



GRI

102-55

GRI CONTENT INDEX

GRI Indicator	Omissions/Comment	Page number (or link)
GRI 102 GENERAL DISCLOSURES		
Organisational profile		
GRI 102-1 Name of the organisation	PJSC PhosAgro	2-3
GRI 102-2 Activities, brands, products and services		4-5, 8-9
GRI 102-3 Location of headquarters	55/1 Leninsky Avenue, Bld. 1, Moscow, 119333, Russia	254
GRI 102-4 Location of operations		8-9
GRI 102-5 Ownership and legal form	Public Joint-Stock Company PhosAgro	2-3
GRI 102-6 Markets served		8-9, 48-49
GRI 102-7 Scale of the organisation		12-13, 14-15, 127
GRI 102-8 Information on employees and other workers	For technical reasons, 2019 data on the number of employees, type of employment and contract, with a breakdown by age and gender, is not fully disclosed; this information will be provided in the 2020 report.	127
GRI 102-9 Supply chain		150-151
GRI 102-10 Significant changes to the organisation and its supply chain	There were no significant changes	
GRI 102-11 Precautionary principle or approach		58-61
GRI 102-12 External initiatives		18-19, 84-95
GRI 102-13 Membership of associations		16-17, 18-19, 84-93
Strategy		
GRI 102-14 Statement from senior decision-maker		22-29, 81
Ethics and Integrity		
GRI 102-16 Values, principles, standards and norms of behaviour		82-83, 156-157, 185
Governance		
GRI 102-18 Governance structure		156-181
Stakeholder Engagement		
GRI 102-40 List of stakeholder groups		142-149
GRI 102-41 Collective bargaining agreements		147
GRI 102-42 Identifying and selecting stakeholders		142, 78-79
GRI 102-43 Approach to stakeholder engagement		142
GRI 102-44 Key topics and concerns raised		79-81, 142-149
Reporting Practice		
GRI 102-45 Entities included in the consolidated financial statements		2-3
GRI 102-46 Defining report content and topic boundaries		78-79, 2-3
GRI 102-47 List of material topics		79-80
GRI 102-48 Restatements of information	No restatement of information was made for the previous reporting period. The Report contains updates of the data for previous years, which is indicated in the text.	
GRI 102-49 Changes in reporting	Throughout the reporting period, there were no significant changes to the scope and boundaries of aspects compared to previous reporting periods	
GRI 102-50 Reporting period	The reporting period is calendar year 2019	
GRI 102-51 Date of most recent sustainability report	The Company does not have a separate report on sustainable development. Information on sustainable development is included in the integrated report. The most recent integrated report was published on April. 30, 2019	
GRI 102-52 Reporting cycle	Since 2011, PhosAgro has been publishing integrated reports annually	
GRI 102-53 Contact point for questions regarding the report		78
GRI 102-54 Claims of reporting in accordance with the GRI Standards	This Report has been prepared in accordance with the GRI Standards: Core option	



GRI Indicator	Omissions/Comment	Page number (or link)																								
GRI 102–55 GRI content index	This appendix	240																								
GRI 102–56 External assurance		2, 194																								
GRI 200 ECONOMIC																										
GRI 201 Economic Performance																										
GRI 103 Management approach		12–13, 42–56																								
GRI 201–1 Direct economic value generated and distributed		75																								
GRI 201–3 Defined benefit plan obligations and other retirement plans		130																								
GRI 202 Market Presence																										
GRI 103 Management approach		124–125																								
GRI 202–1 Ratios of standard entry level wage by gender compared to local minimum wage		128																								
GRI 202–2 Proportion of senior management hired from the local community		128																								
GRI 203 Indirect Economic Impacts																										
GRI 103 Management approach		136–138																								
GRI 203–1 Infrastructure investments and services supported		138–141																								
GRI 203–2 Significant indirect economic impacts		138–141																								
GRI 204 Procurement Practices																										
GRI 103 Management approach		150																								
GRI 204–1 Proportion of spending on local suppliers at significant locations of operation		152–153																								
GRI 205 Anti-corruption																										
GRI 103 Management approach		185																								
GRI 205–3 Confirmed incidents of corruption and actions taken		185																								
GRI 300 ENVIRONMENTAL																										
GRI 302 Energy																										
GRI 103 Management approach		111–112																								
GRI 302–1 Energy consumption within the organisation		111																								
GRI 302–3 Energy intensity		111																								
GRI 302–4 Reduction in electricity consumption		112																								
GRI 303 Water and Effluents																										
GRI 103 Management approach		109–111																								
GRI 303–1 Interactions with water as a shared resource	Withdrawal of water from surface water bodies	109																								
	<table border="1"> <thead> <tr> <th>Branch</th> <th>Water body in accordance with water use agreement</th> </tr> </thead> <tbody> <tr> <td>Apatit (Cherepovets)</td> <td>Rybinsk Reservoir</td> </tr> <tr> <td>Kirovsk branch of Apatit</td> <td>Lake Bolshoi Vudyavr</td> </tr> <tr> <td>Volkhov branch of Apatit</td> <td>Volkhov Reservoir (Volkhov River)</td> </tr> <tr> <td>Balakovo Branch of Apatit</td> <td>Saratov Reservoir</td> </tr> </tbody> </table>	Branch	Water body in accordance with water use agreement	Apatit (Cherepovets)	Rybinsk Reservoir	Kirovsk branch of Apatit	Lake Bolshoi Vudyavr	Volkhov branch of Apatit	Volkhov Reservoir (Volkhov River)	Balakovo Branch of Apatit	Saratov Reservoir															
Branch	Water body in accordance with water use agreement																									
Apatit (Cherepovets)	Rybinsk Reservoir																									
Kirovsk branch of Apatit	Lake Bolshoi Vudyavr																									
Volkhov branch of Apatit	Volkhov Reservoir (Volkhov River)																									
Balakovo Branch of Apatit	Saratov Reservoir																									
	Waste water discharge at Apatit																									
	<table border="1"> <thead> <tr> <th>Waste water discharge</th> <th>Receiving water body</th> </tr> </thead> <tbody> <tr> <td colspan="2">Kirovsk branch of Apatit</td> </tr> <tr> <td>Discharge 1. Industrial waters at ANBP-3</td> <td>Zhemchuzhnaya River</td> </tr> <tr> <td>Discharge 2. Industrial waters at ANBP-2</td> <td>Belaya River</td> </tr> <tr> <td>Discharge 3. Rainwaters at ANBP-2</td> <td>Belaya River</td> </tr> <tr> <td>Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorsky mines</td> <td>Lake Bolshoi Vudyavr</td> </tr> <tr> <td>Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level</td> <td>Vuonnemyok River</td> </tr> <tr> <td>Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines</td> <td>Lake Kitchepakhk</td> </tr> <tr> <td>Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines</td> <td>Lake Kitchepakhk</td> </tr> <tr> <td colspan="2">Apatit (Cherepovets)</td> </tr> <tr> <td>Effluents from the phosphate facility</td> <td>Rybinsk Reservoir</td> </tr> <tr> <td>Effluents from the nitrogen facility</td> <td>Rybinsk Reservoir</td> </tr> </tbody> </table>	Waste water discharge	Receiving water body	Kirovsk branch of Apatit		Discharge 1. Industrial waters at ANBP-3	Zhemchuzhnaya River	Discharge 2. Industrial waters at ANBP-2	Belaya River	Discharge 3. Rainwaters at ANBP-2	Belaya River	Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorsky mines	Lake Bolshoi Vudyavr	Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level	Vuonnemyok River	Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk	Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk	Apatit (Cherepovets)		Effluents from the phosphate facility	Rybinsk Reservoir	Effluents from the nitrogen facility	Rybinsk Reservoir	
Waste water discharge	Receiving water body																									
Kirovsk branch of Apatit																										
Discharge 1. Industrial waters at ANBP-3	Zhemchuzhnaya River																									
Discharge 2. Industrial waters at ANBP-2	Belaya River																									
Discharge 3. Rainwaters at ANBP-2	Belaya River																									
Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorsky mines	Lake Bolshoi Vudyavr																									
Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level	Vuonnemyok River																									
Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk																									
Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk																									
Apatit (Cherepovets)																										
Effluents from the phosphate facility	Rybinsk Reservoir																									
Effluents from the nitrogen facility	Rybinsk Reservoir																									



GRI Indicator	Omissions/Comment	Page number (or link)																								
GRI 303–2 Management of water discharge-related impacts	Effluents are treated to standard permissible discharge and temporarily permitted discharge levels set by permits to discharge pollutants into the environment (water bodies) issued by a relevant authority for each discharge	110																								
GRI 303–3 Water withdrawal		110																								
GRI 303–4 Water discharge		111																								
GRI 303–5 Water consumption		109																								
GRI 305 Emissions																										
GRI 103 Management approach		104–106																								
GRI 305–1 Direct (Scope 1) GHG emissions		106																								
GRI 305–4 GHG emissions intensity		106																								
GRI 305–7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		105																								
GRI 306 Effluents and Waste																										
GRI 103 Management approach		106–108																								
GRI 306–1 Total water discharge by quality and destination	<p>1. 98% of effluents are treated in various ways by undergoing mechanical, physical and chemical or biological purification at treatment facilities until standard permissible discharge and temporarily permitted discharge rates are reached as required by permits to discharge pollutants into the environment (water bodies) issued by a relevant authority for each discharge. 2% of effluents are discharged without any treatment, but their quality is also in line with the standard permissible discharge and temporarily permitted discharge rates. There has been no unplanned water discharge.</p> <p>2. Waste water discharge at Apatit</p> <table border="1"> <thead> <tr> <th>Waste water discharge</th> <th>Receiving water body</th> </tr> </thead> <tbody> <tr> <td colspan="2">Kirovsk branch of Apatit</td> </tr> <tr> <td>Discharge 1. Industrial waters at ANBP-3</td> <td>Zhemchuzhnaya River</td> </tr> <tr> <td>Discharge 2. Industrial waters at ANBP-2</td> <td>Belaya River</td> </tr> <tr> <td>Discharge 3. Rainwaters at ANBP-2</td> <td>Belaya River</td> </tr> <tr> <td>Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorrsky mines</td> <td>Lake Bolshoi Vudyavr</td> </tr> <tr> <td>Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level</td> <td>Vuonnemyok River</td> </tr> <tr> <td>Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines</td> <td>Lake Kitchepakhk</td> </tr> <tr> <td>Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines</td> <td>Lake Kitchepakhk</td> </tr> <tr> <td colspan="2">Apatit (Cherepovets)</td> </tr> <tr> <td>Effluents from the phosphate facility</td> <td>Rybinsk Reservoir</td> </tr> <tr> <td>Effluents from the nitrogen facility</td> <td>Rybinsk Reservoir</td> </tr> </tbody> </table>	Waste water discharge	Receiving water body	Kirovsk branch of Apatit		Discharge 1. Industrial waters at ANBP-3	Zhemchuzhnaya River	Discharge 2. Industrial waters at ANBP-2	Belaya River	Discharge 3. Rainwaters at ANBP-2	Belaya River	Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorrsky mines	Lake Bolshoi Vudyavr	Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level	Vuonnemyok River	Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk	Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk	Apatit (Cherepovets)		Effluents from the phosphate facility	Rybinsk Reservoir	Effluents from the nitrogen facility	Rybinsk Reservoir	111
Waste water discharge	Receiving water body																									
Kirovsk branch of Apatit																										
Discharge 1. Industrial waters at ANBP-3	Zhemchuzhnaya River																									
Discharge 2. Industrial waters at ANBP-2	Belaya River																									
Discharge 3. Rainwaters at ANBP-2	Belaya River																									
Discharge 4. Mining waters of the combined Kirovsky, Central, and Rasvumchorrsky mines	Lake Bolshoi Vudyavr																									
Discharge 6. Waters of the wells installed at the Vostochny mine to reduce groundwater level	Vuonnemyok River																									
Discharge 5. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk																									
Discharge 8. Mining waters of the Koashva and Nyorkpakh underground mines	Lake Kitchepakhk																									
Apatit (Cherepovets)																										
Effluents from the phosphate facility	Rybinsk Reservoir																									
Effluents from the nitrogen facility	Rybinsk Reservoir																									
GRI 306–2 Waste by type and disposal method		108																								
GRI 306–4 Transport of hazardous waste	The Company performs no cross-border shipping of waste deemed hazardous under the terms of the Basel Convention																									
GRI 307 Environmental Compliance																										
GRI 103 Management approach		99																								
GRI 307-1 Non-compliance with environmental laws and regulations	<p>a. i. - disclosed on page 93</p> <p>a. ii. - in 2019, 10 cases of non-compliance were identified across all production sites. No penalties other than financial applied</p> <p>a. ii. - there were no litigations</p> <p>b. not applicable</p>																									



GRI Indicator	Omissions/Comment	Page number (or link)																																																																																																																																																																																																																																																																																
GRI 400 SOCIAL																																																																																																																																																																																																																																																																																		
GRI 401 Employment																																																																																																																																																																																																																																																																																		
GRI 103 Management approach		124–125																																																																																																																																																																																																																																																																																
GRI 401–1 New employee hires and employee turnover	<p>New hires in 2019</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Gender</th> <th><25 years</th> <th>25–34 years</th> <th>35–44 years</th> <th>45–55 years</th> <th>over 55</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Vologda region</td> <td>F</td> <td>57</td> <td>120</td> <td>96</td> <td>40</td> <td>23</td> <td>336</td> </tr> <tr> <td>Vologda region</td> <td>M</td> <td>80</td> <td>143</td> <td>86</td> <td>36</td> <td>10</td> <td>355</td> </tr> <tr> <td>Vologda region Total</td> <td></td> <td>137</td> <td>263</td> <td>182</td> <td>76</td> <td>33</td> <td>691</td> </tr> <tr> <td>Saratov region</td> <td>F</td> <td>5</td> <td>15</td> <td>17</td> <td>5</td> <td>9</td> <td>51</td> </tr> <tr> <td>Saratov region</td> <td>M</td> <td>8</td> <td>36</td> <td>16</td> <td>6</td> <td>15</td> <td>81</td> </tr> <tr> <td>Saratov region Total</td> <td></td> <td>13</td> <td>51</td> <td>33</td> <td>11</td> <td>24</td> <td>132</td> </tr> <tr> <td>Leningrad region</td> <td>F</td> <td>10</td> <td>28</td> <td>27</td> <td>8</td> <td>22</td> <td>95</td> </tr> <tr> <td>Leningrad region</td> <td>M</td> <td>8</td> <td>19</td> <td>19</td> <td>13</td> <td>8</td> <td>67</td> </tr> <tr> <td>Leningrad region Total</td> <td></td> <td>18</td> <td>47</td> <td>46</td> <td>21</td> <td>30</td> <td>162</td> </tr> <tr> <td>Moscow region</td> <td>F</td> <td>1</td> <td>2</td> <td>8</td> <td>2</td> <td>2</td> <td>15</td> </tr> <tr> <td>Moscow region</td> <td>M</td> <td>1</td> <td>3</td> <td>6</td> <td>3</td> <td></td> <td>13</td> </tr> <tr> <td>Moscow region Total</td> <td></td> <td>2</td> <td>5</td> <td>14</td> <td>5</td> <td>2</td> <td>28</td> </tr> <tr> <td>Murmansk region</td> <td>F</td> <td>21</td> <td>63</td> <td>64</td> <td>42</td> <td>21</td> <td>211</td> </tr> <tr> <td>Murmansk region</td> <td>M</td> <td>101</td> <td>394</td> <td>387</td> <td>145</td> <td>23</td> <td>1,050</td> </tr> <tr> <td>Murmansk region Total</td> <td></td> <td>122</td> <td>457</td> <td>451</td> <td>187</td> <td>44</td> <td>1,261</td> </tr> <tr> <td>Total</td> <td></td> <td>292</td> <td>823</td> <td>726</td> <td>300</td> <td>133</td> <td>2,274</td> </tr> </tbody> </table> <p>Leavers in 2019</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Gender</th> <th><25 years</th> <th>25–34 years</th> <th>35–44 years</th> <th>45–55 years</th> <th>over 55</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Vologda region</td> <td>F</td> <td>24</td> <td>76</td> <td>57</td> <td>43</td> <td>36</td> <td>236</td> </tr> <tr> <td>Vologda region</td> <td>M</td> <td>43</td> <td>83</td> <td>69</td> <td>40</td> <td>26</td> <td>261</td> </tr> <tr> <td>Vologda region Total</td> <td></td> <td>67</td> <td>159</td> <td>126</td> <td>83</td> <td>62</td> <td>497</td> </tr> <tr> <td>Saratov region</td> <td>F</td> <td></td> <td>11</td> <td>15</td> <td>3</td> <td>11</td> <td>40</td> </tr> <tr> <td>Saratov region</td> <td>M</td> <td>3</td> <td>16</td> <td>11</td> <td>14</td> <td>27</td> <td>71</td> </tr> <tr> <td>Saratov region Total</td> <td></td> <td>3</td> <td>27</td> <td>26</td> <td>17</td> <td>38</td> <td>111</td> </tr> <tr> <td>Leningrad region</td> <td>F</td> <td>4</td> <td>18</td> <td>18</td> <td>14</td> <td>34</td> <td>88</td> </tr> <tr> <td>Leningrad region</td> <td>M</td> <td>4</td> <td>20</td> <td>23</td> <td>17</td> <td>13</td> <td>77</td> </tr> <tr> <td>Leningrad region Total</td> <td></td> <td>8</td> <td>38</td> <td>41</td> <td>31</td> <td>47</td> <td>165</td> </tr> <tr> <td>Moscow region</td> <td>F</td> <td>14</td> <td>37</td> <td>34</td> <td>36</td> <td>15</td> <td>136</td> </tr> <tr> <td>Moscow region</td> <td>M</td> <td>31</td> <td>242</td> <td>259</td> <td>121</td> <td>28</td> <td>681</td> </tr> <tr> <td>Moscow region Total</td> <td></td> <td>45</td> <td>279</td> <td>293</td> <td>157</td> <td>43</td> <td>817</td> </tr> <tr> <td>Murmansk region</td> <td>F</td> <td></td> <td>2</td> <td>3</td> <td></td> <td>3</td> <td>8</td> </tr> <tr> <td>Murmansk region</td> <td>M</td> <td>1</td> <td>7</td> <td>2</td> <td>1</td> <td>1</td> <td>12</td> </tr> <tr> <td>Murmansk region Total</td> <td></td> <td>1</td> <td>9</td> <td>5</td> <td>1</td> <td>4</td> <td>20</td> </tr> <tr> <td>Total</td> <td></td> <td>124</td> <td>512</td> <td>491</td> <td>289</td> <td>194</td> <td>1,610</td> </tr> </tbody> </table>	Region	Gender	<25 years	25–34 years	35–44 years	45–55 years	over 55	Total	Vologda region	F	57	120	96	40	23	336	Vologda region	M	80	143	86	36	10	355	Vologda region Total		137	263	182	76	33	691	Saratov region	F	5	15	17	5	9	51	Saratov region	M	8	36	16	6	15	81	Saratov region Total		13	51	33	11	24	132	Leningrad region	F	10	28	27	8	22	95	Leningrad region	M	8	19	19	13	8	67	Leningrad region Total		18	47	46	21	30	162	Moscow region	F	1	2	8	2	2	15	Moscow region	M	1	3	6	3		13	Moscow region Total		2	5	14	5	2	28	Murmansk region	F	21	63	64	42	21	211	Murmansk region	M	101	394	387	145	23	1,050	Murmansk region Total		122	457	451	187	44	1,261	Total		292	823	726	300	133	2,274	Region	Gender	<25 years	25–34 years	35–44 years	45–55 years	over 55	Total	Vologda region	F	24	76	57	43	36	236	Vologda region	M	43	83	69	40	26	261	Vologda region Total		67	159	126	83	62	497	Saratov region	F		11	15	3	11	40	Saratov region	M	3	16	11	14	27	71	Saratov region Total		3	27	26	17	38	111	Leningrad region	F	4	18	18	14	34	88	Leningrad region	M	4	20	23	17	13	77	Leningrad region Total		8	38	41	31	47	165	Moscow region	F	14	37	34	36	15	136	Moscow region	M	31	242	259	121	28	681	Moscow region Total		45	279	293	157	43	817	Murmansk region	F		2	3		3	8	Murmansk region	M	1	7	2	1	1	12	Murmansk region Total		1	9	5	1	4	20	Total		124	512	491	289	194	1,610	127
Region	Gender	<25 years	25–34 years	35–44 years	45–55 years	over 55	Total																																																																																																																																																																																																																																																																											
Vologda region	F	57	120	96	40	23	336																																																																																																																																																																																																																																																																											
Vologda region	M	80	143	86	36	10	355																																																																																																																																																																																																																																																																											
Vologda region Total		137	263	182	76	33	691																																																																																																																																																																																																																																																																											
Saratov region	F	5	15	17	5	9	51																																																																																																																																																																																																																																																																											
Saratov region	M	8	36	16	6	15	81																																																																																																																																																																																																																																																																											
Saratov region Total		13	51	33	11	24	132																																																																																																																																																																																																																																																																											
Leningrad region	F	10	28	27	8	22	95																																																																																																																																																																																																																																																																											
Leningrad region	M	8	19	19	13	8	67																																																																																																																																																																																																																																																																											
Leningrad region Total		18	47	46	21	30	162																																																																																																																																																																																																																																																																											
Moscow region	F	1	2	8	2	2	15																																																																																																																																																																																																																																																																											
Moscow region	M	1	3	6	3		13																																																																																																																																																																																																																																																																											
Moscow region Total		2	5	14	5	2	28																																																																																																																																																																																																																																																																											
Murmansk region	F	21	63	64	42	21	211																																																																																																																																																																																																																																																																											
Murmansk region	M	101	394	387	145	23	1,050																																																																																																																																																																																																																																																																											
Murmansk region Total		122	457	451	187	44	1,261																																																																																																																																																																																																																																																																											
Total		292	823	726	300	133	2,274																																																																																																																																																																																																																																																																											
Region	Gender	<25 years	25–34 years	35–44 years	45–55 years	over 55	Total																																																																																																																																																																																																																																																																											
Vologda region	F	24	76	57	43	36	236																																																																																																																																																																																																																																																																											
Vologda region	M	43	83	69	40	26	261																																																																																																																																																																																																																																																																											
Vologda region Total		67	159	126	83	62	497																																																																																																																																																																																																																																																																											
Saratov region	F		11	15	3	11	40																																																																																																																																																																																																																																																																											
Saratov region	M	3	16	11	14	27	71																																																																																																																																																																																																																																																																											
Saratov region Total		3	27	26	17	38	111																																																																																																																																																																																																																																																																											
Leningrad region	F	4	18	18	14	34	88																																																																																																																																																																																																																																																																											
Leningrad region	M	4	20	23	17	13	77																																																																																																																																																																																																																																																																											
Leningrad region Total		8	38	41	31	47	165																																																																																																																																																																																																																																																																											
Moscow region	F	14	37	34	36	15	136																																																																																																																																																																																																																																																																											
Moscow region	M	31	242	259	121	28	681																																																																																																																																																																																																																																																																											
Moscow region Total		45	279	293	157	43	817																																																																																																																																																																																																																																																																											
Murmansk region	F		2	3		3	8																																																																																																																																																																																																																																																																											
Murmansk region	M	1	7	2	1	1	12																																																																																																																																																																																																																																																																											
Murmansk region Total		1	9	5	1	4	20																																																																																																																																																																																																																																																																											
Total		124	512	491	289	194	1,610																																																																																																																																																																																																																																																																											
GRI 401–2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits established by collective bargaining agreements apply to all employees of the Company's main production sites and do not depend on the status or conditions of employment	129																																																																																																																																																																																																																																																																																
GRI 401–3 Parental leave		130																																																																																																																																																																																																																																																																																
GRI 403 Occupational Health and Safety																																																																																																																																																																																																																																																																																		
GRI 103 Management approach		116																																																																																																																																																																																																																																																																																
GRI 403–1 Occupational health and safety management system		117																																																																																																																																																																																																																																																																																
GRI 403–2 Hazard identification, risk assessment, and incident investigation		118																																																																																																																																																																																																																																																																																
GRI 403–3 Occupational health services		117																																																																																																																																																																																																																																																																																
GRI 403–4 Worker participation, consultation, and communication on occupational health and safety		119																																																																																																																																																																																																																																																																																



GRI Indicator	Omissions/Comment	Page number (or link)
GRI 403–5 Worker training on occupational health and safety		119
GRI 403–6 Promotion of worker health		116
GRI 403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		118–120
GRI 403–8 Workers covered by an occupational health and safety management system		117–119
GRI 403–9 Work-related injuries		120
GRI 404 Training and Education		
GRI 103 Management approach		130
GRI 404–1 Average hours of training per year per employee		132
GRI 404–2 Programmes for upgrading employee skills and transition assistance programmes		131
GRI 404–3 Percentage of employees receiving regular performance and career development reviews		132
GRI 413 Local Communities		
GRI 103 Management approach		136
GRI 413–1 Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Data on the assessment of engagement of, dialogue with, and development of local communities, formal grievance mechanisms and other aspects in compliance with the GRI 413-1 disclosure requirements will be fully disclosed in the 2020 report.	136–141