

# Contribution to the Sustainable Development Goals

Metinvest has been a member of the UN Global Compact since 2010 and adheres to its Ten Principles of Sustainable Development, which include human rights, labour relations, environmental protection and anti-corruption. The Group shares the approach to ensure sustainable development in line with the 17 UN Sustainable Development Goals (SDGs) and prioritises those areas where it can make the most significant and tangible contribution.

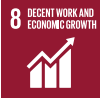
In 2020, Metinvest focused its efforts on the five SDGs that are most relevant for our business. Our initiatives centred on ensuring appropriate occupational health and safety standards, supporting and developing local communities, updating our approaches to operational efficiency during the COVID-19 pandemic, modernising equipment to reduce our environmental impact, and developing a comprehensive action plan to reduce emissions and improve energy efficiency. Consistent with these priorities, we focused on the following goals: SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).


As Ukraine moves into a new phase of more active efforts to regulate GHG emissions, the Group added SDG 13 as a priority in 2020 and aligned its approach in this direction. Major efforts will be directed at integrating climate change responses into internal policies and planning processes. We are currently developing a long-term decarbonisation roadmap, which will include target volumes and a list of technological measures designed to achieve our goals.

As of 1 January 2021, the way in which the Group calculates its GHG emissions changed, following the adoption of Ukraine's new Law "On the Principles of Monitoring, Reporting and Verification of Greenhouse Gas Emissions". It amends the methodology used to calculate CO<sub>2</sub> emissions (a major part of GHGs), using the full carbon balance at an installation's input and output points.

**For more information about Metinvest's environmental initiatives, see the Addressing Climate Change section.**

# Metinvest's UN SDG Contributions

SDG targets	Our contribution	Where to find
 <p><b>PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL</b></p>		
<p>8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p>	<ul style="list-style-type: none"> <li>- We prioritise enhancing sustainability, strengthening our low-cost producer position, enhancing our product portfolio to strengthen our position in key strategic markets, focusing on customer needs and pursuing selective acquisition opportunities</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Sustainable Development</a></li> </ul>
<p>8.4. Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead</p>	<ul style="list-style-type: none"> <li>- We modernise production facilities and introduce innovative, resource-efficient technologies and solutions to reduce the environmental impact of our operations</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">About Metinvest</a></li> <li>- <a href="#">Environmental Action</a></li> </ul>
<p>8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<ul style="list-style-type: none"> <li>- We implement our human capital management strategy, provide a competitive remuneration package, and offer opportunities for career growth and development</li> <li>- We develop our Talent Pool programme to train candidates for leadership positions</li> <li>- We conduct the Metinvest Young Leaders programme for talented and ambitious employees under the age of 30</li> <li>- We hire people with disabilities</li> <li>- We implement innovative SAP solutions for automating personnel management processes</li> <li>- We continue to implement our safety roadmap to upgrade the health and safety management system, extending the critical risk-oriented approach introduced in 2019</li> <li>- In 2020, we developed a new healthcare strategy that aims to change the approach to health, increase professional longevity and enhance the degree of care for employees. We provide health insurance and other social benefits for employees and their family members</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Employees</a></li> <li>- <a href="#">Health and Safety</a></li> </ul>
<p>8.6. By 2020, substantially reduce the proportion of youth not in employment, education or training</p>	<ul style="list-style-type: none"> <li>- We collaborate with educational institutions to promote interest in the steel industry among the younger generation</li> <li>- We recruit young professionals and are developing a regional network of Metinvest Career Centres in the Ukrainian cities where the Group operates</li> <li>- We support promising talent and implement educational projects for young people</li> <li>- We develop our Talent Pool programme to train candidates for leadership positions</li> <li>- We conduct the Metinvest Young Leaders programme for talented and ambitious employees under the age of 30</li> <li>- We support the WorldSkills Ukraine professional skills competition</li> <li>- In 2020, we established Metinvest Polytechnic, Ukraine's first private university dedicated to the steel and mining industry</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Employees</a></li> <li>- <a href="#">Local Communities</a></li> </ul>
<p>8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<ul style="list-style-type: none"> <li>- We continue to implement our safety roadmap to upgrade the health and safety management system, extending the critical risk-oriented approach introduced in 2019</li> <li>- We introduce comprehensive health and safety programmes to achieve zero injuries at our assets</li> <li>- We provide health insurance and other social benefits for employees and their family members</li> <li>- We promote a healthy lifestyle and engage employees in sporting events and marathons</li> <li>- In 2020, we developed a new healthcare strategy that aims to change the approach to health, increase professional longevity and enhance the degree of care for employees</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Employees</a></li> <li>- <a href="#">Health and Safety</a></li> </ul>

SDG targets	Our contribution	Where to find
<div data-bbox="168 186 264 287">  </div> <div data-bbox="271 223 1794 253"> <p><b>BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION AND FOSTER INNOVATION</b></p> </div>		
<p>9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p>	<ul style="list-style-type: none"> <li>- We systematically implement strategic social investment programmes to support urban infrastructure and public services in the towns where we operate</li> <li>- We build social partnerships with local authorities and institutions to develop our communities</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Local Communities</a></li> </ul>
<p>9.2. Promote inclusive and sustainable industrialisation and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</p>	<ul style="list-style-type: none"> <li>- We implement our human capital management strategy and collaborate with educational institutions to promote interest in the steel industry among the younger generation</li> <li>- We recruit young professionals and are developing a regional network of Metinvest Career Centres</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Employees</a></li> <li>- <a href="#">Local Communities</a></li> </ul>
<p>9.4. By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<ul style="list-style-type: none"> <li>- We modernise production facilities and introduce innovative resource-efficient technologies and solutions to reduce the environmental impact of our operations</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> </ul>
<p>9.5. Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p>	<ul style="list-style-type: none"> <li>- We engage with the scientific community, develop joint projects, and participate in scientific conferences and forums</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> </ul>
<div data-bbox="168 976 264 1076">  </div> <div data-bbox="271 1013 1352 1043"> <p><b>MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE</b></p> </div>		
<p>11.1. By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums</p>	<ul style="list-style-type: none"> <li>- We take a strategic approach to social partnership and develop social infrastructure projects in the cities where we operate, which include the construction and renovation of residential buildings and their surrounding areas, healthcare institutions and other social facilities</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Local Communities</a></li> </ul>
<p>11.2. By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</p>	<ul style="list-style-type: none"> <li>- We construct and repair roads as part of social infrastructure projects in the cities where we operate</li> <li>- We donate slag products to municipal utility assets to be used for road repairs</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Local Communities</a></li> <li>- <a href="#">Environmental Action</a></li> </ul>

SDG targets	Our contribution	Where to find
11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	<ul style="list-style-type: none"> <li>- We reduce the environmental impact of our operations by modernising production facilities and introducing innovative resource-efficient technologies and solutions</li> <li>- We create opportunities for household waste separation and recycling through community projects</li> <li>- We engage local residents in landscaping and clean-up initiatives organised by the Metinvest Green Centre</li> <li>- We conduct projects aimed at promoting environmental behaviour and environmental education among children and adults</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> <li>- <a href="#">Local Communities</a></li> </ul>
11.7. By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	<ul style="list-style-type: none"> <li>- We perform landscaping projects at production sites and public spaces, and implement initiatives aimed at creating and modernising public recreational areas</li> <li>- We repair and equip sport grounds, as well as sport and cultural facilities</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> <li>- <a href="#">Local Communities</a></li> </ul>



**ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS**

12.2. By 2030, achieve the sustainable management and efficient use of natural resources	<ul style="list-style-type: none"> <li>- We introduce innovative resource-efficient technologies and solutions to ensure the efficient use of natural resources, raw materials and energy</li> <li>- We reuse and recycle industrial water</li> <li>- We implement projects aimed at reducing waste volumes and improving efficiency of raw material use</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> </ul>
12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	<ul style="list-style-type: none"> <li>- We implement waste management programmes for both industrial waste from metallurgical and mining operations and household waste</li> <li>- We recycle by-products of metallurgical production</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> </ul>
12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none"> <li>- We publish sustainability reports that reflect our economic, social and environmental impacts</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">About the Report</a></li> </ul>



**TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**

13.2 Integrate climate change measures into national policies, strategies and planning	<ul style="list-style-type: none"> <li>- We participate in the newly introduced national system for greenhouse gas emissions monitoring, reporting and verification (MRV) used to calculate GHG emissions in Ukraine</li> <li>- We are currently developing a long-term decarbonisation roadmap. Based on it, specific measures on GHG emissions reduction will be designed and implemented</li> </ul>	<ul style="list-style-type: none"> <li>- <a href="#">Environmental Action</a></li> </ul>
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To learn more about Metinvest's other SDG contributions, see Annex 4.