

Non-financial reporting

EVRAZ aims to comply with the non-financial reporting requirements contained in sections 414CA and 414CB of the Companies Act 2006. The table below outlines to stakeholders the Group's position, principal policies, main risks and KPIs on key non-financial areas.

Requirement	The Group's approach and policies	Documents	Related KPIs	Related principal risks
Environment Further information: Environment, read more on pages 81-87	Steel and mining production carry a high risk of environmental impact and incidents related to its production processes. That is why EVRAZ pays the closest attention to environmental matters in order to prevent or minimise any adverse impacts.	EVRAZ HSE Policy Code of Business Conduct	EVRAZ have adopted five-year environmental targets: <ul style="list-style-type: none"> • Decreasing fresh water consumption by 10% • Recycling 95% of non-mining waste per year • Maintaining the greenhouse gas intensity ratio below 2 tonnes of carbon dioxide (CO₂) equivalent (tCO₂e) per tonne of crude steel 	HSE: environmental read more on page 38
Employees Further information: Our people, read more on pages 90-95 Health and safety, read more on pages 78-80	EVRAZ strictly complies with national labour laws and best practices of business ethics concerning employee management. Discrimination related to a person's race, ethnic origin, gender, religion, political views, nationality, age, sexual orientation, etc is totally unacceptable throughout the Group, as well as at its subcontractors and suppliers. Due to industry-specific issues, EVRAZ employees and contractors face safety and health risks. Providing a safe work environment is one of the Group's main core values.	EVRAZ HSE Policy Code of Business Conduct	LTIFR (per 1 million hours) Labour productivity, steel (tonnes per person)	HSE: health and safety read more on page 38
Social policy Further information: Community relations, read more on pages 96-101	EVRAZ strives to make a meaningful contribution to local economies and to support communities wherever it operates. The Group supports infrastructural, sport, educational and cultural programmes with an aim to improve the quality of life in local communities.	Social Investments Guidelines	Fulfilment of the Group's social obligations towards its employees, which were fixed in the collective agreements. Interaction with local communities in the regions of the Group's presence during the implementation of various CSR related projects.	Global economic factors, industry conditions and cyclicity Business interruption read more on pages 36, 39

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<p>Respect for human rights</p> <p>Further information: Our approach, read more on pages 76-77</p>	<p>EVRAZ commitments are based on internationally recognised standards and respect for all human rights. Child labour, bonded labour, human trafficking and other forms of slavery are strictly prohibited at all Group subsidiaries and their suppliers. EVRAZ rules also prohibit abusive, harassing, discriminatory, degrading or aggressive speech or conduct.</p>	<p>Code of Business Conduct Modern Slavery Transparency Statement</p>	<p>Zero tolerance to violation.</p>	<p>None of EVRAZ current principal risks relates to the aspects of human rights</p>
<p>Anti-corruption and anti-bribery</p> <p>Further information: Anti-corruption and anti-bribery, read more on pages 102-103 A short summary of relevant anti-corruption policies, read more on page 257</p>	<p>In accordance with the Group's policies and procedures, compliance managers scrutinise tender procedures, check potential and existing business partners, vet prospective new candidates, and ensure that the principles set forth in the EVRAZ Anti-corruption Policy and Code of Business Conduct are adhered to throughout its operations.</p>	<p>Code of Business Conduct EVRAZ Anti-Corruption Policy:</p> <ul style="list-style-type: none"> • Anti-corruption training policy • Sponsorship and charity policy • Gifts and business entertainment policy • Candidate background and criminal record checks • Conflict of interest policy • Contractor/supplier due diligence checks <p>EVRAZ Rules on Securities Dealings</p>	<p>Zero tolerance to violation.</p>	<p>None of EVRAZ current principal risks relate to the aspects of anti-corruption.</p>



For EVRAZ business model, relationships and products, Read more on pages 12-13, 46-69.

For the Group's related risks and how they are managed, read the Principal risks section on pages 34-39.

EVRAZ Strategic Report, as set out on pages 6-43 inclusive, has been reviewed and was approved by the Board of Directors on 26 February 2020.

By the order of the Board

Alexander Frolov
 Chief Executive Officer
 EVRAZ plc

26 February 2020