

Employee Healthcare

GRI 403-3; 403-6

In late 2020, Metinvest developed a new employee healthcare strategy, primarily focused on the introduction of effective criteria for providing health services and transparent indicators for monitoring the progress of their implementation. We have assessed the performance of medical facilities at the Group's assets with a focus on safe handling of infectious materials and sanitation.

As part of the new strategy, we performed workplace assessments and developed measures to reduce the impact of harmful factors in the production process, organised a series of complete medical examinations and preventive health screenings to identify employees with acute health risks, introduced regular pre-shift examinations for people with cardiovascular disease, changed our approach to filling first aid kits, and continued first aid training for the Group's employees. We closely monitor the quality of these examinations by providing an expert assessment, analysing each sudden death and cases of employees experiencing deteriorating health after the incident had taken place, and analysing complaints and suggestions received from employees.

GRI 403-6; 403-10

In 2020, the most common workplace illnesses of the Group's employees were vibration disease (35% of all diseases), radiculopathy (31%) and lung diseases (24%). In addition to the main production processes, poisoning by harmful substances of the production cycle, in particular benzene and carbon monoxide poisonings, may also adversely affect the health of employees.

All types of hazardous work and harmful substances are determined during the certification of the workplace by specialised accredited laboratories.

GRI 403-3

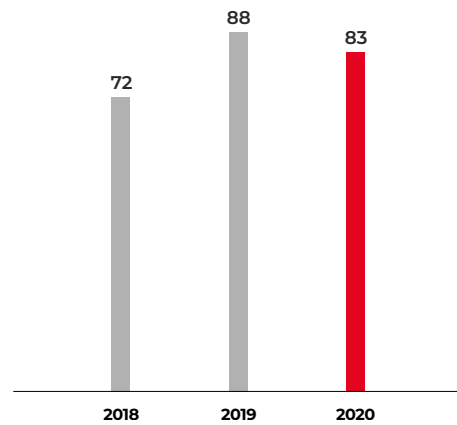
Metinvest continues to use its health index⁹, which was 37% in 2020, to analyse the dynamics of the workplace illness numbers and causes. Following our practice of taking an individual approach to each employee, we continue to engage with any employees who are ill frequently or for long periods. The measures help to promptly respond to potential hazards and create personal health programmes for workers that are most prone to certain diseases.

⁹ The health index is an indicator that displays the absolute number of employees who did not suffer from a workplace illness resulting in a temporary loss of working ability during the year, presented as a percentage of the total number of an enterprise's employees.

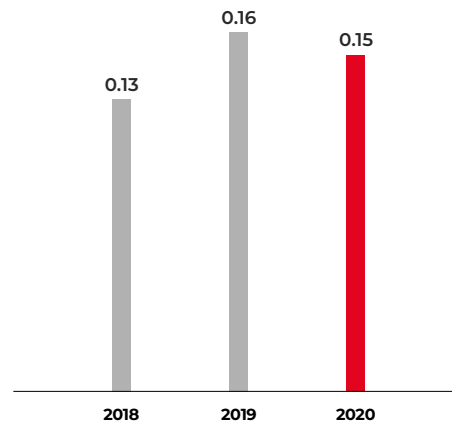




Total number of cases of workplace illness among Metinvest employees



Workplace illnesses frequency rate



COVID-19 RESPONSE

As a consequence of the COVID-19 pandemic, we have implemented special measures to prevent the spread of the virus among employees, protect their health and ensure a safe workplace at all Group assets. In 2020, Metinvest spent about US\$5 million on special protective masks, respirators and gloves for workers; thermometers and pyrometers for temperature control; and disinfectants for sanitation of work premises and vehicles that deliver employees to work and home.

To restrict the number of personal interactions, we transformed the dining rooms into snack counters, offering packaged products and bottled water. In order to track the spread of the coronavirus on a daily basis, emergency response headquarters were established at the Group's assets. We also introduced a special [#DoctorMetinvest video blog](#) to raise awareness of COVID-19 among employees and provide recommendations on what to do in the event of symptoms.