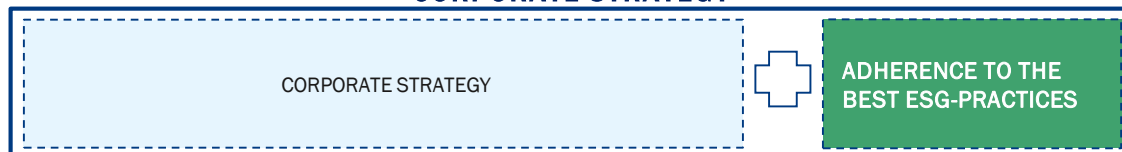


URALCHEM MISSION

-> Contributing to more efficient agricultural production and ensuring food security

CORPORATE STRATEGY



E

S

G

Basic
ESG-topics

Environmental protection
Product safety and quality

OHS
Employee well-being
Local communities

Corporate governance
Anti-corruption and business ethics

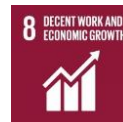
New
challenges



Climate change



Sustainable agriculture



Human rights



Supply chain

Basic ESG-topics

New challenges

E

Environment

- To reduce class I waste generation **by 50%** against 2020 year
- To cover **100%** of production assets by biodiversity assessment

Product safety and quality

- To ensure compliance of fertilizers produced with 'green standard' requirements (eco-labelling)
- To confirm compliance of the IMS with ISO9001:2015, 14001:2015, 45001:2018, IFA «Protect & Sustain» programme
- To run safety monitoring of finished products and key raw materials

Climate change

- To build the carbon management system
- To elaborate climate strategy

S

OHS

- To eliminate fatalities among staff and contractors
- To reduce LTIFR (staff + contractors) by **5% annually** from the base year of 2021

Employees

- **100%** of employees have access to the corporate well-being programme
- Employee engagement index not less than **70%**

Local communities and charity

- To develop the Policy on cooperation with local communities in the regions of presence
- To develop and implement strategy on charity and social projects

Human rights

- To develop the Human rights policy
- **100%** of employees are covered by educational programmes on human rights
- Share of women among managers is **not less than 35%**
- Human rights risk assessment held

Sustainable agriculture

- Over 20 000 farmers are covered by educational programmes to raise their agronomic knowledge (jointly with Uralkali)
- To increase yield and quality of main crops

G

Corporate governance

- To enhance corporate governance system

Anti-corruption

- To educate 100% of new personnel on anti-corruption
- To upgrade controls and regulations on anti-corruption and anti-bribery in line with the **ISO 37001** standard

Risk management

- To develop risk management system

Responsible supply chain

- To develop the Supplier Code of Ethics
- To assess **50% of suppliers** (by cost) against ESG requirements