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Approved  
Board of Directors of PJSC Uralkali  
(Minutes No. 378 dated 26.06.2020)

### **Human Rights Policy of PJSC Uralkali**

The Human Rights Policy of PJSC Uralkali (hereinafter the Policy) was developed in order to create a proper environment for the upholding and protection of human rights and the promotion of appropriate ethical norms and principles. This Policy serves to inform all interested parties of PJSC Uralkali's and its subsidiaries' (hereinafter together referred to as Uralkali or the Company) zero tolerance for any violations of human rights. The Policy applies to all employees of the Company regardless of their position or status.

#### **Commitment to fundamental principles and documents on human rights**

By adopting this Policy, Uralkali hereby confirms that it fully supports the provisions of the United Nations Universal Declaration of Human Rights and is aware of its responsibility to uphold the agenda in its entirety and protect the rights of all employees within the framework and to the extent that the Company can and must ensure such protection.

In addition to the Universal Declaration of Human Rights, which is the primary document on this matter, the Company also abides by other international regulations including the United Nations Guiding Principles on Business and Human Rights (2011). According to the indicated document, businesses have a responsibility to uphold and protect all of the internationally recognized rights that are understood as those indicated in the International Bill of Human Rights, including the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, as well as the principles of the International Labor Organization Declaration on Fundamental Principles and Rights at Work, including the following:

- freedom of association and effective recognition of the right to collective bargaining;
- elimination of all forms of forced or compulsory labor;
- prohibition of child labor; and
- elimination of discrimination in respect of employment and occupation.

Uralkali agrees with the indicated principles and recognizes its responsibility for upholding and protecting human rights in its activities.

#### **Observation of employee rights**

In its relationships with employees, in strict compliance with applicable laws, the Company undertakes to:

- uphold and protect human rights and demonstrate its commitment to the principles of this Policy starting from the top management of the Company – managers of all levels are obligated to comply with the requirements of this Policy and openly declare the importance of human rights protection thus acting as an example for their subordinates; they are also committed to preventing any violations of human rights by using all methods available to them;
- respect human dignity and not permit any form of discrimination in relation to any person based on race, gender, age, religion, nationality, social status or other characteristics not related to his/her professional qualities or individual performance results;

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- support cultural diversity in the Company.

Uralkali, being a large company, which employs thousands of people, makes provisions for human rights protection in its internal documents, including the Code of Corporate Culture, which details the overall mission, vision, and future development prospects of the Company. The Code also contains a description of the common values, principles, standards and rules of conduct and interaction that apply to all Uralkali employees.

Uralkali will also provide the necessary information to its staff and educate its employees on the principles of appropriate conduct and requirements to safety and human rights in order to enhance their awareness of these matters and to improve the culture of interaction within the Company. The Company expects all of its employees to strictly abide by the principles set forth in this Policy.

The Company provides all stakeholders with equal opportunities to submit complaints or enquiries concerning human rights or business ethics violations. The Company guarantees confidentiality and anonymity as well as the absence of sanctions or negative consequences for anyone who has submitted such a complaint or enquiry. It is mandated to take all necessary action to deal swiftly and appropriately with any proven violations.

### **Observation of the rights of local communities**

In its relationships with local communities in the countries and regions of Uralkali's presence, the Company undertakes to:

- respect the rights, culture and customs of local communities including indigenous minorities;
- implement all possible measures to eliminate any negative consequences for human rights, including the rights of local communities, in case of any violations within the Company.

The Company is committed to operating in full compliance with the applicable laws and on the basis of the required permits (licenses), where necessary, including the use of land and other natural resources while striving to minimize any negative impact on them.

### **Ensuring safety**

Uralkali supports the Voluntary Principles on Security and Human Rights and takes all necessary action to implement and maintain a safety system that fully conforms to the requirements of the applicable laws, is based on a comprehensive all-round assessment of risks including those pertaining to safety (personal safety, labor and production safety, etc.) as well as recognition and respect of such rights.

Accordingly, the Company undertakes to:

- implement measures that ensure the safety of the Company and its employees and that make it impossible to violate human rights including through improper or excessive utilization of special equipment and tools;
- ensure the safety and wellbeing of all employees and create a positive working environment

### **Relationships with business partners**

In its relationships with business partners, the Company:

- takes all possible actions to uphold high standards of human rights protection and business ethics, including zero tolerance for corruption, and applies the same standards when selecting contractors and partners
- maintains a constant open dialogue with all stakeholders and takes their interests into consideration

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Within the framework of the procedures related to the execution of contracts, the Company shall inform its counterparties of the principles stated herein in order to make sure that our counterparties share these principles and respect them.

**Implementation of the Policy. Control and reporting**

For the purpose of implementation of this Policy, the Company undertakes to ensure that all its policies and procedures comply with the principles of this Policy.

The Company understands the importance of identifying, analyzing and assessing the risks pertaining to human rights and strives to integrate all necessary control procedures in its system of risk management in order to prevent such risks and to develop measures aimed at minimizing any negative consequences of such risks in case that it is not possible to effectively prevent them.

Uralkali regularly monitors matters related to human rights. Reports on compliance with the principles of this Policy shall be submitted to the Committee for Sustainable Development and the Board of Directors of the Company at least once a year in order to ensure efficiency and constant improvement of the human rights practices of the Company.

As part of Uralkali's performance management system, the indicators related to compliance with the principles of this Policy will be taken into account when assessing the performance and achievements of the Company and its employees as indicated in the relevant internal document of Uralkali. The information on the implementation of this Policy shall be included in the Company's sustainability reports.

This Policy is published on the corporate website of the Company [www.uralkali.com](http://www.uralkali.com) and is available to all interested parties.