles in human rights (which include safe work) and labour relations, as stipulated by international regulations and in particular the UN Global Compact.

In addition to briefings, training is provided for contractors' employees: in 2023, the Company's specialists conducted trainings on the basics of safety culture, behavioural safety audits, and dynamic risk assessment.

On the sites of its facilities, the Group holds regular joint inspections of compliance with safety requirements at work,

and OHS council (committee) meetings involving contractor representatives. In case of failure to comply with OHS requirements, contractors are fined.

For violation of the cardinal safety rules, the contractor's employees are removed from the Company's territory and banned from entering any of the Group's entities for at least one year.

Zero tolerance to any work-related fatalities and non-compliance with the cardinal safety rules is reflected in the general terms and conditions of contractor agreements.

All works carried out by contractors in highly hazardous conditions are governed by the respective corporate standard. Work permits, operations certificates, process sheets, and guidelines must contain safety requirements to be met when organising and performing work. The Company checks compliance with these requirements during each shift.

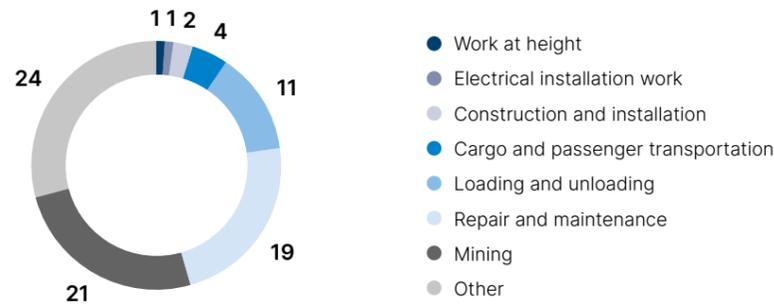
Prior to commencement of work, contractors' staff receive induction and task-oriented OHS briefings, including safety measures set forth in work execution plans.



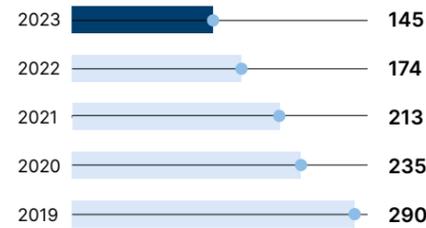
WORK-RELATED INJURIES

SASB EM-MM-320a.1, GRI 403-9, 403-10

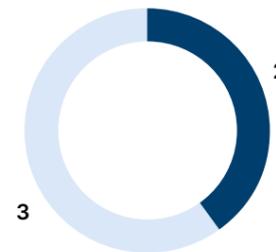
Number of injuries by work type in 2023



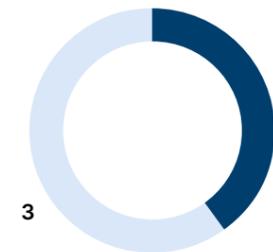
Occupational diseases identified



Number of fatalities by work type in 2023



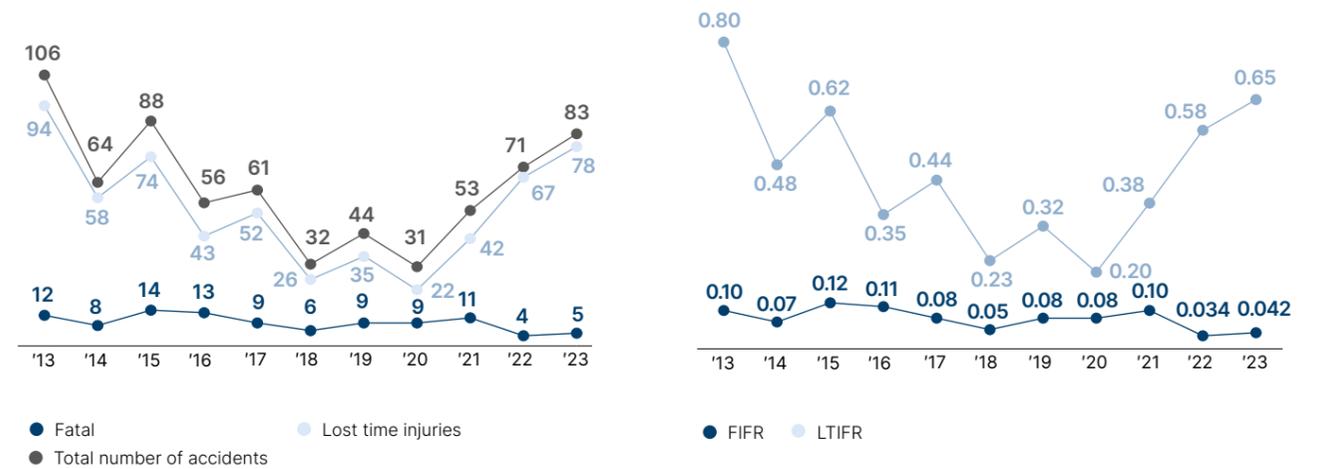
Number of fatalities by accident type in 2023



In 2023, the Group had five fatalities, two of which were caused by the collapse of structures at Kola and Norilsk divisions, another two occurred due to the run-over by underground equipment, and the last one came as a result of a drilling rig falling from a height at a mine.



Dynamics of accidents and work-related injury rates¹



In 2023, the Group had 78 lost time injuries, with lost time injury frequency rate (LTIFR) standing at 0.65. The increase in lost time

injury frequency rate (LTIFR) from 2020 to 2023 is associated with a new approach to recording, classifying, and investigating accidents.

Nornickel's indicators in this area are in line with the average for the global mining industry.

¹ The 2022 values were updated as regards the values shown in the [2022 Sustainability Report](#).

Investigation of fatalities

In the Company, all fatalities are subject to internal investigation and notification of the Board of Directors.

Based on the results of investigations into the collapse of structures at Kola and Norilsk divisions, measures were drafted and implemented to regulate the procedure for the maintenance and repair of ore haulage tracks, taking into account the results of instrumental non-destructive testing, a technical council was established to assess the quality of repairs, and wooden slabs for vertical mine workings were banned in favour of concrete slabs.

To eliminate the causes of accidents involving the run-over of self-propelled diesel equipment, the Company takes

a number of technical measures to equip underground machinery with a collision prevention system in order to stop the equipment when a pedestrian is in the danger zone, to build pedestrian walkways, traffic lights, curved mirrors, to develop uniform requirements for drawing up traffic patterns for vehicles and pedestrians in underground workings; safety zones were created for load-haul-dump drivers when working in the remote control mode; they also received additional training with skill testing.

The investigation of the accident involving a self-propelled drilling rig falling from a height resulted in the development of a standard design for fencing of vertical mine workings with a height difference, visualisation of hazardous

areas bearing a risk of falling from heights, provision of underground machinery drivers with up-to-date traffic patterns, and pilot tests on machinery navigation in underground mines.

Nornickel expresses its deepest condolences to the families and friends of the victims and reiterates its commitment to making zero work-related fatalities a key strategic priority. We will keep running dedicated programmes to prevent workplace accidents.

OHS SYSTEM DEVELOPMENT AND MITIGATION OF KEY RISKS

GRI 403-1, 403-2

The Company plans to achieve its goals of reducing work-related injuries and eliminating fatalities by refining the Company-wide occupational health and safety system.

A 2023 milestone in this area was the decision to scale up of the project to transform the safety culture at Medvezhy Ruchey's Norilsk Concentrator to all of Polar Division's mines and Kola

MMC's Severny Mine. The project involves a persistent effort to identify and mitigate occupational risks.

The project yielded over 2,000 occupational health and safety risks identified by the workers and engineering staff at Norilsk Concentrator, Komsomolsky, Oktyabrsky, and Severny mines.

>2,000
occupational health and safety risks identified by the workers and engineering staff at Norilsk Concentrator, Komsomolsky, Oktyabrsky, and Severny mines



In 2023, Nornickel launched a dedicated unified incentive system with fixed payments for identifying occupational risks (from RUB 5,000 to RUB 10,000) depending on employee involvement in risk management. In the reporting year, 455

employees received cash benefits totalling RUB 3.4 mln. Employees are informed about this mechanism during training sessions on dynamic risk assessment; there are memos in place describing the reporting algorithm.

« We are learning to identify risks and prevent incidents, as the cost of indiscretion can be catastrophic. This process involves all employees from top managers to workers. We received training to evaluate each decision in terms of hazards. This enables employees to contribute to the development of safe production.

Alexander Shmakov,
mill operator, grade 5, Medvezhy Ruchey (length of service with the Company – 27 years)

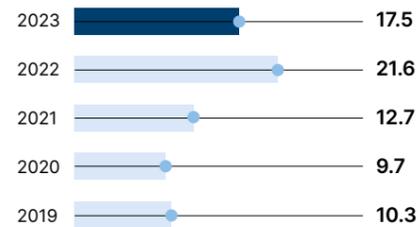


Nornickel's internal corporate standard regulates the procedure for refusing to work when there is a risk that threatens the life or health of the employee. Anyone who identifies the risk must report it to the relevant senior manager to address it. After informing the management, the employee exposed

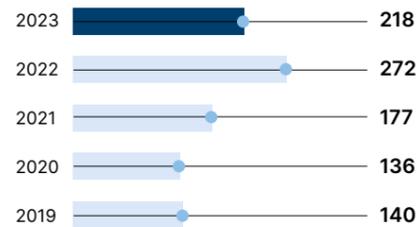
to the risk may leave the workplace until the threat to his/her occupational health and safety is eliminated. The refusal to work under life- and health-threatening conditions may not constitute grounds for imposing any sanctions on the employee.

RUB 17.5 bn
Operating health and safety expenditures in 2023

Occupational health and safety expenditures
RUB bn



Occupational health and safety expenditures per employee
RUB '000



The largest share of occupational health and safety expenses came from purchasing personal protective equipment (32%) and making production facilities compliant with OHS requirements (28%).

Special assessment of working conditions

11,719 workplaces subject to SAWC in 2023

16,583 employees underwent SAWC in 2023

RUB 19.8 mln costs related to SAWC across the Group's operations in 2023

Provision of personal protective equipment

- respirators
- earmuffs
- glasses/goggles
- gloves
- gas masks
- earplugs
- UV filters visors and helmets
- protective and regenerative creams
- protective outerwear and footwear

Hazardous and harmful workplace factors are identified in the course of a special assessment of working conditions (SAWC); its results are used to provide

employees with free of charge personal protective equipment, including respiratory, hearing, eye, and skin protection.

Provision of personal protective equipment

GRI 403-3

Underground work, extreme climate, operation and maintenance of mining machinery and heavy self-propelled vehicles result into the specific working conditions and certain impacts. Nornickel protects its employees from hazardous and harmful workplace hazards through the implementation of organisational safety measures and provision of PPE.

RUB 5.6 bn spent by Nornickel in 2023 to purchase personal protective equipment

An automated system for monitoring the use of personal protective equipment is in place in many of the Group's branches and Russian business units. Video analytics systems are further developed with a focus on identifying dangerous actions that can potentially lead to fatalities. In 2023, the Trans-Baikal Division upgraded the system with a new function – machine vision and artificial intelligence can now detect the absence of a safety harness or an unfastened safety sling. In 2024, the Company plans to roll-out a project to control the presence of employees in the area

of running lifting equipment, with sound and light alerts activated when employees approach a potentially dangerous zone of load falls/drops.

To provide employees with effective and comfortable PPE at the Group's industrial facilities, we organised tests of such equipment while switching to domestic suppliers' products in the reporting year.

« The employees of the mine maintenance department treat heights in a special way: heights are not to be feared, but respected. Incessant use of a safety harness is one of the ways to show this respect. Our company is strict about this: it regularly inspects and tests our PPE, monitors our compliance with the cardinal safety rules, and takes other measures. Year after year, the Company confirms by deed, not by word, that employee health and safety is paramount.

Evgeny Matys,
manual electric welding operator, grade 5, Norilsknickelremont, Norilskshakhtservice Trust (length of service with the Company – 31 years)



OHS CONTROL AND PREVENTION

Nornickel regularly implements prevention and control activities to avert work-related injuries.



Key occupational health and safety performance indicators for accident prevention

KPIs	2019	2020	2021	2022	2023
Audits conducted					
By health and safety committees, '000	>29.8	>48.5	>50.3	>47.7	>49.7
Target audits conducted by managers, senior experts and committees of the Group's facilities and business units, '000	9.6	10.6	11.1	11.4	15.2
Ad hoc audits, '000	15.5	27.0	23.0	21.9	30.4
Number of comprehensive audits of occupational health and safety and relevant management systems	126	164	182	174	183
Coupons removed from the books of employees violating occupational health and safety requirements, '000	1.8	1.1	1.1	0.6	0.6
Employees subject to disciplinary action for the violation of occupational health and safety requirements, '000	6.3	5	3.3	2.1	1.9
Employees with reduced bonus payments, '000	>11.9	>10.0	>8.0	>6.5	>6.0
TOTAL, RUB MLN	>69.0	>59.0	>66.0	>61.5	>88.6
Employees incentivised for occupational health and safety involvement and lower workplace injury rate as per the audit results, '000	>6.5	>5.0	>5.0	>4.0	>1.8 ¹
TOTAL, RUB MLN	>57	>59	>69	>58	>19.7

The Company has in place the Cardinal Safety Rules mandatory for all staff members. Failure to abide by them leads to employee dismissal. In 2023, 50 employees were fired for breaking the Cardinal Safety Rules.

¹ The decrease in the number of employees incentivised for occupational health and safety involvement and lower work-related injury rate as per the audit results was due to the change in the bonus award criteria.

Occupational health and safety competitions

Nornickel has a corporate standard on organising team and individual OHS competitions for representatives of all the Group companies.

Team competitions are held across seven groups of Nornickel's production facilities.

During individual competitions, participants demonstrate their accomplishments in implementing initiatives, improvements,

ensuring zero accident and injury rates, contributing to production, engaging personnel in OHS activities, and raising awareness.

In 2023, results of individual competitions were announced with the following awards granted:

12 winners of occupational health and safety competitions in 2023

 **1 person**

Best Occupational Health and Safety Head

 **5 people**

Best Occupational Health and Safety Line Manager

 **1 person**

Best Occupational Health and Safety Specialist

 **5 people**

Best Occupational Health and Safety Compliant Worker



Occupational health and safety communication

Nornickel runs an ongoing Safe Labour communications programme.

Safe Labour programme highlights



In 2023, the Company worked to develop a new communications programme to foster safety culture dubbed Life and Safety – Work Environment providing for a unified internal communications system to inform employees. We plan to use dedicated apps, groups and chats

to regularly publish posts on OHS, including guides, description of various workplace situations, statistics, process flows, as well as trainings and tests to check the users' knowledge.

Broad media coverage of occupational safety topics is designed to shift employees' mindsets and augment their vested interest in their work safety. This strategic approach helps minimise injury, occupational disease, and workplace accident rates.

ENGAGEMENT OF EMPLOYEES IN OHS MANAGEMENT

GRI 2-26, 403-4

As one of the ways to engage employees in OHS management, Nornickel organises joint OHS committees (councils) made of representatives of the management, employees, and trade unions.

Joint committees were established in the majority of the Group companies and business units, except the Head Office¹ and Norilsk Nickel Corporate

University². Contractors participate in joint committee meetings that deal with matters related to contractor employees.

Authorised representatives of trade unions and staff in occupational health and safety were elected to participate in preventive activities across the Company's production units.

733 proposals to improve workplace conditions and OHS were submitted in 2023

>6,500 audits were held by the representatives in occupational health and safety in 2023

>78,000 employees of the Group companies that had joint committees with trade union as at the end of 2023 (around 98% of the Group's average headcount).

824 employees who represent trade unions and staff took part in preventive activities in 2023

Occupational health and safety topics covered in formal agreements with trade unions

SASB EM-MM-310a.1

A majority of production companies of the Group have collective bargaining agreements signed with employee representatives (including trade union organisations), which contain occupational health and safety provisions.

They cover more than **75,000** employees of the Group (approximately 94% of the Group's headcount).



● % of the Group's headcount

OHS TRAINING

GRI 403-5 / SASB EM-MM-320a.1

Nornickel employees are upskilled in OHS through briefings and training courses, which include dedicated comprehensive programme modules factoring into the specifics of our operations.

RUB 215 mln the Group's OHS training expenses

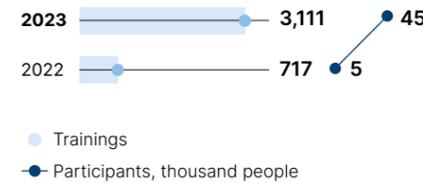
>57,000 employees of the Group received OHS pre-certification briefing, basic training, and certification in 2023

In 2023, a project on the workplace safety culture coaching proceeded to an active stage: there are trainings, team-building

events, and experience sharing between Group companies. The project involves two modules: Dynamic Risk Assessment (learning the risk assessment algorithm, working with checklists, identifying risks and taking measures to eliminate and minimise them) and Behavioural Safety Audit (learning management tools, discussing employees' risky actions in an informal manner).

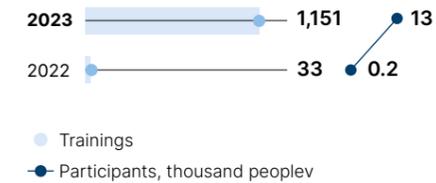
Workplace safety culture coaching system

Dynamic Risk Assessment



Target group: blue-collar employees

Behavioural Safety Audit



Target group: line managers

The Company's top managers and executives are involved in the process of risk management and training in new safety tools. In 2023, Stanislav Seleznev, Vice President for Ecology and Industrial Safety, conducted behavioural safety audit trainings for the managers of the Group's branches and Russian business units, and each and every member of Nornickel's Management Board.

¹ There is no internal trade union in place, but representatives of the Norilsk trade union take part in the HSE Committee meetings.

² The educational institution is not involved in industrial production.

Road safety

In 2023, Nornickel introduced a set of measures aimed at ensuring road safety. Along with the approval of the corporate road safety standard, the current road safety status was assessed in all Group's branches and Russian business units, including audits of Nornickel's road transport companies; action plans were developed for 2023–2025 to adjust the standard with due regard to the specifics of each of the Group's companies.

To improve driving discipline and enhance driving culture, we trained 2,855 Nornickel employees, including 100% of high-risk drivers (1,318), and 287 contractor employees. The Company's

executives acted as role models for the project: in the reporting year, 18 vice presidents and directors of Nornickel took safe driving courses.

In addition, briefings have been prepared on key road safety risks, including distracted driving, the effects of driver fatigue, and seatbelt use.

According to the collected accident data, the Company had 3.54 road accidents per 1 mln kilometres driven by the end of 2023.

Meetings with representatives of Russian oil and gas companies have been organised to share experience on road safety.

2,855 employees took safe driving courses in 2023

PREVENTION OF OCCUPATIONAL DISEASES

GRI 403-3

In order to study and reduce the potential impact of production factors, as well as prevent morbidity, Nornickel consistently monitors employees' health.

Employees undergo compulsory pre-employment examinations, and regular and ad hoc medical check-ups. Those who are involved in hazardous operations are subject to regular examinations held at least once in five years by healthcare organisations authorised to conduct pre-employment and regular check-ups. These serve to assess occupational health fitness and determine if the disease is work-related.

Before starting their working day, employees undergo pre-shift and pre-trip check-ups on site.

The Company provides employees working in hazardous conditions with foods, milk, and other equivalent food products for therapeutic purposes in compliance with the applicable laws and Nornickel's by-laws.

RUB 532 mln medical examination expenses in 2023

RUB 830 mln costs related to the maintenance of medical aid posts in 2023

RUB 1,753 mln special food and milk expenses in 2023



CORPORATE HEALTHCARE PROJECT

GRI 403-6

General physical and mental state, health status, and psychological stability directly affect workplace safety, labour productivity, and employee well-being. Growing a network of corporate medical facilities is one of the goals of the Company's Sustainable Social Development Strategy through 2030, which aims to provide employees, their families, and local communities with high-quality medical services, improve their accessibility and IT functions, and establish an effective corporate healthcare system.

Nornickel has been running the corporate healthcare development project since 2019. It involves the construction and upgrade of medical infrastructure facilities (healthcare centres, medical aid posts, medical examination rooms),

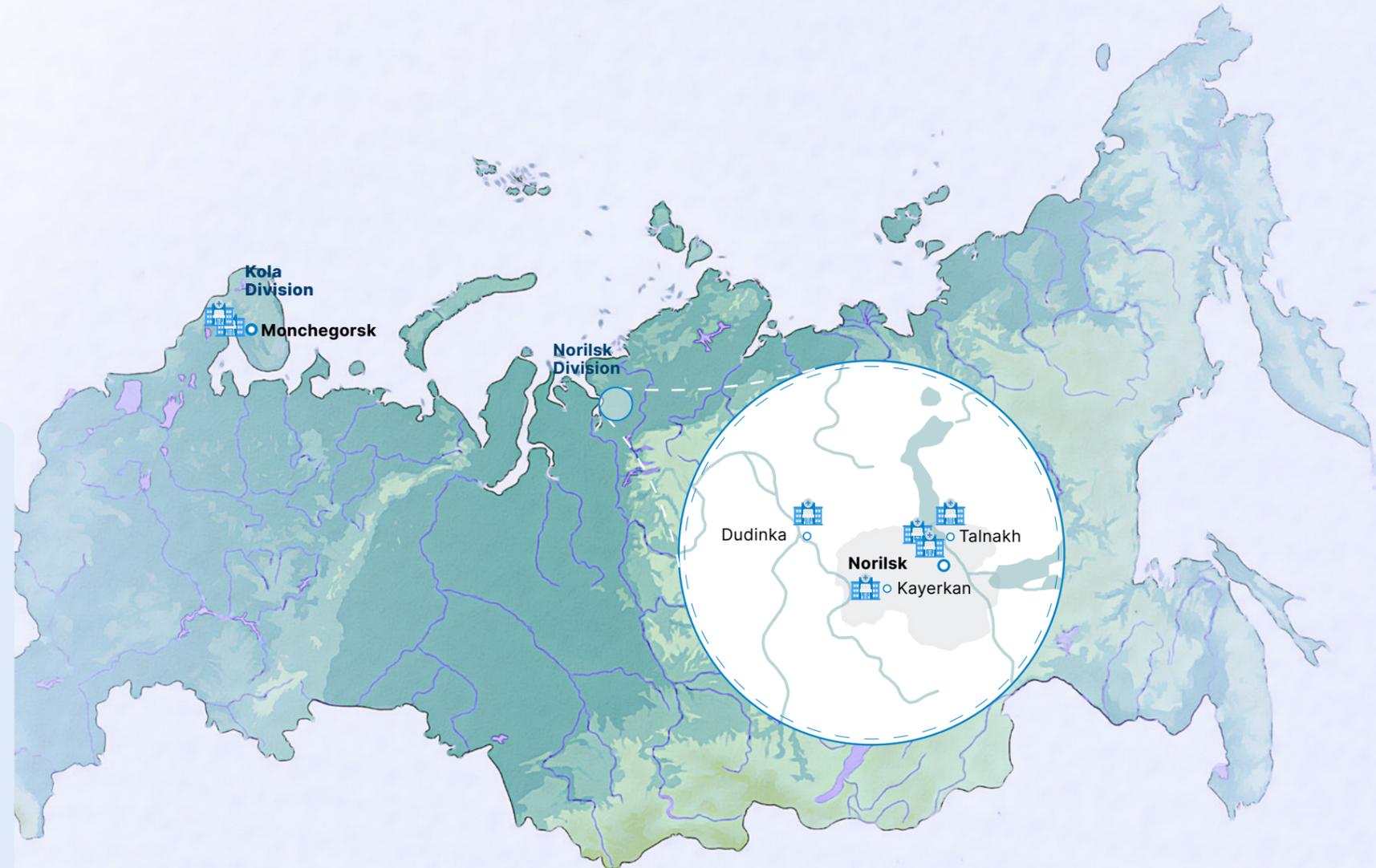
recruitment of highly qualified medical personnel, introduction of advanced information technologies, and promotion of healthcare in the regions where the Company operates.

Target

RUB 10 bn
total planned investment

7
healthcare facilities

>70
medical aid posts and examination rooms to be upgraded



As at the end of 2023, three healthcare centres, more than 30 medical aid posts, examination rooms, and workshop medical sections were commissioned to provide healthcare services to employees directly at work and prevent diseases.

Since their inception, healthcare facilities in the Norilsk Industrial District and Kola MMC have seen:

2.3 mln
pre-trip and pre-shift check-ups

21,300
paramedic visits

34,400
medical procedures

8,900
general practitioners' visits



Healthcare centres

Norilsk Division

Central outpatient facility in Norilsk

In late 2021, the Company opened its first corporate healthcare centre in Norilsk.

It provides medical help based on voluntary healthcare insurance (VHI) programme.

Central outpatient facility in 2023

-  **249 healthcare services**
-  **13 primary healthcare areas**
-  **183,500 healthcare services** provided since the facility's launch
-  **7–30 days – waiting times** for many specialists, which testifies to strong demand for healthcare services in the region

Dudinka Healthcare Centre

The Dudinka Healthcare Centre was put into operation in August 2023. The centre employs a general practitioner, a physiotherapist, a massage nurse, and nursing staff on a permanent basis. Experts in other medical fields from the central outpatient facility in Norilsk go the Dudinka Healthcare Centre to receive patients on a weekly basis.

Dudinka Healthcare Centre in 2023

-  **174 healthcare services**
-  **9 primary healthcare areas**
-  **3,103 healthcare services** provided in 2023

Work to build healthcare centres in the Talnakh, Kayerkan, and Central districts of Norilsk started in 2023. Scheduled commissioning:

- healthcare centre in the Talnakh District of Norilsk – in April 2025;
- healthcare centre in the Kayerkan District of Norilsk – in June 2025;
- healthcare centre in the Central District of Norilsk – in June 2030.

Disease Prevention Centre of the Corporate Health Centre

In addition to the MRI Centre, a Disease Prevention Centre is to be put into operation in 2026 on the premises of the Kolsky Health and Spa Centre.

Taking into account disease statistics and relevant trends, dedicated programmes have been implemented at healthcare centres since 2023, including Healthy Woman of the North (Monchegorsk), Healthy Heart, and Diabetes School (Norilsk, Dudinka). Training events, including lectures, excursions, and awareness raising campaigns (publications and videos) are also in place to protect employees' health.

→ For more information, please see [Nornickel's 2023 Human Rights Report](#).

Kola Division

MRI Centre

In July 2023, the Magnetic Resonance Imaging (MRI) Centre with the first in the city MRI scanner was commissioned at the Kolsky Health and Spa Centre in Monchegorsk. Services are provided under voluntary and compulsory health insurance (CHI) policies.

MRI Centre in 2023

-  **86 healthcare services**
-  **5 primary healthcare areas**
-  **317 MRI scans** (217 under VHI, 100 under CHI policies)

Medical aid posts and examination rooms

To address employee emergencies, take preventive measures, and monitor employee health, the Company has a workshop medical service. It is also responsible for identifying and assessing the risk of health hazards arising at the workplace, monitoring work-related health status, analysing the factors of occupational morbidity and ways to diminish them. The service seeks to deliver quality medical care to employees directly at work.



Digital Medicine

The Company has in place the Digital Medicine programme with innovative IT solutions in healthcare, including a mobile app for employees to quickly view their medical records, book a medical appointment, and find all the necessary information about healthcare centres. The programme has been operating in the Zapolyarye Health Resort since 2021 and in Norilsk since 2022, with Dudinka and the Kola Peninsula in the process of joining the programme. Initiatives to digitise the most important medical records, create self-diagnostic workplace systems for office employees, and a system for analysing the risks of disease development are underway.

In addition, the Company is actively rolling out programmes to promote a healthy lifestyle, including solutions that can help employees from all regions receive expert and up-to-date information on how to take care of their health.

In 2023, we embarked on a project to conduct comprehensive surveys of healthcare systems and their certain areas in cities and towns where our employees and their families live.

Operating expenditures on corporate healthcare in 2023

RUB 1,158 mln

Capital expenditures on corporate healthcare in 2023

RUB 526 mln

EMERGENCY PREPAREDNESS

To ensure reliable operation of equipment and processes, prevent emergencies, and eliminate the consequences of accidents for the environment and local communities, Nornickel takes a risk-based approach to occupational health and safety management

➔ For more details, please see the [Internal Control and Risk Management](#) section.

As the Company has more than 300 hazardous production facilities that use various hazardous substances in their processes, Nornickel's facilities remain prepared for any emergencies, including emergency containment and response.



Accident response plans at hazardous production facilities are approved by heads (deputy heads) of production units that operate such facilities, and heads (deputy heads responsible for approving action plans) of professional emergency rescue services and units engaged for emergency containment and response.

The plans are reviewed and approved in a timely manner.

« There is a special category of employees at Nornickel – fire fighters and rescuers. Our work might come unnoticed, but everyone can rely on us to come to their rescue and do everything possible (or even impossible) to ensure safety, be it at production sites, residential facilities, or underground mines, deep down below the earth's surface. We promptly respond to hazards to protect the lives and health of employees and safeguard the Company's property, as this is the key strategic priority of the Company's business.

Sergey Semenov,

Chief Manager, Civil Defence, Emergency and Fire Safety Department, MMC Norilsk Nickel (length of service with the Company – 5 years)

Effective periods

6 months

For underground mining facilities

1 year

For open-pit mining facilities

5 years

For hazard classes 1, 2, and 3 facilities¹

¹ Excluding facilities specified in the first two rows of this table.

Emergency preparedness system at hazardous production facilities

Federal Law No. 116-FZ On Industrial Safety of Hazardous Production Facilities dated 21 July 1997

Regulations on Accident Response Plans at Hazardous Production Facilities approved by Resolution No. 1437 of the Russian Government dated 15 September 2020

Accident response plans at hazardous production facilities (hazard classes 1, 2, 3)

- Agreements with professional emergency rescue services and organisations (mine rescue services and maintenance of mine rescue equipment)

- Auxiliary mine rescue teams at Polar Division and Kola MMC
- Monthly training and exercises in near-real conditions

- Drills involving employees and emergency rescue services
- Regular training in case of accidents, incidents, and emergencies

- Provisioning for emergency containment and response at hazardous production facilities

The Group companies put in place surveillance, warning, communication, and support systems in case of emergency

Radio communication, employee positioning, and telemetry system for underground machinery in the Group's mines

In 2023, Nornickel and Rostekhnadzor took measures to enhance occupational health and safety, including:

- continued implementation of the project to create a system for remote control over industrial safety at the hazard class 1 facility of Kola MMC (chlorine storage);
- deployment of the Buildings and Structures Monitoring System project: (covering 17 facilities and over 950 buildings and structures)

➔ For more details, please see the [Climate Change](#) section.

- steps to improve the quality of industrial safety expertise, administration, and management of hazardous production facilities' routine repairs.

In addition, to prevent incidents similar to the one that occurred at CHP-3 in 2020, the Company is reconstructing fuel storage facilities of CHP-1, CHP-2, and CHP-3 in Norilsk.