

OUR APPROACH

GRI 103-2

At EVRAZ we firmly believe that our people are key to our success. With this in mind, our goal is to build a positive, healthy, and inclusive environment where our employees have an opportunity to reach their full potential. We conduct a variety of internal programmes initiatives to improve professional and personal skills of our people and support their health and well-being.

In this regard, the Group's policy in the reporting period was aimed at improving the following areas:

- Developing the Human Rights Policy.
- Increasing the transparency of the remuneration through implementing the Target Remuneration System.
- Improving the employee recruitment processes.
- Implementing initiatives for attracting and retaining employees.
- Implementing new training programmes.
- Regularly collecting feedback via various communication channels.
- Processes automation and IT systems integration.



ORGANISATIONAL STRUCTURE OF EVRAZ HR MANAGEMENT SYSTEM

