

HEALTH AND SAFETY POLICY

Severstal is one of the world's largest vertically integrated steel and mining companies. Occupational safety, preserving the life and health of employees are the company's priority in achieving production and economic results. We are confident that production efficiency is possible only if the conditions for ensuring labour safety are met and, other way round, safe labour contributes to the growth of production indicators.

Our main goal is to introduce a safety culture that will allow us to move from “supervision” to “personal commitment” to recognition of personal merits; a culture that will allow us to reduce injuries as much as possible, eliminate fatalities, eliminate accidents, becoming the best among other companies in the industry.

OUR PRINCIPLES:

- Any injuries, accidents and other industrial incidents can and should be prevented.
- There are no reasons that can justify a violation of occupational health and safety requirements.
- Safe worker behavior should be supported and encouraged.

OUR OBLIGATIONS:

- Comply with applicable legislation on occupational health and safety, require contractors from the facilities and the company's territory to comply with it, and consider the requirements of stakeholders in the field of occupational health and safety.
- Ensure safe and healthy working conditions that meet established labour protection requirements, taking into account the specifics of the production activities of the company's businesses and the specific nature of the existing risks in the field of health and safety.

- Take measures to prevent injuries, accidents and other incidents, identify and eliminate hazards, reduce risks in occupational health and safety.
- To increase the level of knowledge of employees, to encourage and support the development of personal qualities, to strive for the most open recognition and rewarding of the personal merits of employees in improving labour safety and preventing the risk of injuries, accidents and other incidents.
- To consult with employees and their representatives on issues of ensuring occupational health and safety, to ensure their participation in activities in the field of labour protection and industrial safety.
- To ensure transparency of indicators in occupational health and safety, to maintain an open constructive dialogue with all the stakeholders in this field.
- Regularly analyze and evaluate the effectiveness of the OHS management system and ensure its continuous improvement, introducing advanced working methods and technologies, considering the proposals of interested parties.

The company's management assumes responsibility for the implementation of this Policy, including providing the necessary resources, and intends to strictly follow the principles set forth in it, urging all employees to actively participate in its implementation.

**NO WORK SHOULD START
IF IT CANNOT BE PERFORMED SAFE.**

CEO of
Severstal Management JSC
A.A. Shevelev