

Our response to COVID-19

Severstal is adhering to the recommendations issued by the Government of the Russian Federation and the regional authorities with regard to preventive and other measures to help minimise the spread of COVID-19.

To minimise risk to all employees at all Company business units and offices, Severstal has introduced a number of initiatives to prevent the spread of infection and protect employees from the pandemic:

- Mandatory sanitation and disinfection at all premises;
- Strict observance of social distancing measures – a distance of 1.5 meters is maintained, with warning signs on the floor in public places;
- Checking employees' temperature levels upon arrival at work;
- Restrictions placed on business travel abroad and recommendations to reduce trips within Russia as much as possible;
- Suspension of all organised activities and meetings involving 20 people or more;
- Discontinuation of mandatory entrance breathalyser checks at Company sites from 17 March; alternative procedures with a lower risk of spreading infection have been adopted;
- Remote working, where possible;
- Requiring colleagues returning from abroad to work from home for a period of 14 days where possible; in other cases employees are relieved of their work duties for a period of 14 days, and compensated based on average earnings;
- Implementing enhanced hygiene and cleaning measures;
- Distribution of enhanced health and safety hygiene advice to all employees;
- Regular newsletter distributed via internal communication channels, introduction of a Coronavirus Hot-line.

Alexey Mordashov, Chairman of the Board of Directors of Severstal, requested a one-off bonus of approximately 10 thousand rubles to be paid to all Company employees, excluding the "Top-100". The total bonus amount exceeds 500 million rubles.

Given the specific production processes in place at some Company units, a number of additional restrictions and requirements apply.

- Cherepovets Steel Mill
- Yakovlevsky Mining and Processing plant
- Vorkutaugol
- Olcon
- Karelsky Okatysh