

Other Russian regions



Zavidovo

Nornickel runs corporate housing programmes in the Konakovsky District of the Tver Region, an area with strong social and economic potential and scenic natural beauty. Over the past 10 years, Nornickel has supported a range of development projects in Zavidovo, such as modern residential quarters with kindergartens, a polyclinic, a forest park, grocery supermarkets, and a modern leisure centre with a cinema and a Multifunctional Public Service Centre – effectively creating the necessary infrastructure for employees to enjoy a comfortable life after retiring from the Company. Flats in Zavidovo are distributed under a housing programme that covers several dozen Group entities. To date, around 3 thousand employees have received housing in Zavidovo under this programme. Nornickel prioritises the development of social infrastructure in the Zavidovo area to improve the quality of life for residents.

Nornickel-sponsored social-impact projects in the Konakovsky District, Tver Region

A school renovation project, including furniture and equipment purchases, participation in the construction of school buildings, installation of utility systems, and improvements of the surrounding area

Construction and equipping of a healthcare unit

Participation in the construction of a polyclinic, installation of utility systems, and procurement of essential equipment and machinery

Design and survey works for a planned fitness and health centre

Purchase of a CT scanner for a specialised medical centre

Nashe Zavidovo Endowment Fund

The Development endowment was established to use income from the placement of its capital to support non-profit organisations, including non-governmental organisations and public and municipal budgetary institutions (excluding state corporations, political parties, and social movements), active in the Tver Region in the areas

of education, science, healthcare, culture, physical culture and sports (excluding professional sports), arts, social assistance (support), and environmental protection.

RUB 90 MLN  
endowment as at 2024

Engagement with indigenous peoples

GRI 203-1, 411-1 / SASB EM-MM-210a.3, EM-MM-210b.1 / MED-40 / TNFD Gc

GRI 14.9.3

RUB 495 mln

the Company's spending on projects to support the indigenous small-numbered peoples of the North in 2024

0 cases

of violations of indigenous rights in 2024

Nornickel acknowledges and respects both the collective and individual rights of the indigenous peoples as enshrined in Russian and international law<sup>1</sup>. The Company honours the history, traditions, and cultures of the Nenets, Enets, Dolgans, Nganasans, Evenks, and Sámi, respecting their distinctiveness, heritage, and the natural environment on which they depend. As part of its investment and operational activities, Nornickel engages in consultations and builds trusting, productive relationships with indigenous small-numbered peoples ("indigenous peoples" or "indigenous minorities").

In 2024, Nornickel's Board of Directors approved the updated [Policy of Engagement with Indigenous Small-Numbered Peoples](#), which outlines the Company's principles and commitments to respecting the rights and taking into account the interests of indigenous peoples. Independent experts, family (tribal) communities, and associations of indigenous minorities participated in updating the document, enabling the comprehensive alignment with international standards, the Company's experience in implementing support projects and programmes for indigenous minorities, and the specific needs and suggestions of the indigenous peoples of Taimyr and the Murmansk Region.

Recognition of and respect for self-determined development priorities

Acknowledgement of the vulnerability of indigenous minorities

Recognition of and respect for decision-making rights

Nornickel's commitments and principles regarding engagement with indigenous peoples

Commitment to culturally appropriate consultations, agreements, and disclosure of information

Advancing engagement with indigenous peoples

Funding of projects agreed with indigenous peoples

New aspects introduced by the 2024 Policy of Engagement with Indigenous Small-Numbered Peoples

Formalised procedures for engagement with indigenous peoples in different situations

Due diligence process to monitor the risks of infringing on the rights of indigenous peoples

Application of the principle of free, prior, and informed consent (FPIC)

Establishment of an independent grievance mechanism<sup>2</sup>

Commitment to the principle of consultations in good faith

Independent audit of compliance with the policies, agreements, and programmes developed in collaboration with and for the benefit of indigenous peoples<sup>3</sup>

<sup>1</sup> For the full list of regulations, please see the [Policy of Engagement with Indigenous Small-Numbered Peoples](#).

<sup>2</sup> For more details, please see [Nornickel's 2024 Human Rights Report](#).

<sup>3</sup> The audit includes assessment of stakeholder engagement outcomes in line with the IRMA Standard and the ICMM Principles.

In 2024, the Company approved the Regulations on Implementing the Principles of Preventing, Reducing, and Mitigating Impacts on the Indigenous Small-Numbered Peoples of the North, which set out mandatory procedures for preventing and mitigating any potential negative impacts on the indigenous small-numbered peoples of the North at all stages of its operations. The document provides for consultations with representatives of the indigenous small-numbered peoples of the North, the use of the FPIC process, and the implementation of remediation plans in accordance with the ICMM and IRMA international standards and UN recommendations.

For more details on the split of responsibilities for engagement with indigenous minorities, please see [Nornickel's 2023 Sustainability Report](#).

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The adoption of this new policy and regulations that outline measures for preventing, reducing, and mitigating potential impacts on indigenous peoples is just the first step; the Company is also expected to take further action and establish employee conduct guidelines and a grievance mechanism. Most importantly, Nornickel and its partners must now ensure these documents are put into practice.

**Antonina Gorbunova,**  
member of the UN Expert Mechanism on the Rights of Indigenous Peoples

## Free, prior, and informed consent process

TNFD Gc GRI 14.11.4

Where Nornickel's activities may have a significant impact on the rights of indigenous minorities, the Company proceeds only upon obtaining free, prior, and informed consent. The consent must be secured through good faith negotiations between the Company and the indigenous peoples, and must be based on an equitable agreement.

For more details on Nornickel's FPIC process, please see [Nornickel's 2023 Sustainability Report](#) and the official website of the Kolmozerskoye lithium deposit development project at <https://fpic.kmnsoyuz.ru/en/>.

### FPIC

**Free** (from intimidation, coercion, manipulation, or harassment)

**Prior** (consultations are held in the early stages of conceptualisation and planning, allowing indigenous peoples sufficient time to make their own decision)

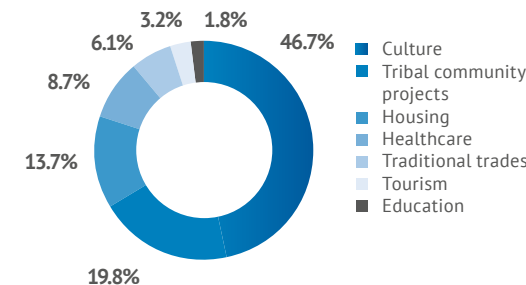
**Informed** (indigenous peoples are provided with information on all relevant aspects of the proposed activity)

## Activities of the Indigenous Communities Coordination Council

GRI 2-26

To foster systemic dialogue with the indigenous peoples of the Taimyrsky Dolgano-Nenetsky Municipal District and improve their quality of life, Nornickel established the Indigenous Communities Coordination Council. The Coordination Council supervises Nornickel's Programme for Promoting Social and Economic Development of the Taimyrsky Dolgano-Nenetsky Municipal District in 2020–2024.

### Spending by focus area



RUB 2 bn

Total funding allocated to the Programme for Promoting Social and Economic Development of the Taimyrsky Dolgano-Nenetsky Municipal District in 2020–2024 (actual spending: over RUB 2 billion).

RUB 400 mln

additionally allocated by the Coordination Council to support tribal communities, ensure they have all the necessary supplies, and help them prepare for the hunting and fishing seasons in 2021–2024 (RUB 100 million annually)

### Key outcomes included improvements in the living standards of indigenous peoples, such as:

Access to housing (more than 20% of the housing stock in the Volochanka and Ust-Avam settlements was renovated)

Improved access to medical care (the number of rural health posts in Taimyr settlements grew by more than 25%)

Development of traditional economic activities of the indigenous small-numbered peoples of the North

Improved logistics and sales for products made by Taimyr's indigenous communities

In 2025, Nornickel will continue delivering on the key strategic priorities of its indigenous peoples engagement policy, including the promotion of online education, construction of rural community centres, support for family-based reindeer herding, area improvements and development of settlements, launch of a processing shop for agricultural produce, and more.

In addition to the activities under the five-year programme to support the indigenous small-numbered peoples of the North, tribal communities were also able to complete a number of important initiatives supported by the Company's charitable programmes: the launch of a pantotherapy centre, a souvenir pavilion, and joinery workshops; development of offline translation apps supporting indigenous languages; acquisition of fishing quotas and leases for commercial fishing grounds;

repair of glacier storages at fishing points; and provision of vital assistance to settlement residents in need.

Nornickel's strength in engaging with indigenous peoples is underpinned by ongoing dialogue with indigenous communities and families as well as regular discussions of emerging issues – all of which foster mutual understanding and support inclusive engagement.



## Social Diplomacy

Nornickel supports the Social Diplomacy educational project by FAEA of Russia and MGIMO University, which promotes the institutional development of the indigenous small-numbered peoples of the North, enhancing their legal literacy, social skills, and effect from participating in decision making on matters related to their rights and legitimate interests.

The Company helps authorised representatives of indigenous peoples from its regions of operation to contribute to the work of national and international bodies dealing with the rights of indigenous peoples.

## Agreement with FAEA of Russia

In 2024, Nornickel and the Federal Agency for Ethnic Affairs (FAEA) signed an agreement to continue supporting indigenous minorities. This agreement supplements the document signed in 2023. This step reflects the evolving international and corporate standards on indigenous rights and corporate social responsibility, alongside growing public attention to the topic.

The agreement provides funding for a range of educational, cultural, and scientific projects, benefitting not only indigenous communities in the Company's regions of operation but also broader indigenous communities across Russia.

## Key results of the Programme for Promoting Social and Economic Development of the Taimyrsky Dolgano-Nenetsky Municipal District in 2020–2024

**33** houses

commissioned in the Volochanka and Ust-Avam settlements

**73** indigenous students

are studying at Fedorovsky Polar State University under the Company's Taimyr Students targeted scholarship programme

**3** rural health posts

built in the Ust-Port, Ust-Avam, and Volochanka settlements

**21** flats in Dudinka

purchased for orphaned indigenous children (all flats are equipped with household appliances)

**46** social-impact initiatives

supported under the World of Taimyr grant programme between 2020 and 2023 for a total of RUB 99 million. The competition is being held for the third time in 2025

## Support for traditional trades

- A facility was established for storing and comprehensively processing products from traditional economic activities (meat, fish, and poultry)
- The reindeer carrying capacity of Avam tundra pastures (15 thousand sq km) was assessed; negotiations with tribal communities are underway to revive family-based reindeer herding
- The Pyasina River tributaries were studied to establish fishing quotas for tribal communities
- The potential was assessed for developing aquaculture in Taimyr to farm valuable fish species (the Yenisei and Khatanga Rivers)
- Agricultural produce from tribal communities (reindeer meat and northern fish species) was collected from Taimyr settlements and fishing grounds

## Educational, cultural, and sports projects

- A number of events were held to preserve and promote indigenous cultures, including the Indigenous Nomad Camp festival, a youth forum, a folklore festival, the Voice of the North literary competition, the International Day of the World's Indigenous Peoples, and master classes in choreography and decorative arts
- Language nests were established in primary schools and kindergartens to support the learning of native languages – Nganasan and Dolgan
- A visitor centre was opened in the Ust-Avam settlement, featuring a main building, a residential module, a sauna, and two chums
- Positive expert reviews were received for the design and cost-estimate documentation related to the construction projects for rural community centres in the Nosok, Volochanka, and Kheta settlements
- Sports important to the Taimyr region – curling and the Northern polyathlon – continued to be developed
- Online education was introduced in 11 rural schools

# Improving the well-being of local communities

TNFD Gc

GRI 14.8.9

## Nornickel's contribution to the Self-Fulfilment of Each Person, Unlocking Their Talents, and Educating a Patriotic and Socially Responsible Person national goal

### Targets and objectives:

- Create conditions for bringing up harmoniously developed, patriotic, and socially responsible people on the basis of the traditional spiritual and moral as well as historical and cultural values of Russia by 2030
- Increase the proportion of young people participating in projects and programmes aimed at professional and personal development as well as patriotic education to at least 75% by 2030
- Increase the proportion of young people engaged in volunteer and community activities to at least 45% by 2030

### Nornickel's performance highlights and plans

- Development and implementation of cultural, scientific, educational, and social-impact projects and initiatives under the World of New Opportunities programme (more than 21 thousand participants in 2024) and as the Company's stand-alone charitable efforts (RUB 14 billion – total funding directed to charitable projects in 2024)
- Social and environmental initiatives as part of the Plant of Goodness corporate volunteering programme (about 4 thousand participants, 410 completed campaigns in 2024)
- Engagement of young people in the Company's business activities and development of their potential ([Nornickel's youth ecosystem](#))

