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Approved by the Board of Directors of PJSC Uralkali
(Minutes No. 400 dated 26.11.2021)

CODE OF BUSINESS ETHICS FOR SUPPLIERS OF PJSC URALKALI

PJSC Uralkali (hereinafter, Uralkali or the Company) is a leading player of the global potash industry. The Company produces potash fertilisers to help provide food to people around the world. In addition to operating unique potash deposits, Uralkali supports development of regions of its presence for the growth of the Company and the well-being of its employees.

Adherence to the principles of sustainability and Environmental, Social and Governance (ESG) responsibility outlined in this Uralkali Suppliers' Code of Ethics (hereinafter, the Code) is a priority element of the Company's relations with its suppliers and contractors (hereinafter, the Suppliers).

PJSC Uralkali acts in relation to its Suppliers without prejudice and treats them professionally and fairly, in line with the principles of this Code.

In return, the Company expects its Suppliers and their affiliates to comply with this Code and without restricting their observance of potentially higher standards of sustainable development.

KEY PRINCIPLES

Legal compliance

The Suppliers run their activities fully in line with applicable legislation of Russian Federation and other jurisdictions regulating their business.

Environmental protection

The Suppliers comply with applicable environmental legislation of Russian Federation and other jurisdictions regulating their business. When necessary, they implement actions to minimise adverse environmental impacts and continuously improve their environmental management system to ensure environmental safety of their activities.

Climate change

The Suppliers acknowledge the importance of consistent efforts to create a greenhouse gas (GHG) emission accounting system and to reduce GHG emissions and energy consumption, and for this reason, they are in a dialogue with the Company to identify opportunities and initiatives to combat climate change.

Health & Safety

The Suppliers are responsible for health and safety of their employees and observe high standards of health and safety that take into account specifics of their activities.

The Suppliers provide safe working conditions for their employees and provide them with personal protective equipment. The Suppliers also regularly provide relevant training to transfer necessary H&S awareness to employees.

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Employee well-being and human rights

The Suppliers respect rights and freedom of people as outlined in the UN Universal Declaration on Human Rights, as well as fundamental rights of employees provided for by national legislation applicable for their business activities.

The Suppliers adhere to the following principles of the main conventions of the International Labour Organisation:

- Prohibition of forced or compulsory labour;
- Prohibition of child labour;
- Prohibition of discrimination in respect of employment and occupation
- Provision of equal opportunities to employees;
- Provision of competitive wages to employees based on their performance;
- Provision of freedom of association and protection of right to collective bargaining.

Internal regulations of the Suppliers related to maximum working hours, minimum living wages and overtime are in line with applicable legislation.

The Suppliers provide a working environment free of abuse, all forms of violence, including corporal punishment or disciplinary practices, as well as threats or harassment.

In cases where Suppliers provide their employees with living quarters, Suppliers provide acceptable living conditions: cleanliness and safety of living quarters, as well as meeting the basic needs of employees.

Local communities

The Suppliers liaise with and assist local communities, and facilitate development of regions of their presence.

Corporate Governance

The Suppliers have an adequate corporate governance system to ensure transparency of their activities, stakeholder trust and compliance with this Code and applicable laws.

Corruption and ethics

The Suppliers do not accept any form of corruption and fraud. They run their business ethically and responsibly, compete fairly and strictly abide by competition and anti-monopoly laws and regulations in every aspect of their activities.

The Suppliers have sufficient procedures in place to avoid potential conflicts of interest and always disclose any financial interest that employees of Uralkali may have in activities of the Suppliers.

The Suppliers have an accurate and transparent accounting system for its business including commercial transactions and financial indicators.

Confidentiality and protection of data

The Suppliers ensure proper handling of personal data, confidential information and intellectual property rights related to Uralkali and third parties.

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COMPLIANCE WITH THIS CODE

If you become aware of an alleged breach of this Code or other ethics-related laws and regulations, please contact Uralkali's Hotline at hotline@uralkali.com. All messages will be registered and reviewed in a strictly confidential manner.

APPLICATION OF THIS CODE

The Suppliers are recommended to implement principles of this Code in their groups of companies and extend this Code along their supply chains.

The Company gives preference to the Suppliers, which demonstrate their commitment to adopting principles of sustainability and developing ESG practices.

Uralkali regularly communicates this Code to its Suppliers and requests the Suppliers to provide confirmations of their commitment to the fullest possible compliance with this Code while taking into account the scale and specifics of their activities and current maturity of their ESG practices.

The Company reserves the right to audit the Suppliers for compliance with this Code and expects the Suppliers to provide full and accurate information necessary for such audits.

If a Supplier is found in breach of this Code, Uralkali reserves the right to respond to such violation in a manner commensurate with the severity of the violation like request elimination of non-conformances or suspend or even terminate relations with such Supplier.

Approval, monitoring and review

This Code is approved by the Board of Directors of PJSC Uralkali.

The Code shall be revised by the Committee from time to time to ensure it is up to date and conformant to applicable standards and practices. if necessary, the Committee shall propose recommended amendments to the Board of Directors of PJSC Uralkali for approval.