

# Policy on diversification of the staff structure Polymetal Group

(as amended by a resolution of the Board of Directors of  
Polymetal International plc passed on 05 February 2019)

05 February 2019

Policy of Polymetal International plc Group of companies (Polymetal, the Group)<sup>1</sup> concerning diversification of the staff structure (hereinafter referred to as the Policy) is based on the universally recognised principles of international law and is aimed at further advance and implementation of the principles of diversity and integration in the world of work that are important for Polymetal not only within the Group, but also in the external environment.

Polymetal rejects any form of discrimination<sup>2</sup> and tries to ensure respect for employees and candidates in terms of equal representation, as well as to create equal opportunities for everyone at every stage of career building.

Polymetal tries to contribute to active participation of women in the activities and management of the Group and works to inform the staff of the Group and business partners about the benefits that diversity and integration brings to Polymetal.

## **Core principles of the Policy:**

- Equality of opportunities and treatment for men and women, taking into account their education, knowledge, experience and skills.
- Non-discrimination in the course of hiring, career advancement, allocation of responsibilities, professional training, performance measurement and remuneration of labour. Exceptions are allowed only in the course of hiring of staff and only in favour of filling vacancies with local candidates.
- Respect for personal rights and equality, transparent organisational procedures, gender and other equitableness at the workplace and in the management structure.
- Contribution to the development, motivation and application of various ideas, skills and talents of employees - representatives of different age, gender and other groups in order to improve competitiveness, performance and efficiency of labour and management.
- Taking advantage of the strengths of different age, gender and other groups in order to achieve the greatest impact while pursuing the strategic developmental plans of the Group.

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<sup>1</sup> Polymetal International plc and all of its subsidiaries

<sup>2</sup> The term “discrimination” is used within the meaning of the article 1.1 of the International Labour Organization Convention № 111 “Concerning discrimination in the field of labor and employment”

Polymetal is committed to improving diversity throughout the Group, including both senior management and the Board. Appointments to the Board are made on merit, reflecting the experience, specific knowledge and skills to ensure diverse and effective composition of the Board. A combination of educational and professional backgrounds as well as personal strengths provides diversity of opinions for the Board.

**The Policy objectives regarding the Board diversity are to:**

- Ensure non-executive directors 'long lists' include significant proportion of female candidates.
- Consider candidates for appointment as non-executive directors from a wider pool including those with little or no previous board experience in a public company.
- Only engage executive search firms who have signed up to the voluntary Code of Conduct on gender diversity and best practice.
- As part of Board evaluation consider, among other things, composition and structure of the Board and discuss ways of achieving better diversity.

**Priority activities on the Policy implementation for the near future (five years):**

- Phased in-house training of the Group's management team on the main provisions of the Policy and methods of its implementation.
- Development and implementation of a Policy e-learning course using the Group's distance learning system for maximum coverage and training of not only staff of the Group, but also staff of business partners.
- Development and implementation of actions focused on the phased annual improvement of the representation of women in total staff number;
- Development and implementation of actions focused on the improvement of the representation of women in executive positions in all activity areas of the Group;
- Investigation into the actual causes of the gender pay gap within the Group, development and implementation of the corrective actions aimed at better gender equality in remuneration.

Approved by the Board of Directors of  
Polymetal International Plc