

GRI TABLES 2015



All the indicators included in the GRI table 2015 have been externally assured by the independent auditor (see Independent assurance report, p. 62).

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
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STRATEGY AND ANALYSIS

G4-1	Statement from the most senior decision-maker of the organization	Disclosed	Chairman's statement, CEO's statement
G4-2	Description of key impacts, risks, and opportunities	Disclosed	Delivering on our strategy, Key performance indicators, Improving risk management, Chairman of the CSR Committee statement, Environmental protection, Health & safety, Our people, Our communities PJSC Uralkali in 2015

COMPANY PROFILE

G4-3	Name of the Company	Disclosed	Uralkali Public Joint Stock Company
G4-4	Primary brands, products, and services	Disclosed	Business model, What is potash and why is it important, Potash market overview, Operational review

The Company's main products are:
 1. Standard (pink and white) and granular potassium chloride;
 2. Enriched carnallite;
 3. Industrial salt (rock salt and industrial sodium chloride).

G4-5	Location of headquarters	Disclosed	63 Pyatiletki St., Berezniki, Perm Krai, Russian Federation, 618426
G4-6	Countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Disclosed	Our sales markets, Business model, Potash market overview, Export sales, Domestic sales
G4-7	Nature of ownership and legal form	Disclosed	About this report
G4-8	Markets served	Disclosed	Our sales markets, Potash market overview, Export sales, Domestic sales
G4-9	Scale of the Company	Disclosed	About Uralkali, Our sales markets, Business model, Potash market overview, Export sales, Domestic sales, Operational review, Our people, Information for shareholders and investors, Consolidated financial statements
G4-10	Breakdown of workforce	Disclosed	Our people

HEADCOUNT, PERSONS		GROUP	URALKALI PJSC
Full-time	Reporting year	21,294	11,509
	Previous year	20,796	11,255
Part-time	Reporting year	54	15
	Previous year	49	14
Permanent contract	Reporting year	20,516	10,96
	Previous year	20,232	10,852
Fixed-term contract	Reporting year	778	549
	Previous year	564	403
White-collar	Reporting year	7,036	4,146
	Previous year	6,825	4,086
Blue-collar	Reporting year	14,258	7,363
	Previous year	13,971	7,169

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
G4-11	Percentage of total employees covered by collective bargaining agreements	Disclosed	

ITEM	NUMBER OF EMPLOYEES WITH SIGNED COLLECTIVE LABOUR AGREEMENTS		PERCENTAGE OF EMPLOYEES WITH SIGNED COLLECTIVE LABOUR AGREEMENTS	
	REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Total, Uralkali PJSC	11,509	11,255	100	100
Total, Group	20,058	19,944	94.2	96

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
G4-12	Company's supply chain	Disclosed	Business model

The majority of the Company's suppliers are producers of manufacturing goods. Mining operations demand purchase of goods and services used in large-scale infrastructure projects, including heavy equipment, chemicals, fuel and lubricants, labour, explosives, vehicles and a whole range of other services.

The Company's main procurement categories include:

- 1) Underground complex: conveyor units, spare parts and rollers for them; mining equipment; mining equipment spare parts; screw-type and expansion-unit anchoring; handling machinery; explosives and blasting agents.
- 2) Surface complex: chemicals; preparation equipment; chemical equipment; filter core; boiler equipment and accessories; crushing and grinding machinery; surface equipment spare parts; heating equipment; chemicals and laboratory equipment.
- 3) Transportation: railway transport; lock-and-seal devices, seals; containers, container loading materials; railway transport spare parts.
- 4) Miscellaneous: high-voltage equipment; oils and lubricants; metal products; spare parts for imported equipment; imported equipment; conveyor belt.

G4-13	Significant changes during the reporting period regarding the Company's size, structure, ownership, or supply chain	Disclosed	2015 highlights On 24 April and 24 August 2015, the Board of Directors decided to approve two programmes of buyback of shares and global depositary receipts of PJSC Uralkali, completed on 23 June and 22 October 2015, respectively. http://www.uralkali.com/ru/investors/shareholder_inf/shareholder_str/ Information for shareholders and investors http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf
G4-14	Whether and how the precautionary approach or principle is addressed by the Company	Disclosed	Improving risk management The Group's activities are in strict compliance with its project documentation, including the environmental impact assessment section. Government experts have approved the documentation in accordance with environmental and sanitary legislation. In addition, the projects for emissions and pollutants, and projects for generation and limits on waste generation and storage are being developed for new production units. All of the projects are reviewed and agreed with the relevant environmental monitoring and protection authorities. All permissive documentation for operations is mandatorily obtained in accordance with current legislation. There is a timely industrial environmental control system installed for all units that impact the environment.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the Company subscribes or which it endorses	Disclosed	The Company voluntary provides its accounts, pursuant to the requirements of GRI G4 and CDP (Carbon Disclosure Project), thus supporting these initiatives.

ITEM	DATE OF APPROVAL	PARTICIPATING COUNTRIES	STAKEHOLDERS DEVELOPING AND MANAGING THE INITIATIVES	SUPPORT FORM
The Carbon Disclosure Project	PJSC Uralkali joined the project in 2012	America, Canada, Japan, Italy, Spain, Russia, France, Portugal, Germany, Austria, Switzerland, India, China, Turkey and others	CDP Worldwide, Registered Charity, London	Voluntary

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
G4-16	Memberships of associations and national or international advocacy companies	Disclosed	Chairman of the CSR Committee statement

NO.	NAME OF ASSOCIATION/COMPANY THE COMPANY PARTICIPATES IN:	PARTICIPATION IN MANAGEMENT	PARTICIPATION IN PROJECTS / COMMITTEES	PROVIDES SIGNIFICANT FINANCING BEYOND GENERAL MEMBERSHIP FEES	CONSIDERS MEMBERSHIP TO BE STRATEGIC
1	Russian Association of Fertilizer Producers (RAFP)	Yes	Yes	Yes	Yes
2	Russian Union of Industrialists and Entrepreneurs	Yes	Yes	No	Yes
3	Russian Chemists Union	No	Yes	Yes	Yes

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
MATERIAL ASPECTS AND BOUNDARIES IDENTIFIED			
G4-17	Entities included in the Company's consolidated financial statements or equivalent documents and coverage in GRI report	Disclosed	Consolidated financial statements
G4-18	Process for defining the report content and boundaries	Disclosed	Our priorities
G4-19	Material aspects identified	Disclosed	Our priorities
G4-20	Aspect boundaries within the Company	Disclosed	Our priorities, Stakeholder engagement
G4-21	Aspect boundaries outside the Company	Disclosed	Our priorities, Stakeholder engagement
G4-22	Restatements of information provided in previous reports	Disclosed	For the reporting year no restatements of information provided in previous reports
G4-23	Significant changes in the report scope and boundaries	Disclosed	About this report
RELATIONS WITH STAKEHOLDERS			
G4-24	Stakeholder groups engaged by the Company	Disclosed	Stakeholder engagement
G4-25	Basis for identification and selection of stakeholders	Disclosed	Stakeholder engagement
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Disclosed	Stakeholder engagement
G4-27	Key topics and concerns raised through stakeholder engagement, and how the Company has responded	Disclosed	CEO's statement, Stakeholder engagement
GENERAL REPORT INFORMATION			
G4-28	Reporting period	Disclosed	01.01.2015-31.12.2015
G4-29	Date of most recent previous report	Disclosed	2015
G4-30	Reporting cycle	Disclosed	Annual
G4-31	Contact point for the report	Disclosed	Contacts Veronika Kryachko, Head of Investor Relations and Capital Markets, ir@msc.uralkali.com
G4-32	'In accordance' option the Company has chosen; GRI content index for the chosen option; Reference to the External Assurance Report	Disclosed	About this report, GRI table 2015, Independent Assurance Report
G4-33	Policy and current practice with regard to external assurance	Disclosed	Independent Assurance Report
CORPORATE GOVERNANCE			
G4-34	Governance structure of the Company, including committees of the highest governance body	Disclosed	Corporate governance, Management Board
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Disclosed	Corporate governance Clauses 13, 14, 15, 16, Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf
G4-36	Whether the Company has appointed any executive-level position or positions with responsibility for economic, environmental or social topics, and whether post holders report directly to the highest governance body	Disclosed	http://www.uralkali.com/ru/about/management/
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Disclosed	Stakeholder engagement http://www.uralkali.com/ru/sustainability/our_approach/stakeholder_engagement/

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
G4-38	Composition of highest governance bodies and their committees	Disclosed	Corporate governance Executives and non-executives: http://www.uralkali.com/ru/about/board_of_directors/ http://www.uralkali.com/ru/about/corporate_governance/board_committees/ Independent members: http://www.uralkali.com/ru/about/board_of_directors/ Number of other senior positions, obligations of each official and nature of these obligations: http://www.uralkali.com/ru/about/corporate_governance/board_committees/ http://www.uralkali.com/upload/iblock/1cd/KVART_OTCHET_3_2015.pdf http://www.uralkali.com/ru/investors/reporting_and_disclosure/#hash_tab_3 Competences related to the economic, environmental and social impact of the Company: http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf
G4-39	Whether the chair of the highest governance body is also an executive officer	Disclosed	Corporate governance The chair of the highest governance body is not an executive officer
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting governance body members	Disclosed	Corporate governance
G4-41	Processes for the highest governance body to ensure conflicts of interests are avoided and managed	Disclosed	Corporate governance Regulations on procedure for corporate conflict resolution at Uralkali PJSC http://www.uralkali.com/ru/about/corporate_governance/regulatory_documents/konf_poryadok/ • Information on conflict of interests is disclosed to stakeholders, including information about cross-board membership, cross-shareholding with suppliers and other stakeholders, existence of controlling shareholder, and affiliated persons. • A controlling shareholder is a shareholder directly or indirectly holding more than 50% of Company's voting shares
G4-42	The role of the highest governance body and senior executives in setting purpose, values and strategy	Disclosed	Corporate governance Clauses 1 and 2, Section 9.3 and Section 10.9 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Disclosed	Corporate governance
G4-45	The role of the Board of Directors in the identification and management of economic, environmental and social impacts, risks and opportunities	Disclosed	Corporate governance Risk Management and Internal Control Policy http://www.uralkali.com/upload/iblock/a47/Politika_risk_11.09.2012.pdf Clause 36, Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf The Regulations on the Audit Committee http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf The Board of Directors approves PJSC Uralkali's policies and acts in accordance with them: Anti-corruption policy http://www.uralkali.com/upload/iblock/5bb/Anti-corruption_policy_120814.pdf Main principles of the global anti-monopoly policy http://www.uralkali.com/upload/iblock/1dc/antimon_10.09.2013.pdf The Code of Corporate Culture http://www.uralkali.com/upload/doc/codex_new_16122014.pdf Corporate social responsibility policy http://www.uralkali.com/upload/iblock/560/Ensopol_ru.pdf HSE policy http://www.uralkali.com/ru/sustainability/our_approach/policies/ The Code of Corporate Culture and PJSC Uralkali's policies http://www.uralkali.com/ru/about/corporate_governance/regulatory_documents/
G4-46	The role of the Board of Directors in reviewing the risk management processes for economic, environmental and social topics	Disclosed	Corporate governance Risk Management and Internal Control Policy http://www.uralkali.com/upload/iblock/a47/Politika_risk_11.09.2012.pdf Clause 36, Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf The Regulations on the Audit Committee http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf The Regulations on the Board of Directors http://www.uralkali.com/upload/iblock/b8f/pologenie_SD_10.08.2015.pdf

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
G4-47	The frequency of the Board of Directors' review of sustainability impacts, risks, and opportunities	Disclosed	Quarterly. CEO quarterly report, Clause 42, Section 9.3 of the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf Audit Committee quarterly meeting http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf Corporate Social Responsibility Committee quarterly meeting http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf
G4-48	The highest committee or position to formally approve this report and its materiality review	Disclosed	Corporate governance The Board of Directors approves the English version of the annual report in accordance with Clause 35, Section 9.3 of the Charter of PJSC Uralkali and pre-approves the annual report in Russian in accordance with Clause 8, Section 9.3 of the Charter of PJSC Uralkali. The annual general meeting approves the annual report in accordance with Clause 10, Section 8.5 of the Charter of PJSC Uralkali. http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf
G4-49	Process for communicating critical concerns to the highest governance body	Disclosed	Regular reports from the CEO - the Charter of PJSC Uralkali http://www.uralkali.com/upload/iblock/a24/Ustav_10_12_2015.pdf Reports from the chairmen of Committees of the Board of Directors - Appointments and Remuneration Committee http://www.uralkali.com/upload/iblock/08a/CNV_19.12.2013.pdf , Corporate Social Responsibility Committee http://www.uralkali.com/upload/iblock/e03/CSR_19.12.2013.pdf , Investment and Development Committee http://www.uralkali.com/upload/iblock/6d2/CIR_19.12.2013.pdf , Audit Committee http://www.uralkali.com/upload/iblock/180/CPA_24.08.2015.pdf , Information Policy Regulation http://www.uralkali.com/upload/iblock/341/Pologenie_inf_pol_19.12.2013.pdf
G4-51	Remuneration policies for the Board of Directors and senior executives	Disclosed	Corporate governance Remuneration of the members of the Board of Directors shall be defined pursuant to the Regulation on Remuneration and Reimbursement of the Members of the Board of Directors http://www.uralkali.com/upload/iblock/d0b/Pologenie_voznagr_10.12.2015.pdf The Company adopted a performance management system. The KPIs are set annually. The Appointments and Remuneration Committee considers and advises on the approval of KPIs for senior executives; the Board of Directors approves KPIs for the CEO and Company Secretary upon the Committee's advice. KPIs for functional executives mandatorily include specific indicators related to the area of activity headed by the top manager. http://www.uralkali.com/ru/about/management/remuneration/index.php ; http://www.uralkali.com/about/management/remuneration/
G4-52	Process for determining remuneration	Disclosed	Corporate governance Section 2 of the Regulation on Remuneration and Reimbursement of the Members of the Board of Directors of PJSC Uralkali http://www.uralkali.com/upload/iblock/d0b/Pologenie_voznagr_10.12.2015.pdf

ETHICS AND GOOD FAITH

G4-56	Values, principles, standards and norms of behaviour, such as codes of conduct and codes of ethics	Disclosed	Chairman of the CSR Committee statement Our people
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- Work on the Code began in 2007 with defining the mission, vision and values. It then progressed to a detailed description of corporate values and rules of conduct and co-operation. This process involved employees from all structural divisions of the Company and its affiliates. The Company adopted the Code of Corporate Culture in November 2010, and it came into force in January 2011. After the conclusion of the legal incorporation of two companies, the new employees became subject to the Code, and in July 2012 a section on relations with stakeholders was added to it. In 2013, the Company put forward a new value for discussion. On 10 January 2014, the revised Code of Corporate Culture came into force. In 2015, during face-to-face sessions with employees, new values were discussed and adopted. Current version of the document will be released no earlier than in 2016, following its revision and completion.
- Seminars on the Code of Corporate Culture are conducted annually, the target audience being linear management. In 2015, 86 employees attended the seminars.
- Uralkali's Head of Internal Communications is coordinating the Code implementation system in PJSC Uralkali and the Group.

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
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CATEGORY: FINANCIAL

EC1	Direct economic value generated and distributed	Disclosed	Key performance indicators
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MAIN COMPONENTS (THOUSANDS, DOLLARS)	TOTAL GROUP	
	REPORTING YEAR	PREVIOUS YEAR
Direct economic value generated, including	3,160,031	3,585,422
Revenue	3,123,302	3,559,292
Revenue from financial investments	36,368	24,364
Revenue from tangible asset sales	0	1,766
Revenue from intangible asset sales	0	0
Economic value distributed, including	1,509,105	2,370,553
Operating costs	882,127	1,353,661
Salaries	230,950	338,294
Other employee benefits	2,058	9,123
Payments to capital providers	311,225	577,846
Government payments	75,870	63,227
Investments in local communities	6,876	28,401
Non-distributed economic value	1,650,926	1,214,869

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EC3	Coverage of defined benefit plan obligation	Disclosed	Consolidated financial statement, Note 31 Obligations for post-employment benefits

PROGRAMME NAME	PROGRAMME CONDITIONS	PROGRAMME OBJECTIVES	NUMBER OF MEMBERS	PENSION AMOUNT	PROGRAMME PLANS FOR 2016
Attention and Care programme	Depending on the length of employment at the enterprise and place of residence	Welfare of retired URALKALI Group employees	9,500	Depending on length of employment – from 410 to 940 roubles per quarter	54,000,000 roubles for 2016
Non-state pension provision programme	The programme is designed for retired employees of OJSC Galurgia	1. Attracting highly skilled employees, workers with critical skills (through the expansion of standard employment benefits); 2. Retaining highly skilled employees in the Company	147	From 500 to 1,500 roubles a month (depending on the position at the time of retirement)	Changes are not provided for

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EC7	Development and impact of infrastructure investments and services supported	Disclosed	Our communities PJSC Uralkali in 2015

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
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CATEGORY: ENVIRONMENTAL

EN3	Energy consumption within the Company	Disclosed	Environmental protection
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	PJSC URALKALI TOTAL		GROUP TOTAL	
	REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Consumption of non-renewables, GJ	21,458,701	22,113,338	21,895,967	22,519,663
Natural gas	17,940,482	18,874,698	17,995,576	18,920,252
Associated petroleum gas	2,767,371	2,617,450	2,767,371	2,617,450
Diesel fuel oil	343,371	244,177	646,677	535,626
Petrol	1,381	1,639	80,246	70,961
Other fuels	406,097	375,375	406,097	375,375
Energy (electricity and heat) purchased for internal consumption, GJ	5,176,114	5,799,579	5,314,361	5,952,477
Electrical power	5,118,267	5,502,466	5,229,561	5,615,060
Heating energy	57,848	297,113	84,800	337,417
Energy transferred to external consumers, GJ				
Electrical power generated using non-renewable energy sources*	70,384	68,598	70,384	68,598
Heating energy generated using non-renewable energy sources	749,946	878,098	749,946	878,098
Total energy consumption	25,884,869	27,034,819	26,460,382	27,594,042

The volume of associated gas used totalled 2,767,371 gj or 70.9 million m³.

* This electrical power volume is not considered as PJSC Uralkali's internal consumption because it is directly transferred to external consumers (consumers conclude direct energy supply contracts with energy-supplying companies).

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
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EN5	Energy intensity	Disclosed	Environmental protection
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ITEM	MEASUREMENT UNIT	PJSC URALKALI TOTAL	
		REPORTING YEAR	PREVIOUS YEAR
Gas	cubic m/tonne	46	45.2
Electric power	kWh/tonne	47	142

Energy intensity is calculated as the ratio of energy consumed to the volume of output.

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
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EN6	Reduction of energy consumption	Disclosed	Environmental protection
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ITEM	MEASUREMENT UNIT	PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Gas	GJ	286,474	241,091	286,474	241,091
Electric power		367,556	216,493	368,347	218,067

Reducing energy consumption was due to the implementation of technical and organizational measures

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EN8	Total water withdrawal by source	Disclosed	Environmental protection

ITEM	MEASUREMENT UNIT	PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Total volume of water withdrawn from sources*, including:	thousand cubic m	22,917	25,651	39,091	40,558
From surface reservoirs, including swamps, rivers and lakes		16,825	19,036	16,825	19,036
From underground reservoirs		3,526	3,794	19,658	18,660
Rainwater collected and stored by the Company		1,641	1,564	1,641	1,564
Wastewater from other companies		0	0	0	0
Municipal and other water supplies		924	1,257	967	1,298

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EN9	Water sources significantly affected by withdrawal of water	Disclosed	The Company has three water intake points from surface sources, including: BKPRU-2 intake (Verkhne-Zyryanskoye water reservoir, source volume – 13 million cubic m); BKPRU-4 intake (Verkhne-Zyryanskoye water reservoir, source volume – 13 million cubic m); SKRU-2 intake (Kama River reservoir, source volume – 12.2 million cubic m). The water sources are not on the list of protected territories.
EN10	Percentage and total volume of water recycled and reused	Disclosed	Environmental protection

ITEM	MEASUREMENT UNIT	PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Direct CO2 emissions (scope 1)	thousand tonnes	1,219.9	1,254.2	1,251.1	1,278.4
Indirect CO2 emissions (scope 2)		498.9	559.0	512.2	573.8
TOTAL		1,718.9	1,813.3	1,763.3	1,852.1

Direct and indirect CO2 emissions are calculated according to the IPCC Guidelines for National Greenhouse Gas Inventories.

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EN21	NOx, SOx, and other significant air emissions	Disclosed	Environmental protection

ITEM	MEASUREMENT UNIT	PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Solid	thousand tonnes	2.00	1.80	2.05	1.85
Sulphur dioxide (SO2)		0.42	0.38	0.43	0.39
Carbon monoxide (CO)		1.31	1.30	1.40	1.38
Nitrogen oxides (converted to NO2)		1.28	1.33	1.67	1.69
Volatile organic compounds (VOC)		0.06	0.07	0.16	0.14
Other gaseous and liquid		0.04	0.03	0.05	0.04
TOTAL		5.13	4.91	5.75	5.49

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EN22	Total water discharge by quality and destination	Disclosed	Environmental protection

NO.	TOTAL WATER DISCHARGE IN CUBIC METRES PER YEAR INTO WATER BODIES (THOUSAND CUBIC M/YEAR) DIVIDED INTO:	PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
TOTAL by treatment method					
1	Biological treatment	380.9	386.1	5,598.9	6,049.4
2	Mechanical treatment	10,961.8	10,611.9	15,278.6	15,003.9
3	Physical and chemical treatment	0	0	75.4	80.1
4	No treatment	0	0	0	0
by water body destination					
1	Lenva River	1,205.5	1,239.9	1,205.5	1,239.9
2	Bygel River	15.8	15.6	15.8	15.6
3	Kama River	7,973.3	7,448.4	7,973.3	7,448.4
4	Chornaya River	-	0	-	0
5	Popovka River	227.4	247.8	227.4	247.8
6	Usolka River	1,920.7	2,046.3	2,043.7	2,155.5
7	Part of Kama water reservoir (Glotikha Gulf)	0	0	4,316.9	4,392
8	Neva Bay of the Gulf of Finland (BAL/N. BAY)	0	0	75.4	80.1
Total amount of wastewater reused by other enterprises, cubic m/year		0	0	0	0

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EN23	Total weight of waste by type and disposal method, thousand tonnes	Disclosed	Environmental protection

SUBSTANCE	PJSC URALKALI TOTAL		GROUP TOTAL	
	REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Hazard class I-IV				
Waste at the beginning of the year	0.0	0.0	0.0	0.0
Waste generation	5.4	27.4	6.2	28.1
Waste utilisation	0.0	0.0	0.0	0.0
Waste neutralisation	0.0	0.0	0.0	0.0
Waste transfer to other enterprises:	5.4	27.4	6.1	28.0
– for utilisation	0.2	0.1	0.4	0.3
– for neutralisation	0.2	21	0.3	21.0
– for storage	0.0	0.0	0.0	0.0
– for disposal at dumps (burial)	5.0	6.3	5.4	6.7
Waste disposal at facilities operated by the Company	0.0	0.0	0.0	0.0
Waste at year-end	0.0	0.0	0.0	0.0
Hazard class V				
Waste at the beginning of the year	565,112.2	540,870.5	565,112.2	540,870.5
Waste generation	31,267.4	34,739.6	31,290.0	34,745.2
Waste utilisation	11,236.6	10,432.7	11,252.3	10,432.7
Waste neutralisation	0.0	0.0	0.0	0.0
Waste transfer to other enterprises:	63.8	65.2	86.4	70.8
– for utilisation	33.0	33.5	54.5	38.8
– for neutralisation	0.0	0.0	0.0	0.0
– for storage	0.0	0.0	0.0	0.0
– for disposal at dumps (burial)	30.8	31.7	31.9	32.1
Waste disposal at facilities operated by the Company (for storage at salt and slime dumps)	21,102.9	25,102.1	21,102.9	25,102.1
Waste at year-end	583,472.3	565,112.2	583,472.3	565,112.2

According to the Russian Federation legislation, hazardous waste includes I-IV hazard classes, while V class is non-hazardous.

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Disclosed	In 2015, the total value of material fines for non-compliance with environmental regulations issued to PJSC Uralkali totalled 100,000 roubles. The Company did not receive non-monetary sanctions. There were three cases where mechanisms of dispute resolution were utilised.
EN31	Total environmental protection expenditures and investments by type	Disclosed	

CURRENT EXPENSES ON ENVIRONMENTAL PROTECTION, THOUSAND ROUBLES	PJSC URALKALI TOTAL		GROUP TOTAL	
	REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
air protection and climate change mitigation	278,603	243,212	288,941	261,052
waste water collection and treatment	163,595	140,83	256,624	229,456
waste disposal	850,288	631,542	1,121,840	854,18
protection and remediation of land, surface water and groundwater	5,223	15,579	6,107	15,757
environmental protection against noise, vibration and other kinds of physical impact	0	0	15	0
conservation of biodiversity and natural area protection	0	4	0	4
radiation environmental safety	0	0	0	0
research and development activities to reduce negative anthropogenic impacts on the environment	10,838	10,791	10,838	10,916
other environmental protection activities	8,647	7,812	8,659	7,937
Total, thousand roubles	1,317,194	1,049,770	1,693,022	1,379,302

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
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LABOUR RELATION PRACTICES AND DECENT WORK

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Disclosed	Our people

		PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Total number of new employees employed by the Company during the reporting period	Under 30	1,073	973	1,576	1,577
	30-50 years-old	725	521	1,398	1,202
	Above 50	122	159	277	358
Total number of new employees who resigned from the Company during the reporting period	Under 30	273	329	379	442
	30-50 years-old	85	72	204	194
	Above 50	30	35	54	68
Proportion of new employees who resigned from the Company during the reporting period	Under 30	0.024	0.029	0.018	0.021
	30-50 years-old	0.007	0.006	0.010	0.009
	Above 50	0.003	0.003	0.003	0.003

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant operations	Disclosed	Our people

		PJSC URALKALI TOTAL		GROUP TOTAL	
		REPORTING YEAR	PREVIOUS YEAR	REPORTING YEAR	PREVIOUS YEAR
Life insurance programme					
	The total number of employees insured under life insurance contracts (pers.)	9,811	9,914	7,021	8,005
Health/VHI					
	The total number of employees insured under VHI contracts (pers.)	11,629	11,363	8,907	9,850

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Disclosed	Pursuant to Russian law, the Company shall provide its employees with official notice of any changes in advance. The minimum notice period regarding significant operational changes shall be two months, as defined by the Russian Labour Code. Additional information is provided via the Company's internal media channels.
LA5	Percentage of workforce represented in formal joint management worker health and safety committees	Disclosed	<ul style="list-style-type: none"> The Joint management and employees Committee on health and safety operates at Company level and at the level of its subdivisions The percentage of workers represented in Joint management and employees Committees is 5,34%
LA6	Worker health and safety committees, by region and by gender	Disclosed	Health and safety

	GROUP TOTAL	
	REPORTING YEAR	PREVIOUS YEAR
Occupational disease rate	0.024	0.03

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
LA8	Health and safety topics covered in formal agreements with trade unions	Disclosed	<ul style="list-style-type: none"> Formal agreements with trade unions cover health and safety issues. Occupational Safety Commission was established. Documents (agreements) signed by the Company covering health and safety issues - Collective Bargaining Agreement, Occupational Safety Agreement, Resolution on Occupational Safety Commission. During the reporting period, the Company had agreements with trade unions.
LA9	Average hours of training per year per employee by gender, and by employee category	Disclosed	Our people
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Disclosed	<p>Our people</p> <ul style="list-style-type: none"> The Group conducts regular performance reviews (97.3% of employees are assessed based on KPIs). The KPI system covers all categories of Group employees, including white-collars. KPIs are determined based on the Company's goals and objectives. The Company works on career planning and development for employees as part of its Candidate Pool and Successor preparation projects. Approximately 8% from the previous candidate pool were appointed for senior positions in 2015. Performance reviews for white-collar employees are conducted monthly and annually based on the KPIs, depending on the results achieved by the subdivisions and individual employees. Performance reviews for blue-collar employees are conducted based on the subdivision performance.
LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Disclosed	<ul style="list-style-type: none"> Uralkali Group is a social responsible company, strictly following the laws of the Russian Federation. Pursuant to the Labour Code of the Russian Federation, the Company has the following grievance mechanisms: <ul style="list-style-type: none"> - Labour Dispute Committee (11 appeals) - court (10 appeals) - labour inspection (2 appeals) <p>The total amount of grievances about labour practices submitted via official grievance mechanisms during the reporting period is 23.</p>

CATEGORY: SOCIETY

SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Disclosed	Our communities PJSC Uralkali in 2015
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Partially disclosed	Corporate governance
SO4	Communication and training on anti-corruption policies and procedures	Disclosed	Our priorities, Stakeholder engagement, Corporate governance

INFORMATION SHARING OF THE COMPANY'S CURRENT POLICIES AND METHODS OF CORRUPTION PREVENTION	MEMBERS OF GOVERNANCE BODIES	EMPLOYEES	BUSINESS PARTNERS
Number of employees informed about the Company's current policies and methods of corruption prevention	3,467	17,122	21,429
Percentage of employees informed about the Company's current policies and methods of corruption prevention	100%	100%	100%
TRAINING IN POLICIES AND METHODS OF CORRUPTION PREVENTION	MEMBERS OF GOVERNANCE BODIES	EMPLOYEES	BUSINESS PARTNERS
Total number of employees trained in policies and methods of corruption prevention	3,467	2,251	27
Percentage of employees trained in policies and methods of corruption prevention	100%	10.9%	0.1%

INDICATOR	DESCRIPTION	DISCLOSURE LEVEL	REPORT SECTION/DESCRIPTION
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Disclosed	The Company was not subject to any significant fines for non-compliance with laws and regulations in 2015.

CATEGORY: PRODUCT RESPONSIBILITY

PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Disclosed	What is potash and why is it important?
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In 2015, the Company continued its cooperation with a leading Russian research and development institute for vegetable farming – the All-Russian Research and Development Institute for Vegetable Farming – and conducted a year-long scientific and production experiment in 6 regions of the Russian Federation (Moscow region, Voronezh region, Rostov region, Volgograd region, Altai Krai, Primorsky Krai). The scientists studied the effect of potassium chloride on the yield of 5 vegetable and 3 gourd crops. Potassium was proved to have a positive impact on yield increases and the commercial quality of goods (sugar and vitamin C content, root crop quality).

In 2015, the Company completed main tests as part of a pilot project in the Russian Federation together with the International Plant Nutrition Institute (IPNI). During 3 years, the scientists studied the effect of potassium chloride on the yield of 3 top crops and its aftereffect in a variety of climatic and soil conditions. Based on the results of the research, the final report was prepared and the scientists started developing recommendations regarding the use of potassium fertilisers in intensive farming systems. The data obtained proves the positive impact of potassium, particularly, on simultaneous quality increases in sugar beet and spring wheat.

In 2015, the Company continued its agricultural programmes in export markets. It initiated testing of the impact of potassium on certain economically significant crops in tropical and subtropical zones (Vietnam, Indonesia). Farm scale trials of vegetable crops (tomatoes, sunflower) in China showed excellent results. The group of scientists completed their testing of the effectiveness of intensive farming systems with no potassium nutrition ("potassium holidays") in Brazil.

PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Disclosed	
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The quality requirements for finished products are set according to technical specifications developed for each product type. The quality of finished products is ensured by processes in line with regulations for manufacturing processes developed and approved according to established procedure.

The quality control department conducts production control and final control of finished products pursuant to regulations for manufacturing processes. All control procedures, from sampling to analytical testing, are formalised: activities are conducted pursuant to guides and procedures.

In 2012, the Company's Department for Research and Control of Product Quality (DRCPQ) laboratory obtained regular accreditation for technical competence. Thus, the DRCPQ confirms the work quality of PJSC Uralkali's products control, as defined by the accreditation scope. In 2015, a supervisory audit was conducted with no significant observations identified.

In 2012, the DRCPQ completed implementation of the laboratory information management system (LIMS). The LIMS's database is regularly updated for the purposes of various reports preparation, including based on ISO 22531-2011 "Guide for statistical data analysis to assess the configuration and stability of specifications for products, processes and environmental aspects". Technical personnel and information consumers are getting reliable and unaltered product quality information.

The Laboratory of the All-Russian Research and Development Institute for Vegetable Farming conducts work to ensure comprehensive quality control and product properties research during all the transshipment stages.

PR5	Results of surveys measuring customer satisfaction	Disclosed	Chairman of the CSR Committee statement
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- The Company conducts an annual consumer survey in the domestic and foreign potassium chloride markets in order to assess the degree of satisfaction of our partners and identify opportunities for improvement. The Company acquires information through a customer questionnaire survey. The survey takes into account commercial aspects, product quality indicators, as well as the terms of delivery and packaging. For quantitative assessment, the customer satisfaction index is used. A Customer Satisfaction Report is drawn up based on the results of the assessment.
- According to the survey results, the customer satisfaction index for potassium chloride (major product) in domestic and foreign markets was 92% and 95%, respectively.

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Disclosed	The Company was not subject to any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2015.
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Disclosed	Our communities PJSC Uralkali in 2015