

Appendices

APPENDIX 1. GRI CONTENT INDEX

GRI Indicator	Disclosure	Page number (or link)	Comments/Omissions
GRI 102 GENERAL DISCLOSURES			
1. ORGANISATIONAL PROFILE			
GRI 102-1	Name of the organisation	About the Report, p. 4	
GRI 102-2	Activities, brands, products, and services	What we produce, p. 6	
GRI 102-3	Location of headquarters	About the Group, p. 4	
GRI 102-4	Location of operations	Where we operate, p. 5	
GRI 102-5	Ownership and legal form	EVRAZ plc	
GRI 102-6	Markets served	Who we are, p. 4 Annual report, p. 42-43	
GRI 102-7	Scale of the organisation	Where we operate, p. 5 What we produce, p. 6 Sustainability approach, p. 11 Personnel structure, p. 29-30	
GRI 102-8	Information on employees and other workers	Personnel structure, p. 29-30	Total number of employees by employment contract (permanent and temporary) is disclosed by gender only.
GRI 102-9	Supply chain	Supply chain, p. 65-68	The information concerning the share of local suppliers is disclosed only for the Urals and Siberia regions of Steel segment and Coal segment due to data collection unavailability in other segments.
GRI 102-10	Significant changes to the organisation and its supply chain	There were no significant changes in the Group's supply chain structure during the reporting period	
GRI 102-11	Precautionary Principle or approach	Sustainability risk management, p. 18-20	
GRI 102-12	External initiatives	Approach to sustainability management, p. 14-15	
GRI 102-13	Membership of associations	Memberships of associations and institutions, p. 24	
2. STRATEGY			
GRI 102-14	Statement from senior decision-maker	Message from CEO, p. 2-3	
3. ETHICS AND INTEGRITY			
GRI 102-16	Values, principles, standards, and norms of behaviour	Approach to sustainability management, p. 12 Ethics and business conduct, p. 16-17	
4. GOVERNANCE			
GRI 102-18	Governance structure	Approach to sustainability management, p. 14	
5. STAKEHOLDER ENGAGEMENT			
GRI 102-40	List of stakeholder groups	Stakeholder engagement, p. 20	
GRI 102-41	Collective bargaining agreements	The overall level of unionisation at the Group is 75%.	
GRI 102-42	Identifying and selecting stakeholders	Stakeholder engagement, p. 20	
GRI 102-43	Approach to stakeholder engagement	Identification of material topics, p. 8 Stakeholder engagement, p. 21, 23	
GRI 102-44	Key topics and concerns raised	Stakeholder engagement, p. 23	
6. REPORTING PRACTICE			
GRI 102-45	Entities included in the consolidated financial statements	Report boundaries, p. 7 Annual report, p. 237	
GRI 102-46	Defining report content and topic boundaries	Report boundaries, p. 7	
GRI 102-47	List of material topics	Identification of material topics, p. 8	

GRI Indicator	Disclosure	Page number (or link)	Comments/Omissions
GRI 102-48	Restatements of information	Due to the fact that non-financial data is subject to assurance for the first time in this reporting period, the following indicators disclosed in previous reports of the Group have been restated without any significant effect on the Group's results: 1. Air emissions; 2. Mining waste used and Mining waste recycling or re-use rate; 3. Employee turnover in North America; 4. Average hours of training per year per employee.	
GRI 102-49	Changes in reporting	Approach to reporting, p. 7	
GRI 102-50	Reporting period	Approach to reporting, p. 7	
GRI 102-51	Date of most recent report	Previous Annual report, containing CSR section was published on 01.03.2018	
GRI 102-52	Reporting cycle	Approach to reporting, p. 7	
GRI 102-53	Contact point for questions regarding the report	Contact Information, p. 9	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Approach to reporting, p. 7	
GRI 102-55	GRI content index	Appendix 1 – GRI Content Index, p. 69	
GRI 102-56	External assurance	Assurance, p. 9	
MATERIAL TOPICS			
GRI 200 ECONOMIC			
GRI 201 ECONOMIC PERFORMANCE			
GRI 103	Management Approach	Sustainability risk management, p. 19 Direct economic value generated and distributed, p. 25 Reducing emissions, p. 51	
GRI 201-1	Direct economic value generated and distributed	Direct economic value generated and distributed, p. 25	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Sustainability risk management, p. 19 Reducing emissions, p. 51	
GRI 202 MARKET PRESENCE			
GRI 103	Management Approach	Management approach, p. 28 Motivation and employee engagement, p. 31	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Motivation and employee engagement, p. 31	The data without breakdown by gender.
GRI 203 INDIRECT ECONOMIC IMPACTS			
GRI 103	Management Approach	Management approach, p. 56	
GRI 203-1	Infrastructure investments and services supported	Relations with local communities, p. 57	
GRI 203-2	Significant indirect economic impacts	Key projects in 2018, p. 57-63	
GRI 205 ANTI-CORRUPTION			
GRI 103	Management Approach	Ethics and business conduct, p. 16	
GRI 205-1	Operations assessed for risks related to corruption	Ethics and business conduct, p. 16	
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethics and business conduct, p. 16	
GRI 205-3	Confirmed incidents of corruption and actions taken	Ethics and business conduct, p. 17	
GRI 300 ENVIRONMENTAL			
GRI 302 ENERGY			
GRI 103	Management Approach	Boosting energy efficiency, p. 52	
GRI 302-1	Energy consumption within the organisation	Boosting energy efficiency, p. 52	Energy consumption is disclosed for a limited number of companies that are stated in the text of relevant section.

GRI Indicator	Disclosure	Page number (or link)	Comments/Omissions
GRI 303 WATER			
GRI 103	Management Approach	Approach to environmental management, p. 46-48 Balancing water supply, p. 48-49	
GRI 303-1	Interactions with water as a shared resource	Balancing water supply, p. 48-49 Protecting biodiversity, p. 52-53	
GRI 303-2	Management of water discharge-related impacts	Balancing water supply, p. 48-49	Legislation in the countries of our operation places high demands on the composition of water discharged by production facilities. For its part, the Group is committed to meet these requirements and ensure the quality of discharged water determined by law.
GRI 303-3	Water withdrawal	Balancing water supply, p. 49 Appendix 4. Environmental performance, p. 74-77	Total volume of water withdrawn is disclosed for NTMK, KGOK and ZSMK, which are the main assets consuming the major part of water.
GRI 303-5	Water consumption	Balancing water supply, p. 48-49 Appendix 4. Environmental performance, p. 74-77	Total volume of water consumed is disclosed for NTMK, KGOK and ZSMK, which are the main assets consuming the major part of water.
GRI 304 BIODIVERSITY			
GRI 103	Management Approach	Approach to environmental management, p. 46-48 Protecting biodiversity, p. 52-53	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Protecting biodiversity, p. 52	The Group's operations do not take place in any specially protected natural reservations or areas of high biodiversity value.
GRI 304-3	Habitats protected or restored	Protecting biodiversity, p. 52	Information concerning habitats protected or restored disclosed as the size of areas rehabilitated.
GRI 305 EMISSIONS			
GRI 103	Management Approach	Approach to environmental management, p. 46-48 Reducing emissions, p. 51-52	
GRI 305-1	Direct (Scope 1) GHG emissions	Reducing emissions, p. 51 Appendix 4. Environmental performance, p. 74-75	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Reducing emissions, p. 51 Appendix 4. Environmental performance, p. 74-75	
GRI 305-4	GHG emissions intensity	Reducing emissions, p. 51 Appendix 4. Environmental performance, p. 74-75	Intensity of GHG emissions is calculated as GHG emissions (kg CO ₂) divided by consolidated revenue, broken down by the operating segments.
GRI 305-5	Reduction of GHG emissions	Reducing emissions, p. 51 Appendix 4. Environmental performance, p. 74-75	Reduction of GHG emissions was accomplished also due to ceasing operations in Ukraine and lower volumes of underground mining against the higher open-pit mining.
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Reducing emissions, p. 51-52 Appendix 4. Environmental performance, p. 74-75	
GRI 306 EFFLUENTS AND WASTE			
GRI 103	Management Approach	Approach to environmental management, p. 46-48 Waste stewardship, p. 49-50	
GRI 306-2	Waste by type and disposal method	Waste stewardship, p. 50 Appendix 4. Environmental performance, p. 76-77	The information is disclosed at total weight of hazardous waste, shares of waste generated and used.
GRI 306-3	Significant spills	Approach to environmental management, p. 46-48	In 2018 no significant environmental accidents occurred at the Group's production facilities, and in addition there were no corresponding material claims. Significant environmental accidents (first and second category incidents) comprise massive discharges into natural zones, hazardous emissions, the destruction of reservoirs, and fires at facilities.

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GRI 307 ENVIRONMENTAL COMPLIANCE			
GRI 103	Management Approach	Approach to environmental management, p. 46-48	
GRI 307-1	Non-compliance with environmental laws and regulations	Approach to environmental management, p. 47 Appendix 4. Environmental performance, p. 76-77	
GRI 400 SOCIAL			
GRI 401 EMPLOYMENT			
GRI 103	Management Approach	Management approach, p. 28	
GRI 401-1	New employee hires and employee turnover	Employees, p. 27 Personnel structure, p. 30	Employee turnover is disclosed in by region only.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		EVRAZ provide the same benefits both to full-time and part-time employees.
GRI 403 OCCUPATIONAL HEALTH AND SAFETY			
GRI 103	Management Approach	Health and Safety Management, Approach, p. 40	
GRI 403-1	Occupational health and safety management system	Health and Safety management, p. 40	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Development of the safety culture, p. 40-41, Occupational injury prevention, p. 42-43 Emergency prevention and response, p. 44	
GRI 403-3	Occupational health services	Health, safety, and environment governance, p. 38-39	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Health, safety, and environment governance, p. 38-39 Development of the safety culture, p. 40-41	
GRI 403-5	Worker training on occupational health and safety	Development of the safety culture, p. 40-41	
GRI 403-6	Promotion of worker health	Treatment of occupational diseases, p. 43-44	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Development of the safety culture, p. 40-41	
GRI 403-8	Workers covered by an occupational health and safety management system	Health and Safety management, p. 40	Despite the fact that only the main the major metallurgical enterprises of the Group are certified for compliance with the OHSAS 18001, all employees are covered by an occupational health and safety management system.
GRI 403-9	Work-related injuries	Occupational injury prevention, p. 42	Injury rates are not included data on contractors as the number of hours worked is not recorded.
GRI 403-10	Work-related ill health	Treatment of occupational diseases, p. 44	There are no available statistics on the number of fatalities as a result of work-related ill health. The Group does not collect data on contractors.
GRI 404 TRAINING AND EDUCATION			
GRI 103	Management Approach	Management approach, p. 28 Learning and development, p. 32	
GRI 404-1	Average hours of training per year per employee	Learning and development, p. 32	
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Motivation and employee engagement, p. 32 Learning and development, p. 33-34	
GRI 413 LOCAL COMMUNITIES			
GRI 103	Management Approach	Our approach p. 56	
GRI 413-1	Operations with local community engagement, impact assessments, and development programmes	Relations with local communities, p. 57	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Relations with local communities, p. 57	