

Occupational Health and Safety Training

GRI 403-5

Continuous training and hands-on skills practice for employees are important prerequisites for achieving our goal of zero incidents and the successful fulfilment of the safety roadmap tasks.

During 2020, the Group's employees attended more than 37,000 training sessions on occupational health and safety. The topics covered the use of appropriate preventive measures to reduce occupational injuries and diseases, the prevention of emergencies and incidents, the provision of emergency health services, the development of leadership in occupational health, and the training of specialists responsible for work safety conditions.

In 2020, all of Metinvest's assets conducted external training on working at a height as part of a programme developed by experts from the Ukrainian Industrial Safety magazine. The training was attended by workers, specialists, employees, managers and internal trainers.

At assets in Ukraine, Metinvest started to develop e-learning courses based on local occupational health regulations. In 2020, the first e-learning course on the Organisation and Implementation of Gas-Hazardous Work was completed and piloted at Metinvest-Promservice⁵.

During the reporting period, Metinvest piloted a hands-on skills training project for contractors in Mariupol and Kryvyi Rih, helping to ensure safety when working at height.

GRI 403-4

MOTIVATION OF EMPLOYEES

Metinvest carries out initiatives to strengthen the safety culture at its assets and to instil in its employees a sense of responsibility, both for their own lives and for the health and safety of their colleagues. We encourage employees to participate in the implementation and application of occupational health measures. Metinvest has a proposal submission system in place, which provides rewards for ideas and recommendations on how to improve safety at the Group's assets.

4,000+
PROPOSALS TO ADDRESS THE OCCUPATIONAL HEALTH AND SAFETY ISSUES WERE SUBMITTED BY METINVEST EMPLOYEES IN 2020

In 2020, four of the Group's assets⁶ launched the Safe Work Award motivational programme aimed at improving individual occupational health and safety indicators, as well as strengthening the safety culture among employees. Employees can receive an increased monthly bonus for detecting or preventing unsafe actions or conditions. In 2021, we plan to launch this programme at other Group assets.

Metinvest focuses the attention of the Group's Executive Team and senior managers of assets on safety issues using an incentive tool: the Health and Safety Trigger. Under this introduced mechanism, the occupational health and safety performance indicators of assets directly affect the size of bonuses received by senior managers. Line managers have clear objectives cascaded down from the Group and asset levels. This process ensures clear goal-setting approaches that proactively manage health and safety issues.



New Safety Academy Programme

Kryvyi Rih Machining and Repair Plant became the first facility where Metinvest's new programme, the Safety Academy, was launched. The programme offers a series of lectures, training and practical seminars, which provide a comprehensive review of the attitudes towards occupational health issues and improve the skills of employees at the Group's assets.

Every day, the Group's employees perform hundreds of complex technological processes that require attention to and knowledge of occupational health rules. The Safety Academy is aimed at fostering skills and training specialists to take a comprehensive approach to technological processes and risks

associated with the performance of production tasks.

The training is based on real-life situations that either have occurred or are possible, taking into account the specifics of technological processes. Trainees study global best practice in risk management and apply theory in practice at a special safety training park for working at height and slinging operations.

During the implementation of the programme, training was held for heads of structural units and employees of the HSE function of Kryvyi Rih Machining and Repair Plant. We plan to implement such a format at other Group assets as well.

“We believe that fostering a responsible attitude towards safety in every employee is much more effective than any punishment. Our task is to motivate employees to be more attentive in the workplace and take care of themselves and their colleagues.”

Mykola Honcharenko, General Director of Kryvyi Rih Machining and Repair Plant

⁵ Metinvest-Promservice, a Group subsidiary, is one of Ukraine's largest companies that specialises in the repair and service of mining and metallurgical equipment.

⁶ Ilyich Steel, Kryvyi Rih Machining and Repair Plant, Metinvest-Promservice and Northern GOK.