Recognising the particular features of the metallurgical industry, UC RUSAL has heightened responsibility for the lives and health of its employees, which is an important factor in the achievement of its mission to become the world’s most efficient aluminium Company. Striving for zero injuries, UC RUSAL believes that one of its key priorities is the clear compliance of enterprises with modern standards of health and safety (HSE).

The Company’s main health and safety management goals are:

- zero injuries, no accidents and no fires;
- health and safety of staff at the workplace;
- preventing work-related illnesses.

To achieve these goals, UC RUSAL operates on the following principles:

- human life and health take precedence over production achievements and economic results;
- full integration of the safety management system in the management of business and production activity;
- prevention of incidents and risk management in the field of HSE;
- training and instruction of employees;
- compliance with laws, regulatory acts and voluntary commitments;
- support and incentives for safe behaviour by employees;
- mutually beneficial relations with suppliers and contractors;
- monitoring and assessment of indicators in the field of HSE.

In its activity to ensure safe working conditions for employees and to prevent on-the-job injuries and job-related illnesses, UC RUSAL is governed by the Policy in the field of occupational, industrial and fire safety (hereinafter the “HSE Policy”), which was updated in 2012, the System of occupational, industrial and fire safety (hereinafter the “HSE System”) and a number of other fundamental internal regulatory acts and rules making it possible to fully implement the HSE System at the Company.

Pursuant to the HSE Policy, UC RUSAL fully recognises its responsibility to society to preserve the lives and health of the people working under the Company’s management, and considers its activity in the field of occupational health and safety and fire safety to be an integral part of its business and a mandatory condition for achieving its mission to become the world’s most efficient aluminium company. Being governed by its corporate values, the Company makes effective use of the available resources to ensure safe working conditions and industrial and fire safety.

In line with the principles of the HSE Policy, Company management (including senior management) is constantly improving and developing the HSE System as part of the Company’s business management. All levels of Company management are responsible for implementation of and compliance with the HSE Policy. The results of daily accounting and analysis and other HSE issues are considered on a weekly basis by the Management Board, and all serious accidents and fatalities are the subject of a separate investigation at the level of the Management Board. Each accident is investigated to determine both the direct and systemic reasons behind it. Accident cases are subject to review with employees at each production enterprise.
The Board of Directors has a special Committee on Health, Safety and the Environment. At present the Committee hears reports on the performance and adequacy of HSE provisions and policies twice per year. Information on occupational medicine, training, health and other topics is analysed, and the tasks for the division are formed based on the results of the analysis.

The occupational, industrial and fire safety management system at each enterprise includes a risk management system, the drafting of an emergency action plan and recovery measures, a system of notification on incidents and the lessons learned, a system of planning and use of financial funds on health and safety measures, a system for rating, preparation and training of personnel based on the legislative requirements of the countries where the Company operates and internal corporate procedures, a system of corporate electronic learning and training in occupational safety methods.

The 100 percent participation of staff in the resolution of health and safety issues, where an employee takes a conscientious and responsible approach to the performance of the standards adopted in this area, is of primary importance for embedding an occupational safety system at the Company. The Company holds all necessary HSE training programmes for its employees. Among other things, an electronic learning system containing a whole range of training courses on this topic has been implemented and is functioning at the Company.

**Kaizen competition in the category “Safety and quality”**

As part of the development of the UC RUSAL Production System, an annual three-stage competition is held among improvements, or kaizen suggestions, forwarded in various categories. One of the categories is “Safety and quality”, under which one of the main assessment criteria of the proposed improvements is the enhancement of the occupational safety of employees during complicated and dangerous production operations. In 2012, after the performance of the three stages – plant, division, company – the kaizen “Tools for stabilising the direction of water flow in case of a breakthrough of melt on the Wagstaff casting table of OAO RUSAL Novokuznetsk took first place in this category. This kaizen enabled the Company to significantly reduce the accident risk rate of equipment and to improve occupational safety during the technological process.

To identify dangerous working conditions at the Company’s production enterprises and develop measures to improve them, the Company performs certification of the working conditions at work stations in a timely manner, provides employees with modern individual protective gear, and finances the required number of occupational, industrial and fire safety measures. The Company endeavours to build an HSE System that meets international requirements. UC RUSAL performs systematic monitoring over compliance with existing requirements and procedures, collects and analyses key information on HSE; develops and introduces new corporate HSE standards and requirements. The directors of the HSE services have the required experience and accreditation, and organise and perform regular audit of the functioning of the HSE management system of the Company’s structural divisions. Adjustments are developed and implemented based on the results of these audits, making it possible to improve the performance of the HSE management system at all stages of its functioning.

The Company works persistently to improve the effectiveness of emergency prevention work, to ensure an effective response in case of emergencies, and effective recovery measures. Risk assessment and planning of emergency prevention measures are performed regularly. To ensure emergency response readiness, the indicators on the level of risk of the appearance of these situations at potentially dangerous facilities are performed continuously. An emergency notification and information system has been set up. Manpower and resources are kept at a high level of readiness for the performance of rescue and salvage operations.

**UC RUSAL enterprises continue to implement the following special-purpose projects:**

- “Chessboard”, which stipulates the timely identification of problem areas, calculation of the risk level, and prevention of possible incidents to bring all dangerous production factors to a minimum;
- “Preventing falls” to reduce the risks involved in working at heights;
- “Safe mine” to reduce the risks associated with cave ins;
- “Visualisation and 5S” for proper organisation of the workplace and the operations being performed;
- “Behaviour-based audit”, which makes it possible to identify danger and risks to main and auxiliary production facilities in a timely manner, to assess them and use tools to mitigate and control risks within the limits of these projects.
Company management devotes attention to occupational safety in relation to both employees and contractors providing different services in the Company’s interests. HSE requirements are included in all contracting agreements as a mandatory provision. In the event that contracting organisations violate occupational health and safety requirements, they may be subject to penalties, up to and including cancellation of the agreement.

UC RUSAL places special emphasis on developing a constructive dialogue with the state authorities and work collectives, business partners, the general public and expert organisations for the resolution of health and safety tasks.

Company directors and experts participate in legislative activity in the Russian Federation through the following organisations:

- The Environmental and Occupational Safety Committee of the Russian Union of Industrialists and Entrepreneurs;
- the relevant committees of the State Duma of the Russian Federation;
- the relevant ministries and federal services;
- the Chamber of Commerce and Industry of the Russian Federation;
- the Mining and Metals Professional Trade Union of Russia;
- the Association of Industrialists of the Mining and Metals Complex of Russia;
- other non-profit organisations and partnerships.