



# DIVERSITY AND EQUAL OPPORTUNITIES POLICY EN+ GROUP IPJSC



APPROVED

by the Board of Directors of

EN+ GROUP IPJSC

23 December 2021 Minutes No. 46

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# Contents

Terms and definitions .....	3
1. Introduction .....	3
2. Scope of application .....	3
3. Principles and application of this Policy .....	4
4. Aspects of Personnel Diversity .....	4
5. Monitoring and Reporting .....	4
6. Review and Revision of this Policy .....	5
7. Disclosure of this Policy .....	5

# Terms and definitions

“**Group**” means the Company and its Group entities other than UC RUSAL IPJSC and its Group entities.

“**Policy**” means this Diversity and Equal Opportunities Policy of EN+ GROUP IPJSC.

“**Committee**” means the Health, Safety and Environment Committee of the Board of Directors of EN+ GROUP IPJSC.

“**Company**” means EN+ GROUP IPJSC, a legal entity registered in Russia under the Main State Registration Number (OGRN) 1193926010398.

“**Meritocracy**” means a principle used by the Company to create initial conditions favourable for attracting and retaining employees regardless of their individual characteristics such as social background, gender, financial welfare or any other similar characteristics (including those set out in clause 4 hereof) to give a chance to the most gifted and hardworking to become part of the Company in an unrestricted competitive environment based entirely on the evaluation of their qualifications, experience and other professional competencies.

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## 1. Introduction

- 1.1. This Policy aims to set out the Group’s approach to promoting and maintaining diversity, creating conditions for effective performance and providing equal opportunities for all of the Group’s employees.
  - 1.2. The Group’s ultimate goal is and will be raising the effectiveness of activities and achievement of strategic objectives and sustainability goals.
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## 2. Scope of application

- 2.1. This Policy is binding for the Group’s governance bodies and employees. The Company encourages the approach to promoting and maintaining diversity, creating conditions for effective performance and providing equal opportunities for all of the Group’s employees, as stipulated by the Policy.
- 2.2. The Group also expects its business partners to adhere to the principles set out herein and urges them to adopt similar diversity and equal opportunities policies in their businesses.

### 3. Principles and application of this Policy

- 3.1. The Group considers ensuring that all employees and candidates have equal opportunities to be a cornerstone instrument for the attainment of its strategic objectives and its sustainable development. The Group is committed to providing equal opportunities in the recruitment process, remuneration, performance assessment, and training.
  - 3.2. Subject to the applicable laws and regulations and the Group's key interests, the selection of candidates for the roles of the Group's employees and internal appointment decisions must be based on merits.
  - 3.3. Any hiring or internal appointment decision will be made by the relevant authorized persons in accordance with the method and procedures stipulated in the Group's internal regulations, and will be based on the current interests and the potential contribution that the candidates may bring to the Group in ensuring that its objectives are achieved, subject to laws and other mandatory rules applicable to the Group, including any mandatory rules relating to the structure or composition of staff.
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### 4. Aspects of Personnel Diversity

- 4.1. The Group does not discriminate on grounds of:
    - + age;
    - + disabilities;
    - + gender or gender identity;
    - + sexual orientation;
    - + ethnicity or nationality;
    - + religion or belief;
    - + marital status;
    - + pregnancy and maternity;
    - + or any other attributes protected by law.
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### 5. Monitoring and Reporting

- 5.1. The Committee will monitor the implementation of this Policy.
- 5.2. The Committee will report annually to the Company's Board of Directors on aspects of diversity of the Group's personnel as listed in clause 4 above.

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## 6. Review and Revision of this Policy

- 6.1. The Group will review this Policy as appropriate to ensure the effectiveness of this Policy for achieving the Group's objectives.
- 6.2. This Policy and any future additions hereto or amendments hereof shall be subject to approval by the Company's Board of Directors.

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## 7. Disclosure of this Policy

- 7.1. This Policy will be published, in Russian and English on the Company's website for the general public's access ([www.enplusgroup.com](http://www.enplusgroup.com)).
- 7.2. A summary of this Policy and the progress made towards achieving the diversity and equal opportunities objectives stated herein will be disclosed as part of the Group's public reports.