

Approved by the Board of Directors of PJSC Uralkali
(Minutes 403 dated 04.03.2022)

The Occupational Health and Safety Policy of PJSC Uralkali

Unconditional occupational health and safety is an integral element of PJSC Uralkali's ESG Strategy, which covers underground mining, processing and delivery of potash-containing fertilisers and other associated products to customers around the world, and we take continuous measures to improve our approach and its practical implementation in order to be a social responsibility leader in all aspects of our activities.

The Company acknowledges its responsibility to protect the lives and health of all people involved in its activities and puts health and safety before all other goals and objectives.

As part of the ESG Strategy implementation, the Company set the following **goals** related to occupational health and safety:

- Create safe labour conditions for every workplace in the Company;
- Prevent occupational injuries and diseases;
- Prevent accidents, fires and other emergencies capable of causing injury to people working under the Company's control or people and municipalities located in the vicinity of the Company's sites and production facilities.

To achieve these goals, the Company assumes the following **commitments**:

- Observe statutory requirements of the Russian legislation, primarily state health and safety regulations and other occupational health and safety requirements;
- Create safe working conditions; prevent occupational injuries and diseases; and reduce professional risks;
- Prevent occupational incidents; reduce the risk of emergencies; ensure continuous preparedness of technical and human resources for potential emergency response measures;
- Identify hazards and assess associated impacts on all aspects of the Company's activities; develop and implement in a timely manner measures to eliminate hazards and reduce impact risks by putting in place effective preventive measures;
- Manage professional risks with consideration of the Company's current, historical and future activities;
- Use all of the Company's capacity to continuously improve the occupational health and safety management system, improve its efficiency and effectiveness by introducing best practices and constantly monitoring its performance;
- Continuously improve personal motivation and accountability of every employee regardless of their profession or job, and ensure engagement and awareness of personnel and other stakeholders in activities provided for by the occupational health and safety management system;
- Continuously improve competences, knowledge and skills of employees in occupational health and safety;
- Provide all stakeholders including employees with access to reliable information about the state of occupational health and safety in the Company;
- Create necessary conditions and allocate necessary financial, technical and human resources for timely implementation of health and safety measures and management of professional risks;
- Implement this Policy based on the social partnership principles, the Collective Bargaining Agreement of PJSC Uralkali, and the Cooperation Agreement between PJSC Uralkali and the Kaliyschik primary trade union through a direct dialogue and consultations between management and employees (including their representatives).

Management of the Company undertakes to implement this Policy in all of its business units and at all sites controlled by the Company.

This Policy is an official public document available to all employees and other stakeholders of the Company.