

ESG DATABOOK

Period: 2021 - 2022 years

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Standards'	indices

	Stariuarus iriuites
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Climate, Environment



			Delawater	m .			
No.	Indicator	UoM	2021 year	2022 year	Dynamics (growth rate)	Standards' indices	Notes
	Energy				,		
	Energy consumption within the organization					GRI 302-1	
1	Total consumption	GJ	1 743 933	1 855 331	6 %		
	Emissions						
	Significant air emissions					GRI 305-7	
1	Total air pollutant emissions, including:	tons	87	104,1	20 %		
1.1	solid	tons	1	1,1	10 %		Ni-emissions
1.2	VOCs	tons	16	26	63 %		
1.3	other emissions of gaseous and liquid pollutants into the atmosphere	tons	70	77	10 %		Hydrogen sulfide, ammonia
	Emissions of ozone-depleting substances (ODS)					GRI 305-6	
1	Generation of ozone-depleting substances	kg	0	0	n/a		
	Water						
	Water withdrawal					GRI 303-3	
1	Total water withdrawal	thous. m3	11 742	11 062	-6 %		
1.1	Surface water bodies	thous. m3	11 420	10 740	-6 %		
1.2	Underground sources	thous. m3	318	319	0 %		
1.3	From municipal and other water supply systems	thous. m3	3	3	0 %		
	Other (third-party wastewater, natural water inflow, seawater or ocean	#h	0	0			
1.4	water, water produced as a process by-product)	thous. m3	U	0	n/a		
	Water consumption						
1	Total water consumption	thous. m3	11 742	11 062	-6 %		
1.1	domestic and other needs	thous. m3	3	3	0 %		
1.2	process needs	thous. m3	11 738	11 059	-6 %		
1.2.1	including recycled water	thous. m3	0	0	n/a		
1.2.2	including recycled (reusable) water	thous. m3	83	106	28 %		
	Water discharge					GRI 303-4	
1	Total water discharge	thous. m3	11 809	11 140	-6 %		
1.1	By destination		XXX	XXX	XXX		
1.1.1	Surface water bodies	thous. m3	11 809	11 137	-6 %		
1.1.2	Underground water bodies	thous. m3	0	0	n/a		
1.1.3	Seawater or ocean water	thous. m3	0	0	n/a		
1.1.4	To municipal and other water supply systems	thous. m3	3	3	0 %		
1.1.4.1	including wastewater transferred to third parties for use	thous. m3	0	0	n/a		
1.2	By category of water quality		XXX	XXX	XXX		
1.2.1	freshwater	thous. m3	0	0	n/a		
1.2.2	other	thous. m3	11 813	11 140	-6 %		
2	Discharge of pollutants in wastewater	thous. tons	31	31	0 %		
2.1	Number of violations of discharge limits for pollutants in wastewater	unit	0	0	n/a		
3	Change (+/-) of water in reservoirs	thous. m3	0	0	n/a		
	Biodiversity and Rehabilitation						
	Amount of land disturbed					GRI MM1	
1	Total land disturbed, opening balance	ha	46	46	0 %		NNH industrial area inc. landfill area
	Waste						
	Waste generated					GRI 306-3	
1	Total	ton	11 854	9 676	-18 %	<u> </u>	
1.1	Hazardous waste	ton	10 813	8 677	-20 %		
1.2	Non-hazardous waste	ton	1 041	999	-4 %		
1.2.1	including mining and processing waste	ton	0	0	n/a		
1.2.2	including non-mining and processing waste	ton	1 041	999	-4 %		
11616	processing waste	COLL	1 0 11				

	Waste diverted from disposal					GRI 306-4
	Waste diverted from disposal - Onsite		XXX	XXX	XXX	GIV 300-4
1	Total	ton	0	0	n/a	
	Waste diverted from disposal - Offsite		XXX	XXX	XXX	
2	Total	ton	851	711	-16 %	
2.1	Hazardous waste	ton	178	52	-71 %	
2.2	Non-hazardous waste	ton	673	659	-2 %	
2.2.1	including mining and processing waste	ton	0	0	n/a	
2.2.2	including non-mining and processing waste	ton	673	659	-2 %	
3	Preparation for reuse	ton	0	0	n/a	
3.1	Hazardous waste	ton	0	0	n/a	
3.2	Non-hazardous waste	ton	0	0	n/a	
3.2.1	including mining and processing waste	ton	0	0	n/a	
3.2.2	including non-mining and processing waste	ton	0	0	n/a	
4.1	Recycling	ton	851	711	-16 % -71 %	
4.1	Hazardous waste Non-hazardous waste	ton	178 673	52 659	-/1 % -2 %	
4.2.1	including mining and processing waste	ton ton	0	059	n/a	
4.2.2	including nining and processing waste	ton	673	659	-2 %	
5	Other recovery operations	ton	0/3	039	n/a	
5.1	Hazardous waste	ton	0	0	n/a	
5.2	Non-hazardous waste	ton	0	0	n/a	
5.2.1	including mining and processing waste	ton	0	0	n/a	
5.2.2	including non-mining and processing waste	ton	0	0	n/a	
31212	Waste directed to disposal		-		, -	GRI 306-5
	Waste directed to disposal - Onsite		XXX	XXX	XXX	
1	Total	ton	5 077	6 405	26 %	
1.1	Hazardous waste	ton	5 077	6 405	26 %	
1.2	Non-hazardous waste	ton	0	0	n/a	
1.2.1	including mining and processing waste	ton	0	0	n/a	
1.2.2	including non-mining and processing waste	ton	0	0	n/a	
2	Incineration (with energy recovery)	ton	0	0	n/a	
2.1	Hazardous waste	ton	0	0	n/a	
2.2	Non-hazardous waste	ton	0	0	n/a	
2.2.1	including mining and processing waste	ton	0	0	n/a	
2.2.2	including non-mining and processing waste	ton	0	0	n/a	
3	Incineration (without energy recovery)	ton	0	0	n/a	
3.1	Hazardous waste	ton	0	0	n/a	
3.2.1	Non-hazardous waste	ton	0	0	n/a	
3.2.1	including mining and processing waste including non-mining and processing waste	ton	0	0	n/a n/a	
<u> 3.2.2</u> 4	Landfilling	ton ton	3 368	4 724	40 %	
4.1	Hazardous waste	ton	3 368	4 724	40 %	
4.2	Non-hazardous waste	ton	0	0	n/a	
4.2.1	including mining and processing waste	ton	0	0	n/a	
4.2.2	including non-mining and processing waste	ton	0	0	n/a	
5	Other disposal operations	ton	1 709	1 681	-2 %	
5.1	Hazardous waste	ton	1709	1681	-2 %	
5.2	Non-hazardous waste	ton	0	0	n/a	
5.2.1	including mining and processing waste	ton	0	0	n/a	
5.2.2	including non-mining and processing waste	ton	0	0	n/a	
	Waste directed to disposal - Offsite		XXX	XXX	XXX	
6	Total	ton	5 926	2 537	-57 %	
6.1	Hazardous waste	ton	5558	2196	-60 %	
6.2	Non-hazardous waste	ton	369	341	-8 %	
6.2.1	including mining and processing waste	ton	0	0	n/a	
6.2.2	including non-mining and processing waste	ton	369	341	-8 %	
7	Incineration (with energy recovery)	ton	526	605	15 %	

7.1	Hazardous waste		ton	159	266	67 %	
7.2	Non-hazardous waste		ton	368	339	-8 %	
7.2.1		including mining and processing waste	ton	0	0	n/a	
7.2.2		including non-mining and processing waste	ton	368	339	-8 %	
8	Incineration (without ener	rgy recovery)	ton	839	1 909	128 %	
8.1	Hazardous waste		ton	839	1 909	128 %	
8.2	Non-hazardous waste		ton	0	0	n/a	
8.2.1		including mining and processing waste	ton	0	0	n/a	
8.2.2		including non-mining and processing waste	ton	0	0	n/a	
9	Landfilling		ton	1	23	2200 %	
9.1	Hazardous waste		ton	0	21	n/a	
9.2	Non-hazardous waste		ton	1	2	100 %	
9.2.1		including mining and processing waste	ton	0	0	n/a	
9.2.2		including non-mining and processing waste	ton	1	2	100 %	
10	Other disposal operations		ton	4 560	0	n/a	
10.1	Hazardous waste		ton	4 560	0	n/a	
10.2	Non-hazardous waste		ton	0	0	n/a	
10.2.1		including mining and processing waste	ton	0	0	n/a	
10.2.2		including non-mining and processing waste	ton	0	0	n/a	

Social



		-	MAKJAWALI	A			
					Dynamics		
No.	Indicator	UoM	2021 year	2022 year	(growth rate)	Standards' indices	Notes
	Staff				iale)		
	Employees					GRI 2-7	
1	Number of employees on the last date of the reporting period	persons	283	295	4 %		
1.1	men	persons	215	218	1 %		
1.1.1	women	persons	68	77	13 %		
2	Number of employees on the last date of the reporting period breakdown by type of employment		XXX	XXX	XXX		
2.1	including full-time	persons	275	283	3 %		
2.1.1	men	persons	209	212	1 %		
2.1.2	women	persons	66	71	8 %		
2.2	including part-time	persons	8	12	50 %		
2.2.1	men men	persons	6	6	0 %		
2.2.2	women	persons	2	6	200 %		
3	Breakdown by type of employment contracts	persons	XXX	XXX	XXX		
3.1	including permanent	persons	255	261	2 %		
3.1.1	men men	persons	194	194	0 %		
3.1.2	women	persons	61	67	10 %		
3.2	including temporary (except seasonal)	persons	28	34	21 %		
3.2.1	men	persons	21	24	14 %		
3.2.2	women	persons	7	10	43 %		
3.3	including seasonal	persons	0	0	n/a		
3.3.1	men	persons	0	0	n/a		
3.3.2	women	persons	0	0	n/a		
31312	Diversity of employees	p 6. 56. 15			.,, &	GRI 405-1	
1	Employees per employee category		XXX	XXX	XXX		
1.1	blue-collar workers	persons	161	167	4 %		
1.1.1	men	persons	152	156	3 %		
1.1.2	women	persons	9	11	22 %		
1.2	experts and white-collar workers	persons	87	94	8 %		
1.2.1	men	persons	38	39	3 %		
1.2.2	women	persons	49	55	12 %		
1.3	managers	persons	35	34	-3 %		
1.3.1	men	persons	25	23	-8 %		
1.3.2	women	persons	10	11	10 %		
2	Percentage of employees per employee category	persons	XXX	XXX	XXX		
2.1	blue-collar workers	%	57 %	57 %	-0 pp		
2.1.1	men	%	71 %	72 %	+1 pp		
2.1.2	women	%	13 %	14 %	+1 pp		
2.2	experts and white-collar workers	%	31 %	32 %	+1 pp		
2.2.1	men		18 %	18 %	+0 pp		
2.2.2	women	%	72 %	71 %	-1 pp		
2.3	managers		12 %	12 %	-0 pp		
2.3.1	men		12 %	11 %	-1 pp		
2.3.2	women	%	15 %	14 %	-1 pp		
3	Employees breakdown by age	,,	XXX	XXX	XXX		
3.1	under 29 years old inclusive	persons	34	47	38 %		
	The state of the s	persons	<u> </u>	.,	30 70		

3.2	30 to 44 years old inclusive	persons	110	104	-5 %	
3.3	over 45 years old	persons	139	144	4 %	
4	Percentage of employees breakdown by age		XXX	XXX	XXX	
4.1	under 29 years old inclusive	%	12 %	16 %	+4 pp	
4.2	30 to 44 years old inclusive	%	39 %	35 %	-4 pp	
4.3	over 45 years old	%	49 %	49 %	-0 pp	
5	Percentage of employees by gender		XXX	XXX	XXX	
5.1	men	%	76 %	74 %	-2 pp	
5.2	women	%	24 %	26 %	+2 pp	
0.2	New employee hires and employee turnover	70	21 70	20 70	, <u>2</u> pp	GRI 401-1
1	Number of hired employees	persons	53	75	42 %	GRI 101 1
1.1.1	men	persons	36	43	19 %	
1.1.2	women	persons	17	32	88 %	
1.2.1	under 29 years old inclusive		45	<u>52</u>	22 %	
	30 to 44 years old inclusive	persons				
1.2.2		persons	5	15	200 %	
1.2.3	over 45 years old	persons	3	5	67 %	
2	Rate of new employee hires	%	19 %	25 %	+6 pp	
2.1.1	men	%	17 %	20 %	+3 pp	
2.1.2	women	%	25 %	42 %	+17 pp	
2.2.1	under 29 years old inclusive	%	132 %	117 %	-15 pp	
2.2.2	30 to 44 years old inclusive	%	5 %	14 %	+9 pp	
2.2.3	over 45 years old	%	2 %	3 %	+1 pp	
3	Number of employees who leave the organization due to dismissal or any	200000	54	57	6 %	
3	other reason	persons	5 1	5/	6 %	
3.1.1	men	persons	34	37	9 %	
3.1.2	women	persons	20	20	0 %	
3.2.1	under 29 years old inclusive	persons	35	34	-3 %	
3.2.2	30 to 44 years old inclusive	persons	11	14	27 %	
3.2.3	over 45 years old	persons	8	9	13 %	
4	Employee turnover	%	19 %	19 %	+0 pp	
4.1.1	men men	%	16 %	17 %	+1 pp	
4.1.2	women	%	29 %	26 %	-3 pp	
4.2.1	under 29 years old inclusive		103 %	72 %	-31 pp	
	30 to 44 years old inclusive	%	10 %	13 %		
4.2.2	over 45 years old		6 %	6 %	+3 pp	
4.2.3	·	%0	0 %	0 %	+0 pp	CDI 401 2
	Parental leave					GRI 401-3
1	Number of employees on parental leave up to 1.5/3 years (at the end of	persons	13	13	0 %	
	the period)	· .				
1.1	men	persons	7	7	0 %	
1.2	women	persons	6	6	0 %	
2	Number of employees who returned from parental leave up to 1.5/3	persons	10	11	10 %	
	years (during the period)	persons				
2.1	men	persons	7	7	0 %	
2.2	women	persons	3	4	33 %	
	Total number of employees who were granted parental leave in the				12.0/	
3	reporting year	persons	8	9	13 %	
3.1	men	persons	7	7	0 %	
3.2	women	persons	1	2	100 %	
3.2	Workers who are not employees	p 5. 50115			200 /0	GRI 2-8
	Total external (i.e.who is employed elsewhere) part-time employees at					
1	the end of the reporting year	persons	0	0	n/a	
	Number of non-staff employees (persons employed under civil law					
	realiser of from starr employees (persons employed under civil law		0	0	2/2	
2	contracts) as of the last date of the reporting period	persons	0	U	n/a	

	Additional information about employees						
1	Average number of employees across the reporting period	persons	295	304	3 %		
1.1	blue-collar workers	persons	167	173	3 %		
1.1.1	men	persons	156	160	3 %		
1.1.2	women	persons	11	13	17 %		
1.2	experts and white-collar workers	persons	92	96	5 %		
1.2.1	men	persons	35	43	23 %		
1.2.2	women	persons	55 	53	-6 %		
1.3	managers	persons	36	35	-1 %		
1.3.1	men	persons	26	33 	-1 % -7 %		
1.3.2	women		10	11	13 %		
2	Number of employees on the last date of the reporting period	persons	283	295	4 %		
2.1	including Finnish nationals	persons		293 294	4 %		
2.1	including non-Finnish nationals	persons	282				
2.2		persons	1	1	0 %		
4	Collective bargaining agreements				- /-	CDI 2 20	
1	Availability of collective agreements in Norilsk Nickel Harjavalta Oy Do the Collective Bargaining Agreements stipulate a minimum period of	yes/no	yes	yes	n/a	GRI 2-30	
_		,			,	CDT 402 4	
2	notice to employees regarding material changes in the company's	yes/no	yes	yes	n/a	GRI 402-1	
	business?						
3	Minimum period of notice to employees regarding material changes in	week	9	9	0 %	GRI 402-1	
	the company's business stipulated by the Collective Bargaining Agreement						
4		yes/no	VOC	yes	n/a		
	Do the Collective Bargaining Agreements cover health and safety issues?	yes/110	yes	yes	ii/a		
	Average hours of training per year per employee					GRI 404-1	
1	Scope of training	man-hours	7 167	7 705	8 %		
1.1.1	men	man-hours	5 513	6 120	11 %		
1.1.2	women	man-hours	1 654	1 585	-4 %		
1.2.1	managers	man-hours	644	524	-19 %		
1.2.2	experts and white-collar workers	man-hours	1 660	2 176	31 %		
1.2.3	blue-collar workers	man-hours	4 863	5 006	3 %		
2	Average hours of training per year	hours	25	26	3 %		
2.1.1	men	hours	26	28	9 %		
2.1.2	women	hours	24	21	-15 %		
2.2.1	managers	hours	18	15	-16 %		
2.2.2	experts and white-collar workers	hours	19	23	21 %		
2.2.3	blue-collar workers	hours	30	30	-1 %		
	Percentage of employees receiving regular performance and					CD7 404 0	
	career development reviews					GRI 404-3	
	Number of employees who received a regular performance and career						
1	development review during the reporting period	persons	247	273	11 %		
1.1	men	persons	185	199	8 %		
1.2	women	persons	62	74	19 %		
1.3	blue-collar workers	persons	144	153	6 %		
1.3.1	men	persons	136	142	4 %		
1.3.2	women	persons	8	11	38 %		
1.4	experts and white-collar workers	persons	82	86	5 %		
1.4.1	experts and write-collar workers men	persons	37	34	-8 %		
		persons	45	52	16 %		
141	Woman				10.70		
1.4.2							
1.5	managers	persons	21	34	62 %		

	Percentage of employees who received a regular performance and	career					
2	development review during the reporting period	carcer	%	87 %	93 %	+6 pp	
2.1	development review during the reporting period	men	%	86 %	91 %	+5 pp	
2.2		women	// 0	91 %	96 %	+5 pp	
2.3	blue-collar workers	WOITICIT	// 0	89 %	92 %	+3 pp +3 pp	
2.3.1	Dide-collai Workers	men	70 %	89 %	91 %	+3 pp +2 pp	
2.3.2		women	70 %	89 %	100 %	+11 pp	
2.3.2	experts and white-collar workers	WOITICIT	70 %	94 %	91 %	-3 pp	
2.4.1	experts and write-collar workers	mon		97 %	87 %		
		men women		92 %	95 %	-10 pp	
2.4.2 2.5	managers	WOITIETT		60 %	100 %	+3 pp +40 pp	
2.5.1	managers	men	70 %	48 %	100 %	+52 pp	
			% %	90 %	100 %		
<u>2.5.2</u> 3	Number of employees assessed by KPI in the reporting year	women		283	295	+10 pp	
3.1	Number of employees assessed by KPI in the reporting year		persons			4 %	
		men	persons	213	218	2 %	
3.2		women	persons	70	77	10 %	
3.3	blue-collar workers		persons	161	167	4 %	
3.3.1		men	persons	150	156	4 %	
3.3.2		women	persons	11	11	0 %	
3.4	experts and white-collar workers		persons	87	94	8 %	
3.4.1		men	persons	38	39	3 %	
3.4.2		women	persons	49	55	12 %	
3.5	managers		persons	35	34	-3 %	
3.5.1		men	persons	25	23	-8 %	
3.5.2		women	persons	10	11	10 %	
4	Percentage of employees assessed by KPI in the reporting year		%	100 %	100 %	+0 pp	
	Occupational health and safety						CDT 400 0 CDT 400 40
1	Work-related injuries and ill health			0	2	/-	GRI 403-9, GRI 403-10
1			persons	0	2	n/a	GRI 403-9, GRI 403-10
1.1	Work-related injuries and ill health Total work-related injuries, including	men	persons	0	2	n/a	GRI 403-9, GRI 403-10
1.1 1.2	Work-related injuries and ill health Total work-related injuries, including	men women	persons persons	0	2	n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2	Work-related injuries and ill health Total work-related injuries, including	women	persons persons persons	0 0 0	2 0 0	n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities)	women men	persons persons persons persons	0 0 0	2 0 0 0	n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities)	women	persons persons persons persons persons	0 0 0 0	2 0 0 0 0	n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities)	men women	persons persons persons persons persons persons	0 0 0 0 0	2 0 0 0 0	n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries	men women men	persons persons persons persons persons persons persons persons	0 0 0 0 0 0	2 0 0 0 0 0 2 2	n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries	men women	persons	0 0 0 0 0 0 0	2 0 0 0 0 2 2 2	n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries	men women men women	persons persons persons persons persons persons persons persons persons diagnosis	0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including	men women men women men	persons persons persons persons persons persons persons persons persons diagnosis diagnosis	0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis	0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and transport of the control o	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis diagnosis	0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment)	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents	men women men women men women	persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 0 0 15	2 0 0 0 0 2 2 2 0 0 0 0	n/a	GRI 403-9, GRI 403-10
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 0 0 15	2 0 0 0 0 2 2 2 0 0 0 0 0	n/a	
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR	men women men women men women	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 0 0 15	2 0 0 0 0 2 2 2 0 0 0 0	n/a	GRI 403-9, GRI 403-10 for 1 million hours worked
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR For the entity employees for the reporting year	men women men women men women nsfer	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 0 0 15	2 0 0 0 0 2 2 2 0 0 0 0 0	n/a	
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trart to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, incl	men women men women men women nsfer	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis man-hours	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0 0 0 2 2 4 4 4 4 4	n/a	
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, incl as a result of the following incidents:	men women men women men women nsfer	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 0 0 15	2 0 0 0 0 2 2 2 0 0 0 0 0 0 2 2 4 0 483 405 4,14	n/a	
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, incl as a result of the following incidents: For independent non-Group contractors for the reporting y	men women men women men women men women women women women mesfer women women mesfer women wo	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis man-hours	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0 0 0 2 2 4 4 4 4 4	n/a	
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trart to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, incl as a result of the following incidents: For independent non-Group contractors for the reporting y Total number of work-related fatalities as a result of accidents, incl	men women men women men women men women women women women mesfer women women mesfer women wo	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0 0 0 0 2 2 483 405 4,14 XXX	n/a	
1.1 1.2 2 2.1 2.2 3 3.1 3.2 4 4.1 4.2 5	Work-related injuries and ill health Total work-related injuries, including High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including Number of micro-injuries (cases of injury without disability and trar to another job and/or part-time work, but who visited a medical institution for treatment) Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, incl as a result of the following incidents: For independent non-Group contractors for the reporting y	men women men women men women men women women women women mesfer women women mesfer women wo	persons persons persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis man-hours	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 0 0 0 2 2 2 0 0 0 0 0 0 483 405 4,14 XXX	n/a	

	Worker participation, consultation, and communication on occupat	tional health a	nd safety			GRI 403-4
	Number of joint management-worker occupational health and safety				E0.0/	
1	committees (commissions)	Quantity	2	1	-50 %	
	Workers covered by an occupational health and safety					CDI 402.0
	management system					GRI 403-8
	Information on the Occupational Health and Safety Management					
1	System (OHSMS)					
1.1	Business unit has OHSMS in place	yes/no	yes	yes	n/a	
1.2	OHSMS covers all contractor employees working at the company's sites	yes/no	yes	yes	n/a	
	OHSMS of the company duly underwent an internal audit in the reporting	voolno	1400	1100	2/2	
1.3	year	yes/no	yes	yes	n/a	
	OHSMS of the organization has a valid external audit certificate as of	vocino	1/05	1400	2/2	
1.4	December 31 of the reporting year (certification or supervisory)	yes/no	yes	yes	n/a	
	Information on occupational health services in the company					
2	(Article 5 of ILO Convention No. 161 – Occupational Health					
	Services Convention, 1985)					
	identification and assessment of the risks from health hazards in the	voc/no	VOC	VOC	n/2	
2.1	workplace	yes/no	yes	yes	n/a	
	surveillance of the factors in the working environment and working					
	practices which may affect workers' health, including sanitary	yes/no	yes	yes	n/a	
	installations, canteens and housing where these facilities are provided by	yes/110	yes	yes	11/4	
2.2	the employer					
	advice on planning and organisation of work, including the design of					
	workplaces, on the choice, maintenance and condition of machinery and	yes/no	yes	yes	n/a	
2.3	other equipment and on substances used in work					
	participation in the development of programmes for the improvement of					
	working practices as well as testing and evaluation of health aspects of	yes/no	yes	yes	n/a	
2.4	new equipment					
	advice on occupational health, safety and hygiene and on ergonomics	yes/no	yes	yes	n/a	
2.5	and individual and collective protective equipment		yc3	ycs		
2.6	surveillance of workers' health in relation to work	yes/no	yes	yes	n/a	
2.7	promoting the adaptation of work to the worker	yes/no	yes	yes	n/a	
2.8	contribution to measures of vocational rehabilitation	yes/no	yes	yes	n/a	
	collaboration in providing information, training and education in the fields	yes/no	yes	yes	n/a	
2.9	of occupational health and hygiene and ergonomics					
2.10	organising of first aid and emergency treatment	yes/no	yes	yes	n/a	
	participation in analysis of occupational accidents and occupational	yes/no	yes	yes	n/a	
2.11	diseases	, ==,	,	,	, ~	
	Human rights					ODY 106 4
	Incidents of discrimination and corrective actions taken					GRI 406-1
	Total number of incidents of discrimination identified in the reporting	pcs.	0	0	n/a	
1	period				, ,	
	Significant disputes relating to land use, customary rights of					GRI MM6
	local communities and indigenous peoples Number of significant disputes relating to land use, customary rights of					
1		pcs.		0	n/a	
	local communities				, -	
	Information on strikes and other work stoppages due to labor					
1	disputes Number of strikes during the reporting period			0	/-	CDI MM4
1	Number of strikes during the reporting period	pcs.	0	0	n/a	GRI MM4
2	Information on strikes and other work stoppages due to labor disputes	ea	-	0	n/a	SASB EM-MM-310a.2
	Total duration of work stoppages involving 1,000 or more employees				•	
3		man-days	-	0	n/a	SASB EM-MM-310a.2
	lasting one full shift or longer due to labor disputes					

Corporate governance



Anti-corruption Communication and training about anti-corruption policies and procedures Anti-corruption Communication and training about anti-corruption policies and procedures 1.1 Number of employees trained in anti-corruption policies and procedures 1.2 experts and white-coller workers persons 1.3 a 244 291 19 % 1.1 experts and white-coller workers persons 1.2 experts and white-coller workers persons 1.2 percentage of employees trained in anti-corruption policies and procedures 1.2 percentage of employees trained in anti-corruption policies and procedures 1.3 percentage of employees trained in anti-corruption policies and procedures 1.4 percentage of employees trained in anti-corruption policies and procedures 1.5 percentage of employees trained in anti-corruption policies and procedures 1.6 percentage of employees trained in anti-corruption policies and mathods 1.7 total number of hours of training of employees in anti-corruption policies and methods and methods 1.1 a wereage number of hours of straining of employees in anti-corruption policies and methods of corruption policies and methods per geron 1.1 number of confirmed cases of disinised of employees for corruption policies and methods of corruption policies and methods of corruption policies and methods per geron 1.1 number of confirmed cases of disinised of employees for corruption policies and methods per geron 1.2 Number of confirmed cases of disinised of employees for corruption persons 1.3 number of confirmed cases of disinised of employees proced by the employee of reference and pounds of the persons partners were the under the procedure of commentage of confirmed cases of employees description policies and policies and policies when contracts with business partners 1.4 were terminated or not renewed due to violations related to corruption policies and policies and policies when contracts with business partners 1.5 organization or its emplo				LINGLETINGSTATE	PA .			
Number of employees trained in anti-corruption policies and procedures Persons 244 291 19 %	No.	Indicator	UoM	2021 year	2022 year	(growth	Standards' indices	Notes
Number of employees trained in anti-corruption policies and procedures namagers persons 35 34 39 19 %		Anti-corruption						
Number of employees trained in anti-corruption policies and process 1.2		Communication and training about anti-corruption policies and pro	cedures				GRI 205-2	
1.2 Reperts and white-collar workers Decompose Reperts Decompose Reperts Decompose Reperts Decompose Reperts Decompose Decompose Reperts Decompose	1	Number of employees trained in anti-corruption policies and procedures	persons	244	291	19 %		
1.3	1.1	managers	persons	35	34	-3 %		
Percentage of employees trained in anti-corruption policies and procedures managers where the procedures managers where the procedures where collar workers where the procedure of the procedure	1.2		persons	84	94	12 %		
2. procedures	1.3	blue-collar workers	persons	125	163	30 %		
2.2 Reyperts and white-collar workers % 97 % 100 % +3 pp	2		%	86 %	99 %	+12 pp		
2.2 experts and white-collar workers % 97 % 100 % +3 pp	2.1	managers	%	100 %	100 %	+0 pp		
Discrete of the property of	2.2	experts and white-collar workers	%	97 %	100 %			
Total number of hours of training of employees in anti-corruption policies and methods Average number of hours of atraining of employees in anti-corruption policies and methods per person Confirmed incidents of corruption Number of confirmed cases of corruption Number of confirmed cases of desirussal of employees for corruption (criminal or administrative penalties or disciplinary sanctions imposed by the employer on relevant grounds) Number of confirmed incidents when contracts with business partners were treminated or not renewed due to violations related to corruption Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period product or organization or its employees during the reporting period product or organization or its employees during the reporting period product or organization or its employees during the reporting period product organization or its employees during the reporting period product organization or perior and paid or payable (i.e. recognized and not dispance) or the organization and paid or payable (i.e. recognized and not dispance) or the organization or the management hired from the local community Number of senior management perior perior perior product organization or the senior executives finish nationals persons 10 9 -10 % Number of senior executives Finish nationals persons 0 0 n/a UNCTAD D.2.1 Percentage of senior executives: Finish nationals persons 0 0 n/a UNCTAD D.2.1 Number of confirmed incidents of the environmental law persons 0 n/a UNCTAD D.2.1 Total number of non-financial sanctions Violation of the relays (including labor, tax, antitrust, etc.) persons 0 n/a n/a Violation of other laws (including labor, tax, antitrust, etc.) persons 0 n/a Violation of other laws (including labor, tax, antitrust, etc.) persons 0 n/a	2.3							
3.1 Average number of hours of atraining of employees in anti-corruption policies and methods per person 2. Number of confirmed incidents of corruption 3.1 Number of confirmed cases of dismissal of employees for corruption 3.2 Number of confirmed cases of dismissal of employees disciplined for corruption 3.3 Number of confirmed cases of dismissal of employees disciplined for corruption 3. Number of confirmed cases of dismissal of employees disciplined for corruption 4. Criminal or administrative penalties or disciplinary sanctions imposed by persons 5. Number of confirmed incidents when contracts with business partners 6. Number of confirmed incidents when contracts with business partners 8. Number of public legal cases regarding corruption brought against the pcs. 8. Number of public legal cases regarding corruption brought against the pcs. 8. Number of public legal cases regarding corruption closed against the pcs. 9. Number of public legal cases regarding corruption closed against the pcs. 1. Number of convictions relating to corruption against the company or its employees during the reporting period protection or it		Total number of hours of training of employees in anti-corruntion policies						
Average number of hours of atraining of employees in anti-corruption policies and methods per persons Confirmed incidents of corruption Number of confirmed cases of dismissal of employees for corruption persons (criminal or administrative penalties or disciplinary sanctions imposed by member of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption Number of public legal cases regarding corruption brought against the or organization or its employees during the reporting period Number of public legal cases regarding corruption losed against the organization or its employees during the reporting period Number of public legal cases regarding corruption losed against the organization or its employees during the reporting period Number of public legal cases regarding corruption against the company or its employees during the reporting period Number of public legal cases regarding corruption against the company or its employees during the reporting period Number of provictions relating to corruption against the company or its employees during the reporting period Number of provictions relating to corruption against the company or its employees during the reporting period Number of provictions relating to corruption against the company or its each or n/a UNCTAD D.2.1 EUR - 0 n/a UNCTAD D.2.1 Number of senior management Proportion of senior management hired from the local community Number of senior management hired from the local persons 10 9 -10 % Number of senior executives: Finnish nationals persons 10 9 -10 % Number of senior executives: Finnish nationals persons 0 0 n/a Proportion of senior executives: Finnish nationals persons 0 0 n/a Proportion of senior executives: Finnish nationals persons 0 0 n/a Proportion of senior executives: Finnish nationals persons 0 0 n/a Proportion of senior executives: Finnish nationals persons 0 0 n/a Proportion of senior executives: Finnish nationals persons 0 0 n/a Proportion of senior executives: F	3		man-hours	-	146	n/a	UNCTAD D.2.2	
Confirmed incidents of corruption Number of confirmed cases of dismissal of employees for corruption persons 0 0 0 n/a Number of confirmed cases of dismissal of employees for corruption persons 0 0 0 n/a Number of confirmed cases of dismissal of employees disciplined for corruption (criminal or administrative penalties or disciplinary sanctions imposed by persons 0 0 0 n/a the employer on relevant grounds) Number of confirmed incidents when contracts with business partners 4 were terminated or not renewed due to violations related to corruption Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period public legal cases regarding corruption closed against the Number of public legal cases regarding corruption closed against the pcs. 0 0 n/a Number of public legal cases regarding corruption closed against the organization or its employees during the reporting period public legal cases regarding corruption and painst the company or its employees during the reporting period public legal cases regarding period peri	3.1	Average number of hours of atraining of employees in anti-corruption	hours	-	0,5	n/a		
1 Number of confirmed cases of dismissal of employees for corruption persons 0 0 n/a Number of confirmed cases of employees disciplined for corruption (criminal or administrative penalties or disciplinary sanctions imposed by criminal or administrative penalties or disciplinary sanctions imposed by criminal or administrative penalties or disciplinary sanctions imposed by the employer on relevant grounds) Number of confirmed incidents when contracts with business partners Number of confirmed incidents when contracts with business partners Number of confirmed incidents when contracts with business partners Number of confirmed incidents when contracts with business partners Number of confirmed incidents when contracts with business partners Number of confirmed incidents when contracts with business partners Number of confirmed cases of employees during the reporting period or granization or its employees during the reporting period or organization or its employees during the reporting period provictions relating to corruption against the company or its engloyees during the reporting period or convictions relating to corruption and paid or payable (i.e. recognized and not to the full of the payable (i.e. recognized and not to the proportion of senior management hired from the local community Number of senior management hired from the local proportion of senior management hired from the local proportion of senior management hired from the local proportion of senior executives: Finnish nationals persons 10 9 -10 % Number of senior executives: Finnish nationals persons 10 9 -10 % Percentage of senior executives: Finnish nationals persons 0 0 n/a Percentage of senior executives: Finnish nationals persons 0 0 n/a Percentage of senior executives: Finnish nationals persons 0 0 n/a Number of compliance with laws and regulations Figure 1 to the environmental law pcs. 0 0 n/a Violation of the laws (including labor, tax, antitrust, etc.) pcs. 0 0 n/a							GRI 205-3	
Number of confirmed cases of dismissal of employees for corruption (criminal or administrative penalties or disciplinary sanctions imposed by the employer on relevant grounds) Number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period Number of public legal cases regarding corruption closed against the organization or its employees during the reporting period Number of public legal cases regarding corruption closed against the organization or its employees during the reporting period Number of convictions relating to corruption against the company or its employees during the reporting period Number of convictions relating to corruption against the company or its employees during the reporting period Total amount of penalties imposed on the organization or its employees relating to corruption and paid or payable (i.e. recognized and not EUR - 0 n/a UNCTAD D.2.1 Senior management Proportion of senior management hired from the local community Number of senior executives period period senior executives period period senior executives: Finnish nationals persons 10 9 -10 % Percentage of senior executives: Finnish nationals persons 0 0 n/a public persons 0 n/a public per	1		ncs	0	0	n/a	GR1 205-5	
Number of confirmed cases of employees disciplined for corruption (criminal or administrative penalties or disciplinary sanctions imposed by persons 0 0 0 n/a the employer on relevant grounds) Number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption Pos. 0 0 n/a Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period Number of public legal cases regarding corruption closed against the organization or its employees during the reporting period Number of convictions relating to corruption against the company or its employees during the reporting period Number of convictions relating to corruption against the company or its employees during the reporting period Total amount of penalties imposed on the organization or its employees relating to corruption and paid or payable (i.e. recognized and not EUR - 0 n/a UNCTAD D.2.1 Senior management Proportion of senior management hired from the local community Number of senior executives Proportion of senior management hired from the local community Proportion of senior executives Proportion of senior executives: Finnish nationals persons 10 9 -10 % Number of senior executives: Finnish nationals persons 0 0 n/a Percentage of senior executives: Finnish nationals persons 0 0 n/a Percentage of senior executives: Finnish nationals persons 0 0 n/a Total number of non-financial sanctions Proportion of the environmental law pcs. 0 0 n/a Total number of non-financial sanctions pcs. 0 0 n/a Violation of the lewvironmental law pcs. 0 0 n/a								
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			<u> </u>					
z rotal number of files imposed pcs. 0 0 n/a			•					
		rotal number of fines imposed	pcs.	U	U	n/a		

2.1	Violation of the environmental law	pcs.	0	0	n/a	
2.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	0	0	n/a	
3	Total amount of fines imposed	EUR	0	0	n/a	
3.1	Violation of the environmental law	EUR	0	0	n/a	
3.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	0	0	n/a	
	Political contributions					GRI 415-1
1	Total monetary value of political contributions	EUR	0	0	n/a	

Other



	Indicator	UoM			Dynamics		
		001-1	2021 year	2022 year	(growth rate)	Standards' indices	Notes
	Supply chain						
	New suppliers that were screened using environmental and						
	social criteria					GRI 308-1; GRI 414-1	
1	Number of new suppliers of Norilsk Nickel Harjavalta	pcs.	8	29	263 %		
1.1	of which were screened using environmental criteria	pcs.	8	29	263 %		
1.2	of which were screened using social criteria	pcs.	8	29	263 %		
	Percentage of new suppliers of Norilsk Nickel Harjavalta		XXX	XXX	XXX		
2.1	of which were screened using environmental criteria	%	100 %	100 %	+0 pp		
2.2	of which were screened using social criteria	%	100 %	100 %	+0 pp		
3	Number of suppliers and contractors having significant negative impacts	pcs.		0			
3.1	of which were screened using environmental criteria	pcs.		0			
3.2	of which were screened using social criteria	pcs.		0			
	Number of suppliers and contractors having no significant negative impacts	pcs.		29			
4.1	of which were screened using environmental criteria	pcs.		29			
4.2	of which were screened using social criteria	pcs.		29			
	Customer privacy Substantiated complaints concerning breaches of customer privacy Total number of substantiated complaints concerning breaches of	and losses	of customer da	nta		GRI 418-1	
	Customer privacy received from regulatory authorities Total number of substantiated complaints concerning breaches of	pcs.		0			
2	customer privacy received from outside parties (except regulatory authorities)	pcs.		0			
3	Total number of identified leaks, thefts, or losses of customer data	pcs.		0			
	Industrial site characteristics						
	Information on industrial site of Norilsk Nickel Harjavalta Oy						
	Is a biodiversity management plan needed for the site?	yes/no	no	no	n/a	GRI MM2	
	Is a biodiversity management plan in place for the site?	yes/no	no	no	n/a	GRI MM2	
	Has there been any resettlement of local community due to on-site operations during the reporting period?	yes/no	no	no	n/a	GRI MM5	
4	Whether artisanal or small-scale mining is used on or adjacent to the site	yes/no	no	no	n/a	GRI MM9	
	Is Acid Rock Drainage (ARD) expected on site	yes/no	-	no	n/a	SASB EM-MM-160a.2	
	Are there any ARD mitigation actions taken on site	yes/no	-	no	n/a	SASB EM-MM-160a.2	
/	Are there any actions taken to neutralize or treat acid rock drainage on site	yes/no	-	no	n/a	SASB EM-MM-160a.2	
8	Are the deposits (ores occurrences) located at the site within or near (within 5 kilometers) specially protected natural areas or habitats of rare and endangered species	yes/no	-	no	n/a	SASB EM-MM-160a.3	
9	Are the deposits (ore occurrences) located at the site within the boundaries or near the conflict-affected zones	yes/no	-	no	n/a	SASB EM-MM-210a.1	
10	Are the deposits (ore occurrences) located at the site within or near (within 5 kilometers) the habitats of indigenous peoples	yes/no	-	no	n/a	SASB EM-MM-210a.2	