

GRI tables 2013



Integrated report and accounts 2013

Adherence to international standards

This Integrated Report (hereinafter – the “Report”) has been prepared in accordance with the Global Reporting Initiative G3.1 Sustainability Reporting Guidelines (hereinafter – GRI) and the Mining and Metals Sector Supplement (hereinafter – the “Sector Supplement”). The report has been prepared in line with GRI A+ disclosure level.

The term “Uralkali Group” (hereinafter – the “Group”), used in the disclosure of quantitative and qualitative indicators, reflects the Company’s activities as a whole (OJSC Uralkali and its subsidiaries). The term “OJSC Uralkali”, used in the disclosure of quantitative indicators, reflects the activity of the separate enterprise with production facilities located in Berezniki and Solikamsk.

The terms “Uralkali” and the “Company”, used in the disclosure of quantitative information, reflect the Uralkali and its subsidiaries’ activities as a whole.

The terms “Uralkali” and the “Company”, used in the disclosure of information in the field of corporate governance, reflect the activities of OJSC Uralkali.

Application level		A+	
Core indicator		● – reported	
Additional indicator		◐ – partially reported	
Indicator	Indicator description	Disclosure level	Report Page/Chapter
1.1	Statement from the most senior decision-maker of the organisation.	●	CEO’s Statement, 7
1.2	Description of key impacts, risks, and opportunities.	●	Stakeholder Engagement, 18 Integrated Report 2013, Risk management, 29 Health & Safety, 48 Environment, 52 Our people, 56 Our communities, 58 GRI tables

Risk management

Uralkali’s risk and internal control management system is based on the principles set out in the Enterprise Risk Management-Integrated Framework (ERM)¹:

- A process, ongoing and flowing through the entity and effected by people at every level of an organization
- Applied in strategy setting
- Applied across the enterprise, at every level and unit, and includes taking an entity level portfolio view of risk
- Designed to identify potential events that, if they occur, will affect the entity
- Able to provide reasonable assurance to an entity’s management and board of directors.

We took all these principles into account when developing our Risk and Internal Control Management Policy, approved by the Board of Directors in September 2012. This policy defines the Group’s position on risk management and internal control, and sets out the basic requirements and key principles of the risk management processes and of establishing and maintaining internal control process, as well as the obligations of management and employees in terms of effecting them. In addition, specific actions and measures relating to the system are covered in detail in the Risk and Internal Control Management Standard. Particularly complex and time-consuming risk and internal control management procedures are described separately in the Regulations on Risk Assessment and Control Procedures.

¹ ERM (Enterprise Risk Management) – the Enterprise Risk Management-Integrated Framework developed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

The Board of Directors reviews the risk map every year; from the key risk factors for sustainable development the Company identifies those relating to health, safety and the environment. Risk management action plans are developed and subsequently implemented by the Company's employees.

2. Organisational Profile

2.1	Name of organization.	●	Open Joint Stock Company Uralkali
2.2	Primary brands, products, and/or services.	●	Integrated Report 2013, Our business in context, 10 1. Standard potassium chloride (pink and white) and granular potassium chloride 2. Enriched carnallite 3. Industrial sodium chloride (rock salt and industrial sodium chloride) 4. Sodium chloride solution.
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	●	Business model: http://www.uralkali.com/ru/about/group_structure/
2.4	Location of organisation's headquarters.	●	Uralkali has its headquarters in the city of Berezniki in Perm Krai. Berezniki and Solikamsk are cities, where the main activities of the Company are located.
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	http://www.uralkali.com/upload/pdf/about_ru_.pdf
2.6	Nature of ownership and legal form.	●	http://www.uralkali.com/upload/pdf/about
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	Integrated Report 2013, Where we operate, 16 Sales review, 34 http://www.uralkali.com/buyers/sale/
2.8	Scale of the reporting organisation.	●	Integrated Report 2013, Group Highlights, 3 Operational review, 40
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	In 2013, the share capital structure of the Company underwent the following changes (all changes are disclosed on the Company's website): http://www.uralkali.com/ru/investors/shareholder_inf/shareholder_str/ The share capital structure as of December 20, 2013: ONEXIM Group (ONEXIM) – 21.75% of shares; JSC UCC URALCHEM (URALCHEM) – 19.999% of shares; Chengdong Investment Corporation (CIC) – 12.5% of shares; free float – 45.76%.
2.10	Awards received in the reporting period.	●	http://www.uralkali.com/press_center/company_news/

3. Report Parameters

3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	●	01.01.2013-31.12.2013
3.2	Date of most recent previous report (if any).	●	25.04.2013
3.3	Reporting cycle (annual, biennial, etc.)	●	annual

In 2011 OJSC Uralkali published its first Sustainability Report. In 2012 the Company published its first Integrated Report, which is supplemented by the GRI table. The 2013 Integrated Report covers the Company's activities from 1 January to 31 December 2013. In 2013, the Company released the first Integrated Annual Report, which includes not only financial results but also non-financial performance prepared in accordance with GRI standards.

Uralkali's Integrated Reports are available in Russian and English at http://www.uralkali.com/ru/investors/reporting_and_disclosure/

3.4	Contacts for your questions	●	http://www.uralkali.com/ru/about/contacts/
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Contacts

Uralkali welcomes any feedback on the Report and the information contained in it. The views of its stakeholders – both internal and external – are highly important to the Company's future sustainability reporting and planning.

Please use the feedback form at <http://www.uralkali.com/ru/feedback/>

You can also use the contact details below:

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 63 Ulitsa Pyatiletki, Berezniki, Perm Krai, Russia, 618426
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uralkali@uralkali.com

3.5	Process for defining report content.	●	
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Content and materiality

In defining the content of sustainability information in the Report, Uralkali complied with the GRI approach and principles, including the principles of materiality, stakeholder inclusiveness, sustainability context and completeness. Applying the GRI reporting framework enables the Company to present its activities and results in the most complete form, yet concisely and clearly, to all key stakeholders, and ensures that the provided information can be compared with reports produced by other leading international companies.

The Report includes not only the Company's achievements in the reporting period, but also discusses the challenges it faced. To ensure a more comprehensive and more complete disclosure, Uralkali is working to improve its system for gathering non-financial information.

The priority topics and key issues disclosed in the Report have been selected based on the following criteria:

- The significance to the implementation of the Company's strategy and policies
 - The effect on the Company's performance or business model
 - The Company's understanding of stakeholder expectations and interests
 - The economic, social and/or environmental impact on local communities and the regions where the Company operates.
- The Report covers a wide range of issues, including key events in the reporting period, health and safety and/or environmental protection, HR development, social investment and charity, regional development and stakeholder engagement.

3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	●	GRI tables, see below:
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Scope

In defining the scope of the sustainability information disclosed in the Report and the performance indicators, Uralkali followed principles of materiality and completeness. The Integrated Report 2013 covers OJSC Uralkali and all the subsidiaries and related entities in the Uralkali Group.

3.7	State any specific limitations on the scope or boundary of the report.	●	Data in the report is given on the basis of audited financial statements prepared in accordance with IFRS, and other public information in relation to Uralkali Group, which comprises OJSC Uralkali, companies that are included in the consolidation perimeter and other controlled companies. In this case, the scope most accurately reflects the results of the Company's operations.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	●	Data reflects the Company's operations to the fullest degree.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	●	GRI tables, see below:

Data presentation

Uralkali employs its own, internal system for gathering and compiling information. The system is based on the principles and approaches of the GRI, and makes it possible to collect data on all the Company's entities.

The data accuracy is supported, where applicable, by the statistical documents, approved by the relevant authorities.

The Company's financial indicators are expressed in US dollars and presented in accordance with its consolidated financial statements for the year ended 31 December 2013. The employment figures are based on the headcount as at 31 December 2013.

Performance figures for HSE, social investment and HR management are presented for OJSC Uralkali and the Group separately.

3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	GRI tables, see below:
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Restatements and significant changes

The data measurement techniques used in this Report is not significantly different from those used in the 2012 Integrated Report. Data is now provided on the Company as a whole (OJSC Uralkali and its subsidiaries).

3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	There have been no significant changes from the previous reporting period.
3.12	Table identifying the location of the Standard Disclosures in the report.	●	GRI tables, see below:
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	Consolidated financial statements of OJSC Uralkali and its subsidiaries are audited and certified by an independent auditing company «CJSC PricewaterhouseCoopers Audit», one of the four largest audit companies in the world.

Assurance

To improve the reliability and accuracy of the non-financial information in the Integrated Report, Uralkali engages audit firms to assess and review sustainability information.

The 2013 Report has been reviewed by an independent auditor under the ISAE 3000 standard and was prepared in line with GRI A+ disclosure level.

You can read more about the scope and subject matter of the assurance in the Independent Assurance Report section.

4. Governance, Commitments, and Engagement

4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	●	Integrated Report 2013: Corporate governance, 64
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	Integrated Report 2013: Corporate governance, 64
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	●	Integrated Report 2013: Corporate governance, 64
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	Integrated Report 2013: Corporate governance, 64
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and organization's performance.	●	Integrated Report 2013, Corporate governance, 64
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	Regulations on corporate conflicts resolution, The Code of Corporate Culture of OJSC Uralkali http://www.uralkali.com/ru/about/corporate_governance/regulatory_documents/
4.7	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	●	Integrated Report 2013, Corporate governance, 64
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	●	Integrated Report 2013, Strategic overview, 22
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	●	Integrated Report 2013, Sustainable development, 46
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	Integrated Report 2013, Corporate governance, 64

4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	●	<p>The Company's approach to risk management is described below and in the 2013 Integrated Report (Risk management, 29).</p> <p>The Group activities are in strict compliance with the project documentation, including the part on estimation of environmental impact. The documentation has received the positive conclusion of the government expertise on the accordance to the environmental and sanitary legislation. Besides, there is a special documentation system to consider the emissions and discharges of polluting substances and limits on waste storage for the new production objects. All the documents are in concord with the respective authorities. All permissive documentation is obtained in accordance with the current legislation. There is a control system installed over all the objects, which have the potential environmental impact.</p>
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	●	<p>The Company provides information on voluntary basis to GRI (Global Reporting Initiative) and CDP (Carbon Disclosure Project), thus supporting the above initiatives.</p>
4.13	Memberships in associations (such as industry associations) and/or national/ international advocacy organisations.	●	<p>GRI tables, see below:</p>

Membership of associations

With the goal of increasing the amount of fertiliser supplied to the Russian agro-industry, Uralkali is collaborating with the Russian Association of Fertiliser Producers (RAFP) in order to coordinate work with leading companies in the industry. RAFP serves as a strategic vehicle for coordinating and collectively promoting the Company's interests in its dealings with state authorities.

Uralkali is a member of the Russian Union of Industrialists and Entrepreneurs, and takes part in the work of specialist commissions and committees. In addition, representatives of the Company take part in the work of the Federal Antimonopoly Service's Expert Council on the Chemical Industry, helping to develop regulatory documents aimed at preventing discrimination in the fertiliser market.

Uralkali is also a member of the Council of Directors of Companies in Solikamsk and Solikamsk District. This is a not-for-profit partnership and important non-governmental organisation, representing the biggest companies operating in the district. Coordination between the organisation and the local authorities enables a quick and effective resolution of issues related to the district's socio-economic development.

Uralkali is also a member of the following associations and organisations:

- The Mining Association of the Urals
- The Western Urals Energy Industry Association
- Russian Mining Operators
- The International Fertilizer Industry Association
- The Interregional Association of Builders
- The Interregional Association of Specialised Construction Design Organisations
- The Construction Engineering Surveys Association
- The Stroganovsky Club of Industrialists and Financiers
- The International Plant Nutrition Institute
- The Perm Chamber of Commerce and Industry
- The Upper Kama Chamber of Commerce and Industry
- The Perm Region Club of Financial Directors
- The International Potash Institute and others.

4.14	List of stakeholder groups engaged by the organisation.	●	Integrated Report 2013, Stakeholder Engagement, 18
4.15	Basis for identification and selection of stakeholders with whom to engage.	●	Integrated Report 2013, Stakeholder Engagement, 18
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	Integrated Report 2013, Stakeholder Engagement, 18
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	●	Integrated Report 2013, Stakeholder Engagement, 18

Economic

EC1_{COMM}	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	●	Integrated Report 2013: Group Highlights, 3
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	●	The Company did not assess the potential risks due to climate change and their financial implications.
EC3	Coverage of the organisation's defined benefit plan obligations.	●	In accordance with the Collective Agreement and the program "Attention and care" (order No. 125 of 17.02.2009), retirees / veterans are paid quarterly subsidies. Amount of subsidies: Uralkali – 25 283.26 thousand roubles. Subsidiaries and affiliates – 1 016.53 thousand roubles. Insurance contributions to the Pension Fund of the Russian Federation: Uralkali – 1 264 275.55 thousand roubles. Subsidiaries and affiliates – 964 663.50 thousand roubles. Including the insurance part of pension: Uralkali – 1 087 865.05 thousand roubles, of which under additional tariff: 4% – 78 901.56 thousand roubles; 2% – 17 027.05 thousand roubles. Subsidiaries and affiliates: 812 689.19 thousand roubles, of which under additional tariff: 4% – 33 220.95 thousand roubles; 2% – 17 369.72 thousand roubles. The funded part of pension: Uralkali – 176 410.45 thousand roubles. Subsidiaries and affiliates – 151 974.31 thousand roubles.
EC4	Significant financial assistance received from government.	●	No tax credits. Tax concessions provided in Perm Krai. Under Article 15.1 of Perm Oblast Law 1685-296, "On taxation in Perm Krai" (30 August 2001), the corporate tax rate is 15.5% (a regional rate of 13.5% plus the federal rate of 2%). No other financial assistance is received.
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	●	Integrated Report 2013, Our people, 56 Federal Law 82-FZ, "On the minimum wage", of 19 June 2000. The Civil Code of the Russian Federation, Chapter 21, Article 133.1

Standard entry level wage in OJSC Uralkali is higher than the minimum wage in Perm region by 1.7 times².

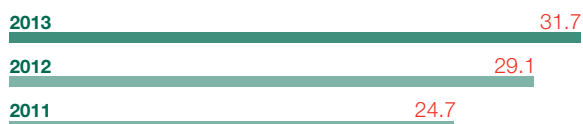
EC7_{COMM}	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	●	GRI tables, see below:
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As a socially responsible company and backbone enterprise of Berezniki and Solikamsk, Uralkali Group when hiring employees (including managers) gives priority to local residents. Basically, it is the residents of Berezniki and Solikamsk and other nearby settlements of Perm Krai. Residents of other regions of Russia are attracted to work in the Company in exceptional cases, in the absence of required specialists or executives with appropriate qualifications and experience in the regional labour market. The share of top managers from the local residents within the Group – 7.5%, within Uralkali – 25.5%.

² Federal Law 82-FZ, "On the minimum wage", of 19 June 2000. In the scheme of hourly wage rates for workers there is no division by gender

EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	●	Integrated Report 2013, Our communities, 58
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Chart 1: Social investments (including charity) by OJSC Uralkali (US\$million)



EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	●	Work to assess indirect economic impacts was not performed.
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Environmental

EN1	Materials used by weight or volume.	●	In 2013, around 39.9 mln tonnes of sylvinitite and 0.5 mln tonnes of carnallite were used.
EN2_{COMM}	Percentage of materials used that are recycled input materials.	●	The Group of companies used recycled input materials in the amount of 1.7 million tons, accounting for 4.3% of all materials used across the Group.
EN3	Direct energy consumption by primary energy source.	●	GRI tables, see below:

EN 3. Direct energy consumption by primary energy source

Type of energy used	Unit of measurement	OJSC Uralkali Total		Group Total	
		Reporting year	Previous year	Reporting year	Previous year
Purchase of energy resources	GJ	21,616,094.76	19,222,656.77	114,446,626.66	117,693,100.29
Natural gas	GJ	16,903,303.89	13,718,144.80	16,937,623.74	13,718,144.80
Associated petroleum gas	GJ	2,751,501.73	2,991,771.58	2,751,501.73	2,991,771.58
Diesel	GJ	231,325.87	351,912.39	561,635.66	759,322.82
Gasoline	GJ	1,502,568.26	1,915,789.57	93,966,832.51	99,977,444.67
Other (specify)	GJ	227,395.02	245,038.43	229,033.02	246,416.43
including:					
Mazut	GJ	227,395.02	245,038.43	227,395.02	245,038.43
Coal	GJ	0.00	0.00	1,638.00	1,378.00
Consumption of energy resources	GJ	22,202,648.51	19,816,110.08	115,590,272.82	118,127,170.74
Natural gas	GJ	16,903,303.89	13,718,144.80	16,937,623.74	13,718,144.80
Associated petroleum gas	GJ	2,751,501.73	2,991,771.58	2,751,501.73	2,991,771.58
Diesel	GJ	230,200.59	347,639.62	557,886.75	730,134.76
Gasoline	GJ	2,100,294.78	2,513,515.65	95,124,594.88	100,440,744.77
Other (specify)	GJ	217,347.52	245,038.43	218,665.72	246,374.83
including:					
Mazut	GJ	217,347.52	245,038.43	217,347.52	245,038.43
Coal	GJ	0.00	0.00	1,318.20	1,336.40
Own production of energy	GJ	11,410,974.65	9,992,594.48	11,469,891.06	11,410,974.65
Electricity produced using non-renewable energy sources	GJ	929,284.91	340,847.69	929,284.91	340,847.69
Heating produced using non-renewable energy sources	GJ	10,481,689.74	9,651,746.79	10,540,606.15	9,705,915.27
Energy transferred to outside customers	GJ	1,127,429.35	1,131,180.65	1,130,699.40	1,134,577.56
Electricity produced using non-renewable energy sources	GJ	208,006.02	194,850.21	208,006.02	194,850.21
Heating produced using non-renewable energy sources	GJ	219,590.00	223,628.00	220,371.00	224,439.30

EN4 Indirect energy consumption by primary source.

GRI tables, see below:

EN 4. Purchased energy consumption by primary energy source

Type of energy used	Unit of measurement	OJSC Uralkali Total		Group Total	
		Reporting year	Previous year	Reporting year	Previous year
Purchased energy, including:	GJ	5,016,041.60	5,237,135.54	5,153,378.05	5,384,692.05
Electricity					
Produced using non-renewable energy sources	GJ	4,729,587.99	4,915,502.76	4,830,866.00	5,014,362.79
Produced using renewable energy sources and other kinds of energy	GJ	0.00	0.00	0.00	0.00
Heating					
Produced using non-renewable energy sources	GJ	286,453.61	321,632.78	322,512.05	370,329.26
Produced using renewable energy sources and other kinds of energy	GJ	0.00	0.00	0.00	0.00

EN5 Energy saved due to conservation and efficiency improvements. ● GRI tables, see below:

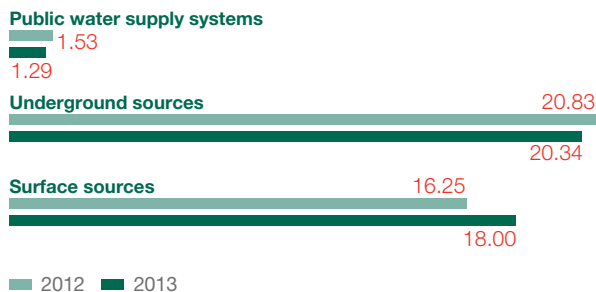
EN 5. Energy saved due to conservation and efficiency improvements.

	Unit of measurement	OJSC Uralkali Total		Group Total	
		Reporting year	Previous year	Reporting year	Previous year
Total energy saved, including:					
Organizational measures	Thousand m ³	384	200	384	200
Technical measures	GJ	81,148	88,132	81,148	88,132
Other measures	GJ	163,553	341,065	163,553	341,065

EN7 Initiatives to reduce indirect energy consumption and reductions achieved. ● Integrated Report 2013, Environmental protection, 52
The reduction value is not specified as this is not an essential indicator for the Company.

EN8 Total water withdrawal by source. ● GRI tables, see below:

Chart 2: Water intake for industrial needs by Uralkali Group (million m³)



EN9 Water sources significantly affected by withdrawal of water. ● The Company has three water intake points from surface sources: one from the Kama river reservoir (SKRU-2), and two from the Verkhne-Zyryan water reservoir (BKPRU-2 and BKPRU-4). The useful volume of Verkhne-Zyryan water reservoir – 10mln m³, The useful volume of Kama river reservoir – 9.2 mln m³. The water sources are not in the list of protected territories.

EN10 Percentage and total volume of water recycled and reused. ● Integrated Report 2013, Environmental protection, 52

EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. ● The Company’s facilities are not located on land in or adjacent to protected areas.

EN12_{COMM} Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. ● The Company’s facilities are not located on land in or adjacent to protected areas.

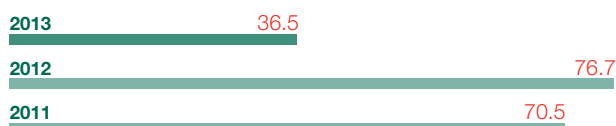
EN13_{COMM}	Habitats protected or restored.	●	The Company uses the close mine method so the damaged territories include only those affected by the waste storage. The Company pays all the ecological fees and uses backfilling method to utilise some of the production wastes. The Company has no territories to be remediated. Every year, Uralkali takes part in environmental campaigns as part of All-Russia Days of Protection from Environmental Hazards, held in accordance with a resolution of the government of Perm Krai with the aim of improving the state of the environment. The campaigns are held from April through June.
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	●	According to our data, the Company currently has no territories to be remediated. These issues will be considered when developing plans to close manufacturing facilities in the future.
EN14_{COMM}	Strategies, current actions and future plans for managing impacts on biodiversity.	●	Integrated Report 2013, Environmental protection, 52
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	◐	Integrated Report 2013, Environment protection, 52 The Company has not yet developed a document on biodiversity management.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	●	The Company believes there are no IUCN Red List species in the region where its production facilities are located.
EN16	Total direct and indirect GHG emissions by weight.	●	Integrated Report 2013, Environmental protection, 52, GRI tables, see below.

EN 16. Total direct and indirect GHG emissions by weight

No	Type	Unit of measurement	Reporting year	OJSC Uralkali Total		Group Total	
				Previous year	Reporting year	Previous year	Reporting year
1	Direct CO ₂ emissions	thousand tonnes	1,126.9	1,021.4	7,645.9	7,885.8	
2	Indirect CO ₂ emissions	thousand tonnes	934.4	971.2	954.1	990.3	
TOTAL			2,061.4	1,992.6	8,600.1	8,876	

EN17	Other relevant indirect GHG emissions by weight.	●	The Group of companies does not record this type of emissions.
EN18	Initiatives to reduce greenhouse gas emissions and reduction achieved.	◐	Use of associated petroleum gas, see Chart 3 below. In 2013 the volume of associated gas used remained within the optimal consumption balance range of 70-75 mln m ³ , which is calculated taking into account capacity utilisation rate and technical characteristics of the equipment used.

Chart 3: Consumption of associated petroleum gas by the Group (million m³)



EN19 Emissions of ozone-depleting substances by weight.

- The Company does not use industrial equipment contributing to emissions of ozone-depleting substances.

EN20_{COMM} NO_x, SO_x, and other significant air emissions by type and weight.

- Integrated Report 2013, Environmental protection, 52, GRI tables, see below:

Emissions into the atmosphere

EN20. NO_x, SO_x, and other significant air emissions by type and weight.

No	Indicator	Unit of measurement	OJSC Uralkali Total		Group Total	
			Reporting year	Previous year	Reporting year	Previous year
1	Solid	thousand	1.42	1.09	7.14	6.64
2	Sulphur dioxide (SO ₂)	tonnes	0.50	0.25	1.31	1.15
3	Carbon monoxide (CO)		1.23	1.14	21.00	19.86
4	Nitrogen oxides (converted into NO ₂)		1.23	1.03	8.17	7.57
5	Volatile organic compounds (VOC)		0.05	0.04	10.97	9.46
6	Other substances + particulate matters		0.02	0.06	1.13	1.18

EN21 Total water discharge by quality and destination.

- GRI tables, see below:

Water resources

In 2013, the proportion coefficient of waste water discharges by OJSC Uralkali increased by 2.7% compared to 2012 due to increased use of water for production purposes.

EN 21. Total water discharge by quality and destination.

No	Title	OJSC Uralkali Total		Group Total	
		Reporting year	Previous year	Reporting year	Previous year
TOTAL by treatment method					
	Biological treatment	397,953	402,864	5,108,693	5,162,722
	Mechanical treatment	4,521,596	4,247,748	8,956,194	8,713,576
	Without treatment	6,723,405	5,778,800	6,723,405	5,778,800
TOTAL by destination					
	Lenva River	1,187,794	1,215,179	1,187,794	1,215,179
	Bygel River	15,400	14,300	15,400	14,300
	Kama River	1,597,517	1,141,363	6,032,115	5,607,191
	Chornaya River	6,814,639	5,850,890	6,814,639	10,610,748
	Popovka River	339,521	291,930	339,521	291,930
	Usolka River	1,688,083	1,915,750	1,728,373	1,915,750

Chart 4: Waste water discharges by treatment method at Uralkali Group facilities (million m³/year)



EN22_{COMM} Total weight of waste by type and disposal method.

GRI tables, see below:

EN 22. Total weight of waste by type and disposal method (tonnes)

Item	OJSC Uralkali Total		Subsidiaries and affiliates		Uralkali Group	
	2013	2012	2013	2012	2013	2012
I-IV hazard classes						
Waste at the beginning of the year	0.00	14.56	36.02	0.54	36.02	15.10
Waste generation	17,532.25	11,331.47	1,340.03	1,016.39	18,872.28	12,347.86
Waste utilisation	0.00	0.00	75.20	19.96	75.20	19.96
Waste neutralization	0.00	0.00	0.95	0.42	0.95	0.42
Waste transfer to other organizations:						
– for utilisation	143.04	183.49	571.42	44.96	714.46	228.45
– for neutralization	10,822.94	406.27	86.82	132.09	10,909.76	538.36
– for storage	181.71	0.00	67.94	52.88	249.65	52.88
– for disposal at dumps (burial)	6,384.57	10,756.11	531.64	736.72	6,916.21	11,492.83
Waste disposal at facilities operated by the Company	0.00	0.00	1.72	0.01	1.72	0.01
Waste at the year-end	0.00	0.16	40.36	29.89	40.36	30.05
V hazard class						
Waste at the beginning of the year	523,051,764.08	555,082,210.81	13,169.62	13,140.51	523,064,933.70	555,095,351.32
Waste generation	28,127,142.96	26,694,205.54	3,417.66	3,346.33	28,130,560.62	26,697,551.87
Waste utilisation	10,231,285.58	10,185,660.07	0.00	0.00	10,231,285.58	10,185,660.07
Waste neutralization	0.00	0.00	0.00	0.00	0.00	0.00
Waste transfer to other organizations:						
– for utilisation	42,356.03	20,382.80	10,128.20	1,929.63	52,484.24	22,312.43
– for neutralization	0.00	4.09	0.00	0.00	0.00	4.09
– for storage	7.69	0.00	991.27	1,093.33	998.96	1,093.33
– for disposal at dumps (burial)	34,803.46	44,398.12	165.19	322.71	34,968.65	44,720.83
Waste disposal at facilities operated by the Company (for storage at salt and slime dumps)	18,661,008.21	17,666,531.84	1,122.81	1,096.20	18,662,131.02	17,667,628.04
Waste at the year-end	540,870,454.29	571,525,971.28	5,302.61	13,141.18	540,875,756.90	571,539,112.46

Comment: according to the legislation of the Russian Federation, hazardous waste includes I-IV hazard classes, while V class is non-hazardous.

MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks. ● GRI tables, see below:

MM3. Total amounts of overburden, rock, tailings, and sludges and their associated risks.

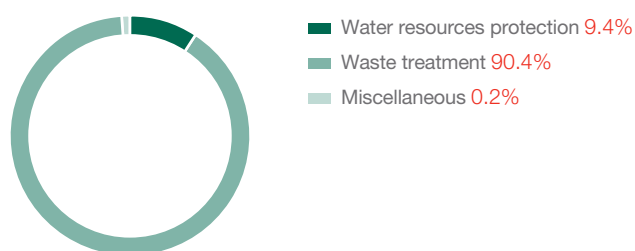
Indicator	OJSC Uralkali Total	
	Total wastes stored at salt and slime dumps for the reporting period, thousand tonnes	Total wastes cumulatively by the end of the reporting period, thousand tonnes
Sludges (from SOF)	1,282.6	51,630.0
Tailings (halite waste from SOF)	17,756.6	516,026.6
Sludges (from KOF)	104.0	519.5
Tailings (halite waste from KOF)	149.1	–

EN23	Total number and volume of significant spills.	●	In 2013, there were no instances of soil pollution resulting from production activities on the territories of industrial sites or in the buffer zones of Uralkali.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	●	The Company does not export or import treated waste which is considered hazardous, according to the Annexes to the Basel Convention.
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	●	Integrated Report 2013, Environmental protection, 52, The Company's products do not have a significant impact on the environment.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	●	Integrated Report 2013, Our business in context, 10 The Company's products and their package do not have a significant adverse impact on the environment and are not reclaimed by the company for recovery, reuse or recycling.
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	Integrated Report 2013, Environmental protection, 52 In 2013 there were no significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations within the Company.
EN29	Significant environmental impacts of transportation of products and other goods and materials used for the organization's activities, and transportation of workforce.	●	The Company's transportation activities affect the environment. to minimise the effect the regular transportation system has been organised to bring employees to work. All the transport vehicles are constantly checked to ensure the adequate level of emissions.
EN30	Total environmental protection expenditures and investments by type.	●	See Chart 5, Diagram 1, GRI tables below: The environment protection expenditures totalled around US\$ 45 mln in 2013.

Chart 5: Investments by the Group Uralkali in environmental protection measures in 2013 (US\$million)



Diagram 1: Investments by the Group Uralkali in environmental protection measures in 2013 (US\$million)



EN 30. Total environmental protection expenditures and investments by type

Determine current costs associated with processing and disposal of waste, treatment of emissions and discharges, and mitigation of environmental damage by the following categories:

	OJSC Uralkali Total	Group Total
air protection and climate change mitigation, thousand roubles	231,435.00	312,004.30
collection and treatment of waste water, thousand roubles	109,738.00	163,566.50
processing and disposal of waste, thousand roubles	562,807.00	912,658.50
protection and remediation of land, surface water and groundwater, thousand roubles	11,584.00	12,744.10
research and development activities to reduce negative anthropogenic impacts on the environment, thousand roubles	5,541.00	5,561.50
other activities in the field of environmental protection, thousand roubles, including personnel training	5,179.00	11,469.30
Total, thousand roubles	926,284.00	1,418,004.20

Social: Labour Practices and Decent Work

LA1 Total workforce by employment type, employment contract, and region broken down by gender.

● GRI tables, see below:

Chart 6: Breakdown of blue-collar and white-collar employees

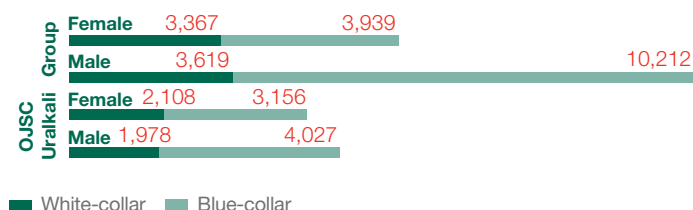


Chart 7: Total workforce by employment status

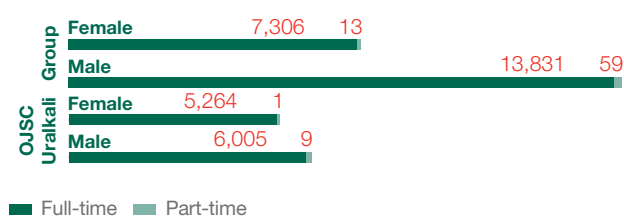
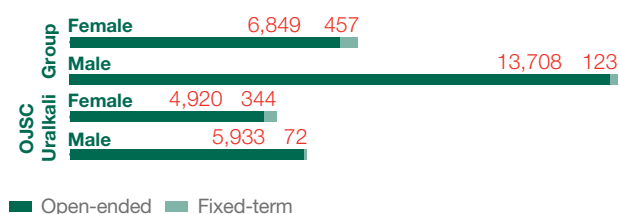


Chart 8: Total workforce by type of employment contract

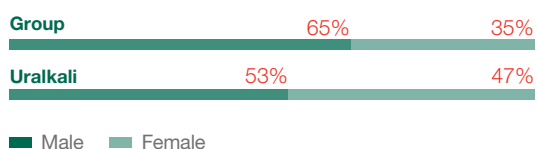


LA 1. Total workforce by employment type, employment contact, and region broken down by gender.

No	Item	Sex					Headcount as at 31 December	
			Full-time	Part-time	Open-ended	Fixed-term	White-collar	Blue-collar
1	Subsidiaries and affiliates	m	7,826	37	7,775	51	1,641	6,185
		f	2,042	12	1,929	113	1,259	783
	OJSC Uralkali	m	6,005	9	5,933	72	1,978	4,027
		f	5,264	1	4,920	344	2,108	3,156
	Group total		21,137	59	20,557	580	6,986	14,151
2	Average value		5,284.25	14.75	5,139.25	145	1,746.5	3,537.75

Due to the nature of the industry, most of Uralkali's employees deployed in mining are men. Both men (65%) and women (35%) are employed in the production process and at the Company's subsidiaries. The use of female labour for heavy manual work and work in harmful and/or dangerous conditions, as well as in underground work other than non-physical work or work in sanitary and domestic services, is restricted under the Russian Labour Code.

Chart 9: Employee gender breakdown (%)



LA2

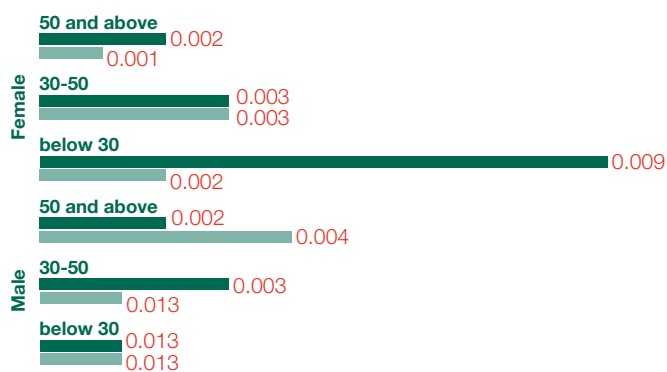
Total number and rate of new employee hires and employee turnover by age group, gender, and region.



Integrated Report 2013, Our people, 56

The Company monitors personnel turnover and analyses the factors affecting it. Uralkali's employee turnover rate in 2013 was 9.23%, which is in line with the industry average of 7–15%.

Chart 10: Proportion of employees³ leaving the entity in the reporting period (%)



■ OJSC Uralkali ■ Group

³ The indicator is based on the number of employees hired by the Company for the first time.

Proportion of new employees leaving the entity in the reporting period (2013)

	Male			Female		
	below 30	30-50	50 and above	below 30	30-50	50 and above
	0.013	0.013	0.004	0.002	0.003	0.001
	0.013	0.003	0.002	0.009	0.003	0.002
	0.0131334	0.0034608	0.0017748	0.0091401	0.002573	0.001686

LA3

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.



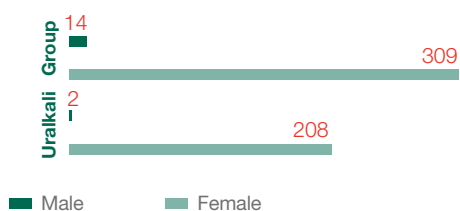
Integrated Report 2013, Our people, 56

LA15

Return to work and retention rates after parental leave, by gender.



Chart 11: Number of employees on child care leave



■ Male ■ Female

Chart 12: Number of employees returning to their jobs after child care leave



■ Number of employees after child care leave and still employed by the Company at 31/12/2013

■ Number of employees returned to work after child care leave

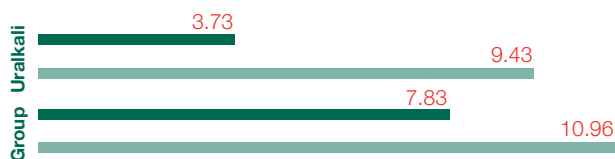
LA4 Percentage of employees covered by collective bargaining agreements. ● GRI tables, see below:

Chart 13: Employees covered by collective bargaining agreements

OJSC Uralkali	100%
Group	94%

LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	● Pursuant to Russian law, the Company gives its employees official notice in advance of any changes. Additional information is provided via the Company's internal media channels. The minimum notice period regarding significant operational changes is two months and is defined by the Russian Labour Code.
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	● There were no strikes and lock-outs at the Company in the reporting year.
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	● Percentage of the total workforce represented in formal joint management-worker health and safety committees is 4%. They operate at the level of the Company and at the level of the Company's subsidiaries.
LA7_{COMM}	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and gender.	● Integrated Report 2013, Health & Safety, 48 In 2013, there were no fatal accidents.

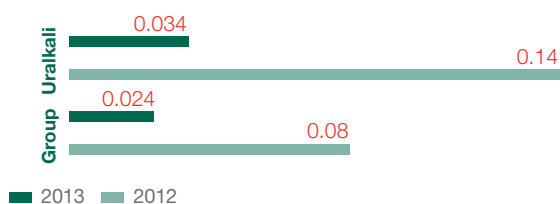
Chart 14: Lost day rate (LDR)¹



■ 2013 ■ 2012

¹ LDR is calculated based on the total number of work days lost per 200,000 hours worked

Chart 15: Occupational disease rate (ODR)²



² ODR is calculated based on the total number of newly diagnosed incidents of occupational diseases per 200,000 hours worked.

The occupational disease rate at Uralkali, which carries out main production activities, is higher than at its subsidiaries due to the fact that they mostly comprise service and transportation companies.

LA8	Education, training, counseling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases.	●	The Company does not operate in areas with a high risk of serious diseases. Thus, the Company does not have specific programmes regarding serious diseases. At the same time there are a number of various healthcare programmes. For more information, please, see: Integrated Report 2013, Our people, 56
LA9	Health and safety topics covered in formal agreements with trade unions.	●	Integrated Report 2013, Health & Safety, 48 The questions of health and safety are covered in the Collective bargaining agreement.
LA10	Average hours of training per year per employee by gender and by employee category.	●	Integrated Report 2013, Our people, 56

LA 10. Average hours of training per year per employee by gender and by employee category.

No	Item	White-collar, hours		Blue-collar, hours	
		Male	Female	Male	Female
2	OJSC Uralkali Total	65.29	27.07	45.85	26.02
	Group+Uralkali Total	56.78	21.76	30.89	22.22

LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	◐	Integrated Report 2013, Our people, 56
LA12	Percentage of employees receiving regular performance and career development reviews by gender.	●	Integrated Report 2013, Our people, 56 96.7% of employees have undergone the procedure of performance measurement.
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	●	GRI tables, see below:
LA14	Ratio of basic salary of men to women by employee category.	●	GRI tables, see below:

LA 13. Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.

No	Item	White-collar									Blue-collar		
		Male			Female			Male			Female		
		Below 30	30-50	50 and above	Below 30	30-50	50 and above	Below 30	30-50	50 and above	Below 30	30-50	50 and above
1	OJSC Uralkali Total	368	1,176	434	383	1,276	449	967	2,293	767	441	2032	683
2	Subsidiaries and affiliates	399	901	341	272	667	320	1,537	3,048	1,600	118	400	265
	Group Total	767	2,077	775	655	1,943	769	2,504	5,341	2,367	559	2,432	948

No	Item	White-collar %									Blue-collar %		
		Male			Female			Male			Female		
		Below 30	30-50	50 and above	Below 30	30-50	50 and above	Below 30	30-50	50 and above	Below 30	30-50	50 and above
1	OJSC Uralkali Total	3.3	10.4	3.9	3.4	11.3	4.0	8.6	20.3	6.8	3.9	18.0	6.1
2	Subsidiaries and affiliates	4.0	9.1	3.5	2.8	6.8	3.2	15.6	30.9	16.2	1.2	4.1	2.7
	Group Total	3.6	9.8	3.7	3.1	9.2	3.6	11.8	25.3	11.2	2.6	11.5	4.5

Uralkali is committed to the principle of equal pay for men and women. In accordance with internal regulations, the same salary and rates are set for employees – irrespective of gender – who work in one unit and perform work of an equal level of difficulty that requires the same skills.

Social: Human Rights

HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.	●	Uralkali regards any violation of the rights of its employees and other stakeholders as unacceptable. This stance applies to the Group as a whole, and is made clear to partners and contractors before entering into contracts with them.
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening and actions taken.	●	The Company relies upon legal requirements to prevent all forms of human rights violations. Its contracts provide for fines for violating the legislation of the Russian Federation. In 2013, neither the Company nor its significant suppliers reported any incident of violation of human rights and/or discrimination against employees.
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	●	Integrated Report 2013, Our people, 56 In 2013 25,8% of employees have undergone the human rights training (more than 157 thousand hours of training).

HR4	Total number of incidents of discrimination and corrective actions taken.	●	As a socially responsible company, strictly complying with the legislation, Uralkali does not accept and does not allow discrimination, oppression in the workplace or behaviour that would be regarded as offensive and unacceptable by most people. Employees are the underlying asset and value of the Company: we respect the rights, liberty and dignity of employees, treat them with trust, provide equal opportunities for everyone and strictly observe the Code of Corporate Culture of Uralkali Group. We believe that employees should build their business relationships based on partnership, mutual respect, shared goals and objectives, working as a team. Under all conditions and circumstances, the activity and behaviour of the Company's employees must comply with the highest professional standards and universal moral values. In 2013, there were no cases of discrimination.
HR5_{COMM}	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	●	Uralkali supports the right to exercise freedom of association and collective bargaining. This stance also applies to the Company's subsidiaries.
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	●	Uralkali regards the use of child labour as totally unacceptable. This stance also applies to the Group's subsidiaries and is made clear to the Company's counterparties before entering into contracts with them.
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	●	Uralkali regards the use of forced or compulsory labour as totally unacceptable. This stance also applies to the Group's subsidiaries and is made clear to the Company's counterparties before entering into contracts with them.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	●	Percentage of such employees was 76,04%.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	●	On the basis of Russian Government Resolution 255, "On the official list of indigenous minorities of the Russian Federation", of 24 March 2000, Perm Krai, the region where the Company operates, is not on the list of constituent members of the Russian Federation where indigenous minorities live.
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities.	●	On the basis of Russian Government Resolution 255, "On the official list of indigenous minorities of the Russian Federation", of 24 March 2000, Perm Krai, the indigenous minorities do not live in the region where the Company operates.
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	●	Uralkali regards human rights violations as totally unacceptable. This stance also applies to the Group's subsidiaries and is made clear to the Company's counterparties before entering into contracts with them.

HR11	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.	●	The Company fully complies with Russian legislation. No grievances were filed through formal grievance mechanisms in 2013.
Social: Society			
SO1_{COMM}	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	①	Integrated Report 2013, Development of our communities, Our communities, 58
SO9	Operations with significant potential or actual negative impacts on local communities.	①	Integrated Report 2013, Environmental protection, 52
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	①	Integrated Report 2013, Development of our communities, Our communities, 58 Environmental protection, 52
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	●	On the basis of Russian Government Resolution 255, “On the official list of indigenous minorities of the Russian Federation”, of 24 March 2000, Perm Krai, the region where the Company operates, is not on the list of constituent members of the Russian Federation where indigenous minorities live.
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes.	●	On the basis of Russian Government Resolution 255, “On the official list of indigenous minorities of the Russian Federation”, of 24 March 2000, Perm Krai, the indigenous minorities do not live in the region where the Company operates.
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	●	No artisanal and small-scale mining takes place at the Company’s operating sites.
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	●	Integrated Report 2013, Our communities, 58 Environmental protection, 52
MM10	Number and percentage of operations with closure plans.	●	There are no closure plans.
SO2	Percentage and total number of business units analyzed for risks related to corruption.	●	100% of business units were analyzed in relation to risks related to corruption. – Sales of finished and semi-finished products – Procurement of services, materials and equipment – Capital construction, maintenance of buildings and structures – Repair and maintenance of production equipment – Charity – Securities – Investment activities
SO3	Percentage of employees trained in organisation’s anti-corruption policies and procedures.	●	Integrated Report 2013, Our people, 56 174 (1.5% of Uralkali employees) employees have undergone anti-corruption policies and procedures trainings in 2013.
SO4	Actions taken in response to incidents of corruption.	①	Dismissal and disciplinary action, non-renewal of contracts with business partners, functional and operational audit.

Fraud and corruption prevention

The purpose of the anti-corruption compliance system is the formation of a proper environment for compliance with the requirements of anti-corruption legislation, promotion of ethical standards and principles and minimization of the corruption risk at OJSC Uralkali.

The objectives of the anti-corruption compliance system are:

- formation of basic anti-corruption principles at the Company;
- formation of appropriate control procedures for compliance with the requirements of anti-corruption legislation by the Company;
- provision of information to all stakeholders about legal requirements in the field of anti-corruption enforcement, operating principles of the anti-corruption compliance system of the Company;
- procedures, compliant with anti-corruption requirements, for cooperation of the Company’s employees with third parties in the course of financial and economic activities of the Company.

During the implementation of the anti-corruption compliance system 6 new policies and procedures were developed and 21 existing policies and procedures were amended. Operational controls described in these policies and procedures are being introduced.

In 2013, Uralkali took a series of anti-corruption actions, developing previously designed programmes and action plans:

- Execution of the Action Plan to implement the anti-fraud and anti-corruption programme.
- Implementation of planned activities to enhance the operation of the Hotline service. Timely and comprehensive check of all messages of fraud and corruption, received via the Hotline service.
- Active use of psychophysiological studies and Polygraph during checks.
- References visits with obligatory participation of employees of the Security Directorate.
- Trainings for employees of the Security Directorate of the Company, as well as subsidiaries and affiliates to increase knowledge of objectives and prevention methods, detect and investigate fraud and corruption cases.
- Development and introduction of measures to ensure information security of the Company.

SO5	Public policy positions and participation in public policy development and lobbying.	●	Integrated Report 2013, Our communities, 58
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	●	In 2013 the Group did not make any financial and in-kind contributions to political parties, politicians, and related institutions.
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	●	There were no such cases in 2013.
SO8_{COMM}	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	●	The Group was not subject to any significant fines and non-monetary sanctions in 2013 for non-compliance with laws and regulations.

Social: Product Responsibility

MM11	Programmes and progress relating to materials stewardship.	● The Company is continuously improving the procedures of mining to increase the effectiveness and minimise the amount of waste, which is an example of progress related to materials stewardship.
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	● The Company's products do not have life cycle stages at which significant health and safety impacts are possible.
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	● OJSC Uralkali manufactures products in strict compliance with state regulations. The Company has developed a Material Safety Data Sheet for each product, which contains detailed information about the main components that make up the product, and describes its safe use, measures for prevention and mitigation of consequences of emergency situations, as well as measures to protect the environment. Each Material Safety Data Sheet is compiled taking into account recommendations of European legislation. In 2013, 99 % of products (of the total number of delivered potassium chloride) of OJSC Uralkali were shipped loose in mineral wagons; for this type of shipment product labelling does not apply.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	● The Company conducts an annual consumer survey in the domestic and foreign markets in order to understand the degree of satisfaction of our partners and identify opportunities for improvement. The survey takes into account commercial aspects, quality indicators of products, as well as other requirements, including those for the terms of delivery and packaging. According to the analysis of customer satisfaction, the customer satisfaction index for potassium chloride (major product) in the domestic and foreign markets amounted to 93.
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	● GRI tables, see below:

In November 2010, the FAS Russia approved the Regulations, according to which the potash price for Russian complex fertiliser producers, starting from 2011, should be set on the basis of the average weighted export price in the lowest-priced market, excluding transportation costs (minimum export price). The principle of setting potash prices for Russian complex fertiliser producers based on the minimum export price is fixed in the Guidelines of the FAS Russia for securing non-discriminatory access to the purchase of potassium chloride, which are in force from 1 January 2013 to 31 December 2017. In accordance with these documents, Uralkali in agreement with the FAS Russia developed “Marketing policy on potash sales in the domestic market of the Russian Federation”, the main purpose of which is to establish objective, transparent pricing mechanisms in the commodity markets of Russia and achieve a balance between economic interests of the Company and its customers. Since October 2013 price calculation for complex fertiliser manufacturers is made monthly, which allows to be more responsive to changes in international potash prices. Thus, Russian exporters of complex potassium-containing fertiliser can modify their prices in accordance with market conditions. In connection with the Russia’s accession to the WTO and transition from 1 January 2013 to competitive conditions of fertiliser pricing in the domestic market of the Russian Federation, on 12 October 2012 Russian Fertilizer Industry Association (RAFP) and Agro-Industrial Union of Russia (Rosagropromsoyuz) signed a Cooperation Agreement to meet the needs of agricultural producers in mineral fertiliser which is valid until December 31, 2015. This document defines basic economic principles of cooperation; in particular, members of RAFP and Rosagropromsoyuz are advised to use competitive pricing. Since July 1, 2013 the delivery price of potassium chloride to Russian agricultural producers is set according to the minimum export price, as per the Recommendations of the FAS Russia for securing non-discriminatory access to the purchase of potassium chloride in the Russian market.

PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	●	There were no such complaints in the reporting period.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	●	There were no such complaints in the reporting period.
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	◐	The Company was not subject to any significant fines in the reporting period for non-compliance with laws and regulations.



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