

OCCUPATIONAL HEALTH AND SAFETY TRAINING

GRI 403-5

Metinvest works to systematically improve employees' knowledge and skills in the area of occupational health and safety by conducting training sessions for managers, specialists and workers.

Development of staff competencies in health and safety matters is a key element of the Group's roadmap. In 2019, 14 general directors of assets passed the Institution of Occupational Safety and Health (IOSH) Managing Safely course, which is an internationally recognised certification for managers and supervisors. We also launched a system of continuous professional development for the entire health and safety function based on the IOSH competency model.

As part of the critical risk management programme, we have introduced new training programmes for different employee categories, whereby we trained 78 internal health and safety facilitators. In addition, we held a training course on leadership in occupational health and safety for Supervisory Board members and general directors of assets, as well as a course on best health and safety practices in England for 18 specialists of the health and safety function.

In 2019, 1,611 employees took part in health and safety training and 236 employees attended first-aid medical training.

“HUMAN LIFE IS OUR KEY PRIORITY. WE STRIVE TO CREATE A POSITIVE CULTURE REGARDING WORKPLACE SAFETY. THIS MEANS THAT ALL MANAGERS TAKE RESPONSIBILITY FOR SUBORDINATES' SAFETY AND ALL EMPLOYEES DO THE SAME FOR THEMSELVES AND COLLEAGUES.”

Aleksandr Pogozhev, Chief Operations Officer

OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY TRAINING CONTINUED

HEALTH AND SAFETY LEARNING PROGRAMMES IN 2019

PROGRAMME	NUMBER OF EMPLOYEES TRAINED
Safely carrying out hazardous work under the permit-to-work system	631
Efficient health and safety management tools for junior managers	374
Providing emergency medical aid (for workers without medical education)	236
Practical application of LOTO and inspection of equipment	99
Health, safety and environmental risk assessment using HAZID and ENVID methodology	78
Analysis of safe working practices	66
Ensuring safe work by contractors	39
Leadership in occupational health and safety for managers	18
Risk analysis and assessment system using international methodologies at Metinvest's enterprises	17
System for occupational health and safety at Metinvest Holding. Safety audits. Implementation and functioning	13
Efficient management of occupational health and safety for managers	13
Analysis of the dangers and issues associated with the HAZOP process for chairmen (designed for training chairmen)	11
Creating frameworks for conducting risk analyses	9
Hazard identification and chairmen skills	7

GRI 403-4

EMPLOYEE MOTIVATION

Metinvest has developed numerous initiatives to promote a safety culture and build a sense of responsibility among personnel.

Employees are encouraged to submit their ideas for improving workplace health and safety processes. The most relevant and viable initiatives are implemented at the production sites and recognised with a bonus award. In addition to that, an annual company-wide competition supported by the Group's CEO is held to collect innovative health and safety ideas.

During the reporting period, we developed a new Safe Work programme to promote better working practices and reward employees for complying with safety rules. The pilot project was launched in 2020 at four assets: Ilyich Steel, Northern GOK, Metinvest-Promservice and Kryvyi Rih Machining and Repair Plant. It involves line managers who assess workers' performance each day against eight criteria related to occupational and environmental safety habits. The programme aims to focus employees on prioritising safety above all and builds on our aspiration to strengthen our safety culture.

1,700+

HEALTH AND SAFETY PROJECT PROPOSALS SUBMITTED BY EMPLOYEES

~400

PROJECTS APPROVED FOR IMPLEMENTATION