

APPENDIX 3 – UN GLOBAL COMPACT COMMUNICATION ON PROGRESS

This section provides structured information to EVRAZ stakeholders on the Group’s sustainability-related policies, programmes and performance and serves as our Communication on Progress (COP) to the United Nations Global Compact.

PRINCIPLE	PRACTICAL ACTIONS TAKEN	MEASUREMENT OF CURRENT OR EXPECTED OUTCOMES	SECTION OF THE REPORT FOR MORE DETAILED INFORMATION
<i>Human rights</i>			
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>Principle 2: Make sure that they are not complicit in human rights abuses</p>	<p>EVRAZ has the Human Rights Policy that aligns with the United Nations Guiding Principles on Business and Human Rights.</p> <p>The Group is monitored by trade unions, representatives from Russia’s Presidential Council for Civil Society and Human Rights and other public organisations to reduce the risk of legal violations. The Company also performs due diligence throughout the lifecycle of its operations and regularly identify actual and potential risks regarding human rights violations. The hotline operates anonymously 24/7.</p>	<ul style="list-style-type: none"> • High employee awareness on human rights issues. • A healthy working environment where employees are free of any kind of discrimination. • No violations of human rights. • Improved efficiency of human rights violations detection due to enhancement in the operation of EVRAZ Hotline. 	<p>Our people, p. 58</p> <p>Ethics and business conduct, 24</p>

PRINCIPLE	PRACTICAL ACTIONS TAKEN	MEASUREMENT OF CURRENT OR EXPECTED OUTCOMES	SECTION OF THE REPORT FOR MORE DETAILED INFORMATION
<i>Labour</i>			
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>Principle 4: The elimination of all forms of forced and compulsory labour</p> <p>Principle 5: The effective abolition of child labour</p> <p>Principle 6: The elimination of discrimination in respect of employment and occupation</p>	<p>EVRAZ signs collective agreements with industry tariff agreements.</p> <p>The Group strictly prohibits any forms of slavery (such as child labour and forced labour) and conducts risk assessments to determine which parts of its own business and supplier and subcontractors are at high risk of committing modern slavery acts. EVRAZ has a Diversity and Inclusion Policy that expresses no tolerance for any form of discrimination.</p>	<ul style="list-style-type: none"> • More active and credible interaction of the Group with trade unions. • No child labour or forced labour within the Company. • Increased scrutiny of modern slavery issues in those areas of business and for those suppliers and subcontractors where there is a risk of committing modern slavery acts. • Higher awareness of employees on the diversity and inclusion issues. • Increased employee diversity. 	Our people, p. 58
<i>Environment</i>			
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p> <p>Principle 8: Undertake initiatives to promote greater environmental responsibility</p> <p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies</p>	<p>In 2021 the Group has clarified a new goal for the period up to 2030 (with 2019 as the baseline year), which covers air emissions aspects.</p> <p>We highlighted that the indicator for air emissions only applies to social dust (dust that affects the local population during coal transportation in residential areas).</p> <p>Specifically, the indicator does not apply to all dust, but only to dust that is considered socially significant.</p>	<p>Goals set by EVRAZ for the period up to 2030:</p> <p>Water:</p> <ul style="list-style-type: none"> • Zero wastewater discharges from steel production. <p>Waste:</p> <ul style="list-style-type: none"> • Utilise 95% of waste from metal production and general waste. • Recycle 50% of mining waste. <p>Air emissions:</p> <ul style="list-style-type: none"> • Reduce total atmospheric emissions from steel production by 33%. • Reduce dust emissions from storing and transporting coal by 1.5 times. <p>GHG emissions:</p> <ul style="list-style-type: none"> • Reduce specific Scope 1 and 2 GHG emissions from EVRAZ's Steel segments (the Steel and North America segments) by 20%. • Utilise 75% of methane (CH4) emitted in the process of degassing carried out during coal mining. 	Protecting our natural environment, p. 80
<i>Anti-Corruption</i>			
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Corruption and bribery at EVRAZ are managed in accordance with the Anticorruption Policy and Anti-corruption Compliance System Policy. Corruption-related risks are analysed systematically at the end of each year by compliance managers. The most vulnerable risks are usually evaluated in a more detailed and comprehensive manner. Overall information about risks is usually further reported to the Audit Committee.	The Learning Management System will enhance the effectiveness of employee training management, as the courses will become more frequent and relevant to the specifics of the Group's operations.	Ethics and business conduct, 24