


ANNEX 4

METINVEST'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

Information on Metinvest's contributions to Sustainable Development Goals (SDGs) 8, 9, 11 and 12, which were the Group's primary focus in 2019, is presented in the "Metinvest and the UN Sustainable Development Goals" section of the Report. The table below outlines the Group's key activities in 2019 that aligned with other relevant SDG targets.

TARGET	CONTRIBUTION	MORE DETAILS
 <p>GOAL 1: END POVERTY IN ALL ITS FORMS EVERYWHERE</p>		
<p>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.</p>	<ul style="list-style-type: none"> – Metinvest regularly revises the remuneration package it offers to employees, adjusting it to the benchmark levels established on the market. 	<ul style="list-style-type: none"> – People Management and Development
<p>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 [...].</p>	<ul style="list-style-type: none"> – Metinvest contributes to local and state budgets through timely tax payment. – Metinvest cooperates closely with city development funds to build infrastructure and provide the services needed to improve quality of life of local residents, including low-income and vulnerable population groups. 	<ul style="list-style-type: none"> – We Are Metinvest – Local Community Development
<p>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.</p>	<ul style="list-style-type: none"> – Metinvest arranges disaster relief to help communities to deal with unforeseeable circumstances or natural disasters, including restoration of damaged infrastructure. 	<ul style="list-style-type: none"> – Local Community Development

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TARGET	CONTRIBUTION	MORE DETAILS
 GOAL 3: ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES		
<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"> – Metinvest provides voluntary health insurance to employees. All employees may extend their insurance coverage to their immediate relatives at discounted rates. – Metinvest regularly conducts medical checks of employees' health. These include in-depth medical examinations to prevent cardiovascular diseases and mandatory medical examinations for certain categories of workers before they begin their shifts or drive a vehicle. – The Group's health index allows us to analyse the dynamics of workplace illness so we can develop individual measures for vulnerable groups of employees. – Metinvest promotes healthy living by encouraging its employees to take part in sporting events and marathons. – Metinvest reconstructs and upgrades central city hospitals in the regions where it operates, increasing the quality of medical services provided. 	<ul style="list-style-type: none"> – People Management and Development – Occupational Health and Safety – Local Community Development
 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 provides a variety of learning and development programmes for employees through its Corporate University and individual assets' training centres. – The Group conducts the Metinvest Young Leaders programme for talented and ambitious employees under the age of 30. – Metinvest cooperates with educational institutions to promote interest in the steel industry among young people. – The Group's regional network of Metinvest Career Centres provides consultation services for potential candidates in the Ukrainian cities where the Group operates. – Metinvest supports the WorldSkills Ukraine professional skills competition. – The Group equips higher educational institutions with state-of-the-art technological hubs to promote innovation and entrepreneurship among IT students. 	<ul style="list-style-type: none"> – People Management and Development – Local Community Development

TARGET	CONTRIBUTION	MORE DETAILS
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.	<ul style="list-style-type: none"> – Metinvest organises training opportunities through its Corporate University, along with specialised managerial programmes for employees, regardless of gender or disabilities. – 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"> – People Management and Development
4.7. By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development [...].	<ul style="list-style-type: none"> – Metinvest fosters a sense of environmental responsibility among young people and their families by supporting educational programmes and courses. 	<ul style="list-style-type: none"> – Local Community Development
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 supports the construction of inclusive playgrounds for children. 	<ul style="list-style-type: none"> – Local Community Development
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 internships and job opportunities to students and graduates pursuing technical degrees. – Metinvest's Scholarship Programme targets top-performing students enrolled in technical degree programmes. 	<ul style="list-style-type: none"> – People Management and Development
4.c. By 2030, substantially increase the supply of qualified teachers [...].	<ul style="list-style-type: none"> – Metinvest helps educators to test and develop innovative teaching methods and tools. – Through the joint programmes with the city development funds, the Group embeds psychological counselling for teachers to prevent professional burn out. 	<ul style="list-style-type: none"> – Local Community Development




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"> – The Group has introduced a Code of Ethics and strictly complies with its provisions regarding equal opportunities for all employees. – Metinvest maintains a Trust Line for employees to report suspected violations of the Code of Ethics. 	<ul style="list-style-type: none"> – Business Ethics and Anti-Corruption – People Management and Development
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.		

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TARGET	CONTRIBUTION	MORE DETAILS
 <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 its water management practices by upgrading wastewater treatment equipment and embedding industrial wastewater recycling processes. – The Group significantly decreased its water consumption in 2019 compared with past years. – Metinvest mitigates pollution risks associated with discharge to bodies of water near its assets by ensuring the uninterrupted operation of drainage and filtration stations. 	<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"> – Zaporizhstal JV administers preservation projects at the Dnipro River that include area clean-ups and habitat restoration, as well as releasing fish into the river and building nests for wildlife. 	<ul style="list-style-type: none"> – Environmental Action
 <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 and implements energy efficiency programmes leading to energy savings. – The Group holds its energy efficiency management systems to high standards through international certification. – Metinvest undertakes technological and operational upgrades to structurally enhance the rational usage of energy sources at its production sites. 	<ul style="list-style-type: none"> – Environmental Action

TARGET

CONTRIBUTION

MORE DETAILS



GOAL 10: REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

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.

- The Group has introduced a Code of Ethics and strictly complies with its provisions regarding equal opportunities for all employees.
- Metinvest provides professional opportunities to people with disabilities and strives to improve the accessibility of its workplaces.
- The Group negotiates employment conditions on an individual basis to attend to the special needs of employees.

- Business Ethics and Anti-Corruption
- People Management and Development



GOAL 13: TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

13.2. Integrate climate change measures into national policies, strategies and planning.

- Metinvest reduces the environmental impact of its operations by retrofitting production processes at its assets.
- The Group participates in a joint project with the World Bank and Ukraine's Ministry of Ecology and Natural Resources to create a national greenhouse gas emissions trading system.
- Following the ratification of the Association Agreement between Ukraine and the EU, Metinvest has been preparing to comply with important EU legislative acts related to environmental protection, including Directive 003/87/EU, which established a scheme for greenhouse gas emission allowance trading.
- The Group embeds energy efficient solutions to reduce its carbon footprint and optimise operational costs.

- Environmental Action



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



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.

- Metinvest restores quarries and spent overburden dumps, reclaims mines and preserves arable land.
- The Group's assets carry out annual landscaping campaigns, including planting trees, shrubs and flowers in parks, on riverfronts and at other recreational sites.

- Environmental Action
- Local Community Development

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METINVEST'S CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS CONTINUED

TARGET	CONTRIBUTION	MORE DETAILS
	<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 its compliance with its corporate policies and procedures, which include the Code of Ethics, the Procedure on Anti-Money Laundering and Countering the Financing of Terrorism Policy, as well as the Procedure for Declaring Conflicts of Interest. – The Group abides by its Compliance Programme. – Metinvest maintains a Trust Line for its stakeholders to report suspected violations of the Code of Ethics. – The Group promotes awareness among its employees through ongoing training programmes and communications on business ethics and anti-corruption. – Metinvest conducts anti-corruption verifications of its suppliers. – The Group performs mandatory internal security screenings of all internal and external candidates for senior and high-risk positions. – Metinvest conducts internal audits that include fraud risk assessments. 	<ul style="list-style-type: none"> – Business Ethics and Anti-Corruption – Supply Chain
	<p>GOAL 17: STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALISE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT</p>	
<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 the city development funds in Mariupol, Kryvyi Rih, and Zaporizhia to jointly implement projects for these cities' sustainable development. – The Group engages with local communities through a number of collaborative initiatives to improve quality of life for the residents of the cities and towns where it operates. – Metinvest has established the Green Centre public union which supports community green initiatives and organises educational campaigns to nurture environmental awareness of children and youth. It brings together local residents and public organisations to beautify urban territories and make them greener. 	<ul style="list-style-type: none"> – Local Community Development