



GRI tables 2014

GRI TABLE 2014

All the indicators included in the GRI table 2014 have been externally assured by the independent auditor (see Independent assurance report, p. 42.)

Indicator	Description	Disclosure level	Report section/description
Strategy and analysis			
G4-1	Statement from the most senior decision-maker of the organization	Disclosed	Chairman's statement, CEO's statement
G4-2	Description of key impacts, risks, and opportunities	Disclosed	Materiality and stakeholder engagement, Our strategy in action, Risk management, Chairman of the CSR Committee, Health & safety, Our people, Our communities

Company profile

G4-3	Name of the company	Disclosed	Uralkali Open Joint Stock Company
G4-4	Primary brands, products, and services	Disclosed	Business model, Sales and operational review

The company's main products are:

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.

G4-5	Location of headquarters	Disclosed	63 Pyatiletki St., Berezniki, Perm Krai, Russian Federation, 618426
G4-6	Operating countries	Disclosed	Business model, Where we operate
G4-7	Nature of ownership and legal form	Disclosed	About this report
G4-8	Markets served	Disclosed	Where we operate
G4-9	Scale of the company	Disclosed	About Uralkali, Business model, Where we operate, Sales and operational review, Our people, Information for shareholders, Consolidated financial statements and auditor's report for the year ended 31 December 2014.
G4-10	Breakdown of workforce	Disclosed	Our people

Headcount as of 31 December 2014, persons

No.	Full-time	Part-time	Permanent contract	Fixed-term contract	White-collar	Blue-collar
1 Group	20,796	49	20,232	564	6,825	13,971
2 Uralkali PJSC	11,255	14	10,852	403	4,086	7,169

GRI TABLE 2014 • CONTINUED

G4-11	Percentage of total employees covered by collective bargaining agreements	Disclosed	
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No. Item	Number of employees with signed collective labor agreements as of 31 December of the accounting period.		Percentage of employees with signed collective labor agreements, %
1 Total, Uralkali PJSC	11,255		100
2 Total, Group	19,944		96

G4-12	Company's supply chain	Disclosed	Meeting global potash demand
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The majority of the Company's suppliers are producers of manufacturing goods. Mining operations demand purchase of goods and services used in large-scale infrastructure projects, including heavy equipment, chemicals, fuel and lubricants, labor, explosives, vehicles and a whole range of other services.

The Company's main procurement categories include:

- 1) Underground complex: conveyor units, spare parts and rollers for them; mining equipment; mining equipment spare parts; screw-type and expansion-unit anchoring; handling machinery; explosives and blasting agents.
- 2) Surface complex: chemicals; preparation equipment; chemical equipment; filter core; boiler equipment and accessories; crushing and grinding machinery; surface equipment spare parts; heating equipment; chemicals and laboratory equipment.
- 3) Transportation: railway transport; lock-and-seal devices, seals; containers, container loading materials; special equipment for railway transport; railway transport spare parts.
- 4) Miscellaneous: office equipment and consumables; communications equipment; furniture; paper products; blank products; household appliances.

G4-13	Significant changes during the reporting period regarding the company's size, structure, ownership, or supply chain	Disclosed	About this report, Information for shareholders. Provide links to: http://www.uralkali.com/upload/iblock/b3c/Ustav_12_11_2014.pdf http://www.uralkali.com/ru/press_center/company_news/item20209/ , http://www.uralkali.com/ru/press_center/company_news/item17903/
G4-14	Whether and how the precautionary approach or principle is addressed by the company	Disclosed	Risk management The Group's activities are in strict compliance with its project documentation, including the environmental impact assessment section. Government experts have approved the documentation in accordance with environmental and sanitary legislation. In addition, the projects for emissions and pollutants, and projects for generation and limits on waste generation and storage are being developed for new production units. All of the projects are reviewed and agreed with the relevant environmental monitoring and protection authorities. All permissive documentation for operations is mandatorily obtained in accordance with current legislation. There is a timely industrial environmental control system installed for all units that impact the environment.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the company subscribes or which it endorses	Disclosed	The Company voluntarily provides its accounts, pursuant to the requirements of GRI G4 and CDP (Carbon Disclosure Project), thus supporting these initiatives.
G4-16	Memberships of associations and national or international advocacy companies	Disclosed	Performance review

No. Name of association/company the Company participates in:	Participation in management	Participation in projects/committees	Provides significant financing beyond general membership fees	Considers membership to be strategic
1 Russian Association of Fertilizer Producers (RAFP)	Yes	Yes	No	Yes
2 Russian Union of Industrialists and Entrepreneurs	Yes	Yes	No	Yes
3 Russian Chemists Union	No	Yes	No	Yes

GRI TABLE 2014 • CONTINUED

Material aspects and boundaries identified

G4-17	Entities included in the company's consolidated financial statements or equivalent documents and coverage in GRI report	Disclosed	Consolidated financial statements and auditor's report for the year ended 31 December 2014.
G4-18	Process for defining the report content and boundaries	Disclosed	Materiality and stakeholder engagement
G4-19	Material aspects identified	Disclosed	Materiality and stakeholder engagement
G4-20	Aspect boundaries within the company	Disclosed	About this report, Materiality and stakeholder engagement
G4-21	Aspect boundaries outside the company	Disclosed	About this report, Materiality and stakeholder engagement
G4-22	Restatements of information provided in previous reports	Disclosed	About this report As the company has taken the decision to move to GRI G4 sustainability reporting standard in 2014, the calculation methods for some performance indicators have changed in accordance with the requirements of the GRI G4 Sustainability reporting guidelines.
G4-23	Significant changes in the report scope and boundaries	Disclosed	About this report

Relations with stakeholders

G4-24	Stakeholder groups engaged by the company	Disclosed	Materiality and stakeholder engagement
G4-25	Basis for identification and selection of stakeholders	Disclosed	Materiality and stakeholder engagement
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Disclosed	Materiality and stakeholder engagement
G4-27	Key topics and concerns raised through stakeholder engagement, and how the company has responded	Disclosed	Materiality and stakeholder engagement More information about Solikamsk-2 accident: http://www.uralkali.com/press_center/company_news/item20669/ http://www.uralkali.com/upload/iblock/922/3Q%20and%209M%202014%20IFRS%20Key%20Figures,%20Operations%20and%20Potash%20Market%20Update_18Dec%202014.pdf

General report information

G4-28	Reporting period	Disclosed	1 January 2014 – 31 December 2014
G4-29	Date of most recent previous report	Disclosed	23 April 2014
G4-30	Reporting cycle	Disclosed	Annual
G4-31	Contact point for the report	Disclosed	Information for shareholders
G4-32	'In accordance' option the company has chosen; GRI content index for the chosen option; Reference to the External Assurance Report	Disclosed	About this report, GRI tables 2014, Independent Limited Assurance Report
G4-33	Policy and current practice with regard to external assurance	Disclosed	Independent Limited Assurance Report

Corporate governance

G4-34	Governance structure of the company, including committees of the highest governance body	Disclosed	Leading the business, Corporate governance
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Disclosed	Corporate governance Clauses 13, 14, 15, 16, Section 9.3 of the Charter of the PJSC Uralkali http://www.uralkali.com/upload/iblock/b3c/Ustav_12_11_2014.pdf
G4-36	Whether the company has appointed any executive-level position or positions with responsibility for economic, environmental or social topics, and whether post holders report directly to the highest governance body	Disclosed	http://www.uralkali.com/ru/about/management/
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Disclosed	http://www.uralkali.com/ru/sustainability/our_approach/stakeholder_engagement/
G4-38	Composition of highest governance bodies and their committees	Disclosed	Corporate governance Executives and non-executives: http://www.uralkali.com/ru/about/board_of_directors/ http://www.uralkali.com/ru/about/corporate_governance/board_committees/ Independent members: http://www.uralkali.com/ru/about/board_of_directors/ Number of other senior positions, obligations of each official and nature of these obligations: http://www.uralkali.com/ru/about/board_of_directors/ Competences related to the economic, environmental and social impact of the company: http://www.uralkali.com/ru/about/board_of_directors/
G4-39	Whether the chair of the highest governance body is also an executive officer	Disclosed	Corporate governance
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting governance body members	Disclosed	Corporate governance
G4-41	Processes for the highest governance body to ensure conflicts of interests are avoided and managed	Disclosed	Corporate governance Regulations on procedure for corporate conflict resolution at Uralkali PJSC. http://www.uralkali.com/ru/about/corporate_governance/regulatory_documents/konf_poryadok/ – Information on conflict of interests is disclosed to stakeholders, including information about cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholder, and affiliated persons. – A controlling shareholder is a shareholder directly or indirectly holding more than 50% of Company's voting shares.
G4-42	The role of the highest governance body and senior executives in setting purpose, values and strategy	Disclosed	Corporate governance Clauses 1 and 2, Section 9.3 and Section 10.9 of the Charter http://www.uralkali.com/upload/iblock/b3c/Ustav_12_11_2014.pdf
G4-43	Evaluating board performance with respect to sustainability topics	Disclosed	Corporate governance
G4-45	The role of the Board of Directors in the identification and management of economic, environmental and social impacts, risks and opportunities	Disclosed	Corporate governance
G4-46	The role of the Board of Directors in reviewing the risk management processes for economic, environmental and social topics	Disclosed	Corporate governance

G4-47	The frequency of the Board of Directors' review of sustainability impacts, risks, and opportunities	Disclosed	Quarterly. CEO quarterly report, Clause 42, Section 9.3 of the Charter of the PJSC Uralkali http://www.uralkali.com/upload/iblock/b3c/Ustav_12_11_2014.pdf Audit Committee quarterly meeting http://www.uralkali.com/upload/iblock/047/CPA_19.12.2013.pdf Corporate Social Responsibility Committee quarterly meeting http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf
G4-48	The highest committee or position to formally approve this report and its materiality review	Disclosed	Corporate governance
G4-49	Process for communicating critical concerns to the highest governance body	Disclosed	Regular reports from the CEO – the Charter of the PJSC Uralkali http://www.uralkali.com/upload/iblock/b3c/Ustav_12_11_2014.pdf Reports from the chairmen of Committees of the Board of Directors – Appointments and Remuneration Committee http://www.uralkali.com/upload/iblock/08a/CNV_19.12.2013.pdf , Corporate Social Responsibility http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf , Investment and Development Committee http://www.uralkali.com/upload/iblock/6d2/CIR_19.12.2013.pdf , Audit Committee http://www.uralkali.com/upload/iblock/047/CPA_19.12.2013.pdf – Information Policy Regulation http://www.uralkali.com/upload/iblock/341/Pologenie_inf_pol_19.12.2013.pdf
G4-51	Remuneration policies for the Board of Directors and senior executives	Disclosed	Corporate governance Remuneration of the members of the Board of Directors shall be defined pursuant to the Regulation on Remuneration and Reimbursement of the Members of the Board of Directors. http://www.uralkali.com/upload/iblock/5b9/eswvyusvd%20d%20qmtduoewuolfkwe%20fib_ftsj%202014.pdf The Company adopted a performance management system. The KPIs are set annually. The Appointments and Remuneration Committee considers and advises on the approval of KPIs for senior executives; the Board of Directors approves KPIs for the CEO and Company Secretary upon the Committee's advice. KPIs for functional executives mandatorily include specific indicators related to the area of activity headed by the top manager. http://www.uralkali.com/ru/about/management/remuneration/index.php http://www.uralkali.com/upload/iblock/577/Remuneration_of_the_Management_Board_in_2013_RU.pdf
G4-52	Process for determining remuneration	Disclosed	Corporate governance

Ethics and good faith

G4-56	Values, principles, standards and norms of behavior, such as codes of conduct and codes of ethics	Disclosed	Chairman of the CSR Committee statement Our people
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- Work on the Code began in 2007 with defining the mission, vision and values. It then progressed to a detailed description of corporate values and rules of conduct and co-operation. This process involved employees from all structural divisions of the Company and its affiliates – during brainstorming on values, external discussion of the Code project in corporate mass media and its approval at the conference of workforce representatives that took place in June 2010. The Company adopted the Code of Corporate Culture in November 2010, and it came into force in January 2011. After the conclusion of the legal incorporation of two companies, the new employees became subject to the Code, and in July 2012 a section on relations with stakeholders was added to it. In 2013, the Company put forward a new value for discussion – Decency. Each division was given access to the value text draft for external and internal consideration. The broadcast seminars resulted in amendments to the text. In December 2013, the workforce conference adopted the Decency value, and on 10 January 2014 the revised Code of Corporate Culture came into force.
- Seminars on the Code of Corporate Culture are conducted annually, the target audience being linear management.
- Uralkali's Head of Internal Communications is co-ordinating the Code implementation system in the PJSC Uralkali and the Group.

Category: Financial

EC1	Direct economic value generated and distributed	Disclosed	Key performance indicators
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Main components (thousands, dollars)	Total Group	
	Reporting year	Previous year
Direct economic value generated, including	3,585,422	3,407,265
Revenue	3,559,292	3,322,615
Revenue from financial investments	24,364	82,734
Revenue from tangible asset sales	1,766	1,916
Revenue from intangible asset sales	0	0
Economic value distributed, including	2,370,552	2,711,045
Operating costs	1,353,661	1,310,904
Salaries	338,294	384,298
Other employee benefits	9,123	10,025
Payments to capital providers	577,846	743,404
Government payments (for countries)	63,227	232,328
Investments in local communities	28,401	30,086
Non-distributed economic value	1,214,870	696,220

EC3	Coverage of defined benefit plan obligation	Disclosed	Integrated financial statement and auditor's report for 2014, Note 31 Obligations for post-employment benefits
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Programme name	Programme conditions	Programme objectives	Number of members	Pension amount	Programme plans for 2015
Attention and Care programme	Depending on the length of employment at the enterprise and place of residence	Welfare of retired URALKALI Group employees	9,500	Depending on length of employment – from 300 to 900 roubles per quarter	More than 50,000,000 roubles for 2015

EC7	Development and impact of infrastructure investments and services supported	Disclosed	Our communities
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Category: Environmental

EN3	Energy consumption within the company	Disclosed	
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	PJSC Uralkali Total		Group Total	
	Reporting year	Previous year	Reporting year	Previous year
Consumption of non-renewables, GJ	22,113,338	20,103,473	22,598,985	20,535,683
Natural gas	18,874,698	16,903,304	18,920,252	16,937,624
Associated petroleum gas	2,617,450	2,751,502	2,617,450	2,751,502
Diesel fuel oil	244,177	230,201	616,097	557,887
Petrol	1,639	1,119	69,811	70,005
Other, including	375,375	217,348	375,375	218,666
Residual Fuel Oil	375,375	217,348	375,375	217,348
Coal	0	0	0	1,318
Energy (electricity and heat) purchased for internal consumption, GJ	5,799,579	5,016,042	5,963,607	5,153,378
Electrical power	5,502,466	4,729,588	5,612,968	4,830,866
Heating energy	297,113	286,454	350,639	322,512
Energy transferred to external consumers, GJ	946,696	1,127,429	946,696	1,130,699
Electrical power generated using non-renewable energy sources*	68,598	208,006	68,598	208,006
Heating energy generated using non-renewable energy sources	878,098	919,423	878,098	922,693
Total energy consumption	26,966,221	23,992,085	27,615,896	24,558,362

* This electrical power volume is not considered as PJSC Uralkali's internal consumption because it is directly transferred to external consumers (consumers conclude direct energy supply contracts with energy-supplying companies).

GRI TABLE 2014 • CONTINUED

EN5	Energy intensity	Disclosed				
			PJSC Uralkali Total		Group Total	
Item	Measurement unit		Reporting year	Previous year	Reporting year	Previous year
Gas	cubic m/tonne		45.2	50.0	45.3	50.2
Electric power	kWh/tonne		141.8	155.1	144.3	157.9

EN6	Reduction of energy consumption	Disclosed	Environmental protection			
			PJSC Uralkali Total		Group Total	
Item	Measurement unit		Reporting year	Previous year	Reporting year	Previous year
Gas			241,091	643,580	241,091	643,580
Electric power	GJ		216,493	89,163	218,067	91,655

EN8	Total water withdrawal by source	Disclosed	Environmental protection			
			PJSC Uralkali Total		Group Total	
Indicator	Measurement unit		Reporting year	Previous year	Reporting year	Previous year
Total volume of water withdrawn from sources*, including:			25,651	24,365	40,558	40,876
From surface reservoirs, including swamps, rivers and lakes			19,036	18,001	19,036	18,001
From underground reservoirs			3,794	3,883	18,660	20,342
Rainwater collected and stored by the company			1,564	1,248	1,564	1,248
Wastewater from other companies			0	0	0	0
Municipal and other water supplies	thousand cubic m		1,257	1,233	1,298	1,285

*Increase in volume of water drawn from reservoirs is associated with a 22% increase in potash production comparing to 2013.

EN9	Water sources significantly affected by withdrawal of water	Disclosed	<p>The Company has three water intake points from surface sources, including:</p> <ul style="list-style-type: none"> – BKPRU-2 intake (Verkhne-Zyryanskoye water reservoir, source volume – 13 million cubic m); – BKPRU-4 intake (Verkhne-Zyryanskoye water reservoir, source volume – 13 million cubic m); – SKRU-2 intake (Kama River reservoir, source volume – 12.2 million cubic m). <p>The water sources are not on the list of protected territories.</p>			
EN10	Percentage and total volume of water recycled and reused	Disclosed	Environmental protection			

			PJSC Uralkali Total		Total Group	
	Measurement unit		Reporting year	Previous year	Reporting year	Previous year
Total volume of water recycled and reused	thousand cubic m		15,742	15,737	15,842	15,737
Percentage of water recycled and reused*	%		61.4%	64.6%	39.1%	38.5%

*Calculated as a percentage of the Company's total water withdrawal.

GRI TABLE 2014 • CONTINUED

EN15, EN16	Direct (scope 1) and indirect (scope 2) greenhouse gas emissions	Disclosed	Environmental protection
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Item	Measurement unit	PJSC Uralkali Total		Group Total	
		Reporting year*	Previous year*	Reporting year*	Previous year*
Direct CO2 emissions (scope 1)		1,254.2	980.4	1,278.4	1,013.1
Indirect CO2 emissions (scope 2)		559.0	934.4	573.8	954.1
Total	thousand tonnes	1,813.3	1,914.8	1,852.1	1,967.2

* The data for the reporting year and the previous years are not comparable because in 2014 the Company has changed greenhouse gases (GHG) calculation method. Since 2014 the Intergovernmental Panel on Climate Change (IPCC) GHG emission factors were used.

EN21	NOx, SOx, and other significant air emissions	Disclosed
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No.	Indicator	Measurement unit	PJSC Uralkali Total		Group Total	
			Reporting year	Previous year	Reporting year	Previous year
1	Solid		1.80	1.42	1.85	1.46
2	Sulphur dioxide (SO2)		0.38	0.50	0.39	0.51
3	Carbon monoxide (CO)		1.30	1.23	1.38	1.28
4	Nitrogen oxides (converted to NO2)		1.33	1.23	1.69	1.35
5	Volatile organic compounds (VOC)		0.07	0.05	0.14	0.09
6	Other gaseous and liquid		0.03	0.02	0.04	0.03
Total		thousand tonnes	4.91	4.45	5.49	4.72

EN22	Total water discharge	Disclosed
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No. Total water discharge in cubic metres per year into water bodies (cubic m/year) divided into:	PJSC Uralkali Total		Group Total	
	Reporting year	Previous year	Reporting year	Previous year
Total by treatment method				
Biological treatment	386,126	397,953	6,049,360	5,108,703
Mechanical treatment	10,611,855	4,521,596	15,003,855	8,956,206
Physical and chemical treatment	0	0	80,141	0
No treatment	0	6,723,405	0	6,723,405
by water body destination				
Lenva River	1,239,876	1,187,794	1,239,876	1,187,794
Bygel River	15,600	15,400	15,600	15,400
Kama River	7,448,400	1,597,517	7,448,400	1,597,517
Chornaya River	0	6,814,639	0	6,814,639
Popovka River	247,798	339,521	247,798	339,521
Usoika River	2,046,307	1,688,083	2,155,497	1,728,383
Part of Kama water reservoir (Glotikha Gulf)	0	0	4,392,000	0
Neva Bay of the Gulf of Finland (BAL/N. BAY)	0	0	80,141	0
Total amount of wastewater reused by other enterprises, cubic m/year	0	0	0	0

GRI TABLE 2014 • CONTINUED

EN23	Total weight of waste by type and disposal method	Disclosed	Environmental protection			
Substance title			PJSC Uralkali Total		Group Total	
			Reporting year	Previous year	Reporting year	Previous year
Hazard class I-IV						
Waste at the beginning of the year			0.0	0.0	38.4	36.0
Waste generation			27,350.5	17,532.3	28,122.8	18,872.3
Waste utilisation			0.0	0.0	95.9	75.2
Waste neutralisation			0.0	0.0	0.0	1.0
Waste transfer to other enterprises:			27,350.5	17,532.3	28,045.3	18,790.1
– for utilisation			109.5	143.0	248.0	714.5
– for neutralisation			20,956.5	10,822.9	21,021.7	10,909.8
– for storage			3.8	181.7	44.4	249.7
– for disposal at dumps (burial)			6,280.7	6,384.6	6,731.2	6,916.2
Waste disposal at facilities operated by the company			0.0	0.0	0.0	1.7
Waste at year-end			0.0	0.0	20.1	40.4
Hazard class V						
Waste at the beginning of the year			540,870,454.3	523,051,764.1	540,870,485.9	523,064,933.7
Waste generation			34,739,625.5	28,127,143.0	34,745,236.9	28,130,560.6
Waste utilisation			10,432,746.3	10,231,285.6	10,432,746.3	10,231,285.6
Waste neutralisation			0.0	0.0	0.0	0.0
Waste transfer to other enterprises:			65,165.1	77,167.2	70,808.2	88,449.3
– for utilisation			33,477.3	42,356.0	38,756.6	52,484.2
– for neutralisation			0.0	0.0	0.0	0.0
– for storage			0.0	7.7	0.0	999.0
– for disposal at dumps (burial)			31,687.8	34,803.5	32,051.6	34,966.1
Waste disposal at facilities operated by the company (for storage at salt and slime dumps)			25,102,050.5	18,661,008.2	25,102,050.5	18,662,131.0
Waste at year-end			565,112,168.4	540,870,454.3	565,112,169.0	540,875,757.0

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

Waste increase related to Ust-Yavinskiy ore mining.

EN29	Fines and sanctions for non-compliance with environmental regulations	Disclosed	
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In 2014, the total value of material fines for non-compliance with environmental regulations issued to PJSC Uralkali totaled 340,000 roubles. The company received seven non-monetary sanctions. There were two cases where mechanisms of dispute resolution were utilised.

EN31	Total environmental protection expenditures and investments by type	Disclosed	Environmental protection
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Current expenses on environmental protection, thousand roubles	PJSC	
	Uralkali Total	Group Total
air protection and climate change mitigation	243,212.00	261,052.21
waste water collection and treatment	140,830.00	229,455.70
waste disposal	631,542.00	854,180.07
protection and remediation of land, surface water and groundwater	15,579.00	15,757.40
environmental protection against noise, vibration and other kinds of physical impact	–	–
conservation of biodiversity and natural area protection	4.00	4.00
radiation environmental safety	–	–
research and development activities to reduce negative anthropogenic impacts on the environment	10,791.00	10,915.50
other environmental protection activities	7,812.00	7,936.80
Total	1,049,770.00	1,379,301.67

Labor relation practices and decent work

LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Disclosed	Our people																																							
<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Total amount of new employees employed by the Company during the reporting period</th> <th colspan="3">Total amount of new employees who resigned from the Company during the reporting period</th> <th colspan="3">Proportion of new employees who resigned from the Company during the reporting period</th> </tr> <tr> <th>Under 30</th> <th>30-50 years-old</th> <th>Above 50</th> <th>Under 30</th> <th>30-50 years-old</th> <th>Above 50</th> <th>Under 30</th> <th>30-50 years-old</th> <th>Above 50</th> </tr> </thead> <tbody> <tr> <td>Uralkali PJSC</td> <td>973</td> <td>521</td> <td>159</td> <td>329</td> <td>72</td> <td>35</td> <td>0.029</td> <td>0.006</td> <td>0.003</td> </tr> <tr> <td>Group total</td> <td>1,577</td> <td>1,202</td> <td>358</td> <td>442</td> <td>194</td> <td>68</td> <td>0.021</td> <td>0.009</td> <td>0.003</td> </tr> </tbody> </table>					Total amount of new employees employed by the Company during the reporting period			Total amount of new employees who resigned from the Company during the reporting period			Proportion of new employees who resigned from the Company during the reporting period			Under 30	30-50 years-old	Above 50	Under 30	30-50 years-old	Above 50	Under 30	30-50 years-old	Above 50	Uralkali PJSC	973	521	159	329	72	35	0.029	0.006	0.003	Group total	1,577	1,202	358	442	194	68	0.021	0.009	0.003
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LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Disclosed	Our people
LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Disclosed	Pursuant to Russian law, the Company shall provide its employees with official notice of any changes in advance. The minimum notice period regarding significant operational changes shall be two months, as defined by the Russian Labor Code. Additional information is provided via the Company's internal media channels.
LA5	Percentage of workforce represented in formal joint management worker health and safety committees	Disclosed	<ul style="list-style-type: none"> – The Joint management and employees Committee on health and safety operates at Company level and at the level of its subdivisions – The percentage of workers represented in Joint management and employees Committees is 4%
LA6	Worker health and safety committees	Disclosed	Health & safety

	Group Total	
	Reporting year	Previous year
Occupational disease rate	0.030	0.024

Training and briefing

In 2014, employees were trained and certified as follows:

- in the field of occupational safety – 1,029 employees
- in the field of civil defense and emergency prevention – more than 2,800 employees
- in the field of fire safety – 1,956 employees

Health

The Federal Scientific Centre for Medical and Preventive Health Risk Management Technologies examined 62 mining equipment operators at Berezniki-2. Diagnostic markers of conditions prior to the development of cardiovascular diseases were identified.

Risks of the following diseases were detected:

- hypertension
- endocrine diseases (diabetes, metabolic syndrome)

A programme of primary prevention of cardiovascular diseases was proposed:

- For all – administration of medication
- For employees within the risk group – lipid-lowering therapy

The preventive measures reduce the risk of cardiovascular diseases by 200%.

Our plans for 2015

- Purchase of new mine rescue equipment and optimisation of the number of auxiliary mine rescue crews
- Training in accordance with new federal regulations “Safety rules during mining and processing of solid minerals”

LA8	Health and safety topics covered in formal agreements with trade unions	Disclosed	<ul style="list-style-type: none"> - Formal agreements with trade unions cover health and safety issues. - Occupational Safety Commission was founded. - Documents (agreements) signed by the Company covering health and safety issues – Collective Bargaining Agreement. Occupational Safety Agreement. Resolution on Occupational Safety Commission. - During the reporting period, the Company had agreements with trade unions.
LA9	Average hours of training per year per employee by gender, and by employee category	Disclosed	Our people
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Disclosed	<p>Our people</p> <p>The Group conducts regular performance reviews (97.7% of employees are assessed based on KPIs), which in turn impact career development. The KPI system covers all categories of Group employees. The company works on career planning and development for employees as part of its Candidate Pool and Successor preparation projects. Approximately 8.3% from the previous candidate pool were appointed for senior positions in 2014.</p> <ul style="list-style-type: none"> - The administration employees and subdivision performance reviews are conducted monthly and annually based on the KPIs that are set cascading the company’s goals and objectives. - Performance reviews for blue-collar employees are conducted based on the results of subdivision performance.
LA16	Grievances about labor practices through formal grievance mechanisms	Disclosed	<ul style="list-style-type: none"> - Uralkali Group is a social responsible company, strictly following the laws of the Russian Federation. Pursuant to the Labor Code of the Russian Federation, the enterprise has the following grievance mechanisms: <ul style="list-style-type: none"> • Labor Dispute Committee • court • labor inspection. <p>Such grievances about labor practices are received via: call centre channels (telephones: 8 800 200 24 99, 6 24 99, 02; email hotline@uralkali.com; forms on the KALIdoscope site at http://portal.uralkali.com and the official site at http://www.uralkali.com/ru/; feedback boxes; ethics authorised agent (email ethics@uralkali.com).</p> - The total amount of grievances about labor practices submitted via official grievance mechanisms during the reporting period is as follows: <ul style="list-style-type: none"> • Labor Dispute Committee, court, labor inspection – 4 appeals • call centre – 39 appeals • ethics authorised agent – 7 appeals

Category: Society

SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Disclosed	Our communities
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Partially disclosed	Corporate governance
SO4	Communication and training on anti-corruption policies and procedures	Disclosed	Materiality and stakeholder engagement, Chairman of the CSR Committee statement, Corporate governance

Information sharing of the Company's current policies and methods of corruption prevention	Members of the Board of Directors	White-collar	Blue-collar	Business partners
Number of employees informed about the Company's current policies and methods of corruption prevention	9	6,825	13,971	1,992
Percentage of employees informed about the Company's current policies and methods of corruption prevention	100%	100%	100%	100%

Training in policies and methods of corruption prevention	Members of the Board of Directors	White-collar	Blue-collar
Total amount of employees trained in policies and methods of corruption prevention (who attended an on-site presentation or took an internet course on the internal site)	0	147	0
Percentage of employees trained in policies and methods of corruption prevention (who attended an on-site presentation or took an internet course on the internal site)	0%	2.2%	0%

SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Disclosed	The Company was not subject to any significant fines for non-compliance with laws and regulations in 2014.
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The Company was not subject to any significant fines for non-compliance with laws and regulations in 2014.

Category: Product responsibility

PR1	Assessment of health and safety impacts of products	Disclosed	
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In 2014, the Company conducted a year-long scientific and production experiment together with a leading Russian research and development institute for vegetable farming – the All-Russian Research and Development Institute for Vegetable Farming of the Russian Federation Federal State Budgetary Scientific Institution. The testing sites were located in 6 regions of the Russian Federation (Moscow Oblast, Voronezh Oblast, Rostov Oblast, Volgograd Oblast, Altai Krai, Primorsky Krai). The scientists chose the top 5 vegetable and 3 gourd crops for testing, each of them responsive to potassium chloride. Potassium was proved to have a positive impact on yield increases and the commercial quality of goods (sugar and vitamin C content, and root crop quality).

In 2014, the Company continued working on a pilot project in the Russian Federation together with the International Plant Nutrition Institute (IPNI). The top 3 crops were chosen for testing. The testing sites were located in 4 regions of the Russian Federation. Based on the results of the research, the scientists will develop recommendations regarding the use of potassium fertilizers in intensive farming systems. The data obtained proves the positive impact of potassium, particularly, on simultaneous yield increases and the preservation of sugar content in beet roots, gluten increases in the testing of spring wheat, preservation of seed oil content, and decrease in the rape acid index.

The scientists announced the research results at applied science conferences and industry forums (YugAgro-2014 Exhibition in Krasnodar, AgroHighTech 2014 in Voronezh, International Grain Round 2014 in Gelendzhik).

In 2014, the Company continued its agricultural programmes at export markets. It initiated testing of the impact of potassium on certain economically significant crops in tropical and subtropical zones (Vietnam, Indonesia). On the basis of experimental data, the scientists developed recommendations for owners of small and middle-scale oil palm estates in Indonesia. Farm scale trials of vegetable crops (tomatoes, sunflower) in China showed excellent results. The group of scientists continued their testing of the effectiveness of intensive farming systems with no potassium nutrition ("potassium holidays") in Brazil.

GRI TABLE 2014 • CONTINUED

PR3	Product information required by procedures	Disclosed	
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The quality requirements for finished products are set according to technical specifications developed for each product type. The quality of finished products is ensured by processes in line with regulations for manufacturing processes developed and approved according to established procedure.

The quality control department conducts production control and final control of finished products pursuant to regulations for manufacturing processes. All control procedures, from sampling to analytical testing, are formalised: activities are conducted pursuant to guides and procedures.

In 2011, the Company's Department for Research and Control of Product Quality (DRCPQ) laboratory obtained regular accreditation for technical competence. Thus, the DRCPQ confirms the work quality of PJSC Uralkali's products control, as defined by the accreditation scope. In 2013, a supervisory audit was conducted with no significant observations identified. The next supervisory audit is scheduled for 2015.

In 2012, the DRCPQ completed implementation of the laboratory information management system (LIMS). The LIMS's database is regularly updated for the purposes of various reports preparation, including based on I 02.2.3-2011 "Guide for statistical data analysis to assess the configuration and stability of specifications for products, processes and environmental aspects". Technical personnel and information are getting reliable and unaltered product quality information.

The Laboratory of All-Russian Research and Development Institute for Vegetable Farming conducts work to ensure comprehensive quality control and product properties research during all the transshipment stages.

PR5	Results of surveys measuring customer satisfaction	Disclosed	Materiality and stakeholder engagement
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- The Company conducts an annual consumer survey in the domestic and foreign potassium chloride markets in order to understand the degree of satisfaction of our partners and identify opportunities for improvement. The company acquires information through a customer questionnaire survey. The survey takes into account commercial aspects, product quality indicators, as well as other requirements, including the terms of delivery and packaging. For quantitative assessment the customer satisfaction index is used. A Customer Satisfaction Report is drawn up based on the results of the assessment.
- According to the survey results, the customer satisfaction index for potassium chloride (major product) in domestic and foreign markets was 93% and 92%, respectively.

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Disclosed	The Company was not subject to any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2014.
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Disclosed	Our communities

