



PJSC ALROSA

Sustainability Policy

(Revised Version)

APPROVED BY:
Resolution of PJSC ALROSA
Supervisory Board
February 15, 2022
(Minutes No. 01/351-ПР-НС
of February 16, 2022)

CONTENTS

1. GENERAL PROVISIONS	2
1.1. Objectives	2
1.2. Development	2
1.3. Scope	2
2. SYSTEMS APPROACH TO SUSTAINABILITY	3
2.1. Strategic Vision	3
2.2. Sustainability Programme	4
2.3. Strategic Pillars	4
3. COMMITMENTS UNDER STRATEGIC SUSTAINABILITY PILLARS	5
3.1. People	5
3.2. Health and Safety	5
3.3. Environment	6
3.4. Communities	6
3.5. Governance and Ethics	6
4. SUSTAINABILITY PRINCIPLES	8
4.1. Compliance	8
4.2. Adherence to High Ethical Standards	8
4.3. Priority of Risk-Based Approach to Sustainability Management	8
4.4. Assessment of Investment and Projects Efficiency	8
4.5. Adverse Impacts Minimisation and Responsibility	9
4.6. Stakeholder Engagement	9
4.7. Responsible Supply Chains	9
4.8. Transparency and Accountability	9
5. SUSTAINABILITY MANAGEMENT SYSTEM	10
5.1. Management Approach	10
5.2. Strategic Management	10
5.3. Operational Management	10
5.4. Governance Structure	11
5.5. Monitoring and Reporting	11
6. SYSTEM OF INTERNAL SUSTAINABILITY REGULATIONS	12
6.1. General Regulatory Framework	12
6.2. Regulation of Specific Areas of Sustainability	12
7. FINAL PROVISIONS	13
7.1. Policy Implementation	13
7.2. Term and Revision of the Policy	13
GLOSSARY	14
ABBREVIATIONS	16
REFERENCES	17

1. GENERAL PROVISIONS

1.1. Objectives

This policy (hereinafter referred to as the "Policy") is a core document governing the approach of PJSC ALROSA (hereinafter referred to as ALROSA or the "Company") to sustainability activities.

The objectives of this Policy are:

- To confirm the Company's sustainability goals and obligations and determine sustainability principles as part of the Sustainability Programme implementation;
- To publicly express the Company's commitment to sustainability and promote it to all stakeholders;
- To integrate sustainability aspects into the Company's management system as its underlying element.

The Policy aims to promote the implementation of ALROSA Group's mission and the achievement of its strategic goals in strict compliance with the high standards of environmental protection, occupational health and safety, social responsibility and corporate governance.

1.2. Development

This Policy is developed in accordance with the applicable Russian and international laws, in line with global and industry requirements, voluntary obligations adopted as part of participation in different initiatives, provisions of the Company's internal documents, and recommendations of the generally accepted standards and world's best practices.

Among the key documents which served as a conceptual framework for the development of this Policy there are United Nations Guiding Principles on Business and Human Rights, International Bill of Human Rights, core International Labour Organisation conventions, Principles of the United Nations Global Compact, Kimberley Process Certification Scheme, Guiding Principles of the World Diamond Council System of Warranties, Responsible Jewellery Council Code of Practices, Principles of the International Council on Mining and Metals, etc.

The results of consultations with stakeholders have also been considered in the development of main provisions hereof.

1.3. Scope

This Policy is applicable to PJSC ALROSA and is binding on all its structural and structurally separate subdivisions. The Company's regulatory, institutional, administrative and other documents could not contradict this Policy.

The Policy is recommended for adopting and enforcing in subsidiary and controlled companies of PJSC ALROSA for the purposes of harmonising its approach to sustainability issues and applying unified responsible business standards throughout ALROSA Group.

The Company expects its suppliers, contractors, clients and other business partners the Group companies engage with, to maintain high standards of responsible business conduct in their activities.

2. COMPREHENSIVE APPROACH TO SUSTAINABILITY

Being one of the world's largest diamond mining companies and having a significant social and environmental impact, ALROSA recognises its responsibility for this impact and strives to fulfill its potential in the best possible way and substantially contribute to the long-term sustainable development of the communities in which it operates.

2.1. Strategic Vision

It is ALROSA's understanding that sustainability means implementation of the Company's mission in accordance with the high standards of responsible business practices while contributing to the long-term achievement of the global United Nations Sustainable Development Goals and actively promoting the value creation for all stakeholders in an open and transparent manner.

The Company recognises its important role as a leader of diamond mining industry in ensuring the well-being and sustainable development of its operational regions, and shares full responsibility for maintaining favourable socio-economic climate and healthy environment over the long-term while giving priority to preventing and minimising possible negative effects of its activities.

ALROSA's approach to sustainability is based on understanding the key role of the sustainability principles in implementation of the Company's mission and consists of their integration with its business strategy and promotion as a key element in all aspects of activities. The Company strives to continuously improve its sustainability activity performance, introduce world's best practices in this field and contribute to their development and spreading among its stakeholders.

Depending on the nature and size of its impact, the Company has determined three roles for itself in which it carries out the sustainability activities.

- **Corporate Impact**

ALROSA is a responsible company acting in strict compliance with the regulations of national and international laws, adhering to the high standards of environmental and occupational safety, corporate governance and social responsibility. The Company is committed to conscious, responsible and efficient work in all areas of its activities throughout the life cycle of its projects. ALROSA acknowledges and undertakes responsibility for ensuring the quality of diamonds produced, including a warranty of their ethical origin, ensuring decent and safe working conditions to its employees, contributing to the social and economic development of its operational regions, protecting the environment and minimising the impact thereon, as well as complying with the best practices of corporate governance and business ethics.

- **Regional Impact**

In virtue of the scale and nature of its production activities, ALROSA has a significant impact on the development of its operational regions. Historically, the Company is a strategic enterprise for the Republic of Sakha (Yakutia) where a major part of its rough diamond production assets are located. ALROSA plays a key role in the formation of Yakutia's budget ensuring significant tax and dividend payments, and addresses the region's important social issues creating employment opportunities, improving living conditions of local communities, building social infrastructure and protecting the environment. In all regions of its operation including foreign countries, ALROSA adopts a common approach to managing its sustainability impact and strives to introduce modern international standards and practices in this field.

- **Global Impact**

Understanding that the long-term sustainable development of a single company contributes to the solution of global problems in social, environmental and economic fields, ALROSA is actively involved

in establishing and promoting of the global sustainability agenda. The Company participates in the activities of the largest global and sectoral organisations and initiatives including the Kimberley Process, UN GC, WDC, RJC, NDC, ICMM, WEF, TCFD, etc. Ensuring compliance of its activities with the principles of the globally recognised initiatives, the Company also supports their further promotion, significantly contributes to the improvement of existing practices and introduction of new ones. ALROSA intends to permanently extend its participation in international initiatives and increase its contribution to their development. The Company is committed to regularly measuring its impact and reporting thereon to its stakeholders on an annual basis.

2.2. Sustainability Programme

ALROSA Group's strategic approach to sustainability principles is embodied in the comprehensive 2021-2025 Sustainability Programme covering all the areas of the Company's activities. Aimed at increasing the responsibility and transparency of diamond production and building consumer confidence, this document reflects the Company's systemic efforts in the area, determines the fundamental principles and approach of ALROSA to sustainability management issues, and sets forth the Group's main strategic pillars, ambitions and key performance indicators in this field. Based on systemic approach, ALROSA ensures the integration of sustainability goals in strategic, medium-term and short-term planning systems, as well as their implementation in all aspects of the Group's activities.

2.3. Strategic Pillars

ALROSA strategic priorities have been defined in the Sustainability Programme based on the analysis of the Group's socioeconomic and environmental impacts. They reflect its contribution to the achievement of the 13 priority UN Sustainable Development Goals¹ corresponding to each of the strategic pillars, and confirm adherence to the principles of the UN Global Compact.

ALROSA identifies five key pillars where its activities, positive impact and stakeholder value created are most significant:

- People;
- Health and Safety;
- Environment;
- Communities;
- Governance and Ethics.

The Company has specified medium-term ambitions and performance indicators² as part of each strategic priority and developed a regularly updated action plan to deliver them.

To ensure relevance of its activities and their compliance with the stakeholders' expectations, the Company is committed to reviewing and updating these strategic pillars and priority ambitions on a periodic basis.

¹ For more information see 2021-2025 ALROSA Group Sustainability Programme

² For more information see 2021-2025 ALROSA Group Sustainability Programme

3. COMMITMENTS UNDER STRATEGIC SUSTAINABILITY PILLARS

Sustainability has historically been an integral part of ALROSA activities in all aspects of its business operations. The strategic sustainability pillars have been determined based on considering the fields where the Company's influence is most significant reflecting the key areas of ALROSA impact.

3.1. People

Employees are the core value of ALROSA. The Company recognises that high level of staff efficiency, their experience in harsh climatic conditions, continuity of generations and a special corporate spirit form a unique human capital to be maintained and developed. ALROSA strives to build a corporate culture, aimed at forming a cohesive team of professionals united by common goals, aspirations and values, which would promote uncovering and developing employees' fullest professional potential, ensuring equal opportunities, competitive remuneration level and social security.

ALROSA KEY COMMITMENTS:

- Respecting human rights and fundamental labour rights of employees including the prohibition of any forms of discrimination, forced labour and child labour;
- Ensuring a decent and fair level of remuneration;
- Promoting professional, career and personal growth of employees including the introduction of efficient training, retraining and capacity-building systems;
- Ensuring a high social security level for employees, their family members and veterans of the Company including provision of material support, social benefits and guarantees, and an opportunity to engage in social programmes;
- Encouraging diversity and inclusivity, respecting culture, traditions and values of ethnic and other social groups in the staff composition, promoting local employment;
- Ensuring employees' participation in the Company management and ensuring that their opinions and expectations are considered.

3.2. Health and Safety

Employee safety and health is an unconditional priority for the Company. The Company gives particular attention to the matters of ensuring safe working conditions, industrial safety and protection of health, considering human life and health as an ultimate value. ALROSA strives to build a culture of safe production based on the responsible behaviour of employees at all levels of management including contractors of the Company where each operation meets a high standard in the field of occupational health and safety.

ALROSA KEY COMMITMENTS:

- Eliminating fatalities, accidents, incidents and emergency situations at work;
- Reducing the impact of hazards and production risks to human health, safety, as well as an occupational injury and occupational disease rate;
- Developing the workplace safety culture;
- Continuously improving occupational health and safety management system, in particular implementing and using digital technologies;
- Ensuring application of common standards to employees, contractors and business partners at the Company's production facilities.

3.3. Environment

Understanding the mining industry's actual and potential environmental impact, ALROSA recognises environmental and climatic responsibility as one of its key priorities. Preservation and protection of healthy and favourable environment is an essential condition for the Company's operations. ALROSA is committed to continuously improving its environmental management system, introducing modern advanced technologies and enhancing the environmental awareness of stakeholders in order to minimise the risks associated with adverse environmental impacts of its activities.

ALROSA KEY COMMITMENTS:

- Ensuring environmental safety at all stages of operation, reducing the negative environmental footprint;
- Preventing environmental accidents and mitigating their consequences;
- Contributing to the climate change mitigation, preserving clean air and natural environment including the development of environmental (including climatic) risk management system and implementation of risk minimisation measures;
- Ensuring efficient water consumption and water disposal, efficient use of resources, responsible waste handling and safe tailings management;
- Reclamation of disturbed lands and forests, and biodiversity restoration and conservation;
- Ensuring that contractors are subject to the requirement of respecting environmental standards.

3.4. Communities

ALROSA is represented by the regions where the Company operates. The Company participates in the life of local communities in order to create favourable environment in the regions of operation and support socially significant values and public institutions. ALROSA strives to ensure a decent quality of life for the local people and to contribute to the socio-economic and cultural development of regions where it operates guided by the principles of trust, solidarity, partnership and mutual respect.

ALROSA KEY COMMITMENTS:

- Respecting the culture, habits and values of ethnic and other social groups in the regions of operation, preserving and supporting the tradition of national tolerance and benevolence;
- Promoting the socio-economic welfare and improving quality of life for local people in operational regions, in particular supporting local employment and developing local business activities;
- Maintaining and developing social infrastructure in particular in the field of education, health care, housing, science, culture, art and sports;
- Engaging with local communities, enabling their voices to be heard, as well as addressing their concerns and expectations at all stages and in all aspects of the Company's activities;
- Contributing to the implementation of target-based local development programmes and supporting public initiatives;
- Participating in charitable and sponsorship activities and providing material support to socially significant projects and civil institutions.

3.5. Governance and Ethics

ALROSA is committed to pursuing its activities in an efficient, transparent and honest manner using systems that ensure its compliance with applicable laws, high global and industry standards and stakeholder expectations. The Company strives not only to meet the high standard on responsible business practices, but also to actively participate in developing and improving best practices and industry self-regulation standards, developing international partnerships and facilitating the exchange of knowledge and experience.

ALROSA KEY COMMITMENTS:

- Ensuring that sustainability issues are included in PJSC ALROSA Supervisory Board's agenda and sustainability risks and opportunities are considered in the Company's strategy;

-
- Continuously improving the management and sustainability risk assessment system in accordance with the world's best practices;
 - Maintaining efficient mechanisms ensuring respect for human rights including the introduction of relevant systems and procedures;
 - Ensuring responsible supply chains and increasing consumer confidence;
 - Avoiding any forms of corruption or unethical behaviour in the Company's practices;
 - Regular reporting to stakeholders;
 - Innovation's development and improving operational efficiency, in particular introducing best technologies available;
 - Promoting responsible business practices among contractors and as part of participation in international organisations and initiatives.

4. SUSTAINABILITY PRINCIPLES

ALROSA activities and implementation of the Sustainability Programme are based on the adherence to the key sustainability principles enabling to unlock to the best extent the Company's potential in ensuring its long-term contribution towards the achievement of the UN Sustainable Development Goals.

4.1. Compliance

ALROSA conducts its activities in strict compliance with the provisions of the Russian and international law, as well as in line with applicable laws of other jurisdictions. The Company's activities are conducted in accordance with the principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. ALROSA assesses its compliance with the applicable laws and other regulatory legal acts on a regular basis. The Company honestly fulfills its obligations to stakeholders stipulated by the provisions of agreements, contracts and internal documents.

4.2. Adherence to High Ethical Standards

The Company adheres to high ethical standards of open, honest and responsible business conduct and strives to continuously improve its corporate culture in accordance with the world's best practices. Guided by generally accepted standards of business ethics³ in all aspects of its operations, ALROSA seeks to extensively facilitate their introduction and promotion among its employees, partners, contractors and clients. The Company's ambition to comply with the requirements of the generally accepted standards on responsible business conduct also includes active efforts for introduction and promotion of best practices in the field of human rights. ALROSA respects human rights set forth in the International Bill of Human Rights, recognises their universality and inalienability in compliance with the UN Guiding Principles on Business and Human Rights in its operations.

4.3. Priority of Risk-Based Approach to Sustainability Management

The efficiency of the existing risk management system plays a critical role in the achievement of ALROSA strategic goals in the field of sustainability. Sustainability risk management is integrated in the Company's risk management system and constitutes a continuous and comprehensive process running through all business activities and covering the strategical, tactical and operating levels. ALROSA continuously takes comprehensive efforts for timely identification, monitoring, analysis, assessment of risks and responding thereto. Such an approach enables the Company to take account of sustainability risks while in developing and implementing its strategy, improving internal systems and procedures, and contributing to raising awareness of internal and external stakeholders.

4.4. Assessment of Investment and Projects' Efficiency

ALROSA strives to increase the positive socio-economic and environmental impacts of its activities by ensuring economic feasibility and viability as a basis for its long-term sustainability. The Company assesses investments and projects' efficiency on a regular basis continuously enhancing its sustainability performance. ALROSA actively develops innovations and introduces new technologies in its operations aimed at increasing the energy efficiency, ensuring occupational and environmental safety to strengthen its technical and technological potential that enables efficient use of resources and cost structure optimisation at all stages of operation.

³ For more information see section "References"

4.5. Adverse Impacts Minimisation and Responsibility

ALROSA conducts its activities with consideration of socio-economic, environmental, climatic, and cultural specifics of the operational regions, deeming respect and preservation thereof as an essential element of the Company's sustainability, and prevents, minimises and offsets any related adverse impacts. Recognising environmental protection as one of its main priorities, the Company seeks to ensure environmental safety of its operations and responsible use of resources, in particular minimising its carbon footprint, improving water and energy efficiency, rational resource management, implementing measures to prevent adverse impacts of its activities and environmental liability if they occur.

4.6. Stakeholder Engagement

Efficient stakeholder engagement is an inherent element of the Company's long-term development and sustained growth. ALROSA supports an open dialogue with stakeholders and conducts systemic works towards well-balanced consideration of their interests at all stages of its activities, from the planning of projects to their closing, guided by the principles of respect, inclusivity, honesty and responsibility. The Company maintains ongoing communication with all parties concerned and regularly assesses its efficiency ensuring promptly responding to requests and inquiries, and timely reporting on its activities, results of stakeholder engagement and progress achieved.

4.7. Responsible Supply Chains

For ALROSA, establishing and maintaining responsible supply chains is one of the critical elements in ensuring transparency in the industry and strengthening consumer confidence. The Company places particular importance on compliance with the principles of responsible business conduct and disclosure of full and reliable information on diamonds produced for all stages of the life cycle – from geological exploration and diamond mining to sorting, cutting and jewellery manufacturing. The Company takes active efforts to develop the system of industry self-regulation and promotion of the world's best practices among its contractors seeking to ensure the compliance of its suppliers, contractors and clients with the leading international and industry standards in the field of responsible business conduct.

4.8. Transparency and Accountability

In order to ensure publicity and transparency, ALROSA regularly discloses essential information on all aspects of its activities in the field of sustainability in accordance with requirements of applicable laws and generally accepted standards of public non-financial reporting. The integrity, accuracy, reliability and relevance of information disclosed by the Company are confirmed by independent auditors. In its effort to increase stakeholder awareness and confidence, and give them an opportunity to influence the decision-making, ALROSA actively engages with them and ensures timely information disclosure in formats most accessible and convenient for each of stakeholder groups.

5. SUSTAINABILITY MANAGEMENT SYSTEM

ALROSA recognises that integration of sustainability principles in its daily activities, achieving strategic ambitions and eventually its overall contribution to attaining the sustainable development goals are highly dependent on the efficiency of the existing management system and corporate practices.

5.1. Management Approach

ALROSA consistently builds an organisational management model taking into account sustainability principles at all decision-making stages and in all business processes including in the Group's subsidiaries.

For this purpose, the Company has established an efficient management system for sustainability issues ensuring the achievement of strategic objectives on all management levels in accordance with the best practices. The key instruments of this system are as follows: specific and measurable objectives and performance indicators for each strategic pillar, key performance indicators (KPI) for the Company's management team, performance monitoring and assessment mechanisms, procedures for objectives and action plan revision, information and reports for stakeholders.

5.2. Strategic Management

The Supervisory Board exercises strategic management of sustainability issues. It defines ALROSA objectives and their achievements, strategic vision and approach in this field. The Supervisory Board's competence includes approving the Company's strategic documents including non-financial reports.

The Strategy and Sustainability Committee (hereinafter referred to as the "Committee") under the Supervisory Board is in charge of preliminary consideration and preparation of recommendations to the Supervisory Board on defining and achieving the Company's strategic objectives in the field of sustainability, reviewing and approving non-financial reporting, approving strategic documents, participating in international initiatives, organisations and associations in the field of sustainability and responsible business conduct.

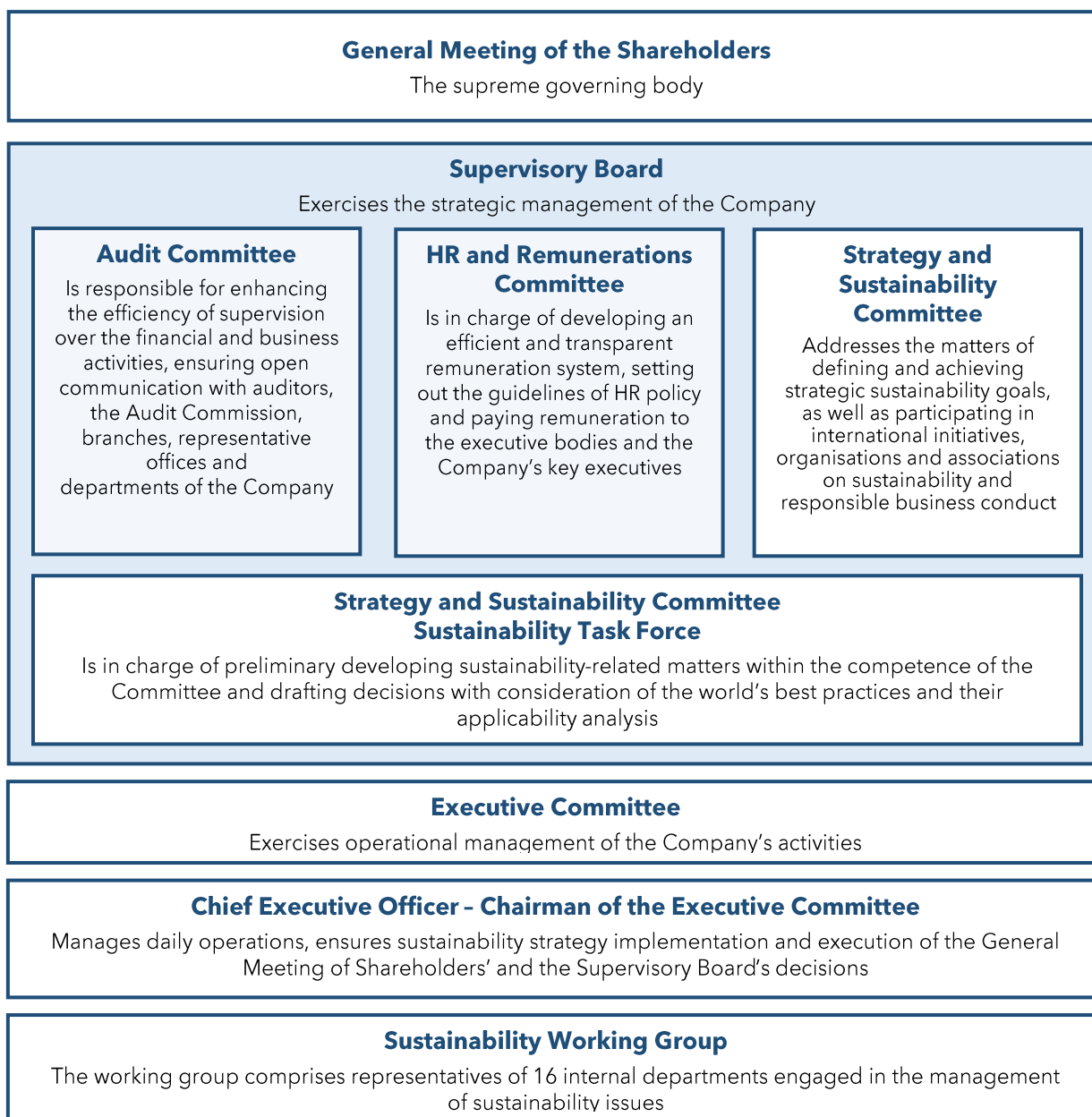
A Sustainability Taskforce has been established in the Committee to discuss and agree on the specified goals, ambitions and performance indicators. It consists of the Supervisory Board members and leading impartial sustainability experts whose experience is taken into account in consideration of the world's best practices and assessment of their applicability in terms of introduction in the Company.

5.3. Operational Management

Sustainability management at the operational level is carried out by the Chief Executive Officer – Chairman of the Executive Committee and the Executive Committee. They ensure the execution of the Supervisory Board's decisions and are responsible for sustainability strategy implementation. The Chief Executive Officer – Chairman of the Executive Committee manages the Company's daily operations and is responsible for assigning responsibilities in the field of sustainability to the structural subdivisions.

To coordinate the sustainability activities at the operational level a Sustainability Working Group has been established with participation of ALROSA units engaged in management of environmental and socioeconomic aspects. This Working Group is in charge of ongoing sustainability day-to-day management and makes operational decisions thereon.

5.4. Governance Structure



5.5. Monitoring and Reporting

The Company is committed to regularly monitor applicable requirements and stakeholder needs, as well as to update and adjust strategic documents in the field of sustainability, action plans and the provisions hereof if applicable.

The Company publishes annual sustainability reports prepared in line with the generally recognised international standards and continually updates information on the corporate website www.alrosa.ru to ensure timely informing of stakeholders on the implementation of the Policy.

6. SYSTEM OF INTERNAL SUSTAINABILITY REGULATIONS

The sustainability principles constitute an integral element of ALROSA activities and are implanted into the Group's mission and strategy, as well as into other internal regulatory documents.

6.1. General Regulatory Framework

ALROSA is committed to ensuring a systemic approach to regulatory framework of sustainability issues and takes comprehensive efforts to develop a system of internal documents in this field. The approach, strategic pillars, ambitions and performance indicators of ALROSA Group are set forth in the Sustainability Programme. This Policy defines the fundamental principles of operation and ALROSA key commitments under each of strategic pillars.

6.2. Additional Dedicated Procedures for Material Sustainability Aspects

In furtherance of this Policy, ALROSA develops and introduces internal regulatory documents for specific sustainability areas, including codes, policies, regulations and rules. The Company ensures that documents adopted to govern specific sustainability areas and issues are aligned with the provisions of the Sustainability Programme and this Policy.

The Company continuously works towards developing new and updating existing internal regulatory documents on the basis of requirements applicable to the Company and its undertakings related to sustainability, as well as for the purposes of enhancing them and ensuring compliance with best practices.

7. FINAL PROVISIONS

7.1. Policy Implementation

Monitoring the compliance with this Policy is assigned to PJSC ALROSA Executive Committee.

The Chief Executive Officer – Chairman of the Executive Committee of PJSC ALROSA is responsible for the introduction and control of implementation hereof. In subsidiary companies and organisations, this responsibility lies with their respective chief executive officers.

In case the provisions hereof are violated by an employee, supplier, client, business partner or other stakeholder, the Company may take measures in accordance with its internal documents and the provisions of applicable law.

7.2. Effective Period and Review of the Policy

This Policy is an internal document of the Company of a permanent nature.

The Policy shall come into effect upon the approval hereof by PJSC ALROSA Supervisory Board.

The Policy shall be reviewed on a regular basis. The Policy may be amended upon the resolution of PJSC ALROSA Supervisory Board.

GLOSSARY

PJSC ALROSA, ALROSA, the Company	one of the largest diamond mining companies in the world, a Russian mining company partially owned by the government
ALROSA Group	PJSC ALROSA, its controlled companies (subsidiaries of the Company or other legal entities which are under direct or indirect control of PJSC ALROSA)
United Nations Global Compact (UN GC)	the United Nations voluntary international initiative aimed at stimulating the business to follow the principles of sustainable development, to introduce the practices of responsible business conduct, and to report on the results of activities in this field to ensure its participation in the solution of crucial global problems
Sustainability	<p>“Development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.</p> <p>A concept developed by the UN and recognising the role of business in ensuring the sustainable development of society.</p> <p>(Report of the World Commission on Environment and Development: Our Common Future (UN, 1987))</p>
Sustainable Development Goals (SDG)	<p>17 sustainable development goals and 169 related targets aimed at eliminating the root causes of global problems and covering three main aspects of the sustainable development including the economic growth, social integration and environmental protection, to be achieved by 2030.</p> <p>(Document – Transforming our World: the 2030 Agenda for Sustainable Development. Approved by the UN Resolution dated September 25, 2015).</p>
ESG (Environment, Social, Governance)	a set of measurable indicators characterising a degree and efficiency of introduction of the sustainable development principles by a company used for making investment decisions
The Company's Sustainability Activities	activities aimed at creating a foundation for the long-term sustainability and investment attractiveness of the Company focused on building the Company's governance system and its interaction with external environment to ensure a balance of economic and operational efficiency, social performance and minimisation of environmental impact
Stakeholders	individuals and legal entities or groups of persons (employees, customers, business representatives, civil society, governmental authorities, local communities, trade unions, etc.) that are to a various degree involved in the Company's activities and that affect the Company's performance and/or are influenced by the Company
Stakeholder Engagement	actions and processes implemented by the Company to involve stakeholders into its activities and to consider their interests in the performance thereof

Discrimination	any distinction, exclusion, restriction or preference based on race, colour, sex, language, religion, sexual orientation, political or other views, ethnic or social origin which has the purpose and/or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms
-----------------------	--

Sustainability Report (Non-Financial Report)	a form of reporting documentation specifying non-financial performance indicators of an organisation for a reporting year, a tool for analysis and assessment of an organisation's activities in the economic, social and environmental fields, and a means of informing the stakeholders on the results achieved. It can be prepared in accordance with such generally recognised international standards and guidelines as the Global Reporting Initiative (GRI), the International Integrated Reporting Standard, etc.
---	---

ABBREVIATIONS

GRI	Global Reporting Initiative
EU	European Union
FATF	Financial Action Task Force
ICMM	International Council on Mining and Metals
ILO	International Labour Organisation
IUCN	International Union for Conservation of Nature
NDC	Natural Diamond Council
OECD	Organisation for Economic Co-operation and Development
KP	Kimberley Process
KPCS	Kimberley Process Certification Scheme
RJC	Responsible Jewellery Council
SDG	UN Sustainable Development Goals
TCFD	Task Force on Climate-Related Financial Disclosures
UN	United Nations
UNGA	UN General Assembly
UNSC	UN Security Council
WDC	World Diamond Council
WEF	World Economic Forum

REFERENCES

This Policy relies on the following key documents, including, but not limited to:

INTERNATIONAL

United Nations

- United Nations Millennium Declaration (2000)
- UN Sustainable Development Goals. Transforming our World: The 2030 Agenda for Sustainable Development (2015)
- International Bill of Human Rights
- Universal Declaration of Human Rights (1948)
- International Covenant on Economic, Social and Cultural Rights (1966)
- International Covenant on Civil and Political Rights (1966)
- UN Declaration on the Elimination of All Forms of Racial Discrimination (1963)
- UN Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief (1981)
- UN Declaration against Corruption and Bribery in International Commercial Transactions (1996)
- Rio Declaration on Environment and Development (1992)
- Johannesburg Declaration on Sustainable Development (2002)
- International Convention on the Elimination of All Forms of Racial Discrimination (1965)
- UN Convention on the Elimination of All Forms of Discrimination against Women (1979)
- UN Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984)
- UN Convention on the Rights of the Child (1989)
- UN Convention against Corruption (2003)
- UN Convention on the Rights of Persons with Disabilities (2006)
- UN Guiding Principles on Business and Human Rights (2011)
- UN Global Compact (2004)
- UN Global Plan of Action against Trafficking in Persons (2010)
- UNODC's Global Programme against Money Laundering, Proceeds of Crime and the Financing of Terrorism (1997)

International Labour Organisation

- ILO Convention 29 Forced Labour Convention (1930)
- ILO Convention 87 Freedom of Association and Protection of the Right to Organise Convention (1948)
- ILO Convention 98 Right to Organise and Collective Bargaining Convention (1949)
- ILO Convention 100 Equal Remuneration Convention (1951)
- ILO Convention 111 Discrimination (Employment and Occupation) Convention (1958)
- ILO Convention 138 Minimum Age Convention (1973)
- ILO Convention 142 Human Resources Development Convention (1975)

-
- ILO Convention 155 Occupational Safety and Health Convention (1981)
 - ILO Convention 159 Vocational Rehabilitation and Employment (Disabled Persons) (1983)
 - ILO Convention 182 Worst Forms of Child Labour Convention (1999)

European Union

- Council of Europe Convention on Laundering, Search, Seizure and Confiscation of the Proceeds from Crime (1990)
- Council of Europe Convention on Laundering, Search, Seizure and Confiscation of the Proceeds from Crime and on the Financing of Terrorism (2005)
- Directive 2001/97/EC of the European Parliament and of the Council amending Council Directive 91/308/EEC on prevention of the use of the financial system for the purpose of money laundering (2001)

Other documents

- FATF 40 Recommendations 2012
- OECD Guidelines for Multinational Enterprises (2011)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (2016)
- Global Reporting Initiative (1997)

Industry-Specific Regulations

- Kimberley Process Certification Scheme (2003)
- World Diamond Council System of Warranties Guidelines (2020)
- Responsible Jewellery Council Code of Practices (2019)
- ICMM Mining Principles (2020)

RUSSIAN

- Constitution of the Russian Federation (1993)
- Federal Law No. 197-FZ Labor Code of the Russian Federation (2001)
- Federal Law No. 41-FZ On Precious Metals and Precious Stones (1998)
- Federal Law No. 273-FZ On Combating Corruption (2008)
- Federal Law No. 115-FZ On Combating Legalization (Laundering) of Proceeds from Crime and Financing of Terrorism (2001)
- Federal Law of the Russian Federation No. 7-FZ On Environmental Protection (2002)
- Federal Law No. 10-FZ On Trade Unions, Their Rights and Guarantees of Their Activity (1996)
- Federal Law No. 124-FZ On Basic Guarantees for the Rights of the Child in the Russian Federation (1998)
- Federal Law No. 125-FZ On Freedom of Conscience and Religious Associations (1997)
- IUCN Red List of Threatened Species

PUBLISHED BY PJSC ALROSA

© PJSC ALROSA, 1992-2022

CONTACTS

PJSC ALROSA

24, Ozerkovskaya nab.
Moscow, 115184 Russia
+7 (495) 620-92-50
+7 (495) 411-75-25
info@alrosa.ru

6, ul. Lenina, Mirny
Republic of Sakha (Yakutia) 677018 Russia
+7 (411-3) 63-00-30
mirinfo@alrosa.ru

<http://www.alrosa.ru>