

# Occupational Injury Prevention



GRI 403-2; 403-9

**Every year, Metinvest undertakes measures aimed at reducing the number of lost-time incidents at its assets and ensuring employee safety. In line with our commitment to respect and protect human rights, our employees have the right to refuse to perform hazardous work or tasks that they believe could have a negative impact on their health.**

Metinvest follows international best practice to monitor the level of occupational injuries. The primary metrics that it tracks are the lost-time injury frequency rate (LTIFR)<sup>7</sup> and fatality frequency rate (FFR)<sup>8</sup>. In 2020, the Group had an LTIFR of 0.520 and an FFR of 0.044, the lowest rates in its history.

The number of occupational injuries decreased by 35%, from 83 in 2019 to 54 in 2020. The Group has achieved this downward trend in occupational injuries at its assets by conducting thorough investigations of previous incidents and implementing the necessary corrective measures to reduce the risk of these accidents reoccurring.

We are proud to report that Dnipro Coke, which became part of the Group in April 2020, recorded no lost-time injuries during the reporting period.

In 2020, the main causes of injuries at the Group's assets were contact with rotating machinery (30%), falls while moving (24%), falls from height (10%) and falling objects (10%).

To prevent work-related injuries, the Group has strengthened the role of safety programmes and training, updated the roadmap in terms of critical risk management, and continued to actively implement the programme focused on working at height, the safety of operating buildings and structures, and performing gas-hazardous work. In addition, Metinvest takes care of the safety of its employees by providing them with modern and certified personal protection equipment (PPE). In 2020, we began revising and updating the PPE strategy at the Group's assets.

Despite the overall trend of injury reduction, we regret that five fatal accidents occurred at the Group's assets during the reporting period: three due to falls from height, one to contact with lifting mechanisms, and one to injuries caused by moving machinery.

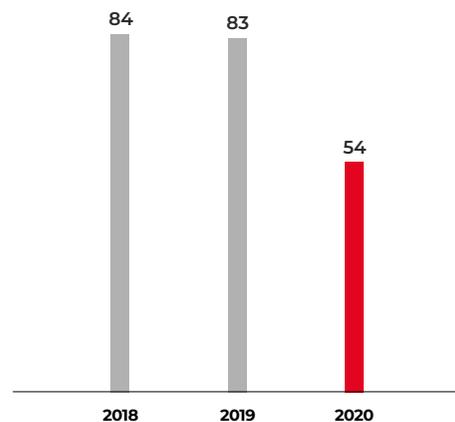
Metinvest conducted a thorough investigation of each incident and developed measures to prevent such events in the future. We have implemented a programme for bringing grill flooring to the design stage and for an observer management system to monitor the performance of hazardous operations. In addition, Azovstal has amended its repair work regulations in terms of planning and preparation and examined the technical condition of lifts.



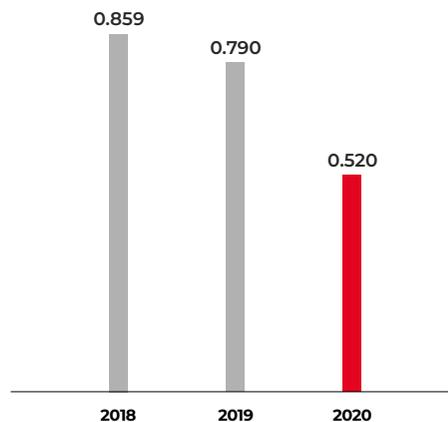
<sup>7</sup> The lost-time injury frequency rate (LTIFR) is calculated as the number of lost-time incidents per 1 million hours worked.

<sup>8</sup> The fatality frequency rate (FFR) is calculated as the number of fatalities that result from work-related injuries per 1 million hours worked.

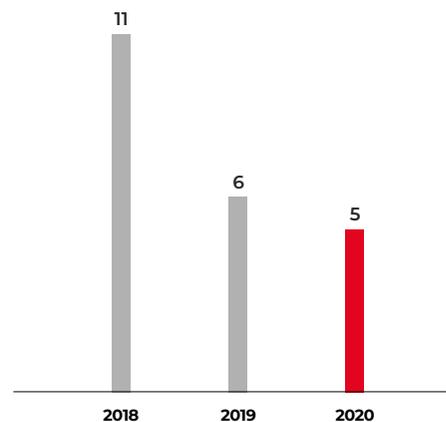
### Total number of lost-time injury incidents among Metinvest employees



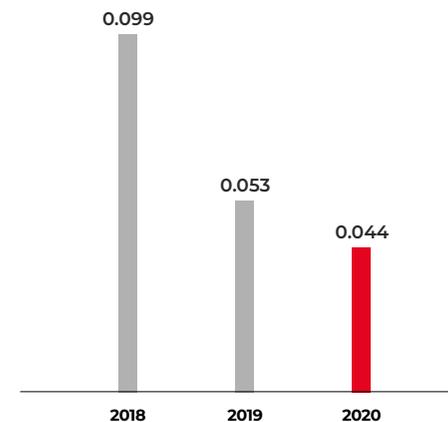
### Lost-time injury frequency rate (LTIFR)



### Total number of fatal incidents among Metinvest employees



### Fatality frequency rate (FFR)



In an attempt to improve the safety of our employees, we are improving our emergency response system and assistance to injured persons at the Group's assets. The upgraded system has already been piloted at Ilyich Steel and includes the following actions:

In 2021, we plan to implement an updated emergency response system at other Group assets.

#### GRI 403-2

Employees and contractors must report accidents or crises to the management and responsible occupational health professionals. The incident reporting system helps to ensure a prompt response to mitigate or remediate an accident or risks and allows management to perform root-cause analysis and minimise the consequences of an incident. The CEO is notified in the event of a fatal accident within two hours of its occurrence, and within 24 hours in the event of an employee being injured. Any cases of intentional concealment of information about such events are deemed gross violations of labour discipline.

ACTION	OBJECTIVE
Implementation of advanced technologies enabling control of methane content at gas pressure regulation station	To eliminate the possibility of explosion or fire
Provision of a specialised emergency rescue vehicle to the gas rescue service	To reduce the rescue team's arrival time to the accident area
Introduction of compressed-air breathing apparatus for emergency teams of gas rescuers that connects them with injured persons during the evacuation	To provide gas rescuers with the necessary atmospheric air
Provision to the operational staff of the gas rescue station of new advanced equipment that helps them to remove blockages and obstacles	To assist in removing accumulations of metal structures when extracting injured persons and providing first aid
Supplementing the first automatic defibrillator with the Medumat ventilator	To enable cardiopulmonary resuscitation with artificial ventilation
Provision of operational digital radio communication	To improve interaction between rescue team members, as well as the overall coordination of their actions
Equipping emergency rescue teams with chemical protection suits	To protect employees during ammonia and acid drainage work, as well as during the elimination of spills