

OCCUPATIONAL HEALTH AND SAFETY

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The corporate standard Occupational Health Management System. General Provisions (STO FPK 1.15.001–2014) is the key document defining workplace safety at FPC. In its activities the Company has always demonstrated commitment to continuous improvement in occupational health, and a focus on preventing work-related injuries.

In 2020, 30 work-related injuries were registered, with no fatalities. All work-related injuries at FPC trigger preventive action to help avoid them in the future.

A total of RUB 512.6 million were spent on occupational health and safety activities in 2020, including RUB 3.7 million on the Safe Working Environment 2020 investment programme.

The terms of FPC's Collective Bargaining Agreement have been met, with RUB 322.4 million, or 0.8% of total operating expenses, spent on occupational health and safety measures (excluding expenses on protective clothing and footwear and other personal protective equipment), including:

- RUB 201.3 million for work-related injury prevention, staff removal from hazardous areas and new equipment deployment
- RUB 121.1 million for the improvement of working conditions.

512.6

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including

3.7

million RUB

spent on the implementation of the Safe Working Environment 2020 investment programme in 2020

The units of FPC branches provide 25,565 workstations, including 1,958 workstations with harmful conditions, or 7.7% of total, with 4,706 employees using these workstations.

In 2020, 47 workstations with harmful conditions, used by 97 people, were made compliant with occupational health standards, with working conditions improved at another 950 workstations used by 1,815 employees.