


Metinvest's Contribution to the Sustainable Development Goals

Information about Metinvest's contributions to Sustainable Development Goals (SDGs) 8, 9, 11, 12 and 13, which were the Group's primary focus in 2020, is presented in the Sustainable Development section. The table below outlines the Group's key activities that aligned with other relevant SDG targets.

Target	Contribution	More details
 GOAL 1: END POVERTY IN ALL ITS FORMS EVERYWHERE		
1.2. By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	<ul style="list-style-type: none"> – Metinvest maintains an economically reasonable compensation level for employees and adjusts remuneration to align with market benchmarks – The Group's employees receive bonuses based on personal performance in accordance with approved bonus systems 	<ul style="list-style-type: none"> – Employees
1.4. By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services [...]	<ul style="list-style-type: none"> – The Group contributes to local and state budgets through timely tax payment – Metinvest works closely with local public authorities and NGOs to develop social infrastructure and support healthcare, education, culture and sport to improve the quality of life of local people, in particular for vulnerable populations in the Group's regions of presence 	<ul style="list-style-type: none"> – About Metinvest – Sustainable Development – Local Communities
1.5. By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	<ul style="list-style-type: none"> – Metinvest arranges disaster relief to help communities to deal with unforeseeable circumstances or natural tragedies, including restoration of damaged infrastructure and provision of other types of assistance 	<ul style="list-style-type: none"> – Local Communities

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 <p>GOAL 3: ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES</p> <p>3.4. By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p> <p>3.8. Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>	<ul style="list-style-type: none"> - To ensure broad access to health services, Metinvest provides health insurance for employees at no cost and offers discounted health insurance for employees' family members - The Group organises regular preventive medical check-ups for employees, including comprehensive cardiovascular screenings and mandatory medical examinations of certain categories of employees before being allowed to work or drive a vehicle - Metinvest regularly tracks an internal employee health index metric to analyse occupational disease causes and trends, as well as to determine priorities for its healthcare initiatives - The Group invests in the modernisation of healthcare facilities in the regions where it operates, which helps to improve the quality of health services. It also supports and implements initiatives to protect its staff and local communities from COVID-19 - Metinvest promotes a healthy lifestyle by involving employees in sporting events 	<ul style="list-style-type: none"> - Employees - Health and Safety - Local Communities

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 GOAL 4: ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL		
<p>4.3. By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<ul style="list-style-type: none"> – Metinvest's Corporate University and training centres provide employees with a wide range of opportunities for training and professional growth – Corporate University training programmes are aimed at improving staff performance, including through new employee adaptation, managerial and professional training, staff skills acquisition and leadership development – The Group continues to implement the Metinvest Young Leaders programme for talented and ambitious young employees – Metinvest cooperates with educational institutions to increase the interest of the younger generation in the metallurgical industry, develops dual education programmes, provides internship placements for students of universities, colleges and schools, and conducts student case championships to solve production problems – Metinvest supports WorldSkills Ukraine, a vocational skills competition for trade school students and young professionals. In 2020, the Group served as the competition's general partner for the fifth year in a row – Metinvest's regional Career Centre network in Ukraine provides consulting services to potential candidates in the Group's cities of presence. In 2020, a new centre was opened in Mariupol – In 2020, the Group established Metinvest Polytechnic, Ukraine's first private university dedicated to the steel and mining industry 	<ul style="list-style-type: none"> – Employees
<p>4.5. By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p>	<ul style="list-style-type: none"> – Metinvest provides equal training and professional development opportunities for employees regardless of gender, age or disability – By upgrading its equipment, the Group ensures women have access to positions that were commonly considered male-dominated, as there is no longer a physical strength requirement 	<ul style="list-style-type: none"> – Employees
<p>4.7. By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development [...]</p>	<ul style="list-style-type: none"> – Metinvest fosters a culture of environmental stewardship in schoolchildren through the implementation of environmental educational programmes and competitions 	<ul style="list-style-type: none"> – Local Communities

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4.a. Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	<ul style="list-style-type: none"> – Metinvest invests in projects aimed at providing barrier-free access for people with disabilities to participate in training and educational events 	<ul style="list-style-type: none"> – Local Communities
4.b. By 2020, substantially expand globally the number of scholarships available to developing countries [...] for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries	<ul style="list-style-type: none"> – Metinvest provides university, college and vocational school students with practical training and internship opportunities. – The Group implements a scholarship programme in Ukraine for the top-performing students enrolled in industry-specific professions (metallurgy, mining, geology, energy, mechanical engineering, computer science and so on) 	<ul style="list-style-type: none"> – Employees
4.c. By 2030, substantially increase the supply of qualified teachers [...]	<ul style="list-style-type: none"> – Metinvest collaborates with NGOs to implement educational projects and innovative solutions aimed at developing leadership and entrepreneurship skills among students and teachers. In 2020, the Group supported the “Best teachers of Azov region” competition for the third time and the STEAM-CAMP leadership educational programme for teachers in Mariupol, Zaporizhia and Kryvyi Rih 	<ul style="list-style-type: none"> – Local Communities





GOAL 5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

5.1. End all forms of discrimination against all women and girls everywhere	<ul style="list-style-type: none"> – Metinvest's Code of Ethics ensures equal opportunities for all employees and prohibits discrimination based on race, colour, gender, age, religion, ethnic or national origin, or other characteristics 	<ul style="list-style-type: none"> – Sustainable Development – Employees
5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life	<ul style="list-style-type: none"> – Metinvest uses the Trust Line maintained by SCM for employees to report suspected violations of the Code of Ethics, including gender discrimination 	

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 <p>GOAL 6: ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL</p>		
<p>6.3. By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>6.4. By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p>	<ul style="list-style-type: none"> – Metinvest improves water management practices by upgrading wastewater treatment equipment and installing industrial wastewater treatment processes – Metinvest minimises the risks of pollution associated with the discharge of wastewater into reservoirs located near industrial plants by ensuring the continuous operation of drainage and filtration stations – The Group strives to decrease its water consumption and discharges every year. In 2020, we reduced these indicators by 5% and 3% year-on-year, respectively – Metinvest monitors the quality of wastewater in special laboratories to verify compliance with established standards and environmental regulations 	<ul style="list-style-type: none"> – Environmental Action
<p>6.6. By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes</p>	<ul style="list-style-type: none"> – Metinvest implements mine reclamation and ecosystem restoration projects aimed at returning areas to their primary natural appearance. It also develops green spaces for plant and animal life – Every year, Metinvest supports the “Let’s save the Dnipro together!” environmental campaign in Zaporizhia. In 2020, as part of this initiative, two tonnes of fish were released into the river and 600 trees were planted – The Group promotes the renaturalisation of the Vizyrka nature preserve near Kryvyi Rih. In 2020, landscaping work was organised on the territory of the preserve and 3,000 juvenile carp were released into the open-pit mine lake 	<ul style="list-style-type: none"> – Environmental Action

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 <p>GOAL 7: ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL</p>	<p>7.3. By 2030, double the global rate of improvement in energy efficiency</p> <ul style="list-style-type: none"> – Metinvest develops innovative energy efficient solutions and optimisation measures to reduce energy and natural resource consumption – The Group adheres to best international standards in its energy efficiency and energy management systems – Metinvest's strategic priorities include to fulfil its energy saving programme, implement projects under energy service contracts, increase in-house electricity generation, reduce the energy intensity of its products and replace natural gas with biofuels 	<ul style="list-style-type: none"> – Environmental Action
 <p>GOAL 10: REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES</p>	<p>10.2. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <ul style="list-style-type: none"> – Metinvest's Code of Ethics ensures equal opportunities for all employees and prohibits discrimination based on race, colour, gender, age, religion, ethnic or national origin, or other characteristics – Metinvest regularly participates in specialised job fairs and hires people with disabilities. To improve their access to jobs, individual employment conditions are established and appropriate work schedules and responsibilities are defined 	<ul style="list-style-type: none"> – Sustainable Development – Employees

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 <p>GOAL 15: PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS</p>	<p>15.1. By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>	<ul style="list-style-type: none"> – Metinvest implements mine reclamation and ecosystem restoration projects aimed at returning areas to their primary natural appearance. Every year, the Group's companies conduct landscaping campaigns, including planting trees, shrubs and flowers in parks, coastal areas and other recreational areas – Since 2001, Ingulets GOK has been promoting the renaturalisation of the Vizyrka nature reserve to protect and restore the transformed landscapes, as well as enhance the biodiversity of the Kryvyi Rih area
 <p>GOAL 16: PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS</p>	<p>16.5. Substantially reduce corruption and bribery in all their forms</p>	<ul style="list-style-type: none"> – Metinvest monitors compliance with corporate policies and procedures, including the provisions of the Code of Ethics, the Procedure on Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT) and the Procedure for Declaring Conflicts of Interest – Metinvest adheres to the requirements of its Compliance Programme – The Trust Line allows stakeholders to provide anonymous reports about breaches of the Code of Ethics and wrongdoing – The Group raises employees' awareness of business ethics and anti-corruption through training programmes and information campaigns – Metinvest conducts anti-corruption inspections of suppliers – The Group conducts mandatory screening of internal and external candidates for management and high-risk positions – Metinvest conducts internal audits to identify and analyse possible risks of corruption and bribery

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GOAL 17: STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALISE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

<p>17.17. Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<ul style="list-style-type: none"> – Metinvest cooperates with local public authorities and NGOs in the regions where it operates to jointly implement social partnership programmes aimed at promoting the sustainable development of local communities. In 2020, the Group continued its successful collaboration with local NGOs such as the Mariupol Development Fund, Zaporizhia Joint Action Platform and Kryvyi Rih Foundation of the Future. It also began to implement joint social projects with the Avdiivka Joint Action Platform – The Group continues to implement projects through the Green Centre, which supports community environmental projects and educational campaigns to raise awareness among children and adults about environmental issues and foster a culture of environmental stewardship. Metinvest Green Centre unites local residents and community organisations to improve and landscape urban areas 	<ul style="list-style-type: none"> – Local Communities
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