

## Metinvest's training and reward systems recognised as the best in Ukraine

Metinvest Group won recognition of HR professionals at the all-Ukrainian HR Pro Awards 2021. Over 70 companies from 15 industries presented their projects to a panel of judges.



Ukraine's first private mining and metals university Metinvest Polytechnic was recognised the best in *Training and Development*, while the customisable social benefits package *My Choice* won the *Rewards and Recognition* nomination.

### Why Metinvest Polytechnic

The new technical university in Mariupol will open its doors in 2022. The teaching staff includes 22 PhDs and 12 Doctors of Science, as well as the practical experts from the World Steel Association (worldsteel), ESOSH, and other international organisations.

Metinvest Polytechnic has developed the modern curricula and obtained the required licences from the Ministry of Education and Science of Ukraine. The university will offer dual education by the international standards to 310 bachelors and 240 masters in nine sought-after technical professions.

Construction of the university campus designed by the Dutch architectural firm MASA Architects and its architect Hiroki Matsuura continues in downtown Mariupol. This is going to be an entire student city of the European level with a dormitory, sports facilities, and a park.

Metinvest Polytechnic has already signed cooperation agreements with the University of Occupational Safety Management in Katowice (WSZOP), EIT RawMaterials Academy in Berlin, Igor Sikorsky Kyiv Polytechnic Institute, Chernihiv Polytechnic National University, and Dnipro University of Technology. This will allow students to join the international exchange programmes, access the educational resources, and aspire to obtain dual diplomas.

Metinvest Polytechnic will have the state-of-the-art laboratories with the equipment and technologies from the leading global brands: Microsoft, Siemens, Schneider Electric, Honeywell Ukraine, Festo, UVEX, and DEZEGA.

### What's in the social benefits package

The second award-winning project is *My Choice* customisable social benefits package that is available to over 60,000 employees of Metinvest's core production enterprises and its IT business Metinvest Digital.

Every employee can select an annual benefits package from six categories: training and development, health and recreation, entertainment and leisure, vacations and time off, transport and trips, and other benefits for the

employees' families.

The list of options updates and expands every year in accordance with the team's requests. For example, international trip vouchers for summer are going to be added to the social benefits offering in 2022 for the first time.

Most employees have lately been choosing medical insurance, monthly top-ups for mobile, certificates for family and children's entertainment centres, holiday vouchers, and fitness centre memberships for the whole family.

The annual all-Ukrainian HR Pro Awards event was created by the Ukrainian association of HR professionals (HR Pro) in 2021.

It aims to mark the team efforts and personal achievements of HR professionals, which can improve the professional practices in Ukraine.

The experts assessing the nominees included 50 representatives of the Ukrainian and international companies from all-over Ukraine who have worked at executive positions in HR for over five years, as well as HR experts with MBA degrees, international certificates or field-specific education.

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