



GRI TABLE 2016



**SOLID FOUNDATIONS
FOR FUTURE GROWTH**

GRI Table 2016

All the indicators included in the GRI table 2016 have been externally assured by the independent auditor (see Independent assurance report, p. 54).

Indicator	Description	Disclosure level	Report section/description
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision-maker of the organization	Disclosed	Chairman's statement CEO's statement
G4-2	Description of key impacts, risks, and opportunities	Disclosed	Uralkali at a Glance, Delivering on Our Strategy, Key Performance Indicators, Improving Risk Management, Chairman of the CSR Committee Statement, Environmental protection, Health & Safety, Our people, Our Communities.
COMPANY PROFILE			
G4-3	Name of the Company	Disclosed	Uralkali Public Joint Stock Company
G4-4	Primary brands, products, and services	Disclosed	Uralkali at a Glance, What is Potash and Why is It Important?, Potash Demand in 2016, Export Sales, Domestic Sales.
The Company's main products are:			
1. Standard (pink and white) and granular potassium chloride;			
2. Enriched carnallite;			
3. Industrial salt (rock salt and industrial sodium chloride).			
G4-5	Location of headquarters	Disclosed	63 Pyatiletki St., Berezniki, Perm Krai, Russian Federation, 618426
G4-6	Countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Disclosed	Uralkali's products were shipped to over 60 countries. The main sales markets were China, Russia, Brazil, India, the United States. In 2016, such countries as Indonesia, Malaysia, Poland and Finland also played an important role in the Company's exports.
G4-7	Nature of ownership and legal form	Disclosed	Uralkali at a Glance
G4-8	Markets served	Disclosed	Our Markets, Potash Demand in 2016, Export Sales, Domestic Sales.
G4-9	Scale of the Company	Disclosed	Uralkali at a Glance, Year Highlights, Our Markets, Export Sales, Domestic Sales, Promoting Financial Stability, Key Performance Indicators, Our people, Information for Shareholders and Investors, Consolidated Financial Statements.

Indicator	Description	Disclosure level	Report section/description	
G4-10	Breakdown of workforce	Disclosed	Our people	
Headcount, persons			Group	PJSC,Uralkali
Full-time	Reporting year		20,513	11,461
	Previous year		21,294	11,509
Part-time	Reporting year		59	14
	Previous year		54	15
Permanent contract	Reporting year		19,911	11,049
	Previous year		20,516	10,960
Fixed-term contract	Reporting year		602	412
	Previous year		778	549
White-collar	Reporting year		6,811	4,080
	Previous year		7,036	4,146
Blue-collar	Reporting year		13,702	7,381
			14,258	7,363
G4-11	Breakdown of workforce	Disclosed	Stakeholder Engagement	
Item	Number of employees with signed collective labour agreements		Percentage of employees with signed collective labour agreements	
		Reporting year	Previous year	Reporting year
Total, Uralkali PJSC	11,461	11,509	100	100
Total, Group	19,349	20,058	94,3	94,2
G4-12	Company's supply chain	Disclosed	Stakeholder Engagement	
<p>The majority of the Company's suppliers are producers of manufacturing goods. Mining operations demand purchase of goods and services used in large-scale infrastructure projects, including heavy equipment, chemicals, fuel and lubricants, labour, explosives, vehicles and a whole range of other services. The Company's main procurement categories include:</p> <p>1) Underground complex: conveyor units, spare parts and rollers for them; mining equipment; mining equipment spare parts; screw-type and expansion-unit anchoring; handling machinery; explosives and blasting agents.</p> <p>2) Surface complex: chemicals; preparation equipment; chemical equipment; filter core; boiler equipment and accessories; crushing and grinding machinery; surface equipment spare parts; heating equipment; chemicals and laboratory equipment.</p> <p>3) Transportation: railway transport; lock-and-seal devices, seals; containers, container loading materials; railway transport spare parts.</p> <p>4) Miscellaneous: high-voltage equipment; oils and lubricants; pump-and-compressor equipment; spare parts for imported equipment; low-voltage equipment; nonstandard equipment and spare parts.</p> <p>Share in total sales in monetary terms: Number of suppliers - 905 Russian suppliers – 63.7% Foreign suppliers – 36.3% Estimated payments to suppliers: 16,016 mln roubles, VAT included</p>				
G4-13	Significant changes during the reporting period regarding the Company's size, structure, ownership, or supply chain	Disclosed	Promoting Financial Stability	
<p>In May 2016, the Board of Directors announced the programme for the buyback of Uralkali's securities. As a result, 3.35% of Uralkali's securities was purchased from the open market. In July 2016, ONEXIM GROUP ceased participation in the share capital of PJSC Uralkali. The share capital structure as of 31.12.2016: http://www.uralkali.com/ru/investors/shareholder_inf/shareholder_str/</p>				

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Indicator	Description	Disclosure level	Report section/description
G4-14	Whether and how the precautionary approach or principle is addressed by the Company	Disclosed	Improving Risk Management The Group's activities are in strict compliance with its project documentation, including the environmental impact assessment section. Government experts have approved the documentation in accordance with environmental and sanitary legislation. In addition, the projects for emissions and pollutants, and projects for generation and limits on waste generation and storage are being developed for new production units. All of the projects are reviewed and agreed with the relevant environmental monitoring and protection authorities. All permissive documentation for operations is mandatorily obtained in accordance with current legislation. There is a timely industrial environmental control system installed for all units that impact the environment.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the Company subscribes or which it endorses	Disclosed	Our Priorities Environmental Protection The Company voluntary provides its accounts, pursuant to the requirements of GRI G4 and CDP (Carbon Disclosure Project), thus supporting these initiatives.

Item	Date of approval	Participating countries	Stakeholders developing and managing the initiatives	Support form
The Carbon Disclosure Project	PJSC Uralkali joined the project in 2012	The United States, Canada, Japan, Italy, Spain, Russia, France, Portugal, Germany, Austria, Switzerland, India, China, Turkey and others	CDP Worldwide, Registered Charity, London	Voluntary

G4-16	Memberships of associations and national or international advocacy companies	Disclosed	Domestic Sales Board of Directors
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No.	Name of association/company the Company participates in:	Participation in management	Participation in projects/committees	Provides significant financing beyond general membership fees	Considers membership to be strategic
1	Russian Association of Fertilizer Producers (RAFP)	yes	yes	yes	yes
2	Russian Union of Industrialists and Entrepreneurs	yes	yes	no	yes
3	Russian Chemists Union	no	yes	yes	yes

MATERIAL ASPECTS AND BOUNDARIES IDENTIFIED

G4-17	Entities included in the Company's consolidated financial statements or equivalent documents and coverage in GRI report	Disclosed	The consolidated financial statements include information on the Uralkali Group (PJSC Uralkali and its subsidiaries). Indicators on health & safety and environmental protection are disclosed only for companies operating in the Russian Federation.
G4-18	Process for defining the report content and boundaries	Disclosed	Our Priorities
G4-19	Material aspects identified	Disclosed	Our Priorities
G4-20	Aspect boundaries within the Company	Disclosed	Our Priorities, Stakeholder Engagement
G4-21	Aspect boundaries outside the Company	Disclosed	Our Priorities, Stakeholder Engagement
G4-22	Restatements of information provided in previous reports	Disclosed	In the reporting year, there were no restatements of information provided in previous reports

* Officially not a member of this industry association, the Company takes an active part in the work of the Russian Chemists Union, implements joint activities and provides support at the level of the Union's members.

Indicator	Description	Disclosure level	Report section/description
G4-23	Significant changes in the report scope and boundaries	Disclosed	Compared to the previous reporting periods, there were no significant changes in the report scope and boundaries
RELATIONS WITH STAKEHOLDERS			
G4-24	Stakeholder groups engaged by the Company	Disclosed	Stakeholder Engagement
G4-25	Basis for identification and selection of stakeholders	Disclosed	Stakeholder Engagement
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Disclosed	Stakeholder Engagement
G4-27	Key topics and concerns raised through stakeholder engagement, and how the Company has responded	Disclosed	Stakeholder Engagement CEO's Statement Our Communities
GENERAL REPORT INFORMATION			
G4-28	Reporting period	Disclosed	01.01.2016-31.12.2016
G4-29	Date of most recent previous report	Disclosed	The previous report was published in 2016, April.
G4-30	Reporting cycle	Disclosed	Annual
G4-31	Contact point for the report	Disclosed	Contacts Veronika Kryachko, Head of Investor Relations and Capital Markets, ir@msc.uralkali.com
G4-32	'In accordance' option the Company has chosen; GRI content index for the chosen option; Reference to the External Assurance Report	Disclosed	Preparation type "Main", GRI table 2016, Independent Assurance Report
G4-33	Policy and current practice with regard to external assurance	Disclosed	Independent Assurance Report
CORPORATE GOVERNANCE			
G4-34	Governance structure of the Company, including committees of the highest governance body	Disclosed	Corporate governance General Meeting of Shareholders Board of Directors (including Investment and Development Committee, Audit Committee, Appointments and Remuneration Committee, Corporate Social Responsibility Committee) Management Board CEO
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Disclosed	Corporate governance Clauses 13, 14, 15, 16 Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf
G4-36	Whether the Company has appointed any executive-level position or positions with responsibility for economic, environmental or social topics, and whether post holders report directly to the highest governance body	Disclosed	Corporate governance http://www.uralkali.com/about/management/
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Disclosed	Corporate governance http://www.uralkali.com/sustainability/our_approach/stakeholder_engagement/

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Indicator	Description	Disclosure level	Report section/description
G4-38	Composition of highest governance bodies and their committees	Disclosed	<p>Corporate governance</p> <p>Executives and non-executives: http://www.uralkali.com/about/board_of_directors/ http://www.uralkali.com/ru/about/corporate_governance/board_committees/</p> <p>Independent members: http://www.uralkali.com/about/board_of_directors/</p> <p>Number of other senior positions, obligations of each official and nature of these obligations: http://www.uralkali.com/ru/about/corporate_governance/board_committees/ http://www.uralkali.com/upload/iblock/1cd/KVART_OTCHET_3_2015.pdf http://www.uralkali.com/ru/investors/reporting_and_disclosure/#hash_tab_3</p> <p>Competences related to the economic, environmental and social impact of the Company: http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf</p>
G4-39	Whether the chair of the highest governance body is also an executive officer	Disclosed	<p>Corporate governance</p> <p>The chair of the highest governance body is not an executive officer</p>
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting governance body members	Disclosed	<p>Corporate governance</p> <p>There is a committee of the Board of Directors (Appointments and Remuneration Committee) in charge of determining the criteria for selecting candidates to the Board of Directors. http://www.uralkali.com/upload/iblock/add/CNV_29.08.2016.pdf</p> <p>According to current Russian legislation, the Board of Directors is elected by shareholders. The Company actually states the election results of the Board members. Candidates to the Board of Directors are nominated by shareholders.</p>
G4-41	Processes for the highest governance body to ensure conflicts of interests are avoided and managed	Disclosed	<p>Corporate governance</p> <p>Regulations on procedure for corporate conflict resolution at Uralkali PJSC http://www.uralkali.com/ru/about/corporate_governance/regulatory_documents/konf_poryadok/</p> <ul style="list-style-type: none"> Information on conflict of interests is disclosed to stakeholders, including information about cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholder, and affiliated persons A controlling shareholder is a shareholder directly or indirectly holding more than 50% of Company's voting shares
G4-42	The role of the highest governance body and senior executives in setting purpose, values and strategy	Disclosed	<p>Corporate governance</p> <p>Clauses 1 and 2 Section 9.3, Section 10.9 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf, Approval of the Company's strategy and development principles, strategic plans, evaluation of their efficiency, review of their implementation reports; determining priority areas of the Company's operations</p>
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics		Corporate governance

Indicator	Description	Disclosure level	Report section/description
G4-44	Processes for evaluation of highest governments body's role with respect to governance of economic, environmental and social topics	Disclosed	<p>Corporate governance</p> <p>Article 11 Regulations on the Board of Directors http://www.uralkali.com/upload/iblock/573/pologenie_SD_23.12.2016-2.pdf, annual assessment of the Board performance in accordance with the Board Performance Assessment Rules.</p> <p>Submission of a report on the assessment results to the Board of Directors for consideration, development of improvements in the areas recognised in the report as areas requiring improvements, a report on the Board performance for the year.</p>
G4-45	The role of the Board of Directors in the identification and management of economic, environmental and social impacts, risks and opportunities	Disclosed	<p>Corporate governance</p> <p>Risk Management and Internal Control Policy http://www.uralkali.com/upload/iblock/a47/Politika_risk_11.09.2012.pdf</p> <p>Clause 33, Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf</p> <p>The Regulations on the Audit Committee http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf</p> <p>The Board of Directors approves PJSC Uralkali's policies and acts in accordance with them:</p> <p>Anti-corruption policy http://www.uralkali.com/upload/iblock/5bb/Anti-corruption_policy_120814.pdf</p> <p>Main principles of the global anti-monopoly policy http://www.uralkali.com/upload/iblock/1dc/antimon_10.09.2013.pdf</p> <p>The Code of Corporate Culture http://www.uralkali.com/upload/doc/codex_new_16122014.pdf</p> <p>Corporate social responsibility policy http://www.uralkali.com/upload/iblock/560/Ensocpol_ru.pdf</p> <p>HSE policy http://www.uralkali.com/sustainability/our_approach/policies/</p> <p>The Code of Corporate Culture and PJSC Uralkali's policies http://www.uralkali.com/ru/about/corporate_governance/regulatory_documents/</p>
G4-46	The role of the Board of Directors in reviewing the risk management processes for economic, environmental and social topics	Disclosed	<p>Corporate governance</p> <p>Risk Management and Internal Control Policy http://www.uralkali.com/upload/iblock/a47/Politika_risk_11.09.2012.pdf</p> <p>Clause 33, Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf</p> <p>The Regulations on the Audit Committee http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf</p> <p>The Regulations on the Board of Directors http://www.uralkali.com/upload/iblock/b8f/pologenie_SD_10.08.2015.pdf</p>
G4-47	The frequency of the Board of Directors' review of sustainability impacts, risks, and opportunities	Disclosed	<p>Corporate governance</p> <p>Quarterly. CEO quarterly report, Clause 40, Section 9.3 of the Charter of PJSC Uralkali - http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf</p> <p>Audit Committee quarterly meeting http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf</p> <p>Corporate Social Responsibility Committee quarterly meeting http://www.uralkali.com/upload/iblock/73e/Reg_CSR_19.12.2013.pdf</p>

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Indicator	Description	Disclosure level	Report section/description
G4-48	The highest committee or position to formally approve this report and its materiality review	Disclosed	<p>Corporate governance</p> <p>The Company issues an integrated report combining financial reporting and a report on sustainable development. The report is reviewed by the independent auditor and the Revision Commission. The Board of Directors approves the annual report (Clause 8 Section 9.3 of the Charter of PJSC Uralkali) http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf</p>
G4-49	Process for communicating critical concerns to the highest governance body	Disclosed	<p>Corporate governance</p> <p>Regular reports from the CEO - the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf Reports from the chairmen of Committees of the Board of Directors – Appointments and Remuneration Committee http://www.uralkali.com/upload/iblock/add/CNV_29.08.2016.pdf , Corporate Social Responsibility Committee http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf, Investment and Development Committee http://www.uralkali.com/upload/iblock/6d2/CIR_19.12.2013.pdf, Audit Committee http://www.uralkali.com/upload/iblock/6e2/CPA_11.11.2016.pdf - Information Policy Regulation http://www.uralkali.com/upload/iblock/5be/Pologenie_inf_pol_21.01.2016.pdf</p>
G4-51	Remuneration policies for the Board of Directors and senior executives	Disclosed	<p>Corporate governance</p> <p>Remuneration of the members of the Board of Directors shall be defined pursuant to the Regulation on Remuneration and Reimbursement of the Members of the Board of Directors and Amendments of the Regulation on Remuneration and Reimbursement of the Members of the Board of Directors http://www.uralkali.com/upload/iblock/d0b/Pologenie_voznagr_10.12.2015.pdf, http://www.uralkali.com/upload/iblock/6e9/izm_pologenie_o_voznagragdenii_23.12.2016.pdf The Company adopted a performance management system. The KPIs are set annually. The Appointments and Remuneration Committee considers and advises on the approval of KPIs for senior executives; the Board of Directors approves KPIs for the CEO and Company Secretary upon the Committee's advice. KPIs for functional executives mandatorily include specific indicators related to the area of activity headed by the top manager. http://www.uralkali.com/ru/about/management/remuneration/index.php; http://www.uralkali.com/upload/iblock/abf/hkzhrcsyovmezu%20qmjdzc%20qitwahmaw%20ztd%20jtlbnaai%20m%202015%20figv.pdf Members of the Board of Directors are elected by the General Meeting of Shareholders for the period until the next annual General Meeting of Shareholders. Section 9.5 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/3e3/Ustav_23_12_2016.pdf</p>
G4-52	Process for determining remuneration	Disclosed	<p>Corporate governance</p> <p>The Regulation on Remuneration and Reimbursement of the Members of the Board of Directors и Amendments to the Regulation on Remuneration and Reimbursement of the Members of the Board of Directors http://www.uralkali.com/upload/iblock/d0b/Pologenie_voznagr_10.12.2015.pdf, http://www.uralkali.com/upload/iblock/6e9/izm_pologenie_o_voznagragdenii_23.12.2016.pdf</p>

Indicator	Description	Disclosure level	Report section/description		
ETHICS AND GOOD FAITH					
G4-56	Values, principles, standards and norms of behaviour, such as codes of conduct and codes of ethics	Disclosed	Uralkali at a Glance, Chairman of the CSR Committee Statement, Our People		
Category: Financial					
EC1	Direct economic value generated and distributed		Key Performance Indicators		
Main components (thousands, dollars)		Total Group			
		Reporting year	Previous year		
Direct economic value generated, including		2,292,344	3,159,670		
Revenue		2,278,249	3,123,302		
Revenue from financial investments		13,504	36,368		
Revenue from tangible asset sales		590	-		
Revenue from intangible asset sales		-	-		
Economic value distributed, including		1,632,900	1,509,105		
Operating costs		819,377	882,127		
Salaries		242,203	230,950		
Other employee benefits		2,636	2,058		
Payments to capital providers		431,223	311,225		
Government payments		132,100	75,870		
Investments in local communities		5,361	6,876		
Non-distributed economic value		659,444	1,650,565		
EC3	Coverage of defined benefit plan obligation	Disclosed	Consolidated Financial Statements		
Programme name	Programme conditions	Programme objectives	Number of participants	Pension amount	Programme targets for 2017
Attention and Care programme	Depending on the length of employment at the enterprise and place of residence	Welfare of retired Uralkali Group employees	9,650	Depending on length of employment – from 440 to 1,010 roubles per quarter	54,000,000 roubles for 2017
Corporate pension provision programme	The programme is designed for retired employees of JSC VNII Galurgii	1. Attracting highly skilled employees, workers with critical skills (through the expansion of standard employment benefits); 2. Retaining highly skilled employees in the Company	148	From 500 to 1,500 roubles a month (depending on the position at the time of retirement)	Changes are not provided for
EC7	Development and impact of infrastructure investments and services supported	Disclosed	Our Communities		

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Indicator	Description	Disclosure level	Report section/description			
Category: Environmental						
EN3	Energy consumption within the Company	Disclosed	Environmental protection			
			Total JSC URALKALI		Total Group	
	UOM	Reporting year	Previous year	Reporting year	Previous year	
Consumption of non-renewables						
<i>Non-renewable energy sources (fuel) purchased by the Company for internal consumption</i>						
Natural gas	M ³	441,335,711	459,894,428	442,706,498	461,306,745	
	GJ	17,216,506	17,940,482	17,269,980	17,995,576	
Associated petroleum gas	M ³	93,310,395	70,940,037	93,310,395	70,940,037	
	GJ	3,640,039	2,767,371	3,640,039	2,767,371	
Diesel fuel oil	t	2,662	7,925	9,355	14,924	
	GJ	115,344	343,371	405,344	646,677	
Petrol	t	24	31	1,342	1,791	
	GJ	1,056	1,381	60,105	80,246	
Other fuels (residual oil)	t	8,620	10,104	8,620	10,104	
	GJ	346,441	406,097	346,441	406,097	
Total consumption of non-renewables (fuel)	GJ	21,319,386	21,458,701	21,721,909	21,895,965	
Energy (electricity and heat) purchased for internal consumption						
Electricity	kWh	1,379,565,576	1,421,740,711	1,409,223,930	1,452,655,704	
	GJ	4,966,436	5,118,267	5,073,206	5,229,561	
Heat	Gcal	13,221	13,816	21,715	20,253	
	GJ	55,357	57,848	90,916	84,800	
Total purchased energy (electricity and heat)	GJ	5,021,793	5,176,114	5,164,123	5,314,361	
Energy transferred to external consumers						
Electrical power generated using non-renewable energy sources**	kWh	0	19,550,982	0	19,550,982	
	GJ	0	70,384	0	70,384	
Heating energy generated using non-renewable energy sources	Gcal	140,325	177,858	140,325	177,858	
	GJ	587,541	744,693*	587,541	744,693*	
Total energy transferred to external consumers	GJ	587,541	744,693*	587,541	744,693*	
Total energy consumption	GJ	25,753,639	25,890,123	26,298,491	26,465,632	
* The figures in 2015 are adjusted, 749,946 GJ were reported last year.						
** This electrical power volume is not considered as PJSC Uralkali's internal consumption because it is directly transferred to external consumers.						

Indicator	Description	Disclosure level	Report section/description			
EN5	Energy intensity	Disclosed	Environmental protection			
		Total PJSC Uralkali				
Name		UOM	Reporting year	Previous year		
Gas consumption		m ³	534,646,106	530,834,465		
Electricity consumption		kWh	1,731,966,890	1,689,268,841		
Production output		t	10,859,838	11,484,995		
Gas		m ³ /t	49	46		
Electricity		kWh/t	159	147*		
*The figure is adjusted in accordance with actual data (47 kWh were reported last year).						
EN6	Reduction of energy consumption	Disclosed	Environmental protection			
		Total PJSC Uralkali		Total Group		
Name		UOM	Reporting year	Previous year	Reporting year	Previous year
Gas*		GJ	230,517,892	286,473,836	230,517,892	286,473,836
Electricity			3,402	367,556	4,629	368,347
*The figure is adjusted in accordance with actual data.						
EN8	Total water withdrawal by source	Disclosed	Environmental protection			
		Total PJSC Uralkali		Total Group		
Name		UOM	Reporting year	Previous year	Reporting year	Previous year
Total volume of water withdrawn from sources,			22,789	22,917	39,223	39,091
<i>including:</i>						
From surface reservoirs, including swamps, rivers and lakes			16,982	16,825	16,982	16,825
From underground reservoirs		thous. m ³	3,300	3,526	19,700	19,658
Rainwater collected and stored by the Company			1,730	1,641	1,730	1,641
Wastewater from other companies			0	0	0	0
Municipal and other water supplies			777	924	810	967
EN9	Water sources significantly affected by withdrawal of water	Disclosed	BKPRU-2 intake (Verkhne-Zyryanskoye water reservoir, source volume – 13 million cubic m); BKPRU-4 intake (Verkhne-Zyryanskoye water reservoir, source volume – 13 million cubic m); SKRU-2 intake (12.2 million cubic m). The water sources are not on the list of protected territories			
EN10	Percentage and total volume of water recycled and reused	Disclosed	Environmental protection			
		Total PJSC Uralkali		Total Group		
Name		UOM	Reporting year	Previous year	Reporting year	Previous year
Total volume of water recycled and reused		thous. m ³	35,503	35,499	35,504	35,500
Percentage of water recycled and reused		%	155.8	155.0	90.5	90.8

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Indicator	Description	Disclosure level	Report section/description			
EN15, EN16	Direct (scope 1) and indirect (scope 2) greenhouse gas emissions	Disclosed	Environmental protection			
		Total JSC URALKALI		Total Group		
	UOM	Reporting year	Previous year	Reporting year	Previous year	
	Direct CO2 emissions	thous. t	1,206.7	1,219.9	1,235.4	1,251.1
	Indirect CO2 emissions	thous. t	484.0	498.9	497.8	512.2
	TOTAL		1,690.7	1,718.9	1,733.1	1,763.3
EN21	NOx, SOx, and other significant air emissions	Disclosed	Environmental protection			
		Total JSC URALKALI		Total Group		
No. Indicator	UOM	Reporting year	Previous year	Reporting year	Previous year	
1 Solid		1.96	2.00	2.00	2.05	
2 Sulphur dioxide (SO2)		0.24	0.42	0.26	0.43	
3 Carbon monoxide (CO)		1.02	1.31	1.12	1.40	
4 Nitrogen oxides (converted to NO2)	thous. t	1.15	1.28	1.52	1.67	
5 Volatile organic compounds (VOC)		0.07	0.06	0.16	0.16	
6 Other gaseous and liquid		0.03	0.04	0.06	0.05	
	TOTAL	4.47	5.12	5.12	5.75	
EN22	Total water discharge by quality and destination	Disclosed	Environmental protection			
Notes:						
<ul style="list-style-type: none"> • There were no unplanned discharges. • Discharges into the Kama River include the discharge volume transferred to LLC Promstoki (hereinafter the Kama River). • In 2016, LLC Vodokanal, Solikamsk, transferred 4,424,412 m³ of biologically treated sewage effluents under a water disposal agreement with OJSC Solikamsk Magnesium Plant to the sewage disposal system for Solikamsk companies to be discharged into Kama water reservoir. 						
		Total JSC URALKALI		Total Group		
No.	Total water discharge in cubic metres per year into water bodies (thousand cubic m/year) divided into:	Reporting year	Previous year	Reporting year	Previous year	
TOTAL by treatment method						
1	Biological treatment	366,827	380,912	4,887,049	5,598,941	
2	Mechanical treatment	11,424,071	10,961,752	15,367,894	15,278,643	
3	Physical-and-chemical treatment	0	0	135,020	75,360	
4	No treatment	0	0	0	0	
by water body destination						
1	Lenva River	1,155,527	1,205,462	1,155,527	1,205,462	
2	Bygel River	14,500	15,800	14,500	15,800	
3	Kama River (Kama water reservoir)	8,344,231	7,973,303	8,344,231	7,973,303	
4	Popovka River	0	227,428	0	227,428	
5	Usolka River	2,276,640	1,920,671	2,372,450	2,043,711	
6	Part of Kama water reservoir (Glotikha Gulf)	0	0	3,943,823	4,316,891	
7	Neva Bay of the Gulf of Finland (BAL/N. BAY)	0	0	135,020	75,360	

Indicator	Description	Disclosure level	Report section/description
EN23	Total weight of waste by type and disposal method, thousand tonnes	Disclosed	Environmental protection
Substance			
		Total JSC URALKALI	
		Reporting year	Previous year
		Total Group	
		Reporting year	Previous year
Hazard class I-IV			
	Waste at the beginning of the year	0.0	0.0
	Waste generation	3.9	5.4
	Waste utilisation	0.0	0.0
	Waste neutralisation	0.0	0.0
	Waste transfer to other companies:	3.9	5.4
	– for utilisation	0.2	0.2
	– for neutralisation	1.0	0.2
	– for storage	0.0	0.0
	– for disposal at dumps (burial)	2.7	5.0
	Waste disposal at facilities operated by the Company	0.0	0.0
	Waste at year-end	0.0	0.0
			0.1
			0.1
Hazard class V			
	Waste at the beginning of the year	583,472.3	565,112.2
	Waste generation	30,149.3	31,267.4
	Waste utilisation	13,277.0	11,236.6
	Waste neutralisation	0.0	0.0
	Waste transfer to other companies:	79.4	63.8
	– for utilisation	54.0	33.0
	– for neutralisation	0.0	0.0
	– for storage	0.0	0.0
	– for disposal at dumps (burial)	25.4	30.8
	Waste disposal at facilities operated by the Company (for storage at salt and slime dumps)	18,400.2	21,102.9
	Waste at year-end	600,265.3	583,472.3
			600,265.3
			583,472.3
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Disclosed	In 2016, the total value of material fines for non-compliance with environmental regulations issued to PJSC Uralkali totalled 270,000 roubles. The Company did not receive non-monetary sanctions. There were six cases where mechanisms of dispute resolution were utilised.

GRI Table 2016

CONTINUED

Indicator	Description	Disclosure level	Report section/description
EN31	Total environmental protection expenditures and investments by type	Disclosed	Environmental protection

Current expenses associated with waste disposal, treatment of emissions and discharges and the mitigation of environmental damage, by the following categories:	Total PJSC Uralkali	Total Group
air protection and climate change mitigation, thousand roubles	281,889	284,892
waste water collection and treatment, thousand roubles	195,033	300,948
waste disposal, thousand roubles	1,031,258	1,033,666
protection and remediation of land, surface water and groundwater, thousand roubles	7,187	8,295
environmental protection against noise, vibration and other kinds of physical impact, thousand roubles	0	10
conservation of biodiversity and natural area protection, thousand roubles	0	0
radiation environmental safety, thousand roubles	0	0
research and development activities to reduce negative anthropogenic impacts on the environment, thousand roubles	10,689	10,830
other environmental protection activities, thousand roubles	11,914	51,417
Total, thousand roubles	1,537,970	1,690,057

Labour relation practices and decent work

LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region Disclosed	Disclosed	Our people
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Name	Total JSC URALKALI		Total Group		
	Reporting year	Previous year	Reporting year	Previous year	
Total number of new employees employed by the Company during the reporting period	Under 30	826	1,073	1,069	1,576
	30-50 years-old	541	725	1,043	1,398
	Above 50	124	122	303	277
Total number of new employees who resigned from the Company during the reporting period	Under 30	320	273	367	204
	30-50 years-old	62	85	149	194
	Above 50	27	30	64	54
Proportion of new employees who resigned from the Company during the reporting period	Under 30	0.028	0.024	0.018	0.018
	30-50 years-old	0.005	0.007	0.007	0.01
	Above 50	0.002	0.003	0.003	0.003

LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant operations	Disclosed	Our people
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Name	Total JSC URALKALI		Total Group	
	Reporting year	Previous year	Reporting year	Previous year*
Life insurance programmes				
Total number of employees covered by life insurance agreements (pers.)	10,185	9,811	17,547	16,832
Healthcare/VHI				
Total number of employees covered by VHI agreements (pers.)	11,578	11,629	20,692	20,536
Parental leave program				
Total number of employees covered by the program (pers.)	568	571	710	668

* Figures are adjusted in accordance with actual data

Indicator	Description	Disclosure level	Report section/description
LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Disclosed	Pursuant to Russian law, the Company shall provide its employees with official notice of any changes in advance. The minimum notice period regarding significant operational changes shall be two months, as defined by the Russian Labour Code. Additional information is provided via the Company's internal media channels.
LA5	Percentage of workforce represented in formal joint management worker health and safety committees	Disclosed	<ul style="list-style-type: none"> The Joint management and employees Committee on health and safety operates at Company level and at the level of its subdivisions The percentage of workers represented in Joint management and employees Committees is 4%
LA6	Worker health and safety committees, by region and by gender	Disclosed	Health & Safety
Total Group			
		Reporting year	Previous year
Occupational disease rate		0.01	0.02
Lost time injury frequency rate		0.08	0.11
Lost days rate		5.52	7.83
Number of occupational diseases		2	4
Number of days lost because of occupational accidents		896	1,289
Hours worked		32,471,540	32,923,772
Total number of accidents		13	18
Minor injuries (only first aid required)		86	102
LA8	Health and safety topics covered in formal agreements with trade unions	Disclosed	<ul style="list-style-type: none"> Formal agreements with trade unions cover health and safety issues. Occupational Safety Commission was established. Documents (agreements) signed by the Company covering health and safety issues - Collective Bargaining Agreement, Occupational Safety Agreement, Resolution on Occupational Safety Commission. During the reporting period, the Company had agreements with trade unions
LA9	Average hours of training per year per employee by gender, and by employee category	Disclosed	Our people
White-collars			
		Reporting year	Previous year
Total trained (pers.)		17,913	23,145
Total employee training hours (h)		410,364	477,624
Average training hours per employee (h)		60.75	68.75
Blue-collars			
		Reporting year	Previous year
Total trained (pers.)		16,635	16,274
Total employee training hours (h)		675,787	615,423
Average training hours per employee (h)		49.58	43.38

GRI Table 2016

CONTINUED

Indicator	Description	Disclosure level	Report section/description
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Disclosed	Our people <ul style="list-style-type: none"> • The Group conducts regular performance reviews (98.2% of employees are assessed based on KPIs). The KPI system covers all categories of Group employees, including white-collars. • Performance reviews for white-collar employees are conducted monthly and annually based on the KPIs, depending on the results achieved by the subdivisions and individual employees. KPIs are determined based on the Company's goals and objectives. The Company works on career planning and development for employees as part of its Candidate Pool and Successor preparation projects. Participation in the Candidate Pool programme gives priority to the best candidates when assigning to vacant key positions. 17% from the previous candidate pool were appointed for senior positions in 2016. • The KPI system covers all categories of Group employees, including blue-collars. Performance reviews for blue-collar employees are conducted based on the subdivision performance
LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Disclosed	Uralkali Group is a socially responsible company, strictly following the laws of the Russian Federation. Pursuant to the Labour Code of the Russian Federation, the Company has the following grievance mechanisms: <ul style="list-style-type: none"> • Labour Dispute Committee (4 appeals) • court (17 appeals), of which: compensation for moral damage caused as a result of an accident at work - 2 cases; compensation for moral damage caused by occupational disease - 1 case; reinstatement - 4 cases, cancellation of disciplinary punishment and bonus deprivation - 9 cases, other - 1 case • state labour inspection (8 appeals) <p>Complaints about labour practices are received: through the Call Centre channels (Tel: 8 800 200 24 99, 6 24 99, 02; e-mail call-center@uralkali.com; forms on the "Potash Encyclopedia" web portal, on the official site http://www.uralkali.com/en/; feedback boxes), by the Labour Dispute Committee (Tel: 8 34 24 29 60 53) and ethical representatives (e-mail ethics@uralkali.com). All complaints are considered either in absentia (the reply is given in writing), or face-to-face. All messages are sent to the relevant Company's divisions for information purposes, data submission or verification (messages are sent to the Directors of directorates, mines); to the Security Director for review and subsequent initial verification of information and further decision on the need for an operational check or internal investigation; to Directors of subsidiaries and affiliates for information, data submission or verification, if necessary with the involvement of the Security Directorate represented by Uralkali's Security Director; and to the HR Director and the Director of Legal and Corporate Affairs.</p> <p>In 2016, 2,106 calls were registered by the Call Centre.</p>
Category: Society			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Partially disclosed	Our communities
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Partially disclosed	Corporate governance

Indicator	Description	Disclosure level	Report section/description
SO4	Communication and training on anti-corruption policies and procedures	Disclosed	Corporate governance
		Members of governance bodies	Employees
	Number of employees informed about the Company's current policies and methods of corruption prevention	107	1,384
	Percentage of employees informed about the Company's current policies and methods of corruption prevention	5%	15%
	Total number of employees trained in policies and methods of corruption prevention	1	11
			5,718 employees were trained in program "Standards of corporate culture and anti-corruption requirements" in 2015. This training didn't take place in 2016. 12 employees received "Corruption Prevention Policy in the Company" online training in 2016. The was no training for business partners in policies and methods of corruption prevention in 2016.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Disclosed	The Company was not subject to any significant fines or non-monetary sanctions for non-compliance with laws and regulations in 2016
Category: Product responsibility			
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Disclosed	Stakeholder Engagement
			In 2016, the Company continued with the implementation of major international projects. In China, we completed 3-year potassium chloride trials in the cultivation of tomatoes and sunflower. In Vietnam, Uralkali continued the research into the influence of potash nutrition on the yields and quality characteristics of oranges and black pepper. In Indonesia, the role of potash nutrition in the cultivation of cocoa beans was further clarified. In all cases, it was shown that potash application not only increases crop yields, but also improves quality characteristics of plants.
PR3	Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Disclosed	Stakeholder Engagement
			The quality requirements for finished products are set according to technical specifications developed for each product type. The quality of finished products is ensured by processes in line with regulations for manufacturing processes developed and approved according to established procedure. The quality control department conducts production control and final control of finished products pursuant to regulations for manufacturing processes. All control procedures, from sampling to analytical testing, are formalised: activities are conducted pursuant to guides and procedures. The Company's Department for Research and Control of Product Quality (DRCPQ) laboratory obtained regular accreditation for technical competence. Thus, the DRCPQ confirms the work quality of PJSC Uralkali's products control, as defined by the accreditation scope. The DRCPQ implemented the laboratory information management system (LIMS). The LIMS' database is regularly updated for the purposes of various reports preparation, including based on ISO 22301-2011 "Guide for statistical data analysis to assess the configuration and stability of specifications for products, processes and environmental aspects". Technical personnel and information consumers are getting reliable and unaltered product quality information. The Laboratory of the All-Russian Research and Development Institute for Vegetable Farming conducts work to ensure comprehensive quality control and product properties research during transshipment stages. Product supplies to consumers are controlled with the involvement of independent international inspection companies.
PR5	Results of surveys measuring customer satisfaction	Partially disclosed	Stakeholder Engagement
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Disclosed	The Company was not subject to any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2016.
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Disclosed	Stakeholder Engagement Financial statements
			In 2016, 5 houses (648 apartments) were commissioned in the new residential complex "Lyubimov" on the right bank in Berezniki. Negotiations are under way on additional financing by the federal, regional, local budgets and PJSC Uralkali of the construction of infrastructure and social facilities to provide the new residential district with all amenities.