ESG DATABOOK OF NORILSK NICKEL HARJAVALTA OY

Period: 2021 - 2023

HARJAVALTA

This document contains data on Norilsk Nickel Harjavalta Oy for the period of 2021-2023 yy. and includes key sustainability indicators with reference to GRI Standards (Global Reporting Initiative), SASB (Sustainability Accounting Standard, International Sustainability Standards Board), ESRS (European Sustainability Reporting Standards) and UNCTAD (Guidance on Core Indicators for Sustainability and SDG Impact Reporting). ESG Databook is a tool for reflecting the main results and quantitative ESG-related data of Norilsk Nickel Harjavalta Oy.

	Standards' indices
<u>Climate, Environment →</u>	
Energy	
Energy consumption within the organization	GRI 302-1 SASB EM-MM-130a.1 ESRS E1-5 – Energy consumption and mix paragraph №37
Emissions	
Significant air emissions	GRI 305-7 SASB EM-MM-120a.1 ESRS E2-4 – Pollution of air, water an soil
Emissions of ozone-depleting substances (ODS)	paragraph №28 (a) GRI 305-6 UNCTAD B.4.1
Water	
Water withdrawal	GRI 303-3 SASB EM-MM-140a.1
Water used	UNCTAD B.1.1 ESRS E3-4 – Water consumption paragraph №28 (c)
Water discharge	GRI 303-4 SASB EM-MM-140a.2
Biodiversity and Rehabilitation	
Amount of land disturbed	-
Waste	
Waste generated	GRI 306-3 UNCTAD B.2.3 SASB EM-MM-150a.7 ESRS E5-5 - Resource outflows paragraph №37 (a)
Waste diverted from disposal	GRI 306-4 UNCTAD B.2.2 SASB EM-MM-150a.8 ESRS E5-5 - Resource outflows paragraph №37 (b)
Waste directed to disposal	GRI 306-5 ESRS E5-5 – Resource outflows

$\underline{\text{Social}} \rightarrow$	
Staff	
Employees	GRI 2-7 ESRS S1-6 – Characteristics of the undertaking's employees paragraph №50 (a); paragraph №52 (a; b)
Diversity of employees	GRI 405-1 UNCTAD C.1.1 ESRS S1-9 – Diversity metrics paragraph №66 (b)
New employee hires and employee turnover	GRI 401-1 ESRS S1-6 – Characteristics of the undertaking's employees paragraph №50 (c)
Parental leave	GRI 401-3 ESRS S1-15 – Work-life balance metrics paragraph №93 (b)
Workers who are not employees	GRI 2-8
Additional information about employees	-
Collective bargaining agreements	GRI 2-30 GRI 402-1 UNCTAD C.4.1 SASB EM-MM-310a.1 ESRS S1-8 – Collective bargaining coverage and social dialogue paragraph NF60 (a)
Average hours of training per year per employee	GRI 404-1 UNCTAD C.2.1 ESRS S1-13 – Training and skills development metrics paragraph №83 (b); paragraph №84
Percentage of employees receiving regular performance and career development reviews	GRI 404-3 ESRS S1-13 – Training and skills development metrics paragraph №83 (a); paragraph №84
Occupational health and safety	
Work-related injuries and ill health	GRI 403-9 GRI 403-10 SASB EM-MM-320a.1 UNCTAD C.3.2 ESRS SI-14 - Health and safety metrics paragraph №88 (b; c; d)
	GRI 403-4
communication on occupational health	
Worker participation, consultation, and communication on occupational health and safety Workers covered by an occupational health and safety management system	GRI 403-8
communication on occupational health and safety Workers covered by an occupational	GRI 403-8 ESRS S1-14 – Health and safety metrics paragraph №88 (a)
communication on occupational health and safety Workers covered by an occupational health and safety management system	GRI 403-8 ESRS 51-14 – Health and safety metrics paragraph №88 (a) GRI 406-1
communication on occupational health and safety Workers covered by an occupational health and safety management system Human rights Incidents of discrimination and corrective	GRI 403-8 ESRS 51-14 – Health and safety metrics paragraph №88 (a) GRI 406-1 ESRS 51-17 – Incidents, complaints and severe human rights impacts

	Standards' indices
<u>Corporate Governance \rightarrow</u>	Standards indices
Anti-corruption	
Communication and training about anti- corruption policies and procedures	GRI 205-2 UNCTAD D.2.2
Confirmed incidents of corruption	GRI 205-3 UNCTAD D.2.1 ESRS G1-4 – Incidents of corruption (bribery paragraph №24 (a); paragraph №25 (a; b; c)
Senior management	
Proportion of senior management hired from the local community	GRI 202-2
Compliance	
Compliance with laws and regulations	GRI 2-27
Political contributions	GRI 415-1 ESRS G1-5 – Political influence and lobbying activities paragraph №25 (b.i)
<u>Other →</u>	
Supply chain	
New suppliers that were screened using environmental and social criteria	GRI 308-1 GRI 414-1 ESRS G1-2 – Management of relationships with suppliers paragrap №15 (b)
Industrial site characteristics	
Information on industrial site of Norilsk Nickel Harjavalta Oy	SASB EM-MM-160a.2 SASB EM-MM-160a.3 SASB EM-MM-210a.1 SASB EM-MM-210a.2
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Climate, Environment



										Indiversity
No.	Indicator	UoM	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
	Energy									
	Energy consumption within the organization						GRI 302-1	E1-5 – Energy consumption and mix paragraph №37	SASB EM-MM-130a.1	
1	Total consumption	GJ	1 743 933	1 855 331	1 742 400	-6 %		paragraphinesi		
2	Total consumption	MWh	484 426	515 370	484 000	-6 %				
	Emissions									
	Significant air emissions						GRI 305-7	E2-4 – Pollution of air, water and soil	SASB EM-MM-120a.1	
						50.01		paragraph №28 (a)		
1	Total air pollutant emissions, including: solid	tons	87	104,1 1,1	43 0,9	-59 % -18 %				Ni-emissions
1.2	VOCs	tons	16	26	18	-18 %				NI-emissions
1.2	VOCS	tons	10	20	10	-31 70				
1 2	other emissions of gaseous and liquid pollutants into the atmosphere	tons	70	77	24	-69 %				
1.3							GRI 305-6		UNCTAD B.4.1	Hydrogen sulfide, ammonia
1	Emissions of ozone-depleting substances (ODS)	kg	0	0	0	- /-	GRI 305-6		UNCTAD B.4.1	
1	Generation of ozone-depleting substances Water	ку	0	0	0	n/a				
	Water withdrawal						GRI 303-3		SASB EM-MM-140a.1	
1	Total water withdrawal	thous, m3	11 742	11 062	11 205	1 %	- GR 505 5-		3430 EN NIN 1108.1	
1.1	Surface water bodies	thous. m3	11 420	10 740	10 907	2 %				
1.2	Underground sources	thous. m3	318	319	294	-8 %				
1.3	From municipal and other water supply systems	thous. m3	3	3	4	33 %				
	Other (third-party wastewater, natural water inflow, seawater or ocean									
1.4	water, water produced as a process by-product)	thous. m3	0	0	0	n/a				
	Water used							E3-4 – Water consumption paragraph Nº28 (c)	UNCTAD B.1.1	
1	Total amount of water used	thous. m3	11 742	11 062	11 205	1 %				
1.1	for household and other needs	thous. m3	3	3	4	33 %				
1.2	for production needs	thous. m3	11 738	11 059	11 201	1 %				
.2.1	including recycling water	thous. m3	0	0	0	n/a				
.2.2	including recycling (reusable) water	thous. m3	83	106	93	-12 %				
	Water discharge						GRI 303-4		SASB EM-MM-140a.2	
1	Total water discharge	thous. m3	11 809	11 140	11 256	1 %				
1.1	By destination		XXX	XXX	XXX	XXX				
.1.1	Surface water bodies	thous. m3	11 809	11 137	11 252	1 %				
.1.2	Underground water bodies	thous. m3	0	0	0	n/a				
1.3	Seawater or ocean water	thous. m3	0	0	0	n/a				
1.4	To municipal and other water supply systems	thous. m3	3	3	4	33 %				
.4.1	including wastewater transferred to third parties for use	thous. m3	0	0	0	n/a				
.2	By category of water quality freshwater	thous, m3	XXX 0	XXX 0	XXX 0	XXX n/a				
2.1 2.2	other	thous. m3 thous. m3	11 813	11 140	11 256					
2.2	Discharge of pollutants in wastewater	thous. tons	31	31	11 256	-41 %				
2.1	Number of violations of discharge limits for pollutants in wastewater	unit	0	0	0	n/a				
3	Change (+/-) of water in reservoirs	thous. m3	0	0	0	n/a				
5	Biodiversity and Rehabilitation	0.003.1115				n/u				
	Amount of land disturbed									
1	Total land disturbed, opening balance	ha	46	46	46	0 %				NNH industrial area inc. landfill
	Waste									
	Waste generated						GRI 306-3	E5-5 – Resource outflows paragraph №37 (a)	UNCTAD B.2.3 SASB EM-MM-150a.7	
1	Total	ton	11 854	9 676	8 126	-16 %				
1.1	Hazardous waste	ton	10 813	8 677	7 334	-15 %				
1.2	Non-hazardous waste	ton	1 041	999	792	-21 %				
1.2.1	including mining and processing waste	ton	0	0	0	n/a				
1.2.2	including non-mining and processing waste	ton	1 041	999	792	-21 %				

1.2.2	including non-mining and processing waste	ton	1 041	999	792	-21 %				
	Waste diverted from disposal						GRI 306-4	E5-5 – Resource outflows paragraph №37 (b)	UNCTAD B.2.2 SASB EM-MM-150a.8	
	Waste diverted from disposal - Onsite		XXX	XXX	XXX	XXX				
1	Total	ton	0	0	0	n/a				
	Waste diverted from disposal - Offsite		XXX	XXX	XXX	XXX				
2	Total	ton	851	711	507	-29 %				
2.1	Hazardous waste	ton	178	52	7	-87 %				
2.2	Non-hazardous waste	ton	673	659	500	-24 %				
2.2.1	including mining and processing waste	ton	0	0	0	n/a				
2.2.2	including non-mining and processing waste	ton	673	659	500	-24 %				
3	Preparation for reuse	ton	0	0	0	n/a				
3.1	Hazardous waste	ton	0	0	0	n/a				
3.2	Non-hazardous waste	ton	0	0	0	n/a				
3.2.1	including mining and processing waste	ton	0	0	0	n/a				
3.2.2	including non-mining and processing waste	ton	0	0	0	n/a				
4	Recycling	ton	851	711	507	-29 %				
4.1	Hazardous waste	ton	178	52	7	-87 %				

4.2	Non-hazardous waste	ton	673	659	500	-24 %			
4.2.1	including mining and processing waste	ton	0	0	0	n/a			
4.2.2	including non-mining and processing waste	ton	673	659	500	-24 %			
5	Other recovery operations	ton	0	0	0	n/a			
5.1	Hazardous waste	ton	0	0	0	n/a			
5.2	Non-hazardous waste	ton	0	0	0	n/a			
5.2.1	including mining and processing waste	ton	0	0	0	n/a			
5.2.2	including non-mining and processing waste	ton	0	0	0	n/a			
5.2.2		COIT	0	0	0	nyu		E5-5 – Resource outflows	
	Waste directed to disposal						GRI 306-5	paragraph №37 (c)	
	Waste directed to disposal - Onsite		XXX	XXX	XXX	XXX			
1	Total	ton	5 077	6 405	5 771	-10 %			
1.1	Hazardous waste	ton	5 077	6 405	5 771	-10 %			
1.2	Non-hazardous waste	ton	0	0 105	0	n/a			
1.2.1	including mining and processing waste	ton	0	0	0	n/a			
1.2.2	including mining and processing waste	ton	0	0	0	n/a			
2	Incineration (with energy recovery)	ton	0	0	0	n/a			
2.1		ton	0	0	0				
2.1	Hazardous waste	ton	0	0	0	n/a			
2.2	Non-hazardous waste		0	0	0	n/a			
2.2.1	including mining and processing waste	ton		0	0	n/a			
	including non-mining and processing waste	ton	0			n/a			
3.1	Incineration (without energy recovery)	ton	0	0	0	n/a			
	Hazardous waste	ton	0	0	0	n/a			
3.2	Non-hazardous waste	ton	0	0	0	n/a			
3.2.1	including mining and processing waste	ton	0	0	0	n/a			
3.2.2	including non-mining and processing waste	ton	0	0	0	n/a			
4	Landfilling	ton	3 368	4 724	3 136	-34 %			
4.1	Hazardous waste	ton	3 368	4 724	3 136	-34 %			
4.2	Non-hazardous waste	ton	0	0	0	n/a			
4.2.1	including mining and processing waste	ton	0	0	0	n/a			
4.2.2	including non-mining and processing waste	ton	0	0	0	n/a			
5	Other disposal operations	ton	1 709	1 681	2 635	57 %			
5.1	Hazardous waste	ton	1 709	1 681	2 635	57 %			
5.2	Non-hazardous waste	ton	0	0	0	n/a			
5.2.1	including mining and processing waste	ton	0	0	0	n/a			
5.2.2	including non-mining and processing waste	ton	0	0	0	n/a			
-	Waste directed to disposal - Offsite		XXX	XXX	XXX	XXX			
6	Total	ton	5 926	2 537	1 849	-27 %			
6.1	Hazardous waste	ton	5558	2196	1557	-29 %			
6.2	Non-hazardous waste	ton	369	341	292	-14 %			
6.2.1	including mining and processing waste	ton	0	0	0	n/a			
6.2.2	including non-mining and processing waste	ton	369	341	292	-14 %			
7	Incineration (with energy recovery)	ton	526	605	418	-31 %			
7.1	Hazardous waste	ton	159	266	134	-50 %			
7.2	Non-hazardous waste	ton	368	339	284	-16 %			
7.2.1	including mining and processing waste	ton	0	0	0	n/a			
7.2.2	including non-mining and processing waste	ton	368	339	284	-16 %			
8	Incineration (without energy recovery)	ton	839	1 909	1 405	-10 %			
8.1	Hazardous waste	ton	839	1 909	1 405	-26 %			
8.2	Non-hazardous waste	ton	0	0	0	-26 % n/a			
8.2.1			0		0				
	including mining and processing waste	ton		0		n/a			
8.2.2	including non-mining and processing waste	ton	0	0	0	n/a			
9	Landfilling	ton	1	23	26	13 %			
9.1	Hazardous waste	ton	0	21	18	-14 %			
9.2	Non-hazardous waste	ton	1	2	8	300 %			
9.2.1	including mining and processing waste	ton	0	0	0	n/a			
9.2.2	including non-mining and processing waste	ton	1	2	8	300 %			
10	Other disposal operations	ton	4 560	0	0	n/a			
10.1	Hazardous waste	ton	4 560	0	0	n/a			
10.2	Non-hazardous waste	ton	0	0	0	n/a			
10.2.1	including mining and processing waste	ton	0	0	0	n/a			
10.2.2	including non-mining and processing waste	ton	0	0	0	n/a			





No.										
	Indicator	UoM	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
	Staff									
	Employees						GRI 2-7	S1-6 – Characteristics of the undertaking's employees paragraph №50 (a); paragraph №52 (a; b)		
1	Number of employees on the last date of the reporting period	persons	283	295	291	-1 %				
1.1	men	persons	215	218	216	-1 %				
1.1.1	women	persons	68	77	75	-3 %				
2	Number of employees on the last date of the reporting period breakdown by type of employment		XXX	XXX	XXX	XXX				
	including full-time	persons	275	283	283	0 %				
2.1.1 2.1.2	men women	persons persons	209 66	212 71	211 72	0 %				
	including part-time	persons	8	12	8	-33 %				
2.2.1	men	persons	6	6	5	-17 %				
2.2.2	women	persons	2	6	3	-50 %				
	Breakdown by type of employment contracts including permanent	persons	XXX 255	261	XXX 260	XXX 0 %				
3.1.1	men	persons	194	194	194	0 %				
3.1.2	women	persons	61	67	66	-1 %				
3.2	including temporary (except seasonal)	persons	28	34	31	-9 %				
3.2.1	men	persons	21	24 10	22 9	-8 %				
3.2.2 3.3	including seasonal women	persons persons	0	0	0	-10 % n/a				
3.3.1	men	persons	0	0	0	n/a				
3.3.2	women	persons	0	0	0	n/a				
	Total external (i.e.who is employed elsewhere) part-time employees at the end of the reporting year	persons	0	0	0	n/a				
	Diversity of employees						GRI 405-1	S1-9 – Diversity metrics paragraph Nº66 (b)	UNCTAD C.1.1	
1	Employees per employee category		XXX	XXX	XXX	XXX				
1.1	blue-collar workers	persons	161	167	162	-3 %				
1.1.1 1.1.2	men women	persons persons	152	156 11	152 10	-3 % -9 %				
1.1.2	experts and white-collar workers	persons	87	94	95	1 %				
1.2.1	men	persons	38	39	41	5 %				
1.2.2	women	persons	49	55	54	-2 %				
1.3	managers	persons	35 25	34 23	34 23	0 %				
1.3.1	men women	persons persons	10	11	11	0 %				
2	Percentage of employees per employee category	persons	XXX	XXX	XXX	XXX				
2.1	blue-collar workers	%	57 %	57 %	56 %	-1 pp.				
2.1.1	men	%	71 % 13 %	72 % 14 %	70 %	-1 pp.				
2.1.2	experts and white-collar workers	%	31 %	32 %	13 % 33 %	-1 pp. +1 pp.				
2.2.1	men	%	18 %	18 %	19 %	+1 pp.				
2.2.2	women	%	72 %	71 %	72 %	+1 pp.				
2.3	managers	%	12 %	12 %	12 %	+0 pp.				
2.3.1	men	%	12 % 15 %	11 % 14 %	11 % 15 %	+0 pp. +0 pp.				
<u>2.3.2</u> 3	Employees breakdown by age	/0	XXX	XXX	XXX	XXX				
3.1	under 29 years old inclusive	persons	34	47	39	-17 %				
3.2	30 to 44 years old inclusive	persons	110	104	102	-2 %				
3.3 4	over 45 years old	persons	139 XXX	144 XXX	150 XXX	4 % XXX				
4.1	Percentage of employees breakdown by age under 29 years old inclusive	%	12 %	16 %	13 %	-3 pp.				
4.2	30 to 44 years old inclusive	%	39 %	35 %	35 %	-0 pp.				
4.3	over 45 years old	%	49 %	49 %	52 %	+3 pp.				
5	Percentage of employees by gender		XXX	XXX	XXX	XXX				
5.1 5.2	men women	%	76 % 24 %	74 % 26 %	74 % 26 %	+0 pp. -0 pp.				
J.2	New employee hires and employee turnover	70	27 /0	20 /0	20 /0	-o pp.	GRI 401-1	S1-6 – Characteristics of the undertaking's employees, paragraph №50 (c)		
		persons	53	75	51	-32 %		employees, paraqi dpit 1950 (C)		
1	Number of hired employees					-28 %				
1 1.1.1	men	persons	36	43	31					
1 1.1.1 1.1.2	men women	persons persons	17	32	20	-38 %				
1 1.1.1 1.1.2 1.2.1	men women under 29 years old inclusive	persons								
1 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3	men women under 29 years old inclusive 30 to 44 years old inclusive over 45 years old	persons persons persons persons persons	17 45 5 3	32 55 15 5	20 41 3 7	-38 % -25 % -80 % 40 %				
1 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3 2	men women under 29 years old inclusive 30 to 44 years old inclusive over 45 years old Rate of new employee hires	persons persons persons persons persons %	17 45 5 3 19 %	32 55 15 5 25 %	20 41 3 7 18 %	-38 % -25 % -80 % 40 % -8 pp.				
1 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3 2 2.1.1	men women under 29 years old inclusive 30 to 44 years old inclusive over 45 years old Rate of new employee hires men	persons persons persons persons persons %	17 45 5 3 19 % 17 %	32 55 15 5 25 % 20 %	20 41 3 7 18 % 14 %	-38 % -25 % -80 % 40 % -8 pp. -6 pp.				
1 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3 2 2.1.1 2.1.2	men women under 29 years old inclusive 30 to 44 years old inclusive over 45 years old Rate of new employee hires men women	persons persons persons persons % % %	17 45 5 3 19 % 17 % 25 %	32 55 15 5 25 % 20 % 42 %	20 41 3 7 18 % 14 % 27 %	-38 % -25 % -80 % 40 % -8 pp. -6 pp. -15 pp.				
1 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3 2 2.1.1	men women under 29 years old inclusive 30 to 44 years old inclusive over 45 years old Rate of new employee hires men	persons persons persons persons persons %	17 45 5 3 19 % 17 %	32 55 15 5 25 % 20 %	20 41 3 7 18 % 14 %	-38 % -25 % -80 % 40 % -8 pp. -6 pp.				

	Number of employees who leave the organization due to dismissal or any		54	67						
3	other reason	persons	54	57	81	42 %				
3.1.1	men	persons	34	37	51	38 %				
3.1.2 3.2.1	women	persons	20	20	<u>30</u> 60	50 % 76 %				
3.2.1	under 29 years old inclusive 30 to 44 years old inclusive	persons	35 11	34 14	10	-29 %				
3.2.3	over 45 years old	persons	8	9	10	22 %				
4	Employee turnover	%	19 %	19 %	28 %	+9 pp.				
4.1.1	men	%	16 %	17 %	24 %	+7 pp.				
4.1.2	women	%	29 %	26 %	40 %	+14 pp.				
4.2.1	under 29 years old inclusive	%	103 %	72 %	154 %	+82 pp.				
4.2.2	30 to 44 years old inclusive over 45 years old	%	10 % 6 %	<u>13 %</u> 6 %	<u>10 %</u> 7 %	-4 pp. +1 pp.				
1.2.5		70	0 /0	0 /0	7 70	TI pp.	GRI 401-3	S1-15 – Work-life balance metrics		
	Parental leave						GKI 401-3	paragraph №93 (b)		
1	Number of employees on parental leave up to 1.5/3 years (at the end of	persons	13	13	10	-23 %				
1.1	the period) men	persons	7	7	5	-23 %				
1.1	women	persons	6	6	5	-17 %				
	Number of employees who returned from parental leave up to 1.5/3 years		-							
2	(during the period)	persons	10	11	7	-36 %				
2.1	men	persons	7	7	5	-29 %				
2.2	Women	persons	3	4	2	-50 %				
3	Total number of employees who were granted parental leave in the	persons	8	9	8	-11 %				
3.1	reporting year men	persons	7	7	5	-29 %				
3.1 3.2	women	persons	1	2	3	50 %				
	Workers who are not employees						GRI 2-8			
	Number of workers who are not employees but whose work is controlled	persons	1	1	1	0 %				
1	by the organization	20100110	-	•	*	0.0				
1.1	Number of non-staff employees (persons employed under civil law	persons	0	0	0	n/a				
1.1	contracts) as of the last date of the reporting period Additional information about employees									
1	Average number of employees across the reporting period	persons	295	304	306	0 %				
1.1	blue-collar workers	persons	167	173	174	0 %				
1.1.1	men	persons	156	160	160	0 %				
1.1.2	women	persons	11	13	13	6 %				
1.2	experts and white-collar workers	persons	92	96 43	98 42	2 % -3 %				
1.2.1 1.2.2	men women	persons persons	35 57	53	56	6 %				
1.3	managers	persons	36	35	34	-5 %				
1.3.1	men	persons	26	24	23	-6 %				
1.3.2	women	persons	10	11	11	-2 %				
2	Number of employees on the last date of the reporting period	persons	283	295	291	-1 %				
2	Number of employees on the last date of the reporting period including Finnish nationals	persons persons	283 282	295 294	291 289	-1 % -2 %				
2	Number of employees on the last date of the reporting period	persons	283	295	291	-1 %		S1-8 – Collective baraaining coverage and		
2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals	persons persons	283 282	295 294	291 289	-1 % -2 %	GRI 2-30	S1-8 – Collective bargaining coverage and social dialogue	UNCTAD C.4.1	
2 2.1 2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements	persons persons persons	283 282 1	295 294 1	291 289 2	-1 % -2 % 100 %	GRI 2-30 GRI 402-1	S1-8 – Collective bargaining coverage and social dialogue paragraph №60 (a)	UNCTAD C.4.1 SASB EM-MM-310a.1	
2 2.1 2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy	persons persons persons yes/no	283 282 1 yes	295 294 1 yes	291 289 2 yes	-1 % -2 % 100 %		social dialogue		
2 2.1 2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements	persons persons persons	283 282 1	295 294 1	291 289 2	-1 % -2 % 100 %		social dialogue		
$ \frac{2}{2.1} \\ 2.2 \\ 1 \\ 1.1 $	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements D the Collective Bargaining Agreements stipulate a minimum period of	persons persons persons yes/no %	283 282 1 yes 100 %	295 294 1 yes 100 %	291 289 2 yes 100 %	-1 % -2 % 100 % n/a +0 pp		social dialogue		
2 2.1 2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements the collective agreements notice to employees regarding material changes in the company's	persons persons persons yes/no	283 282 1 yes	295 294 1 yes	291 289 2 yes	-1 % -2 % 100 %		social dialogue		
2 2.1 2.2 1 1.1 2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business?	persons persons persons yes/no %	283 282 1 yes 100 % yes	295 294 1 yes 100 % yes	291 289 2 yes 100 % yes	-1 % -2 % 100 % n/a +0 pp n/a		social dialogue		
$ \frac{2}{2.1} 2.2 1 1 1.1 $	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the	persons persons persons yes/no %	283 282 1 yes 100 %	295 294 1 yes 100 %	291 289 2 yes 100 %	-1 % -2 % 100 % n/a +0 pp		social dialogue		
2 2.1 2.2 1 1.1 2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business?	persons persons persons yes/no yes/no	283 282 1 yes 100 % yes	295 294 1 yes 100 % yes	291 289 2 yes 100 % yes	-1 % -2 % 100 % n/a +0 pp n/a		social dialogue		
2 2.1 2.2 1 1.1 2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the	persons persons persons yes/no yes/no	283 282 1 yes 100 % yes	295 294 1 yes 100 % yes	291 289 2 yes 100 % yes	-1 % -2 % 100 % n/a +0 pp n/a		social dialogue		
2 2.1 2.2 1 1.1 2 3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement	persons persons persons yes/no % yes/no week	283 282 1 yes 100 % yes	295 294 1 1 100 % yes 9	291 289 2 yes 100 % yes 9	-1 % -2 % 100 % n/a +0 pp n/a 0 %		social dialogue paragraph №60 (a)		
2 2.1 2.2 1 1.1 2 3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues?	persons persons persons yes/no % yes/no week	283 282 1 yes 100 % yes	295 294 1 1 100 % yes 9	291 289 2 yes 100 % yes 9	-1 % -2 % 100 % n/a +0 pp n/a 0 %		social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics		
2 2.1 2.2 1 1.1 2 3 4	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee	persons persons persons yes/no % yes/no week yes/no	283 282 1 100 % yes 9 yes	295 294 1 100 % yes 9 yes	291 289 2 100 % yes 9 yes	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a	GRI 402-1	social dialogue paragraph №60 (a) S1-13 – Training and skills development	SASB EM-MM-310a.1	
$ \frac{2}{2.1} \frac{1}{1.1} \frac{1}{1.1} \frac{1}{4} \frac{1}{1} \frac{1}{1.1} \frac{1}{1.1} $	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training	persons persons persons yes/no % yes/no week yes/no man-hours	283 282 1 1 9 yes 9 yes	295 294 1 1 00 % yes 9 yes	291 289 2 100 % yes 9 yes 8 880	-1 % -2 % 100 % n/a n/a 0 % n/a	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1.1 2 2 3 3 4	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training	persons persons persons yes/no % yes/no week yes/no man-hours man-hours	283 282 1 100 % yes 9 yes 7 167 5 513	295 294 1 1 100 % yes 9 yes 7 705 6 120	291 289 2 2 3 9 9 9 9 9 9 8 880 6 530	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a 15 % 7 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1.1 2.2 3 3 4 4	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women	persons persons persons yes/no % yes/no week yes/no man-hours man-hours	283 282 1 1 1 9 9 9 7 167 5 513 1 654	295 294 1 1 100 % yes 9 yes 7 705 6 120 1 585	291 289 2 100 % yes 9 yes 8 880 6 530 2 350	-1 % -2 % 100 % n/a 0 % n/a 15 % 7 % 48 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1.1 2.2 3 3 4	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women	persons persons persons yes/no % yes/no week yes/no man-hours man-hours	283 282 1 100 % yes 9 yes 7 167 5 513	295 294 1 1 100 % yes 9 yes 7 705 6 120	291 289 28 9 100 % yes 9 yes 8 880 6 530 2 350 1 095	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a 15 % 7 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.2 2.2 1 1 1.1 2 3 4 4 1 1.1.1 1.2.1 1.2.2 1.2.3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers	persons persons persons yes/no % yes/no week yes/no man-hours man-hours man-hours man-hours man-hours	283 282 1 1 9 9 9 9 9 9 9 7 167 5 513 1 654 644 644 643	295 294 1 9 9 9 7 705 6 120 1 585 524 2 176 5 006	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 1 095 3 271 4 513	-1 % -2 % -2 % -100 % n/a n/a n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % -10 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1 1.1 2 2 3 4 4 4 1 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers blue-collar workers	persons persons persons yes/no % yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours man-hours	283 282 1 1 100 % yes 9 yes 7 167 5 513 1 654 644 1 660 4 863 25	295 294 1 1 100 % yes 9 yes 9 yes 205 5 005 5 0120 1 585 5 24 2 176 5 006 26	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 1 095 1 095 1 095 1 3271 3 271	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % -10 % 17 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2. 2.1 2.2 1 1.1 2.2 3 3 4 1 1.1.1 1.1.2 1.2.1 1.2.1 1.2.3 2.2 1.2.3 2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements sipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers blue-collar workers Average hours of training per year men	persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours hours	283 282 1 1 9 9 7 167 5 513 1 654 644 1 660 4 863 25	295 294 1 1 9 9 9 7705 6 120 1 585 524 2 176 5 006 26 28	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 2 350 1 095 3 271 3 71 3 31 30	-1 % -2 % 100 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % -10 % 17 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1.1 2.2 3 3 4 4 4 1.1.1 1.1.2 1.2.1 1.2.2 1.2.3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers blue-collar workers	persons persons persons yes/no % yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours man-hours	283 282 1 1 100 % yes 9 yes 7 167 5 513 1 654 644 1 660 4 863 25	295 294 1 1 100 % yes 9 yes 9 yes 205 5 005 5 0120 1 585 5 24 2 176 5 006 26	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 1 095 1 095 1 095 1 3271 3 271	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % -10 % 17 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1 1.1 2 3 4 4 1 1.1.1 1.1.2 1.2.1 1.2.3 2.1 2.1	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training managers experts and white-collar workers blue-collar workers Average hours of training per year men women	persons persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours	283 282 1 1 100 % 9 9 yes 9 yes 7 167 5 513 1 654 644 644 660 1 660 1 660 2 5 2 6 2 4	295 294 1 1 100% yes 9 yes 9 yes 5 24 2176 5 006 26 28 21	291 289 2 100 % 9 9 yes 8 880 6 530 2 350 1 095 2 350 1 095 3 271 4 513 3 1 30 31	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % 10 % 10 % 17 % 8 % 52 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2. 2.1 2.2 1 1.1 2.2 3 3 4 4 1.1.1 1.1.2 1.2.1 1.2.1 2.1.2 2.1.1 2.1.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements sipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers blue-collar workers Average hours of training per year men	persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours hours	283 282 1 1 9 9 7 167 5 513 1 654 644 1 660 4 863 25	295 294 1 1 9 9 9 7705 6 120 1 585 524 2 176 5 006 26 28	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 2 350 1 095 3 271 3 71 3 31 30	-1 % -2 % 100 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % -10 % 17 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2.1 2.1 2.2 1 1.1.1 2 3 4 4 1 1.1.1 1.1.2 1.2.2 2.1.1 2.1.2 2.2.1	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women worage hours of training per year Average hours of training per year Average hours of training per year managers	persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours	283 282 1 9 9 9 7 167 5 513 1 654 644 644 644 644 644 644 25 26 26 26 24	295 294 1 1 yes 100 % yes 9 yes 7 705 6 120 1 585 524 2 176 5 006 26 28 28 21	291 289 28 9 9 9 9 9 9 8 880 6 530 2 350 1 095 3 271 3 1 30 30 31 32	-1 % -2 % 100 % n/a n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % 52 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2. 2.1 2.2 1 1.1 2.2 3 4 4 1.1.1 1.1.2 1.2.1 2.1.1 2.1.2 2.1.1 2.1.2 2.2.1 1.2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training experts and white-collar workers Average hours of training per year men women managers experts and white-collar workers	persons persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours hours hours hours hours	283 282 1 1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	295 294 1 1 100 % yes 9 yes 9 yes 20 5 5 24 2 176 26 28 21 15 5 24 2176 28 21	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 6 530 2 350 1 095 3 271 4 513 3 1 30 31 32 34	-1 % -2 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 21 2.2 1 1.1 2.2 3 4 4 1 1.1.1 1.1.2 1.2.1 1.2.2 2.2.1 2.2.1 2.2.1	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business? More to collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers Average hours of training per year men women managers Average hours of training per year men women managers experts and white-collar workers blue-collar workers	persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours	283 282 1 9 9 9 7 167 5 513 1 654 644 644 644 644 644 644 25 26 26 26 24	295 294 1 1 yes 100 % yes 9 yes 7 705 6 120 1 585 524 2 176 5 006 26 28 28 21	291 289 28 9 9 9 9 9 9 8 880 6 530 2 350 1 095 3 271 3 1 30 30 31 32	-1 % -2 % 100 % n/a n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % 52 %	GRI 402-1	social dialogue paragraph N960 (a) S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984	SASB EM-MM-310a.1	
2. 2.1 2.2 1 1.1 2.2 3 4 4 1.1.1 1.1.2 1.2.1 2.1.1 2.1.2 2.1.1 2.1.2 2.2.1 1.2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Norilsk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers Average hours of training per year Merage hours of training per year Menagers experts and white-collar workers blue-collar workers Bue-collar workers	persons persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours hours hours hours hours	283 282 1 1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	295 294 1 1 100 % yes 9 yes 9 yes 20 5 5 24 2 176 26 28 21 15 5 24 2176 28 21	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 6 530 2 350 1 095 3 271 4 513 3 1 30 31 32 34	-1 % -2 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2. 2.1 2.2 1 1.1 2.2 3 4 4 1.1.1 1.1.2 1.2.1 2.1.1 2.1.2 2.1.1 2.1.2 2.2.1 1.2.2	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the collective Bargaining Agreements sipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulate a the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training managers experts and white-collar workers blue-collar workers Average hours of training per year managers experts and white-collar workers blue-collar workers Average hours of training per year managers experts and white-collar workers blue-collar workers	persons persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours man-hours hours hours hours hours	283 282 1 1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	295 294 1 1 100 % yes 9 yes 9 yes 20 5 5 24 2 176 26 28 21 15 5 24 2176 28 21	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 6 530 2 350 1 095 3 271 4 513 3 1 30 31 32 34	-1 % -2 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 %	GRI 402-1	social dialogue paragraph Nº60 (a) S1-13 – Training and skills development metrics paragraph Nº83 (b); paragraph Nº84 S1-13 – Training and skills development	SASB EM-MM-310a.1	
2 2.1 2.2 1 1.1 2.2 3 4 4 1 1.1.1 1.1.2 1.2.1 1.2.1 1.2.2 1.2.3 2.1.1 2.1.2 2.2.1 2.2.2 2.2.3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business? More Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers blue-collar workers Buerollar workers blue-collar workers Average hours of training per year men women men women men women men women werage hours of training per year men women men women <td>persons persons persons % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours hours hours</td> <td>283 282 1 1 9 9 9 7 167 5 513 1 654 644 1 660 25 26 26 26 24 18 19 30</td> <td>295 294 1 1 yes 9 yes 9 yes 7 705 6 120 1 585 524 2 176 5 006 26 28 21 15 15 5 23 30</td> <td>291 289 2 2 9 9 9 9 9 8 880 6 530 2 350 2 350 1 095 3 271 3 1 3 1 3 1 3 1 3 2 3 4 2 8</td> <td>-1 % -2 % 100 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 % 49 % -7 %</td> <td>GRI 402-1</td> <td>social dialogue paragraph N960 (a) S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984 S1-13 – Training and skills development metrics</td> <td>SASB EM-MM-310a.1</td> <td></td>	persons persons persons % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours hours hours	283 282 1 1 9 9 9 7 167 5 513 1 654 644 1 660 25 26 26 26 24 18 19 30	295 294 1 1 yes 9 yes 9 yes 7 705 6 120 1 585 524 2 176 5 006 26 28 21 15 15 5 23 30	291 289 2 2 9 9 9 9 9 8 880 6 530 2 350 2 350 1 095 3 271 3 1 3 1 3 1 3 1 3 2 3 4 2 8	-1 % -2 % 100 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 % 49 % -7 %	GRI 402-1	social dialogue paragraph N960 (a) S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984 S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 21 21 22 1 1.1 2 3 4 1 1.1.1 1.1.2 1.2.3 2.2.1 2.2.2 2.2.1 2.2.2 2.2.3 1 1	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements stipulate a minimum period of notice to employees regarding material changes in the company's business? Minimum period of notice to employees regarding material changes in the company's business stipulated by the Collective Bargaining Agreement Do the Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women werage hours of training per year Average hours of training per year men women men women men women managers experts and white-collar workers blue-collar workers bue-collar workers blue-collar workers Percentage of employees receiving regular performance and career development reviews Number of employees who received a regular performance and career development review during the reporting period	persons persons persons yes/no % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours hours hours hours hours hours hours	283 282 1 1 1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	295 294 1 1 1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	291 289 2 100 % yes 9 yes 8 880 6 530 2 350 1 095 3 271 4 513 3 1 30 31 31 32 32 34 28	-1 % -2 % 100 % n/a +0 pp n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 50 % -10 % 17 % 8 % 52 % 109 % -10 % -7 % -16 %	GRI 402-1	social dialogue paragraph N960 (a) S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984 S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	
2 2.1 2.2 1 1.1 2.2 3 4 4 1 1.1.1 1.1.2 1.2.1 1.2.1 1.2.2 1.2.3 2.1.1 2.1.2 2.2.1 2.2.2 2.2.3	Number of employees on the last date of the reporting period including Finnish nationals including non-Finnish nationals Collective bargaining agreements Availability of collective agreements in Noriisk Nickel Harjavalta Oy Share of employees covered by collective agreements Do the Collective Bargaining Agreements in the company's business? Minimum period of notice to employees regarding material changes in the company's business? More Collective Bargaining Agreements cover health and safety issues? Average hours of training per year per employee Scope of training men women managers experts and white-collar workers blue-collar workers Buerollar workers blue-collar workers Average hours of training per year men women men women men women men women werage hours of training per year men women men women <td>persons persons persons % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours hours hours</td> <td>283 282 282 1 yes 9 yes 7 167 5 513 1 654 644 1 663 25 24 18 19 30</td> <td>295 294 1 1 yes 100 % yes 9 yes 7 705 6 120 1 585 524 2 176 5 006 26 28 21 15 5 23 30</td> <td>291 289 2 2 9 9 9 9 9 8 880 6 530 2 350 2 350 1 095 3 271 3 1 3 1 3 1 3 1 3 2 3 4 2 8</td> <td>-1 % -2 % 100 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 % 49 % -7 %</td> <td>GRI 402-1</td> <td>social dialogue paragraph N960 (a) S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984 S1-13 – Training and skills development metrics</td> <td>SASB EM-MM-310a.1</td> <td></td>	persons persons persons % yes/no week yes/no week yes/no man-hours man-hours man-hours man-hours man-hours hours hours hours hours hours	283 282 282 1 yes 9 yes 7 167 5 513 1 654 644 1 663 25 24 18 19 30	295 294 1 1 yes 100 % yes 9 yes 7 705 6 120 1 585 524 2 176 5 006 26 28 21 15 5 23 30	291 289 2 2 9 9 9 9 9 8 880 6 530 2 350 2 350 1 095 3 271 3 1 3 1 3 1 3 1 3 2 3 4 2 8	-1 % -2 % 100 % 100 % n/a 0 % n/a 0 % n/a 15 % 7 % 48 % 109 % 52 % 109 % 49 % -7 %	GRI 402-1	social dialogue paragraph N960 (a) S1-13 – Training and skills development metrics paragraph N983 (b); paragraph N984 S1-13 – Training and skills development metrics	SASB EM-MM-310a.1	

1.3	letter en Henrensterne		144	153	114	-25 %	
1.3.1	blue-collar workers men	persons persons	136	155	114	-25 %	
1.3.2	women	persons	8	11	7	-36 %	
1.4	experts and white-collar workers	persons	82	86	86	0 %	
1.4.1	men	persons	37	34	46	35 %	
1.4.2	women	persons	45	52	40	-23 %	
1.5	managers	persons	21	34	30	-12 %	
1.5.1	men	persons	<u>12</u> 9	23	20	- <u>13 %</u> -9 %	
1.5.2	Percentage of employees who received a regular performance and career						
2	development review during the reporting period	%	87 %	93 %	79 %	-14 pp	
2.1	men	%	86 %	91 %	80 %	-11 pp	
2.2	women	%	91 %	96 %	76 %	-20 pp	
2.3	blue-collar workers	%	89 %	92 %	70 %	-21 pp	
2.3.1	men	%	89 %	91 % 100 %	70 %	-21 pp	
2.3.2 2.4	experts and white-collar workers	%	<u>89 %</u> 94 %	91 %	70 % 91 %	-30 pp -1 pp	
2.4.1	men	%	97 %	87 %	112 %	+25 pp	
2.4.2	women	%	92 %	95 %	74 %	-20 pp	
2.5	managers	%	60 %	100 %	88 %	-12 pp	
2.5.1	men	%	48 %	100 %	87 %	-13 pp	
2.5.2	women	%	90 %	100 %	91 %	-9 pp	
3.1	Number of employees assessed by KPI in the reporting year	persons	283	295	291	-1 %	
3.2	men women	persons	213 70	218	216 75	-1 %	
3.3	blue-collar workers	persons	161	167	162	-3 %	
3.3.1	men	persons	150	156	152	-3 %	
3.3.2	women	persons	11	11	10	-9 %	
3.4	experts and white-collar workers	persons	87	94	95	1 %	
3.4.1	men	persons	38	39	41	5 %	
3.4.2	women	persons	49	55	54	-2 %	
3.5 3.5.1	managers	persons	35 25	34 23	34	0 %	
3.5.2	men women	persons persons	10	11	23	0 %	
4	Percentage of employees assessed by KPI in the reporting year	%	100 %	100 %	100 %	+0 pp	
	Occupational health and safety	,,,	100 //	100 /0	100 /0	to pp	
	Work-related injuries and ill health						GRI 403-9 S1-14 – Health and safety metrics SASB EM-MM-320a.1
						50.0/	GRI 403-10 paragraph №88 (b; c; d) UNCTAD C.3.2
1	Total work-related injuries, including	persons	0	2	3	50 %	
1.1	men women	persons	0	2	0	50 % n/a	
1.2	Total work-related fatalities	persons	0	0	0	n/a	
2.1	men	persons	0	0	0	n/a	
2.1	men women	persons	0	0	0	n/a n/a	
2.1 2.2 3	men women High-consequence work-related injuries (excluding fatalities)	persons persons persons	0	0 0 0	0	n/a n/a n/a	
3.1	Women High-consequence work-related injuries (excluding fatalities) men	persons persons persons	0 0 0	0	0 0 0	n/a n/a n/a	
3 3.1 3.2	women High-consequence work-related injuries (excluding fatalities) men women	persons persons persons persons	0 0 0 0	0	0	n/a n/a n/a n/a	
3 3.1 3.2 4	High-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries women	persons persons persons persons persons	0 0 0 0 0	0	0 0 0	n/a n/a n/a n/a 50 %	
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \end{array} $	women High-consequence work-related injuries (excluding fatalities) men women Total minor work-related injuries men	persons persons persons persons persons persons	0 0 0 0 0 0	0 0 0 2 2	0 0 0	n/a n/a n/a 50 % 50 %	
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 4.2 $	women	persons persons persons persons persons persons persons	0 0 0 0 0	0	0 0 0	n/a n/a n/a 50 % 50 % n/a	
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 5 \\ 5 $	women High-consequence work-related injuries (excluding fatalities) men women Total minor work-related injuries men	persons persons persons persons persons persons	0 0 0 0 0 0	0 0 0 2 2 0	0 0 0 0 3 3 0	n/a n/a n/a 50 % 50 %	
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 5 \\ 5.1 \\ 5.2 \\ 5.2 $	Women High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total instances of work-related ill health, including	persons persons persons persons persons persons persons diagnosis	0 0 0 0 0 0 0 0	0 0 2 2 0 0	0 0 0 3 3 0 0	n/a n/a n/a 50 % 50 % n/a n/a	
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 5 \\ 5.1 \\ 5.1 $	women High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total minor work-related injuries Total instances of work-related ill health, including men women	persons persons persons persons persons persons diaqnosis diaqnosis diaqnosis	0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a	
3 3.1 3.2 4 4.1 4.2 5 5.1 5.1 5.2 6	women High-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries women Total instances of work-related ill health, including men Women women Total instances of work-related ill health, including men Women women Total on the occupational injuries requiring medical treatment women	persons persons persons persons persons persons diagnosis diagnosis diagnosis	0 0 0 0 0 0 0 0 0 0 0 15	0 0 2 2 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 1	n/a n/a n/a 50 % n/a n/a n/a n/a n/a n/a	
3 3.1 3.2 4 4.1 4.2 5 5.1 5.2 6 7	Women Hiah-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Men Vomen Total instances of work-related ill health, including Men Women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis unit	0 0 0 0 0 0 0 0 0 0 0 15 316	0 0 2 2 0 0 0 0 0 0 224	0 0 0 3 3 0 0 0 0 0 1 252	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 5 \\ 5.1 \\ 5.2 \\ 6 \\ \hline 7 \\ 8 \end{array} $	women High-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men Total minor work-related injuries men Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis unit persons	0 0 0 0 0 0 0 0 0 0 0 15 316 0	0 0 2 2 0 0 0 0 0 0 224 0	0 0 0 3 3 0 0 0 0 0 1 252 0	n/a n/a n/a 0 % 50 % n/a n/a n/a n/a n/a n/a 13 % n/a -1 %	
3 3.1 3.2 4 4.1 4.2 5 5.1 5.2 6 7	Women Hiah-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Men Vomen Total instances of work-related ill health, including Men Women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis unit	0 0 0 0 0 0 0 0 0 0 0 0 15 316 0 466 208 0	0 0 2 2 0 0 0 0 0 0 224	0 0 0 3 3 0 0 0 0 0 1 252	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a -1 % 52 %	for 1 million hours worked
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 5 \\ 5.1 \\ 5.2 \\ 6 \\ \hline 7 \\ 8 \\ 9 \end{array} $	women High-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men Total instances of work-related ill health, including men women Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis unit persons	0 0 0 0 0 0 0 0 0 0 15 316 0 466 208 0 0,00000	0 0 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 1 252 0 476 157 6,30 0,0103	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a 13 % n/a -1 % 52 %	for 1 million hours worked
$ \begin{array}{r} 3\\ 3.1\\ 3.2\\ 4\\ 4.1\\ 4.2\\ 5\\ 5.1\\ 5.2\\ 6\\ \hline \\ 7\\ \\ \\ 8\\ 9\\ 10\\ \end{array} $	women Hiah-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men Total instances of work-related ill health, including men women Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis unit persons	0 0 0 0 0 0 0 0 0 0 0 0 15 316 0 466 208 0	0 0 2 2 0 0 0 0 0 224 0 483 405 4,14	0 0 0 3 3 0 0 0 0 0 0 1 252 0 476 157 6,30	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a -1 % 52 %	for 1 million hours worked
$ \begin{array}{r} 3 \\ 3.1 \\ 3.2 \\ 4 \\ 4.1 \\ 4.2 \\ 5 \\ 5.1 \\ 5.2 \\ 6 \\ \hline 7 \\ 8 \\ 9 \\ 10 \\ 11 \\ \hline \end{array} $	women High-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis man-hours	0 0 0 0 0 0 0 0 0 0 15 316 0 466 208 0 0,0000 0,XXX	0 0 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 1 252 0 476 157 6,30 0,0103 XXX	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a 13 % n/a -1 % 52 % 52 % XXX	for 1 million hours worked
$\begin{array}{c} 3.1 \\ \hline 3.2 \\ 4 \\ 4.1 \\ \hline 5 \\ 5.1 \\ 5.2 \\ 6 \\ \hline 7 \\ 8 \\ 9 \\ 10 \\ 11 \\ 11 \end{array}$	women Hiah-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men Total instances of work-related ill health, including men women Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons persons persons persons persons persons diagnosis diagnosis diagnosis persons unit persons man-hours persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 0 0 0 483 405 4,14 0,0068 XXX 0	0 0 0 3 3 0 0 0 0 0 0 1 252 0 476 157 6,30 0,0103 XXX 0	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a 13 % 52 % 52 % XXX n/a	for 1 million hours worked
$\begin{array}{c} 3.1 \\ \hline 3.1 \\ 3.2 \\ \hline 4.1 \\ 4.2 \\ \hline 5.1 \\ 5.1 \\ 5.2 \\ \hline 6 \\ \hline 7 \\ 8 \\ 9 \\ \hline 10 \\ 111 \\ \hline 11.1 \\ \end{array}$	women Hiah-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men vomen Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Cotal number of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents:	persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis man-hours man-hours persons persons	0 0 0 0 0 0 0 0 0 0 15 316 0 466 208 0 0,0000 0,XXX	0 0 2 2 0 0 0 0 224 0 0 483 405 4,14 0,0068 XXX 0 0	0 0 0 3 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a 50 % 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a 13 % 52 % 52 % 52 % XXX xXx	for 1 million hours worked
$\begin{array}{c} 3\\ \hline 3.1\\ \hline 3.2\\ \hline 4\\ \hline 4.2\\ \hline 5.5\\ \hline 5.1\\ \hline 5.2\\ \hline 6\\ \hline 7\\ \hline 8\\ 9\\ \hline 9\\ 10\\ \hline 11\\ \hline 11\\ \hline 11.1\\ 11.2\end{array}$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including men women Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling from height	persons persons persons persons persons persons diagnosis diagnosis diagnosis persons unit persons man-hours persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 0 0 0 483 405 4,14 0,0068 XXX 0	0 0 0 3 3 0 0 0 0 0 0 1 252 0 476 157 6,30 0,0103 XXX 0	n/a n/a n/a 50 % 50 % 50 % n/a n/a n/a n/a n/a n/a 13 % 13 % 52 % 52 % XXX XXX n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3.1 \\ \hline 3.1 \\ 3.2 \\ \hline 4.1 \\ 4.2 \\ \hline 5.1 \\ 5.1 \\ 5.2 \\ \hline 6 \\ \hline 7 \\ 8 \\ 9 \\ \hline 10 \\ 111 \\ \hline 11.1 \\ \end{array}$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling from height Employee falling	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis persons man-hours persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 0 0 0 224 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 1 252 0 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a 13 % 52 % 52 % 52 % XXX x/x n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 4\\ 4\\ 4\\ 1\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 5\\ 6\\ 7\\ 8\\ 9\\ 9\\ 9\\ 9\\ 9\\ 10\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 2\\ 11\\ 3\\ 11.4 \end{array}$	women High-consequence work-related injuries (excluding fatalities) Indication of the second	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 0 224 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 1 1 252 0 0 1 252 0 0 1 252 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a 13 % 52 % 52 % XXX n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ \hline 3.1\\ \hline 3.2\\ \hline 4\\ 4.1\\ \hline 4.2\\ \hline 5\\ \hline 5\\ 5\\ \hline 5\\ 5\\ \hline 6\\ \hline \\ 7\\ \hline \\ 8\\ 9\\ \hline \\ 10\\ \hline 11\\ \hline 11.1\\ \hline 11.2\\ \hline 11.3\\ \hline 11.4\\ \hline 11.5\\ \end{array}$	women Iiqh-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total minor work-related injuries Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of non-lost time occupational diseases Total mman-hours worked I.TIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee failing from height Employee failing from height Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Exposure to flying parts and objects (Fiving Parts)	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis persons man-hours persons persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 224 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 1 252 0 0 476 157 6,30 0,0103 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 3\\ 4\\ 4\\ 4\\ 4\\ 1\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 1\\ 1\\ 5\\ 2\\ 6\\ 6\\ 7\\ 8\\ 9\\ 10\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries men vomen Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Traffic accidents Employee falling form height Employee falling form height Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Exposure to flying parts and objects (Flying Parts) Falling contexponent	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis persons persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 2 2 0 0 0 0 0 0 0 0 483 405 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 1 252 0 0 0 1 252 0 0 1 252 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a 50 % 50 % 50 % n/a n/a n/a n/a n/a n/a 13 % n/a 13 % n/a 52 % XXX n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ \hline 3.1\\ \hline 3.2\\ \hline 4\\ -4.1\\ \hline 4.2\\ \hline 5.5\\ \hline 5\\ -5\\ -6\\ \hline \\ 7\\ \hline \\ 8\\ 9\\ 9\\ -10\\ \hline 11\\ 11.1\\ \hline 11.2\\ \hline 11.2\\ \hline 11.4\\ \hline 11.5\\ \hline 11.6\\ \hline 11.7\\ \end{array}$	women Hiah-consequence work-related injuries (excluding fatalities) men Total minor work-related injuries men Total instances of work-related ill health, including men women Total instances of work-related ill health, including men women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total anumber of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Traffic accidents Employee falling from height Employee falling from height Employee falling from height Employee falling Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Falling objects Falling objects	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis persons unit persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 0 224 0 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 0 1 252 0 0 0 1 252 0 0 0 476 157 6,30 0,0103 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a 50 % 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a 13 % n/a 52 % 52 % 52 % 52 % XXX n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 3\\ 4\\ 4\\ 4\\ 4\\ 1\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 1\\ 1\\ 5\\ 2\\ 6\\ 6\\ 7\\ 8\\ 9\\ 10\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11$	women High-consequence work-related injuries (excluding fatalities) Indication of the second of th	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis persons persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 224 0 0 413 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 1 252 0 0 476 157 6,30 0,0103 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3.1\\ 3.2\\ 4\\ 4.1\\ 4.2\\ 5\\ 5.1\\ 5.2\\ 6\\ \hline \\ 7\\ 8\\ 9\\ 9\\ 9\\ 9\\ 9\\ 10\\ 111\\ 11.2\\ 11.2\\ 11.3\\ 11.4\\ 11.5\\ 11.6\\ 11.7\\ 11.8\\ \end{array}$	women High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including men Women Total instances of work-related ill health, including men Women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling from height Exposure to fiving parts of machinery and equipment (Moving Parts) Falling objects Moving objects Moving objects Moving objects Rock fall Interaction b	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis persons unit persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 0 224 0 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 0 1 252 0 0 0 1 252 0 0 0 476 157 6,30 0,0103 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a 50 % 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a 13 % n/a 52 % 52 % 52 % 52 % XXX n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ \hline 3.1\\ \hline 3.2\\ \hline 4\\ -4.1\\ \hline 4.2\\ \hline 5.5\\ \hline 5\\ -5\\ -6\\ \hline \\ 7\\ \hline \\ 8\\ 9\\ 9\\ -10\\ \hline 11\\ 11.1\\ \hline 11.2\\ \hline 11.2\\ \hline 11.4\\ \hline 11.5\\ \hline 11.6\\ \hline 11.7\\ \end{array}$	women High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total minor work-related injuries Total instances of work-related ill health, including Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of mon-lost self of com occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling from height Employee falling read equipment (Noving Parts) Exposure to moving, rotating parts of machinery and equipment (Noving Parts) Exposure to flying parts and objects (Flying Parts) Koving objects Rock fall Interaction between self-propelled equipment and workers)	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis persons man-hours persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 224 0 0 413 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 0 1 252 0 0 476 157 6,30 0,0103 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ \hline 3.1\\ \hline 3.2\\ \hline 4\\ 4.1\\ \hline 4.2\\ \hline 5\\ \hline 5\\ 5\\ \hline 5\\ 5\\ \hline 6\\ \hline \\ \hline \\ 7\\ \hline \\ 8\\ 9\\ 9\\ 10\\ \hline 11\\ \hline 11.2\\ \hline 11.3\\ \hline 11.2\\ \hline 11.3\\ \hline 11.4\\ \hline 11.5\\ \hline 11.6\\ \hline 11.7\\ \hline 11.8\\ \hline 11.9\end{array}$	women High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including men Women Total instances of work-related ill health, including men Women Number of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling from height Exposure to fiving parts of machinery and equipment (Moving Parts) Falling objects Moving objects Moving objects Moving objects Rock fall Interaction b	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis persons man-hours persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 224 0 0 224 0 0 4,13 40,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 1 252 0 0 476 157 6,30 0,0103 XXX 0 0,0103 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 3\\ 4\\ 4\\ 4\\ 4\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\ 1\\$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries Total instances of work-related ill health, including Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of non-lost time occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Traffic accidents Employee falling from height Employee falling from height Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Exposure to flying parts and objects (Flying Parts) Rodk fall Interaction between self-propelled equipment and workers (pedestrians) (Self-Propelled Equipment and Worker) Exposure to exterme Temperatures(SEXTeme Temperatures)	persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 1 252 0 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3.1\\ 3.2\\ 4\\ 4.1\\ 4.2\\ 5\\ 5.1\\ 5.2\\ 6\\ \hline \\ 7\\ 8\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 10\\ 111\\ 11.2\\ 11.3\\ 11.4\\ 11.5\\ 11.6\\ 11.7\\ 11.8\\ 11.9\\ 11.9\\ 11.11\\ 11.12\\ \end{array}$	women High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries men Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling form height Employee falling for height Employee falling for height Employee falling Parts) Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Exposure to flying parts and objects (Flying Parts) Kock fall Interaction between self-propelled equipment and workers (pedeestrians) (Self-Propelled Equipment and Worker) Exposure to extreme temperatures (Extreme Temperatures) Ekposure to hazardous and noxious substances) Substances)	persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 0 0 0 0 0 1 1 252 0 0 1 252 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a n/a 50 % 50 % 50 % n/a n/a n/a n/a n/a 13 % n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 3\\ 2\\ 4\\ 4\\ 4\\ 4\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 6\\ 7\\ 8\\ 9\\ 10\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries (excluding fatalities) Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Traffic accidents Employee falling Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Exposure to fiving parts and objects (Fiving Parts) Kork fall Interaction between self-propelled equipment and workers (pedestrians) (Self-Propelled Equipment to Nork erabures (Extreme Temperatures) Exposure to hazardous and noxious substances (Hazardous and Noxious Substances) Damage caused by explosions (Explosion)	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis persons man-hours persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 224 0 0 224 0 0 413 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 1 252 0 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3.1\\ 3.2\\ 4\\ 4.1\\ 4.2\\ 5\\ 5.1\\ 5.2\\ 6\\ \hline \\ 7\\ 8\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 10\\ 111\\ 11.2\\ 11.3\\ 11.4\\ 11.5\\ 11.6\\ 11.7\\ 11.8\\ 11.9\\ 11.9\\ 11.11\\ 11.12\\ \end{array}$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Traffic accidents Employee falling from height Employee falling from height Employee falling from height Employee falling from occupational on the following objects (Self-Propelled Equipment and workers (pedestrians) (Self-Propelled Equipment and workers (pedestrians) (Self-Propelled Equipment and workers (pedestrians) Exposure to hazardous and noxious substances (Hazardous and noxious Substances) Damage caused by explosions (Explosion) Other	persons persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 0 1 1 252 0 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 4\\ 4\\ 4\\ 4\\ 1\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 6\\ 7\\ 8\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\ 9\\$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of mon-lost time occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Employee falling from height Exposure to moving, rotating parts of machinery and equipment (Moving Parts) Exposure to flying parts and objects (Flying Rats) Falling objects Rock fall Interaction between self-propelled equipment and worker) Exposure to extreme temperatures (Extreme Temperatures) Exposure to hazardous and noxious substances (Hazardous and Noxious Substances) Damage caused by explosions (Explosion) Cyther For independent non-Group Contractors for the reporting year	persons persons persons persons persons persons persons persons persons persons man-hours persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 1 1 252 0 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked
$\begin{array}{c} 3\\ 3\\ 3\\ 3\\ 3\\ 2\\ 4\\ 4\\ 4\\ 4\\ 4\\ 2\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 5\\ 6\\ 7\\ 8\\ 9\\ 10\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11\\ 11$	women High-consequence work-related injuries (excluding fatalities) High-consequence work-related injuries Total minor work-related injuries men Total instances of work-related ill health, including Total instances of work-related ill health, including Total instances of work-related ill health, including Mumber of non-lost time occupational injuries requiring medical treatment Near miss incidents Number of employees died from occupational diseases Total man-hours worked LTIFR Incidence rate of occupational injuries For the entity employees for the reporting year Total number of work-related fatalities as a result of accidents, including as a result of the following incidents: Traffic accidents Employee falling from height Employee falling from height Employee falling from height Employee falling from occupational on the following objects (Self-Propelled Equipment and workers (pedestrians) (Self-Propelled Equipment and workers (pedestrians) (Self-Propelled Equipment and workers (pedestrians) Exposure to hazardous and noxious substances (Hazardous and noxious Substances) Damage caused by explosions (Explosion) Other	persons persons persons persons persons persons persons diagnosis diagnosis diagnosis diagnosis diagnosis diagnosis persons man-hours persons	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 2 2 0 0 0 0 0 0 483 405 4,14 0,0068 XXX 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 3 3 3 0 0 0 0 0 0 1 1 252 0 0 0 0 1 252 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	n/a n/a n/a n/a 50 % 50 % n/a n/a n/a n/a n/a n/a n/a n/a n/a n/a	for 1 million hours worked

12.1	Traffic accidents	persons	-	0	0	n/a			
12.2	Employee falling from height	persons	-	0	0	n/a			
12.3	Employee falling	persons	-	0	0	n/a			
12.4	Exposure to moving, rotating parts of machinery and equipment (Moving	persons	-	0	0	n/a			
12.4	Parts) Exposure to flying parts and objects (Flying Parts)	norconc		0	0				
12.5	Exposure to hying parts and objects (Fiying Parts) Falling objects	persons		0	0	n/a n/a			
12.7	Moving objects	persons	-	0	0	n/a			
12.8	Rock fall	persons	-	0	0	n/a			
	Interaction between self-propelled equipment and workers (pedestrians)								
12.9	(Self-Propelled Equipment and Worker)	persons	-	0	0	n/a			
12.10	Exposure to extreme temperatures (Extreme Temperatures)	persons	-	0	0	n/a			
12.11	Electric shock (Exposure to Electric Arcs)	persons	-	0	0	n/a			
	Exposure to hazardous and noxious substances (Hazardous and Noxious	persons	-	0	0	n/a			
12.12	Substances)			0	0				
12.13	Damage caused by explosions (Explosion)	persons		0	0	n/a n/a			
12.14	Other Worker participation, consultation, and communication on occupati			0	0	n/a	GRI 403-4		
	Number of joint management-worker occupational health and safety								
1	committees (commissions)	Quantity	2	1	2	100 %			
	Workers covered by an occupational health and safety						GRI 403-8	S1-14 – Health and safety metrics	
	management system						GKI 405-0	paragraph №88 (a)	
	Information on the Occupational Health and Safety Management		XXX	XXX	XXX	XXX			
1	System (OHSMS)								
1.1	Business unit has OHSMS in place	yes/no	yes	yes	yes	n/a			
1.2	OHSMS covers all contractor employees working at the company's sites	yes/no	yes	yes	yes	n/a			
1.3	The percentage of people in its own workforce who are covered by the OHSMS	%	100 %	100 %	100 %	+0pp.			
	OHSMS of the company duly underwent an internal audit in the reporting								
1.4	vear	yes/no	yes	yes	yes	n/a			
	OHSMS of the organization has a valid external audit certificate as of					- 1-			
1.5	December 31 of the reporting year (certification or supervisory)	yes/no	yes	yes	yes	n/a			
2	Information on occupational health services in the company		2004	2004	2004	2004			
2	(Article 5 of ILO Convention No. 161 – Occupational Health		XXX	XXX	XXX	XXX			
	Services Convention, 1985)								
	identification and assessment of the risks from health hazards in the								
2.1	workplace	yes/no	yes	yes	yes	n/a			
	surveillance of the factors in the working environment and working								
	practices which may affect workers' health, including sanitary installations,	yes/no	yes	yes	yes	n/a			
	canteens and housing where these facilities are provided by the employer	903/110	yes	yes	yes	nya			
2.2									
	advice on planning and organisation of work, including the design of								
2.3	workplaces, on the choice, maintenance and condition of machinery and	yes/no	yes	yes	yes	n/a			
2.5	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	yes	n/a			
2.4	new equipment	yc3/110	yes	yes	yes	n, a			
	advice on occupational health, safety and hygiene and on ergonomics and								
2.5	individual and collective protective equipment	yes/no	yes	yes	yes	n/a			
2.6	surveillance of workers' health in relation to work	yes/no	yes	yes	yes	n/a			
2.7	promoting the adaptation of work to the worker	yes/no	yes	yes	yes	n/a			
2.8	contribution to measures of vocational rehabilitation	yes/no	yes	yes	yes	n/a			
29	collaboration in providing information, training and education in the fields	yes/no	yes	yes	yes	n/a			
2.9	of occupational health and hygiene and ergonomics	-	yes	yes	yes	n/a			
2.10	organising of first aid and emergency treatment participation in analysis of occupational accidents and occupational	yes/no							
2.11	diseases	yes/no	yes	yes	yes	n/a			
	Human rights								
								S1-17 – Incidents, complaints and severe	
	Incidents of discrimination and corrective actions taken						GRI 406-1	human rights impacts	
	The first second second from the set of a first second second second first different second second second second							paragraph №103 (a)	
1	Total number of incidents of discrimination identified in the reporting	pcs.	0	0	0	n/a			
	period				-				
	Significant disputes relating to land use, customary rights of local communities and indigenous peoples								
	Number of significant disputes relating to land use, customary rights of								
1	local communities	pcs.	-	0	0	n/a			
	Information on strikes and other work stoppages due to labor								
	disputes							SASB EM-MM-310a.2	
1	Number of strikes during the reporting period	pcs.	0	0	0	n/a			
2	Information on strikes and other work stoppages due to labor disputes	ea	-	0	0	n/a			
3	Total duration of work stoppages involving 1,000 or more employees	man-days	-	0	0	n/a			
	lasting one full shift or longer due to labor disputes			-	-				





No.	Indicator	UoM	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
	Anti-corruption Communication and training about anti-corruption policies and p	rocedures					GRI 205-2		UNCTAD D.2.2	
1	Number of employees trained in anti-corruption policies and procedures	persons	244	291	291	0 %				
1.1	managers	persons	35	34	34	0 %				
1.2	experts and white-collar workers	persons	84	94	94	0 %				
1.3	blue-collar workers	persons	125	163	162	-1 %				
2	Percentage of employees trained in anti-corruption policies and procedures	%	86 %	99 %	100 %	+1 pp				
2.1	managers	%	100 %	100 %	100 %	+0 pp				
2.2	experts and white-collar workers	%	97 %	100 %	99 %	-1 pp				
2.3	blue-collar workers	%	78 %	98 %	100 %	+2 pp				
3	Total number of hours of training of employees in anti-corruption policies and methods	man-hours	-	146	146	0 %				
	Average number of hours of atraining of employees in anti-corruption			0.5	0.5					
3.1	policies and methods per person	hours	-	0,5	0,5	2 %				
								G1-4 – Incidents of		
	Confirmed incidents of corruption						GRI 205-3	corruption or bribery paragraph Nº24 (a);	UNCTAD D.2.1	
								paragraph №25 (a; b; c)		
1	Number of confirmed incidents of corruption	pcs.	0	0	0	n/a		<u> </u>		
2	Number of confirmed cases of dismissal of employees for corruption	persons	0	0	0	n/a				
	Number of confirmed cases of employees disciplined for corruption (criminal or administrative penalties or disciplinary sanctions imposed by	persons	0	0	0	n/a				
3	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	pcs.	0	0	0	n/a				
5	Number of public legal cases regarding corruption brought against the organization or its employees during the reporting period	pcs.	0	0	0	n/a				
6	Number of public legal cases regarding corruption closed against the organization or its employees during the reporting period	pcs.	0	0	0	n/a				
7	Number of convictions relating to corruption against the company or its employees during the reporting period	ea	-	0	0	n/a				
8	Total amount of penalties imposed on the organization or its employees relating to corruption and paid or payable (i.e. recognized and not disputes by the penalized person) during the reporting period	EUR	-	0	0	n/a				
	Senior management Proportion of senior management hired from the local									
	community						GRI 202-2			
1	Number of senior executives	persons	10	9	9	0 %				
1.1	Finnish nationals	persons	10	9	9	0 %				
1.2	non-Finnish nationals	persons	0	0	0	n/a				
2	Percentage of senior executives: Finnish nationals	%	100 %	100 %	100 %	+0 pp				
	Compliance									
	Compliance with laws and regulations						GRI 2-27			
1	Total number of cases of non-compliance with legislation	pcs.	0	0	0	n/a				
	and/or regulatory requirements during the reporting period	•		-						
1.1	Violation of the environmental law	pcs.	0	0	0	n/a				
1.2	Violation of other laws (including labor, tax, antitrust, etc.) Number of cases of non-compliance with legislation and/or	pcs.	0	0	0	n/a				
2	regulatory requirements during the reporting period resulting in imposition of penalty	pcs.	-	0	0	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				
	Number of cases of non-compliance with legislation and/or	P		-	-	.4=				
3	regulatory requirements during the reporting period resulting in the application of non-financial sanctions	pcs.	-	0	0	n/a				
3.1	Violation of the environmental law	pcs.	-	0	0	n/a				
3.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a				
		pc3.		<u> </u>	<u> </u>	1/4				

	Total number of penalties for cases of non-compliance with legislation and/or regulatory requirements that were paid	pcs.	-	0	0	n/a			
4	during the reporting period								
4.0.1	Violation of the environmental law	pcs.	-	0	0	n/a			
4.0.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a			
	including penalties for cases of non-compliance with legislation and/or	pcs.		0	0	n/a			
4.1	regulatory requirements that occurred within current reporting period	pcs.		0	-				
4.1.1	Violation of the environmental law	pcs.	-	0	0	n/a			
4.1.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a			
	including penalties for cases of non-compliance with legislation and/or	ncc		0	0	n/a			
4.2	regulatory requirements that occurred in previous reporting periods	pcs.	-	0	0	1ı/a			
4.2.1	Violation of the environmental law	pcs.	-	0	0	n/a			
4.2.2	Violation of other laws (including labor, tax, antitrust, etc.)	pcs.	-	0	0	n/a			
-	Total amount of penalties for cases of non-compliance with								
	legislation and/or regulatory requirements that were paid	EUR	-	0	0	n/a			
5	during the reporting period								
5.0.1	Violation of the environmental law	EUR	-	0	0	n/a			
5.0.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	-	0	0	n/a			
	including penalties for cases of non-compliance with legislation and/or			0	0	n/a			
5.1	regulatory requirements that occurred within current reporting period		-	0	0	II/a			
5.1.1	Violation of the environmental law	EUR	-	0	0	n/a			
5.1.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	-	0	0	n/a			
-	including penalties for cases of non-compliance with legislation and/or			0	0	<i>n</i> /n			
5.2	regulatory requirements that occurred in previous reporting periods		-	0	0	n/a			
5.2.1	Violation of the environmental law	EUR	-	0	0	n/a			
5.2.2	Violation of other laws (including labor, tax, antitrust, etc.)	EUR	-	0	0	n/a			
								G1-5 – Political influence	
							GRI 415-1	and lobbying activities	
	Political contributions							paragraph Nº25 (b.i)	
1	Total monetary value of political contributions	EUR	0	0	0	n/a			
1	rotar monetary value of political contributions	LUK	U	U	U	ii/a			

Contents Other



No.	Indicator	UoM	2021 year	2022 year	2023 year	Dynamics (growth rate)	Relevant GRI Standard's indices	Relevant ESRS Standard's Requirements	Other relevant Standards' indices	Notes
	Supply chain									
	New suppliers that were screened using environmental and social criteria						GRI 308-1	G1-2 – Management of relationships with suppliers paragraph №15 (b)		
1	Number of new suppliers of Norilsk Nickel Harjavalta	pcs.	8	29	52	79 %				
1.1	of which were screened using environmental criteria	pcs.	8	29	52	79 %				
1.2	of which were screened using social criteria	pcs.	8	29	52	79 %				
2	Percentage of new suppliers of Norilsk Nickel Harjavalta		XXX	XXX	XXX	XXX				
2.1	of which were screened using environmental criteria	%	100 %	100 %	100 %	+0 pp.				
2.2	of which were screened using social criteria	%	100 %	100 %	100 %	+0 pp.				
3	Number of suppliers and contractors having significant negative impacts	pcs.	-	0	0	n/a				
3.1	of which were screened using environmental criteria	pcs.	-	0	0	n/a				
3.2	of which were screened using social criteria	pcs.	-	0	0	n/a				
4	Number of suppliers and contractors having no significant negative impacts	pcs.	-	29	52	79 %				
4.1	of which were screened using environmental criteria	pcs.	-	29	52	79 %				
4.2	of which were screened using social criteria	pcs.	-	29	52	79 %				
	Industrial site characteristics									
									SASB EM-MM-160a.2	
									SASB EM-MM-160a.3	
	Information on industrial site of Norilsk Nickel Hariavalta Ov								SASB EM-MM-210a.1	
1	Is a biodiversity management plan needed for the site?	ves/no	no	no	no	n/a			SASB FM-MM-210a.2	
2	Is a biodiversity management plan in place for the site?	ves/no	10	no	no	n/a				
	Has there been any resettlement of local community due to on-site	yes/10	110	110	110	ii/a				
3	operations during the reporting period?	yes/no	no	no	no	n/a				
4	Whether artisanal or small-scale mining is used on or adjacent to the site	yes/no	no	no	no	n/a				
5	Is Acid Rock Drainage (ARD) expected on site	yes/no	-	no	no	n/a				
6	Are there any ARD mitigation actions taken on site	yes/no	-	no	no	n/a				
7	Are there any actions taken to neutralize or treat ARD on site	yes/no	-	no	no	n/a				
	Are the deposits (ores occurrences) located at the site within or near									
8	(within 5 kilometers) specially protected natural areas or habitats of rare and endangered species	yes/no	-	no	no	n/a				
9	Are the deposits (ore occurrences) located at the site within the boundaries or near the conflict-affected zones	yes/no	-	no	no	n/a				
10	Are the deposits (ore occurrences) located at the site within or near (within 5 kilometers) the habitats of indigenous peoples	yes/no	-	no	no	n/a				