



GRI tables 2014-2015

About this appendix

This is an appendix to the Integrated Report for 2015. The report and this appendix have been prepared in accordance with the GRI G4 Sustainability Reporting Guidelines.

Based on our analysis, the level of disclosure in this report complies with the GRI G4 Core requirements. The information provided in the report was prepared based on the current internal procedures for data collection and analysis. The Company plans to issue integrated reports on an annual basis.

The information about the Company's financial results is based on consolidated IFRS reporting for the 12 months ended 31 December 2015, unless stated otherwise.

Information about LA, HR and EN indicators is only presented for the Company's main production sites. These are: Apatit, PhosAgro-Cherepovets, the Balakovo Branch of Apatit and Metachem.

A professional audit to provide external confirmation of the 2015 Integrated Report with regards to the GRI G4 indicators disclosed in this appendix has not been conducted. However, the Company recognises the importance of conducting a professional external confirmation in order to increase the level of trust in its non-financial reporting, and plans to conduct such reviews in the future.

For any questions regarding the data and information contained in this document, please use the contact information provided on page 138 of the Integrated Report.

In accordance with GRI guidelines for GRI 4 reporting

Fully reported ●
 Partially reported ●
 Information not reported ●
 (not considered material to business operation)
 Not reported ○

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Strategy and analysis

G4-1	●●	Statement from the most senior decision-maker of the organisation.	The Company's Integrated Report 2015, pages 4-6, 14-17	No
G4-2	●	Description of key impacts, risks, and opportunities.	The Company's Integrated Report 2015, pages 24-29, 66-73	No

Organisational profile

G4-3	●●	Name of the organisation.	Open Joint Stock Company "PhosAgro"	No
G4-4	●●	Primary brands, products, and/or services.	<ul style="list-style-type: none"> • Phosphate rock • Nepheline concentrate • Monoammonium phosphate or MAP • Diammonium phosphate or DAP • NPK • NPS • PKS • APP • Urea • Ammonium nitrate or AN • NP • Monocalcium phosphate or MCP • STPP • Sulphate of potash or SOP 	No
G4-5	●●	Location of organisation's headquarters.	119333, Moscow, Leninsky prospekt, d. 55/1, str. 1	No
G4-6	●●	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	PhosAgro sells its products in over 100 countries. See also the Company's Integrated Report 2015, pages 7-9	No
G4-7	●●	Nature of ownership and legal form.	The Company's Integrated Report 2015, page 132	No
G4-8	●●	Markets served.	The Company's Integrated Report 2015, pages 7-9	No
G4-9	●●	Scale of the reporting organisation.	The Company's Integrated Report 2015, pages 2-3, 18-19	No
G4-10	●●	Total workforce by employment type, employment contract, and region, broken down by gender.		No

Total workforce by employment type, employment contract, and region, broken down by gender

Indicator/Region	Headcount as of 31 December 2015		Headcount as of 31 December 2014	
Apatit, PhosAgro-Cherepovets, BBofA, Metachem	Total including	11,419	Total including	12,291
	part-time employees	4	part-time employees	2
	fixed-term employees	453	fixed-term employees	371
	under 25	315	under 25	568
	25-35	2,624	25-35	2,823
	35-45	2,170	35-45	2,301
	45-55	1,565	45-55	1,826
	over 55	576	over 55	747
	under 25	151	under 25	201
	25-35	1,260	25-35	1,171
35-45	1,241	35-45	1,097	
45-55	1,250	45-55	1,273	
over 55	267	over 55	284	
Murmansk Region	Total including	5,068	Total including	6,259
	part-time employees	1	part-time employees	0
	fixed-term employees	138	fixed-term employees	149
	under 25	179	under 25	359
	25-35	1,516	25-35	1,698
	35-45	1,177	35-45	1,339
	45-55	832	45-55	969
	over 55	176	over 55	289
	under 25	43	under 25	86
	25-35	370	25-35	502
35-45	387	35-45	473	
45-55	322	45-55	426	
over 55	66	over 55	118	
Vologda Region	Total including	4,154	Total including	3,328
	part-time employees	3	part-time employees	2
	fixed-term employees	242	fixed-term employees	173
	under 25	72	under 25	106
	25-35	659	25-35	609
	35-45	596	35-45	523
	45-55	395	45-55	456
	over 55	209	over 55	206
	under 25	86	under 25	77
	25-35	697	25-35	396
35-45	609	35-45	314	
45-55	690	45-55	559	
over 55	141	over 55	82	
Saratov Region	Total including	1,466	Total including	1,699
	part-time employees		part-time employees	
	fixed-term employees	51	fixed-term employees	41
	under 25	48	under 25	79
	25-35	340	25-35	366
	35-45	294	35-45	289
	45-55	243	45-55	250
	over 55	143	over 55	166
	under 25	11	under 25	24
	25-35	108	25-35	156
35-45	122	35-45	164	
45-55	116	45-55	145	
over 55	41	over 55	60	

Total workforce by employment type, employment contract, and region, broken down by gender continued

Indicator/Region	Headcount as of 31 December 2015		Headcount as of 31 December 2014	
Leningrad Region	Total including	731	Total including	1,005
	part-time employees		part-time employees	
	fixed-term employees	22	fixed-term employees	8
Males	under 25	16	under 25	24
	25-35	109	25-35	150
	35-45	103	35-45	150
	45-55	95	45-55	151
	over 55	48	over 55	86
Females	under 25	11	under 25	14
	25-35	85	25-35	117
	35-45	123	35-45	146
	45-55	122	45-55	143
	over 55	19	over 55	24

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Organisational profile continued

G4-11	●●	Percentage of employees covered by collective bargaining agreements.	100% of employees are covered by collective bargaining agreements.	No
G4-12	●●	Supply chain of the organisation.	See also the Company's Integrated Report for 2015, pages 18-19.	No

Supply chain

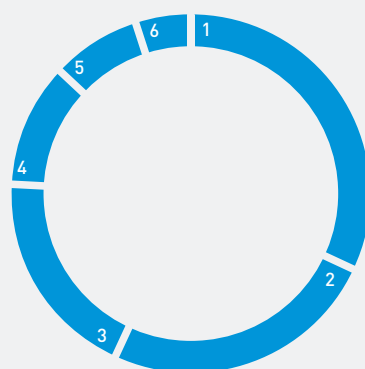
The Company's main goal when conducting purchases is to ensure the supply of the high-quality raw materials necessary for its production processes, and of equipment that meets accepted standards of quality, reliability and safety, at the lowest price possible.

PhosAgro is a large producer of phosphate-based fertilizers. In addition, the Company produces nitrogen fertilizers, feed phosphates (monocalcium phosphate) and industrial phosphates.

Due to the nature of its activities, PhosAgro's primary cost items are raw materials, fuels and lubricants, as well as expenses related to machines and equipment. Other significant costs include mining-related costs in the materials and services reporting line, as well as expenses related to transportation and new construction.

The structure of costs in the supply chain in 2015 based on the Company's IFRS reporting is provided below:

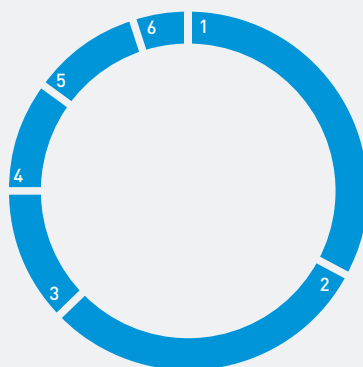
Supply chain cost structure 2015



1	Raw materials, fuels and lubricants	32%
2	Construction	25%
3	Materials and services	19%
4	Transportation	11%
5	Machines and equipment	8%
6	Other	5%

Supply chain continued

Supply chain cost structure 2014



1	Raw materials, fuels and lubricants	33%
2	Materials and services	30%
3	Transportation	12%
4	Machines and equipment	10%
5	Construction	10%
6	Other	5%

Raw materials, fuels and lubricants

PhosAgro is a vertically integrated company, and as such produces a number of its own raw materials. The Company is self-sufficient in the following:

Phosphate rock	100%
Ammonia	72%
Electricity	38%

Phosphate rock and ammonia are the main raw materials used for the production of mineral fertilizers.

The Company purchases the following raw materials: natural gas, ammonia, sulphur, electricity, heat energy, potash and ammonium sulphate.

Raw materials, fuels and lubricants are purchased exclusively from local suppliers, which is one of PhosAgro's key competitive advantages.

The Company's strategic goal is to maintain its existing level of vertical integration in key inputs (for more detail, see the "Strategy" section on pages 24-29 of the Integrated Report).

Materials and services

The Company engages in large-scale mining activities, a portion of the expenses for which are reflected in its IFRS reporting under the materials and services line. This includes materials and services for chemicals, explosives, spare parts for vehicles, materials for beneficiation capacities, etc. In addition, expenses for services from external contractors involved in mining activities are included.

Transportation

Transportation expenses include the transportation of raw materials and finished goods, as well as freight and stevedoring expenses. The transportation of raw materials and other materials to production facilities, and the transportation of finished goods, is primarily done via rail.

Machines and equipment

The Company purchases new machines and equipment as part of its ongoing modernisation of existing capacities and the construction of new facilities. For purchases in this area, preference is given to local manufacturers. At the same time, equipment supplied by local manufacturers must meet established standards for quality, safety and reliability, and have characteristics at least on par with equipment from foreign suppliers.

At present, non-local suppliers have the largest share in this category. This is due to the fact that local manufacturers do not produce machines and equipment with the necessary characteristics or the necessary levels of efficiency that would make them comparable to those of foreign producers.

The main suppliers in this category are from Europe, Japan and China.

APPROACH TO WORK WITH SUPPLIERS

PhosAgro is a demanding client when choosing potential suppliers of goods, materials and services. Contract relationships are based on adherence to legal requirements. An individualised approach is used when choosing specialised suppliers of goods and services, based on the Company's many years of knowledge and experience. The purchasing procedure aims to provide for transparency in activities and to build long-term, mutually beneficial relationships.

Organisational profile continued

Supply chain continued

In connection with this, the Company uses approaches to purchases described below.

The Company uses an internal system for managing suppliers that systemises information about the quality of the supplied goods, any missed deadlines, and unresolved complaints. This system enables the Company to filter out suppliers and contractors that PhosAgro has decided are not reputable.

In addition, a contractor's industrial safety rating is considered when conducting tenders. This rating is established for contractors based on surveys conducted by the industrial safety division.

With the goal of improving the safety of production work, in 2015, the Company established a series of fines that are applied to external contractors for violating health, safety and environment requirements, as well as internal rules on labour, access and intra-enterprise regimes.

The Company informs suppliers of its zero-tolerance policy on corruption. Towards this end, in 2015, one of the Company's subsidiaries developed internal documentation for the inclusion of anti-corruption language in all new and renewed contracts.

COOPERATION WITH CONSUMERS

The Company seeks to increase the quality of its cooperation with its end consumers. To this end, in 2015-2016 sales offices in Europe and Latin America were opened (for more detail, see page 8 of the Integrated Report).

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
G4-13	●●	Significant changes during the reporting period regarding size, structure, or ownership.	The Company's Integrated Report 2015, page 20-21	No
G4-14	●	Report whether and how the precautionary approach or principle is addressed by the organisation.	Adherence to the principle of prevention involves an all-encompassing analysis of various operational risks related to the production activities of the company's factories. This analysis is conducted with regards to current activities, but also for modernization, renovation and new construction projects. For the more material risks, the company develops plans to prevent or reduce the likelihood of such risks occurring (for example environmental impact reduction plans), which are a required part of documentation governing the factories' activities. For more information on risk management, see the Company's Integrated Report for 2015, pages 66-73	No
G4-15	●	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	JSC Apatit endorses the ICCA's Responsible Care Initiative.	No
G4-16	●	Memberships of associations.	1. The International Fertilizer Industry Association (IFA) 2. The International Plant Nutrition Institute (IPNI) 3. Russian Union of Industrialists and Entrepreneurs 4. Russian Chemists Union 5. Russian Association of Fertilizer Producers 6. Russian Gas Society Non-Commercial Partnership 7. Miners of Russia Non-Commercial Partnership	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Identified material aspects and boundaries				
G4-17	●	List all entities included in the organisation's consolidated financial statements or equivalent documents. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	See the Company's Integrated Report for 2015, page 131. Information regarding LA, HR and EN is provided for the Company's main production sites: Apatit, PhosAgro-Cherepovets, the Balakovo Branch of Apatit and Metachem	No
G4-18	●●	Process for defining report content.		No

Process for defining report content

This report has been prepared in accordance with the Core GRI Sustainability Reporting Guidelines (GRI G4).

Step 1: Identifying aspects, important topics and their borders

In preparation of the report, stakeholders were identified. These are parties that may affect us and that we may affect. Stakeholders are listed in section G4-24 and on pages 60-65 of the Integrated Report.

Identification of significant aspects took place in two stages:

1. To determine the essential aspects on the basis of the GRI G4 standard and the "Basis of preparation and standard reporting elements" recommendations, a questionnaire was compiled. This survey included all aspects envisioned by GRI, except for human rights aspects. This is due to the fact that in carrying out its activities, the Company complies with the legislation of the Russian Federation, which corresponds to the norms of international law on human rights.
2. To determine the significant aspects a survey was carried out.

In order to determine significant aspects for the Company, a survey was conducted among heads of structural divisions and of PhosAgro's the key production facilities.

To determine significant aspects for stakeholders, a survey was conducted among analysts and investors, representatives of federal and regional mass media, representatives of the authorities at the municipal and regional levels, and trade union leaders at production facilities. The significant aspects for employees at production facilities were determined on the basis of the analysis of the results of surveys conducted at the facilities. In addition, publications in regional media were considered in order to determine priorities for residents living in the regions where the Company operates.

Executives, analysts and investors were surveyed using an electronic questionnaire posted on the corporate website.

Employees of regional and municipal administrations and the media were surveyed by telephone in accordance with the approved questionnaire.

Step 2: Determining the priority of aspects

The survey of each of the stakeholders asked participants to choose one of six possible responses for each aspect. Each option was assigned a score of zero to five.

Significant aspects were first determined for each stakeholder group as the average score for the group in question. Then, the importance of the aspect for all stakeholders was measured by averaging the point scores for each of the aspects.

As a result, every aspect has received two point scores with a value from 0 to 5 points: evaluation of significant aspects for stakeholders and assessment of relevant aspects of the Company.

Step 3: Confirmation

The list of material aspects was analysed and corrected based on PhosAgro's interactions with stakeholders in 2015.

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Identified material aspects and boundaries

G4-19	●●	List of all the material Aspects identified in the process for defining report content.		No
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Material aspects			
Category/ Subcategory	Aspect	Stakeholders	GRI indicators
Economic	Economic performance	Shareholders and investors; Regional governments and local communities	G4-EC1, G4-EC2, G4-EC3, G4-EC4
	Market presence	Shareholders and investors; Employees and trade unions	G4-EC5, G4-EC6
	Indirect economic impact	Regional governments and local communities; Employees and trade unions; General public and mass media	G4-EC7, G4-EC8
Environmental	Materials	Shareholders and investors	G4-EN1, G4-EN2
	Energy	Shareholders and investors	G4-EN3, G4-EN5, G4-EN6, G4-EN7
	Water	Regional governments and local communities	G4-EN8, G4-EN9, G4-EN10
	Emissions	Employees and trade unions; Regional governments and local communities	G4-EN15, G4-EN20, G4-EN21
	Effluents and wastes	Employees and trade unions; Regional governments and local communities	G4-EN22, G4-EN23, G4-EN24, G4-EN25, G4-EN26
	Production and services	General public and mass media	G4-EN27, G4-EN28
	Compliance	Employees and trade unions; Regional governments and local communities; General public and mass media	G4-EN29
	Overall	Shareholders and investors; General public and mass media	G4-EN31
Social / Practices and Decent Work	Employment	Employees and trade unions; Regional governments and local communities	G4-LA1, G4-LA2, G4-LA3
	Labor/Management relations	Employees and trade unions	G4-LA4
	Occupational health and safety	Employees and trade unions; Business partners (suppliers and contractors); Regional governments and local communities	G4-LA5, G4-LA6, G4-LA7, G4-LA8
	Training and education	Employees and trade unions	G4-LA9, G4-LA10
	Labor practices grievance mechanisms	Employees and trade unions	G4-LA16
Social / Society	Anti-corruption	Business partners (suppliers and contractors)	G4-S03, G4-S04, G4-S05
	Compliance	Farmers	G4-S08
Social / Product responsibility	Customer health and safety	Farmers; General public and mass media	G4-PR1, G4-PR2
	Product and service labeling	Farmers	G4-PR3, G4-PR4, G4-PR5
	Compliance	Farmers	G4-PR9

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Identified material aspects and boundaries continued				
G4-20	●●	Aspect Boundary within the organisation for each material Aspect.	The aspects listed on page 9 of this appendix are material for all companies listed in G4-17, with the exception of environmental aspects (those that fall into the Environment category). Environmental aspect are material only for the main production facilities: Apatit, the Balakovo Branch of Apatit, PhosAgro-Cherepovets and Metachem.	No
G4-21	●●	Aspect Boundary outside the organisation for each material Aspect.	The aspect boundaries outside the organisation for each material aspect are listed on page 9 of this appendix in the section "material aspects".	No
G4-22	●●	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	The Integrated Report for 2014 is prepared in accordance with the GRI G4 standard, and has no restatements comparing with the Company's first Integrated Report 2014.	No
G4-23	●●	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	The Integrated Report for 2015 is prepared in accordance with the GRI G4 standard, and has no significant changes from previous reporting periods in the Scope and Aspect Boundaries.	No

Stakeholder engagement

G4-24	●●	List of stakeholder groups engaged by the organisation.	<ul style="list-style-type: none"> • Shareholders and investors • Employees • Trade unions • Regional governments • Local communities • General public and mass media • Farmers • Business partners (suppliers and contractors) 	No
G4-25	●●	Basis for identification and selection of stakeholders with whom to engage.	Analysis of the company's practices, as well as the practices of domestic and international peers.	No
G4-26	●	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	See the Company's Integrated Report for 2015, pages 60–65. Also see page 9 of this appendix in the section "material aspects".	No
G4-27	●	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	The Company's Integrated Report 2015, pages 60–65	No

Report profile

G4-28	●●	Reporting period for information provided.	2015	No
G4-29	●●	Date of most recent previous report (if any).	2014	No
G4-30	●●	Reporting cycle	Annual	No
G4-31	●●	Contact point for questions regarding the report or its contents.	The Company's Integrated Report 2015, pages 138	No
G4-32	●●	Table identifying the location of the Standard Disclosures in the report.	See pages 3-17 of this appendix.	No
G4-33	●	Policy and current practice with regard to seeking external assurance for the report.	The report has not obtained external assurance.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Governance, commitments, and engagement				
G4-34	●●	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	The Company's Integrated Report 2015, pages 74–87	No
G4-35	●●	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	The Company shall have the following governance bodies: the General Meeting of Shareholders, Board of Directors, Collegial Executive Body (Management Board), and Sole Executive Body (Chief Executive Officer). The Company's supreme governing body is the General Meeting of Shareholders. The scope of authority of each governing body is defined in the Company's Charter and Regulation on the Board of Directors. Senior managers' duties (by business line) are specified in their job descriptions. The Company's managers are also authorised to act on behalf of the Company by virtue of a power of attorney signed by the CEO.	No
G4-36	●●	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	The Company's business line managers report to the CEO and are not subordinated to other governing bodies.	No
G4-37	●●	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	Economic, environmental, and social matters are subject to consideration by the Board committees (for discussion of crucial matters, working groups may be set up) jointly with dedicated experts, to be later addressed by the Board of Directors if need be. Following committee and Board of Directors meetings, the Board of Directors makes recommendations to the Company's CEO.	No
G4-38	●●	The composition of the highest governance body and its committees	In 2015 there were 3 independent board members, see also the Company's Integrated Report 2015, pages 74–75, 78–86	No
G4-39	●●	Indicate whether the Chair of the highest governance body is also an executive officer.	The Chair of the highest governance body is not an executive officer; see also the Company's Integrated Report 2015, pages 74–75	No
G4-40	●	Nomination and selection processes for the highest governance body and its committees.	The Board of Directors has established the Remuneration and Human Resources Committee, which is responsible for determining the criteria for selection of candidates for the Board of Directors, members of the Management Board and the position of Chief Executive Officer of PhosAgro; this Committee is also responsible for the initial evaluation of candidates. See also the Company's Integrated Report for 2015, page 82	No
G4-41	●	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	The Company adopted a regulation on conflicts of interests (the "regulation") on 15 April 2014 in order to prevent conflicts of interest from arising. The regulation sets out the main principles to be used for managing risks related to conflicts of interests, as well as the procedures for monitoring and resolving actual or potential conflicts of interests.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Role in setting purpose, values, and strategy				
G4-42	●	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	The Company's Board of Directors plays a key role in the development, approval, and updating of the organisation's purpose, value, mission statements, strategies, policies and goals related to economic, environmental and social impacts. To draft recommendations for the Board of Directors with a view to developing the Company's strategy within the areas specified, the Strategy and HSE Committees were established. The Board of Directors is in charge of general management of the Company, with the exception of the matters within the competence of the General Meeting of Shareholders in accordance with the applicable law and the Company's Charter; it designs and defines the Company's development strategy, and supervises the Company's Executive Body. The Company's CEO and Collegial Executive Body (Management Board) jointly implement the Company's development strategy as approved by the Board of Directors. To draft the Company's annual report, a group of experts responsible for various sections of the report is established every year. The Company's annual report is approved at the Annual General Meeting of Shareholders.	No
Competencies and performance evaluation				
G4-43	●	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	To develop and enhance the Board members' collective knowledge of economic, environmental, and social matters, the Company engages external advisers and experts.	No
G4-44	●	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	A system of key performance indicators ("KPIs") was introduced for the CEO, his direct subordinates and their direct subordinates. The achievement of the targets established by these KPIs is monitored by the direct superior of the employees for whom the KPIs have been set. In addition, the committees of the Board of Directors monitor performance against KPIs. See also the Company's Integrated Report for 2015, pages 82-83	No
Role in risk management				
G4-45	●	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	The Remuneration and Human Resources Committee evaluates PhosAgro's economic and social impact, while environmental performance is monitored by the Environmental, Health and Safety Committee. See also the Company's Integrated Report for 2015, pages 82-83	No
G4-46	●	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	The Board's Risk Management Committee was set up to assess the effectiveness of the Company's risk management system and provide recommendations for its improvement; environmental risk assessment also falls within the competence of the HSE Committee.	No
G4-47	●	The frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	The Company's Integrated Report 2015, page 79	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Role in sustainability reporting

G4-48	●	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered.	The ultimate process owner for the annual report is the Company's CEO, who then submits it for approval to the Board of Directors. The Board of Directors pre-approves the annual report and submits it for approval to the General Meeting of Shareholders, which grants its final approval.	No
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Role in evaluating economic, environmental and social performance

G4-49	●	Process for communicating critical concerns to the highest governance body.	Senior management report to the CEO on a weekly basis, including on critical concerns. In addition, the company maintains a hotline that anyone can use to report critical concerns to Company management by telephone or email.	No
G4-50	●	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	The list and total number of critical concerns addressed by the Board of Directors annually are specified in the Company's annual report. The mechanism used to address concerns is as follows: each matter in question is considered by the respective committee of the Board of Directors. The committee renders an opinion addressed to the Company's Board of Directors, which makes recommendations to the Company's CEO following the discussion thereof.	No

Remuneration and Incentives

G4-51	●	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organisation's performance.	The Company's Integrated Report 2015, page 86	No
G4-52	●	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation.	The Company has a short-term remuneration scheme for N, N-1 and N-2 managers based on key performance indicators (KPI). The KPI-based remuneration is calculated as follows: annual bonus = base annual bonus x total performance score based on individual KPIs x adjustment based on the Company's EBITDA + additional payments approved by the CEO. The base annual bonus depends on the employee's job level and responsibilities. The Company has a KPI Committee, a permanent corporate body created to draft recommendations for the CEO to address issues related to KPI updates (composition, wording, weights, targets, calculation formulae, etc.)	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Remuneration and Incentives continued				
G4-53	●	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	<p>Procedure for the payment of remuneration to N-1 and N-2 senior managers (the other employees are compensated based on the locally issued orders or remuneration regulations). In accordance with the adopted Regulation on KPI Targets and Performance Assessment, N-1 and N-2 level KPIs are approved by the CEO. The approval of KPIs for N-1 managers takes place in the form of an in-person meeting, during which the N-1 managers validate their KPI scorecards before the CEO. The approval of KPIs for N-2 managers takes place in the form of a meeting with the CEO, during which the N-1's line (and/or functional) managers stand in defence of their employees' KPIs. Subsequently, KPIs are updated (composition, wording, weights, targets, calculation formulae, etc.) at a meeting of an employee and his/her manager held to set KPI and targets for the upcoming year.</p> <p>By way of preparation for the performance assessment meeting, the employees and their line/functional managers independently:</p> <ul style="list-style-type: none"> - analyse the employee's performance based on KPIs for the last reporting period; - where necessary, check the accuracy of actual KPIs and performance calculations for the last reporting period; - draft proposals on the wording, weights and targets for all of the upcoming year's KPIs. <p>During the meeting held to reconcile performance assessments over the last reporting period and set KPIs for the upcoming year, the employee and his/her line/functional manager discuss the employee's KPI outcomes.</p> <p>If the KPI outcomes are way below the targets, the discussion focuses on:</p> <ul style="list-style-type: none"> - the causes of such discrepancies; - remedies required to prevent such discrepancies going forward. <p>Based on the discussion of performance over the last reporting period, the employee and his/her line/functional manager sign a completed KPI scorecard for the last reporting period. Should there be any disputes regarding the discussed KPIs, the employee and his/her line/functional manager may refer them to the KPI Committee.</p> <p>The KPI, weights and targets for the next period are set immediately after the signing of the KPI scorecard setting out performance calculations for the last year.</p> <p>Functional KPI managers make proposals on the supervised KPI targets and, where necessary, KPI wording and weights for the upcoming year.</p> <p>By way of preparation for the meeting, the employee also drafts proposals on all of the upcoming year's KPI wordings, weights and targets.</p> <p>Employee proposals are put forward in the form of a draft KPI scorecard for the upcoming year submitted to the line/functional manager before the meeting.</p>	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Remuneration and Incentives continued

G4-53	●	continued	<p>By way of preparation for setting the KPIs, weights and targets for the upcoming year, the line and functional managers provide information about potential changes in the employee's KPIs, as well as changes in the Company's business plan and distribution of powers and responsibilities, which led to the review of respective KPIs.</p> <p>The manager(s) and the employee discuss the KPI structure for the next year. The employee justifies his/her version of KPIs for the upcoming year based on the priority of tasks having the strongest impact on the performance of the employee and his/her business unit. The manager(s) justifies their version of KPIs for the upcoming year based on the assessment of task priority for the Company. The employee and the manager(s) discuss both versions and work out a common solution. The manager(s) record(s) the agreed KPIs in the employee's KPI scorecard for the upcoming year.</p> <p>If the approved KPI wordings, weights and targets differ from the wordings, weights and targets proposed by the functional KPI manager, the change owner (line manager of the KPI scorecard holder or the KPI scorecard holder) agrees the changes with the functional KPI manager.</p> <p>Should there be any disputes regarding the employee's KPIs, the employee and his/her line, functional and functional KPI managers may refer them to the KPI Committee.</p> <p>The manager(s) and the employee determine weights for the upcoming year's KPI. The manager(s) record(s) the weights in the upcoming year's KPI scorecard.</p> <p>After that, the manager(s) and the employee determine KPI targets for the next year. The employee justifies his/her version of KPI targets for the upcoming year based on the complexity thereof. The manager(s) justifies(y) their version of KPI targets for the upcoming year based on the assessment of efforts required to achieve the Company's targets. The employee and the manager(s) discuss both versions and work out a common solution. The manager(s) set(s) out the targets in the upcoming year's KPI scorecard. The manager(s) and the employee sign the KPI scorecard for the upcoming year.</p>	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Remuneration and Incentives continued

G4-54	●	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.		No
G4-55	●	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.		No

Production site	The ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees in 2015 (per employee)	The ratio of percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (per employee)
Apatit	34	1.79
BBofA	17	1.10
Metachem	8	0.83
PhosAgro-Cherepovets	87	1.61
Total	96	1.74

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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Ethics and integrity

G4-56	●	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	The following documents were approved by the Board of Directors and came into effect in 2014: <ul style="list-style-type: none"> • new version of the anti-corruption policy; • ethics codex; • provisions on conflict of interests; • policy regarding charity activities; • policy on cooperation with government bodies and government representatives; • provisions regarding the functioning of a hotline; • provisions regarding business gifts and corporate expenses. 	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Ethics and integrity continued				
G4-57	●	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organisational integrity, such as helplines or advice lines.	According to the Company's Code of Ethics and Anti-Corruption Policy, each PhosAgro employee may consult the Compliance Director requesting advice or assistance in case of questions regarding the provisions of the Code, Policy or other internal regulations or in case of doubts regarding their conduct or that of other employees, counterparties or other persons involved with the Company. Employees may report unethical conduct and other concerns to the Company's hotline.	No
G4-58	●	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	The Company has adopted Hotline Regulations, under which each employee of the Company or the Company's subsidiary and other interested parties may contact the hotline via either of the two communication channels – Hotline phone number: +8 820 259 3232, Hotline email: help@phosagro.ru. To ensure free access to the Company's hotline, all existing communication channels are posted on the Company's website. An employee or other interested party may choose any convenient reporting format.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ECONOMIC

Economic performance

G4-EC1	●●	Direct economic value generated and distributed.	The Company's Integrated Report for 2015, pages 2, 34–39.	No
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Direct economic value generated and distributed

Item, RUB mln	2015
Revenues	189,732
Cost of sales	(83,064)
including salaries and social contributions	(10,155)
Administrative expenses	(12,184)
including salaries and social contributions	(6,784)
Selling expenses	(17,751)
including salaries and social contributions	(373)
Other income/(expenses), net	(1,408)
including social expenditures	(1,821)
Taxes, other than income tax	(1,994)
Operating profit	73,331
EBITDA	82,464
Income tax expenses	(9,787)
Profit for the year	36,436
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Item, RUB mln	2014
Revenues	123,124
Cost of sales	(68,821)
including salaries and social contributions	(9,754)
Administrative expenses	(9,081)
including salaries and social contributions	(5,248)
Selling expenses	(11,646)
including salaries and social contributions	(359)
Other income/(expenses), net	(1,997)
including social expenditures	(1,259)
Taxes, other than income tax	(1,983)
Operating profit	29,596
EBITDA	37,609
Income tax expenses	2,034
Profit for the year	(13,395)

G4-EC2	●●	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	The company adheres to international and Russian regulations with regards to greenhouse gas emissions. The company has the experience and the technical capability to reduce greenhouse gas emissions, including nitrogen oxide from chemicals productions and, therefore, the ability to trade emissions permits.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ECONOMIC continued

Economic performance continued

G4-EC3	●●	Coverage of the organisation's defined benefit plan obligations.		No
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Coverage of the organisation's defined benefit plan obligations

2015		Actual pension payments (RUB mln)
Type of pension obligation		
JSC "Apatit"		
Current value of employee benefit obligations (private benefit coverage for newly retiring employees)		25
Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	25.4
	Merit benefit plans	0.766
	Financial aid to retired former employees of Apatit	12.3
Total		63.5
JSC "PhosAgro-Cherepovets"		
Current value of employee benefit obligations (private benefit coverage for newly retiring employees)		27.2
Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	0
	Merit benefit plans	8.899
	Financial aid to retired former employees of PhosAgro-Cherepovets	0.3
Total		36.4
Balakovo branch of JSC "Apatit"		
Current value of employee benefit obligations (private benefit coverage for newly retiring employees)		
Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	2.683
	Merit benefit plans	
	Financial aid to retired former employees of BBoFA	1
Total		3.7
CJSC "Metachem"		
Current value of employee benefit obligations (private benefit coverage for newly retiring employees)		5.6
Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	1.161
	Merit benefit plans	
	Financial aid to retired former employees of Metachem	0.809
Total		7.6
Total:		
Current value of employee benefit obligations (private benefit coverage for newly retiring employees)		57.8
Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	29.2
	Merit benefit plans	9.7
	Financial aid to retired former employees	14.4
Total		111.1

G4-EC4	●●	Financial assistance received from government.	Financial assistance from the government was not provided.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ECONOMIC continued

Market presence

G4-EC5	●	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.		No
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Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation

2015

Region	Males	Females
Murmansk Region	1.79	1.62
Vologda Region	2.05	1.27
Saratov Region	2.12	2.03
Leningrad Region	2.55	2.34

2014

Region	Males	Females
Murmansk Region	2.21	2.21
Vologda Region	1.43	1.43
Saratov Region	1.78	2.06
Leningrad Region	2.35	1.90

G4-EC6	●●	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	The Company's production facilities are located in four Russian regions: the Murmansk Region (Kirovsk and Apatity), Vologda Region (Cherepovets), Saratov Region (Balakovo), and Leningrad Region (Volkhov). Professionals and managers from other regions are hired on exceptional occasions, for positions that cannot be filled by recruiting in the local labour market due to the lack of candidates with the required profile, qualifications and experience. Proportion of employees hired from the local community in the total labour force is 93%. Proportion of senior management hired from the local community is 62.5%. In the regions of its operation, the Company has traditionally been recruiting mainly from the local labour market. Requirements for applicants' skills depend on job descriptions, qualifications and health and safety requirements for a specific position. The recruitment process is described in the Company's internal regulations. Proportion of senior management hired from the local community in 2015: Apatit, Murmansk Region – 87.5%; PhosAgro-Cherepovets, Vologda Region – 50.7%; Balakovo branch of Apatit, Saratov Region – 62.5%; Metachem, Leningrad Region – 66.7%.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ECONOMIC continued

Indirect economic impact

G4-EC7	●●	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	The Company's Integrated Report for 2015, pages 54–57.	No
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Proportion of staff and senior management hired from the local community at locations of significant operations

2015		
Region	Proportion of staff hired from the local community in total headcount	Proportion of senior management hired from the local community in total headcount
Murmansk Region	97.1%	87.5%
Vologda Region	84.5%	50.7%
Saratov Region	99.2%	62.5%
Leningrad Region	96.7%	66.7%
Average	93.0%	62.5%

2014		
Region	Proportion of staff hired from the local community in total headcount	Proportion of senior management hired from the local community in total headcount
Murmansk Region	96.7%	85.4%
Vologda Region	98.1%	97.0%
Saratov Region	97.8%	14.2%
Leningrad Region	99.0%	13.6%
Average	96.3%	66.7%

G4-EC8	●●	Examples of the significant identified positive and negative indirect economic impacts the organisation has.	The Company's Integrated Report for 2015, pages 54–57.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL

Materials

G4-EN1	●●	Materials used by weight or volume.		No
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Materials used by weight or volume

2015

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Sulphur	'000 t	-	838	654	59	1,551
Sulphur in sulphuric acid	'000 t	-	158	37	25	220
Potassium chloride	'000 t	-	662	1	30	693
Diesel	'000 t	39	2	1	0	42
Natural gas	(000) m ³	-	1,668,188	87,606	63,806	1,819,601
Ammonia (purchased)	'000 t	-	221	213	-	434
Ammonium sulphate (purchased)	'000 t	-	283	-	3	286
Phosphate rock	'000 t	-	3,186	2,346	276	5,808

2014

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Sulphur	'000 t	-	769	652	43	1,464
Sulphur in sulphuric acid	'000 t	-	143	26	35	204
Potassium chloride	'000 t	-	583	-	19	602
Diesel	'000 t	39	3	1	0.3	43
Natural gas	(000) m ³	-	1,760,227	88,710	57,910	1,906,847
Ammonia (purchased)	'000 t	-	46	202	-	248
Ammonium sulphate (purchased)	'000 t	-	194	-	1	195
Phosphate rock	'000 t	-	2,830	2,101	260	5,191

G4-EN2	●●	Percentage of materials used that are recycled input materials.	The Company's enterprises use certain types of waste as recycled input materials. These wastes include used synthetic oil, organic acid waste, sweepings from production facilities and vehicles, and phosphogypsum. The share of recycled input materials in total waste considerably increased, going up from 0.8% in 2014 to 26% in 2015. The Company keeps record of new wastes and recycled input materials. 20 mt of overburden was used in the production of crushed stone for road filling in Apatit. The Company views integration of phosphogypsum recycling technologies as its bulk waste recycling priority.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued

Energy

G4-EN3	●●	Energy consumption within the organisation.		No
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Energy consumption within the organisation

2015						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Heat generated chemically	'000 Gkal	-	2,837	1,851	142	4,830
Natural gas (burning without processing gas)	'000 m ³	-	356,739	17,118	446	374,303
Heating oil	'000 t	138	-	-	-	138
Electricity (production)	'000 kWatt*h	-	919,826	327,456	-	1,247,282
Electricity (consumption)	'000 kWatt*h	1,592,071	1,104,022	418,849	103,338	3,218,280
Heat (production)	'000 Gkal	333	5,671	2,001	144	8,149
Heat (purchase)	'000 Gkal	429	-	-	102	531

2014						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Heat generated chemically	'000 Gkal	-	2,604	1,633	103	4,340
Natural gas (burning without processing gas)	'000 m ³	-	368,808	21,948	699	391,455
Heating oil	'000 t	146	-	-	-	146
Electricity (production)	'000 kWatt*h	-	896,201	344,212	-	1,240,413
Electricity (consumption)	'000 kWatt*h	1,540,624	1,073,809	416,542	94,925	3,125,900
Heat (production)	'000 Gkal	426	5,555	1,823	108	7,912
Heat (purchase)	'000 Gkal	526	-	-	91	617

G4-EN5	●●	Energy intensity.	The Company's Integrated Report 2015, pages 44-45	No
G4-EN6	●	Reduction of energy consumption.	Optimisation of heat supply to the Vostochniy mine and Koashva village: The Vostochniy mine's power plant, which operated on heating oil, provided heat and hot water to facilities at Apatit and to the village of Koashva. A modular power plant that runs on used oil was built at the Vostochniy mine, and a modular electric power plant was constructed in Koashva. These new facilities helped to reduce heating oil consumption by 13,306 tonnes per year.	No
G4-EN7	●	Reduction in energy requirements of products and services.	Decreasing non production-related consumption at facilities: The company optimised heating energy use at Apatit with the help of modern insulation materials and ventilation systems. This led to a decrease in heating energy consumption of 59,483 Gcal/year. By switching to a new chemical reagent, Phospholan, for pulp flotation at ANOF-2, heat energy savings amounted to 44,805 Gcal per year.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued

Water

G4-EN8	●●	Total water withdrawal by source.		No
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Total water withdrawal by source						
2015						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBoFA	Metachem	Total
Surface water	(000) m ³	47,535	13,715	6,079	2,335	69,664
Ground water	(000) m ³	133,044	-	-	-	133,044
Drinking water from municipal supply	(000) m ³	4,073	8,923	819	276	14,091
Total	(000) m ³	184,652	22,638	6,898	2,611	216,800
2014						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBoFA	Metachem	Total
Surface water	(000) m ³	52,430	12,322	5,753	2,490	72,995
Ground water	(000) m ³	123,744	-	-	446	124,190
Drinking water from municipal supply	(000) m ³	3,939	8,988	771	357	14,055
Total	(000) m ³	180,113	21,310	6,523	3,293	211,239

G4-EN9	●	Water sources significantly affected by withdrawal of water.	For industrial use and public water supply, the Company's enterprises source water from both surface water reservoirs (the Volga and Volkhov rivers, Rybinsk Reservoir, Imandra and Bolshoi Vudyavr lakes) and Apatit underground mine wells. The Company's enterprises have no encumbrances on surface and ground water use, with production facilities situated outside of protected water zones, wellhead protection areas observed and surface water withdrawal structures equipped with fish protection nets. The Company operates an automated measurement system for water use.	No
G4-EN10	●	Percentage and total volume of water recycled and reused.	The Company's production facilities use state-of-the-art technologies to reduce industrial water consumption. For example, BBoFA has implemented a zero liquid discharge technology with all industrial wastewater recycled and reused in the production process. The other enterprises are running programmes on fresh water consumption reduction.	No

Percentage and total volume of water recycled and reused						
2015						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBoFA	Metachem	Total
Share	Percent	5%	25%	119%	0%	37%
Volume	(000) m ³	7,382	5,945	8,206	0	21,533
2014						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBoFA	Metachem	Total
Share	Percent	5%	27%	100%	0%	40%
Volume	(000) m ³	8,246	5,592	6,499	0	21,366

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued

Emissions

G4-EN15	●●	Direct greenhouse gas emissions (Scope 1).	The Company has delivered no greenhouse gas emission assessments. The Company shall redefine its approach thereto after adopting specific regulations as prescribed by Presidential Executive Order No. 752 of 30 September 2013 On Reducing Greenhouse Gas Emissions. The order sets out requirements to target cuts in greenhouse gas emissions (GHG emissions) by industry, reporting and guidelines for GHG emissions calculation.	No
G4-EN20	●●	Emissions of ozone-depleting substances (ODS).	The Company's enterprises use no ozone-depleting substances (ODS) either in production, or fire extinguishers, or as refrigerants. Minute amounts of carbon tetrachloride may be used as reagents for laboratory tests. More details will be provided in the next report.	No
G4-EN21	●●	NO _x , SO _x , and other significant air emissions by type and weight.	In 2015, emission volumes across the Group totalled 28.6 t, including: Solid waste – 7,454 t Liquid and gas waste – 21,497 t, including: sulphur dioxide – 10,345 t carbon monoxide – 2,733 t nitrogen oxides (calc. in NO ₂) – 5,738 t other gas and liquid waste – 2,301 t	No

NO_x, SO_x, and other significant air emissions by type and weight

2015

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Solids	t	5,546	1,129	538	240	7,454
Gaseous and liquid:	t	6,072	10,708	4,010	707	21,497
sulphur dioxide	t	2,207	5,073	2,628	437	10,345
carbon monoxide	t	1,016	865	765	86	2,733
nitrogen oxides (calc. in NO ₂)	t	2,603	2,795	196	144	5,738
hydrocarbons (w/o VOC)	t	-	2	0	-	2
volatile organic component (VOC)	t	244	121	14	0	379
others, gaseous and liquid	t	0	1,853	407	41	2,301

2014

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Solids	t	5,502	877	554	587	7,520
Gaseous and liquid:	t	6,559	8,275	4,238	844	19,916
sulphur dioxide	t	2,708	3,425	2,767	253	9,152
carbon monoxide	t	1,062	1,551	776	392	3,781
nitrogen oxides (calc. in NO ₂)	t	2,532	1,926	191	154	4,803
hydrocarbons (w/o VOC)	t	-	56	0	-	56
volatile organic component (VOC)	t	257	73	20	20	370
others, gaseous and liquid	t	1	1,244	484	26	1,755

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued

Effluents and wastes

G4-EN22	●●	Total water discharge by quality and destination.	In 2015, annual waste water discharge totalled 188 mln m ³ , including water discharge without treatment of 5.9 mln m ³ . Annual planned water discharge amounted to 222 mln m ³ (excluding unplanned water discharge). Apatit's destinations: Belaya River – 17.9 mln m ³ Vuonnemyok River – 4.8 mln m ³ Zhemchuzhnaya River – 29.8 mln m ³ Lake Bolshoi Vudyavr – 64.4 mln m ³ Lake Kitchepakhk – 61.4 mln m ³ PhosAgro-Cherepovets's destinations: Rybinsk Reservoir – 6.4 mln m ³ Koshta River – 2.0 mln m ³ Metachem's destinations: Koshta River – 1.0 mln m ³	No
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Total water discharge by quality and destination, (000) m³

2015

Indicator	Apatit							BBofA	Metachem
	Belaya river	Vuonnemyok river	Zhemchuzhnaya lake	Bolshoi Vudyavr	Kitchepakhk lake	Rybinskoye reservoir	Koshta river		
Annual water discharge	17,931	4,833	29,873	64,473	61,483	6,442	2,015	-	1,083
Including annual volume of untreated water discharged	-	4,833	-	-	-	-	-	-	1,083
Annual planned water discharge	21,870	19,474	39,787	78,370	50,125	6,987	4,094	-	1,739
Annual unplanned water discharge	-	-	-	-	-	-	-	-	-

2014

Indicator	Apatit							BBofA	Metachem
	Belaya river	Vuonnemyok river	Zhemchuzhnaya lake	Bolshoi Vudyavr	Kitchepakhk lake	Rybinskoye reservoir	Koshta river		
Annual water discharge	19,105	5,501	31,567	65,584	53,241	5,836	1,781	-	1,739
Including annual volume of untreated water discharged	-	4,918	-	-	-	-	-	-	1,739
Annual planned water discharge	21,870	20,594	39,787	76,070	49,175	6,987	4,124	-	1,739
Annual unplanned water discharge	-	-	-	-	-	-	-	-	-

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued
Effluents and wastes continued

G4-EN23	●●	Total weight of waste by type and disposal method.	<p>In 2015, the PhosAgro entities generated 86 mt of waste in total, with 99% classified as hazard class 5 (conditionally safe). The Group recycles 26% of the waste for production and technological process purposes.</p> <p>Hazard class 1 – 9 t Hazard class 2 – 15 t Hazard class 3 – 3,255 t Hazard class 4 – 164,153 t Hazard class 5 – 85,781,159 t</p> <p>Recycling – 22,765,643 t Landfill disposal – 59,860,930 t Third-party recycling – 79,620 t Third-party neutralisation – 2,227 t Third-party disposal – 1,225 t</p>	No
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Total weight of waste by type and disposal method

2015						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBoFA	Metachem	Total
Total weight of waste, by class of hazard:	t					
I	t	2	6	1	0	9
II	t	10	5	0	0	15
III	t	2,696	209	188	162	3,255
IV	t	5,150	48,499	110,198	307	164,153
V	t	77,877,248	4,757,462	3,144,531	1,918	85,781,159
Re-used waste	t	20,343,656	2,411,600	10,387	-	22,765,643
Stored at waste dump	t	57,517,120	2,343,557	252	-	59,860,930
Transferred to third parties for use	t	21,715	50,596	5,444	1,864	79,620
Transferred to third parties for treatment	t	2,225	0	2	-	2,227
Transferred to third parties for storage	t	-	414	334	478	1,225

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued
Effluents and wastes continued

Total weight of waste by type and disposal method continued

2014						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Total weight of waste, by class of hazard:						
I	t	10	97	2	-	109
II	t	12	21,130	-	-	21,142
III	t	2,518	846	371	429	4,164
IV	t	22,608	45,681	3,731,534	296	3,800,119
V	t	70,032,949	4,298,396	1,085	1,490	74,332,430
Re-used waste	t	805,591	1,107,242	5,247	-	1,918,080
Stored at waste dump	t	15,530	65,130	2,492,367	-	2,573,027
Transferred to third parties for use	t	24,759	265,657	-	1,442	291,858
Transferred to third parties for treatment	t	123	-	5	-	128
Transferred to third parties for storage	t	0	651	334	612	1,597

G4-EN24	●●	Total number and volume of significant spills.	In the reported period, the Company did not experience any emergency situations that led to emissions into the air or water bodies in excess of the allowed levels.	No
G4-EN25	●	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	The Company performs no cross-border shipping of waste deemed hazardous under the terms of the Basel Convention.	No
G4-EN26	●	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	The Company's enterprises discharge their waste waters into a number of surface rivers and water bodies. Apatit discharges them into lakes (the Bolshoi Vudyavr and Kitchepakhk) and rivers (the Zhemchuzhnaya, Belaya and Vuonnemyok), with the aggregate discharge amount standing at 178 million cubic metres per year. PhosAgro-Cherepovets discharges its waste waters into the Koshta river and Rybinsk Reservoir, with the aggregate discharge amount for two sites standing at 8.4 million cubic metres per year. Metachem discharges its waste waters into the Volkhov river, with the aggregate discharge amount standing at 1.0 million cubic metres per year. BBofA discharges no waste waters.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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ENVIRONMENTAL continued

Production and services

G4-EN27	●●	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	The Company's enterprises develop annual and long-term plans to mitigate the environmental impact and run various environmental programmes. The Company regularly benchmarks its environmental profile and impact against best industrial practices.	No
G4-EN28	●●	Percentage of products sold and their packaging materials that are reclaimed by category.	The Company reclaims no used products. Disposal is the primary obligation of the consumer.	No

Compliance

G4-EN29	●●	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	In 2015, total penalties for non-compliance with environmental laws and regulations amounted to RUB 474 thousand: Apatit – RUB 190 thousand Balakovo Branch of Apatit – RUB 192 thousand Metachem – RUB 92 thousand	No
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Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

2015						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Total financial penalties	RUB thsd	190	-	192	92	474
Fines	RUB thsd	190	-	192	92	474
Other financial penalties	RUB thsd	-	-	-	-	-
Total non-financial penalties	units	-	-	-	-	-
Number of other administrative penalties	units	-	-	-	-	-
Number of violations discovered per year	units	-	-	-	8	8
Number of violations corrected per year	units	-	1	5	8	14
2014						
Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Total financial penalties	RUB thsd	10	-	-	260	270
Fines	RUB thsd	10	-	-	260	270
Other financial penalties	RUB thsd	-	-	-	-	-
Total non-financial penalties	units	-	1	-	-	1
Number of other administrative penalties	units	-	1	-	2	3
Number of violations discovered per year	units	-	3	-	2	5
Number of violations corrected per year	units	-	2	-	2	4

ENVIRONMENTAL continued

Overall

G4-EN31	●	Total environmental protection expenditures and investments by type.	In 2015, total environmental protection expenses and investments reached RUB 3,281,994 thousand, including: Current environmental protection expenses – RUB 2,111,355 thousand Capital repairs of fixed assets related to environmental protection – RUB 83,239 thousand Environmental impact fees – RUB 307,260 thousand Water protection measures – RUB 44,553 thousand Environmental protection CAPEX – RUB 735,587 thousand	No
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Total environmental protection expenditures and investments by type

2015

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Current environmental protection costs	RUB thsd	641,696	910,034	534,349	25,276	2,111,355
Expenditures on overhauls of main production capacities for environmental protection purposes	RUB thsd	7,633	8,228	29,913	37,465	83,239
Payments for negative environmental impact	RUB thsd	160,286	40,431	101,165	5,378	307,260
Water quality preservation costs	RUB thsd	37,388	348	-	6,817	44,553
Investments in fixed assets aimed at protecting the environment	RUB thsd	51,063	684,524	-	-	735,587
Total	RUB thsd	898,066	1,643,565	665,427	74,936	3,281,994

2014

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Current environmental protection costs	RUB thsd	57,791	829,869	468,296	10,056	1,366,012
Expenditures on overhauls of main production capacities for environmental protection purposes	RUB thsd	-	77,648	23,826	2,669	104,143
Payments for negative environmental impact	RUB thsd	192,065	20,075	34,638	1,609	248,387
Water quality preservation costs	RUB thsd	358,259	348	-	1,073	359,680
Investments in fixed assets aimed at protecting the environment	RUB thsd	-	1,000,830	-	2,071	1,002,901
Total	RUB thsd	608,115	1,928,770	526,760	17,478	3,081,123

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL

Labor Practices and Decent Work

Employment

G4-LA1	●●	Total number and rate of new employee hires and employee turnover by age group, gender, and region.		No
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SOCIAL continued

Labor Practices and Decent Work continued

Employment continued

2015 total number and rate of new employee hires and employee turnover by age, group, gender, and region

Turnover rate at production facilities is 3.7% per annum in 2015

Region		Turnover rate in 2015				
Murmansk Region		3.5%				
Vologda Region		4.1%				
Saratov Region		2.2%				
Leningrad Region		6.1%				
Aspect	Region	Number	Percent	Age group	Sex	
New hires	Murmansk region	244	4.34	under 30	M	
		375	6.67	from 30 to 50	M	
		84	1.49	over 50	M	
		34	0.61	under 30	F	
		65	1.16	from 30 to 50	F	
		50	0.89	over 50	F	
Turnover	Murmansk region	106	1.9	under 30	M	
		70	1.2	from 30 to 50	M	
		5	0.1	over 50	M	
		12	0.2	under 30	F	
		5	0.1	from 30 to 50	F	
				over 50	F	
New hires	Leningrad region	23	2.93	under 30	M	
		43	5.48	from 30 to 50	M	
		2	0.26	over 50	M	
		12	1.53	under 30	F	
		9	1.15	from 30 to 50	F	
		5	0.64	over 50	F	
Turnover	Leningrad region	8	1.020	under 30	M	
		18	2.296	from 30 to 50	M	
		2	0.255	over 50	M	
		9	1.148	under 30	F	
		11	1.403	from 30 to 50	F	
				over 50	F	
New hires	Vologda region	106	2.92	under 30	M	
		169	4.66	from 30 to 50	M	
		27	0.75	over 50	M	
		177	4.88	under 30	F	
		381	10.51	from 30 to 50	F	
		63	1.74	over 50	F	
Turnover	Vologda region	39	1.1	under 30	M	
		34	0.9	from 30 to 50	M	
		3	0.1	over 50	M	
		31	0.9	under 30	F	
		37	1.0	from 30 to 50	F	
		6	0.2	over 50	F	
New hires	Saratov region	79	5.18	under 30	M	
		89	5.84	from 30 to 50	M	
		38	2.49	over 50	M	
		50	3.28	under 30	F	
		104	6.82	from 30 to 50	F	
		59	3.87	over 50	F	
Turnover	Saratov region	2	0.1	under 30	M	
		16	1.0	from 30 to 50	M	
		2	0.1	over 50	M	
		4	0.3	under 30	F	
		10	0.7	from 30 to 50	F	
				over 50	F	

SOCIAL continued
Labor Practices and Decent Work continued
Employment continued

2014 total number and rate of new employee hires and employee turnover by age, group, gender, and region

Turnover rate at production facilities is 4.6% per annum in 2014

Region		Turnover rate in 2014				
Murmansk Region		4.4%				
Vologda Region		4.0%				
Saratov Region		4.9%				
Leningrad Region		7.6%				
Aspect	Region	Number	Percent	Age group	Sex	
New hires	Murmansk region	224	3.29	under 30	M	
		207	3.04	from 30 to 50	M	
		18	0.26	over 50	M	
		31	0.46	under 30	F	
		27	0.40	from 30 to 50	F	
		2	0.03	over 50	F	
Turnover	Murmansk region	94	1.4	under 30	M	
		157	2.3	from 30 to 50	M	
		16	0.2	over 50	M	
		8	0.1	under 30	F	
		22	0.3	from 30 to 50	F	
		1	0.0	over 50	F	
New hires	Leningrad region	19	1.82	under 30	M	
		31	2.97	from 30 to 50	M	
		4	0.38	over 50	M	
		5	0.48	under 30	F	
		6	0.57	from 30 to 50	F	
		3	0.29	over 50	F	
Turnover	Leningrad region	17	1.6	under 30	M	
		26	2.5	from 30 to 50	M	
		8	0.8	over 50	M	
		9	0.9	under 30	F	
		14	1.3	from 30 to 50	F	
		5	0.5	over 50	F	
New hires	Vologda region	109	2.62	under 30	M	
		66	1.59	from 30 to 50	M	
		14	0.34	over 50	M	
		57	1.37	under 30	F	
		44	1.06	from 30 to 50	F	
		19	0.46	over 50	F	
Turnover	Vologda region	35	0.8	under 30	M	
		32	0.8	from 30 to 50	M	
		12	0.3	over 50	M	
		26	0.6	under 30	F	
		49	1.2	from 30 to 50	F	
		12	0.3	over 50	F	
New hires	Saratov region	63	3.15	under 30	M	
		51	2.55	from 30 to 50	M	
		12	0.60	over 50	M	
		42	2.10	under 30	F	
		62	3.10	from 30 to 50	F	
		39	1.95	over 50	F	
Turnover	Saratov region	45	2.2	under 30	M	
		40	2.0	from 30 to 50	M	
				over 50	M	
		5	0.2	under 30	F	
		9	0.4	from 30 to 50	F	
				over 50	F	

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Employment continued

G4-LA2	●●	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Benefits established by collective bargaining agreements apply to all employees of the Company's main production sites and do not depend on the status or conditions of employment.	No
G4-LA3	●●	Return to work and retention rates after parental leave, by gender.	As of 31 December 2015, 401 people from the Company's main production facilities were on maternity/paternity leave.	No

Total number of employees that took parental leave

Region	Total number of employees that took parental leave as of 31.12.2015		
	Total	Male	Female
Murmansk Region	126	1	125
Vologda Region	205	1	204
Saratov Region	46	0	46
Leningrad Region	24	0	24
Average for all regions	100	0	100

Labor/Management relations

G4-LA4	●●	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	The minimum notice period is nine weeks (two months). In accordance with the collective bargaining agreement, "With regards to changes, as determined by the parties, to the conditions of the employment agreement, the employer must have signed confirmation from the employee that he/she is acquainted with these changes no less than two months before they take effect."	No
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Occupational health and safety

G4-LA5	●	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	In 2015 – 1.79%.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Occupational health and safety continued

G4-LA6	●●	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.		No
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Rates of injury, occupational disease, lost days and absenteeism and number of work-related fatalities by region

2015

Calendar year	Injury incidence rate (IIR), unit/thsd people	Injury severity rate (workdays lost per accident), workdays	Number of workdays lost in injuries, workdays	Average number of personnel, persons
2015	1.21	59.6	834	11,551
Vologda Region	0.28	74.0	74	3,624
Saratov Region	0.66	68.0	68	1,524
Leningrad Region	2.55	35.5	71	784
Murmansk Region	1.78	62.1	621	5,619

	Number of recorded accidents involving disability					Number of injured, persons				Sex
	Moderate	Group	Critical	Fatal	Total	Moderate	Critical	Fatal	Total	
2015	10	-	4	-	14	10	4	-	14	13 Male, 1 Female
Vologda Region	1	-	-	-	1	1	-	-	1	1 Female
Saratov Region	-	-	1	-	1	-	1	-	1	1 Male
Leningrad Region	1	-	1	-	2	1	1	-	2	2 Male
Murmansk Region	8	-	2	-	10	8	2	-	10	10 Male

2014

Calendar year	Injury incidence rate (IIR), unit/thsd people	Injury severity rate (workdays lost per accident), workdays	Number of workdays lost in injuries, workdays	Average number of personnel, persons
2014	1.60	62.7	767	14,012
Vologda Region	0.96	73.0	187	4,155
Saratov Region	0.00	0.0	0	2,001
Leningrad Region	0.00	0.0	0	1,045
Murmansk Region	2.50	59.7	580	6,811

	Number of recorded accidents involving disability					Number of injured, persons				Sex
	Moderate	Group	Critical	Fatal	Total	Moderate	Critical	Fatal	Total	
2014	15	-	3	3	21	15	3	3	21	16 Male, 5 Female
Vologda Region	3	-	1	-	4	3	1	-	4	3 Male, 1 Female
Saratov Region	-	-	-	-	-	-	-	-	-	
Leningrad Region	-	-	-	-	-	-	-	-	-	
Murmansk Region	12	-	2	3	17	12	2	3	17	13 Male, 4 Female

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Occupational health and safety continued

G4-LA7	●●	Workers with high incidence or high risk of diseases related to their occupation.		No
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Workers with high incidence or high risk of diseases related to their occupation

2015	
Production site	Number of workers with high incidence or high risk of diseases related to their occupation
Apatit	3,931
PhosAgro-Cherepovets	2,331
BBofA	1,062
Metachem	453
2014	
Production site	Number of workers with high incidence or high risk of diseases related to their occupation
Apatit	4,784
PhosAgro-Cherepovets	2,925
BBofA	1,328
Metachem	681

G4-LA8	●●	Health and safety topics covered in formal agreements with trade unions.	All the Company's enterprises implement programmes aimed to improve employees' living conditions.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Training and education

G4-LA9	●●	Average hours of training per year per employee by gender, and by employee category.	Average training hours per employee: 107. In 2015, 908 employees of the Company attended professional training programme.	No
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Number of employees who completed professional training programme and average hours of training per year per employee by gender, and by employee category

2015

Production site	Number of training hours (average for all businesses)					
	Total	per employee	total for female employees	per female employee	total for male employees	per male employee
Apatit	477,568	157	33,549	159	444,019	159
PhosAgro-Cherepovets	459,086	142	41,476	130	417,610	154
BBofA	89,267	61	23,068	58	66,199	62
Metachem	31,284	67	6,194	67	26,713	66
Total	1,057,205	427	104,287	414	954,541	441
Company average	264,301	107	26,072	104	238,635	110

2014

Production site	Number of training hours (average for all businesses)					
	Total	per employee	total for female employees	per female employee	total for male employees	per male employee
Apatit	677,260	272	74,244	269	603,016	275
PhosAgro-Cherepovets	437,640	141	51,466	134	386,174	148
BBofA	152,101	75	20,824	64	131,277	85
Metachem	39,646	47	6,072	42	27,324	52
Total	1,306,647	535	152,606	509	1,147,791	560
Company average	326,661	134	37,652	127	286,948	140

SOCIAL continued

Labor Practices and Decent Work continued

Training and education continued

Number of employees who completed professional training programme and average hours of training per year per employee by gender, and by employee category continued

2015			
Production site	Number of employees who completed professional training programmes (factory workers)		
	Total	total for female employees	total for male employees
Apatit	115	2	113
PhosAgro-Cherepovets	396	75	321
BBofA	143	23	120
Metachem	254	42	212
Total	908	142	766
Company average	227	36	192
2014			
Production site	Number of employees who completed professional training programmes (factory workers)		
	Total	total for female employees	total for male employees
Apatit	912	100	812
PhosAgro-Cherepovets	539	102	437
BBofA	378	29	349
Metachem	327	42	285
Total	2,156	273	1,883
Company average	539	68	471

SOCIAL continued

Labor Practices and Decent Work continued

Training and education continued

Number of employees who completed professional training programme and average hours of training per year per employee by gender, and by employee category continued

2015					
Production site	Number of individual training cycles				
	Total	Factory workers		Management/professional employees (MPE)	
		total for male employees	total for female employees	total for female employees	total for male employees
Apatit	3,037	2,206	122	620	89
PhosAgro-Cherepovets	3,233	1,281	163	1,545	244
BBofA	1,602	779	162	505	156
Metachem	470	259	44	129	38
Total	8,342	4,525	491	2,799	527
Company average	2,086	1,131	123	700	132

2014					
Production site	Number of individual training cycles				
	Total	Factory workers		Management/professional employees (MPE)	
		total for male employees	total for female employees	total for female employees	total for male employees
Apatit	3,415	2,191	276	926	22
PhosAgro-Cherepovets	3,126	1,560	198	1,182	186
BBofA	1,798	1,135	155	379	129
Metachem	839	336	59	303	141
Total	9,178	5,222	688	2,790	478
Company average	2,295	1,306	172	698	120

G4-LA10	●	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	One of the areas where we strengthen our competitive advantages is the improvement of employees' performance skills and addition of new professions mastered by an employee. Mastering related professions will strengthen the competitive advantages of the Company's employees in the labour market in the case of new job search.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Training and education continued

G4-LA11	●	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category		No
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Percentage of employees receiving regular performance and career development reviews, by gender and by employee category (in 2015)

	JSC Apatit		Balakovo Branch of Apatit		CJSC Metachem		OJSC PhosAgro-Cherepovets		Total	
	male	female	male	female	male	female	male	female	male	female
Managers	131	7	38	9	19	1	78	8	266	25
Professional employees	126	27	27	31	3	3	15	12	171	73
White-collar employees	0	0	0	1	0	0	0	0	0	1
Workers	24	1	24	5	4	0	29	8	81	14
Total	281	35	89	46	25	4	122	28	517	113
Company headcount, total:	3,787	1,167	1,132	392	425	359	1,792	1,692	7,136	3,610
Share of headcount with breakdown by gender (%)	7.4	3.0	7.9	11.7	6.0	1.1	6.8	1.7	7.2	3.1
Share of headcount without breakdown by gender (%)		6.4		8.9		3.7		4.3		5.9

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Training and education continued

G4-LA12	●●	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		No
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Composition of governance bodies and breakdown of employees per employee category according to gender, age group

Indicator/Region	Management headcount as of 31 December 2015		Management headcount as of 31 December 2014	
Apatit, PhosAgro-Cherepovets, BBoFA, Metachem	Total including	136	Total including	124
	part-time employees	0	part-time employees	0
	fixed-term employees	1	fixed-term employees	1
	under 25	0	under 25	0
	25-35	10	25-35	10
	35-45	58	35-45	38
Males	45-55	35	45-55	38
	over 55	20	over 55	25
	under 25	0	under 25	124
	25-35	0	25-35	1
	35-45	7	35-45	5
Females	45-55	4	45-55	126
	over 55	2	over 55	2
	Total including	32	Total including	41
	part-time employees	0	part-time employees	0
	fixed-term employees	1	fixed-term employees	1
Murmansk Region	under 25	0	under 25	0
	25-35	5	25-35	6
	35-45	18	35-45	15
	45-55	5	45-55	12
	over 55	2	over 55	5
	under 25	0	under 25	0
Males	25-35	0	25-35	0
	35-45	1	35-45	2
	45-55	0	45-55	0
	over 55	1	over 55	1
	Total including	73	Total including	33
Vologda Region	part-time employees	0	part-time employees	0
	fixed-term employees	0	fixed-term employees	0
	under 25		under 25	0
	25-35	2	25-35	1
	35-45	32	35-45	12
	45-55	22	45-55	13
Males	over 55	10	over 55	5
	under 25		under 25	0
	25-35		25-35	0
	35-45	4	35-45	1
	45-55	2	45-55	0
Females	over 55	1	over 55	1

SOCIAL

Labor Practices and Decent Work

Training and education *continued*

Composition of governance bodies and breakdown of employees per employee category according to gender, age group *continued*

Indicator/Region	Management headcount as of 31 December 2015		Management headcount as of 31 December 2014	
Saratov Region	Total including	16	Total including	28
	part-time employees	0	part-time employees	0
	fixed-term employees	0	fixed-term employees	0
	under 25		under 25	
	25-35		25-35	1
Males	35-45	2	35-45	5
	45-55	6	45-55	8
	over 55	6	over 55	10
	under 25		under 25	
	25-35		25-35	1
Females	35-45		35-45	
	45-55	2	45-55	3
	over 55		over 55	
	under 25		under 25	
	25-35		25-35	1
Leningrad Region	Total including	15	Total including	22
	part-time employees	0	part-time employees	0
	fixed-term employees		fixed-term employees	0
	under 25		under 25	
	25-35	3	25-35	2
Males	35-45	6	35-45	6
	45-55	2	45-55	5
	over 55	2	over 55	5
	under 25		under 25	
	25-35		25-35	
Females	35-45	2	35-45	2
	45-55		45-55	2
	over 55		over 55	
	under 25		under 25	
	25-35		25-35	

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL *continued*

Labor Practices and Decent Work *continued*

Training and education *continued*

G4-LA13	●●	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation		No
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Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation

Production site	Indicator for 2015	Workers	Managers	Professional employees	White-collar employees
Total (PhosAgro-Cherepovets +Apatit+BBofA+Metachem)	Ratio of the basic salary of men to women for each employee category	1.04	0.85	1.08	0.60
	Ratio of the remuneration of men to women for each employee category	1.22	0.34	0.95	0.52

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Labor Practices and Decent Work continued

Training and education continued

G4-LA14	●●	Percentage of new suppliers that were screened using labor practices criteria	Not applicable	No
G4-LA15	●●	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Not identified	No

Labor practices grievance mechanisms

G4-LA16	●●	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.		No
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Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms

2015

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Total number of grievances about labor practices per year	units	25	9	0	0	34
Number of grievances about labor practices addressed per year	units	21	9	0	0	30
Number of grievances about labor practices resolved per year	units	21	9	0	0	30

2014

Indicator	Unit	Apatit	PhosAgro-Cherepovets	BBofA	Metachem	Total
Total number of grievances about labor practices per year	units	61	21	5	3	90
Number of grievances about labor practices addressed per year	units	61	21	5	3	90
Number of grievances about labor practices resolved per year	units	61	19	5	3	88

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Society

Anti-corruption

G4-S03	●●	Percentage and total number of business units analysed for risks related to corruption.	100%. Security and internal auditing services do regular monitoring of corruption-related risks.	No
G4-S04	●●	Communication and training on anti-corruption policies and procedures.	PhosAgro employees strictly adhere to the Anti-Corruption Policy, Regulations on Conflicts of Interest, and the Code of Ethics. Upon employment, candidates study these documents and sign an agreement to comply with the respective requirements. PhosAgro organises employee training and tests on anti-corruption legislation. The company's contractor agreements now include an anti-corruption provision. It also approved and implemented hotline procedures. All employees of PhosAgro subsidiaries sign a standardised statement on conflicts of interest. Their job descriptions have been updated with anti-corruption provisions. The company has set up the Commission on Fraud, Corruption and Conflicts of Interest.	No
G4-S05	●●	Confirmed incidents of corruption and actions taken.	In July 2015, head of the quality control and welding diagnostics laboratory at PhosAgro-Cherepovets demanded a RUB 60 thousand bribe from a contractor in exchange for expediting the inspection certificate signing process. The employee was caught when accepting the bribe at his office. Criminal proceedings were then initiated under Part 3, Articles 30 and 159 of the Criminal Code of the Russian Federation. The court gave the defendant a suspended sentence of three years of imprisonment, with a three-year probation period and a state fine of RUB 900 thousand.	No

Compliance

G4-S08	●●	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	During the reporting period the company has not been subject to any material fines or non-financial sanctions	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Product responsibility

Customer health and safety

G4-PR1	●●	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and categories of service subject to such procedures.		No
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Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures

All products, whether new or traditionally produced, are registered and certified pursuant to the Russian laws and the laws of any country where they are marketed. Since nearly all kinds and grades of the Company's products are exported to a variety of countries worldwide, including the EU, they are registered in accordance with REGULATION (EC) No. 1907/2006 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). During the registration, each product passes identification tests and undergoes classification in accordance with REGULATION (EC) No. 1272/2008 on classification, labelling and packaging of substances and mixtures. Based on the test results and the knowledge about the possible uses of the products, the Company creates exposure scenarios, safe use and storage recommendations, emergency instructions and safety data sheets (SDS). The knowledge about hazardous materials is used when creating new technologies and products, and when choosing source components for their production. The nature of developing and producing new kinds of mineral fertilizers, which are the basis of the Company's product portfolio, requires that their effects be assessed at nearly all life cycle stages.

Status

Development of product concept				+
R&D				+
Certification				+
Manufacturing and production				+
Marketing and promotion				-
Storage, distribution and supply				+
Use and service				+
Disposal, reuse, or recycling				+

G4-PR2	●	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by types of outcomes.	In the reported period the Company did not uncover any incidents of non-compliance with regulations and voluntary codes.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
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SOCIAL continued

Product responsibility

Product and service labeling

G4-PR3	●●	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		No
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Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements

Safety data sheets created by the Company are based on the Russian legislation, include information on the properties of the substances contained in the Company's products, and conform with the requirements of interstate standard GOST 30333-2007, which in turn complies with the recommendations of the UN ST/SG/AC.10/Rev.1 (Globally Harmonized System of Classification and Labelling of Chemicals (GHS)). Warning information is placed on product labels, pursuant to GOST 31340-2007: Labelling of Chemicals. General Requirements, which conforms with the recommendations of the UN ST/SG/AC.10/Rev.1 (Globally Harmonized System of Classification and Labelling of Chemicals (GHS)).

REGULATION (EC) No. 1907/2006 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) stipulates that safety data sheets are mandatory for the products classified pursuant to REGULATION (EC) No. 1272/2008 on classification, labelling and packaging of substances and mixtures. In 2013, these products accounted for 5% of the Company's product range. Still, the Company creates safety data sheets for all its products on a voluntary basis.

	Status
The sourcing of components of the product or service	-
Composition, particularly with regard to substances that might produce an environmental or social impact	+
Safe use of the product or service	+
Disposal of the product and environmental/social impacts	+
First aid measures	+
Emergency mitigation measures	+

G4-PR4	●	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by types of outcome.	In the reported period the Company did not uncover any incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling.	No
G4-PR5	●	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	PhosAgro's policy in regards of customer relations relies strongly on the client-oriented approach. As PhosAgro is a B2B company, we have a structured scheme of handling claims, if any. Upon receiving a claim it is registered, all the information is accumulated and reconfirmed with a third party surveyor, and then sent to technical specialists who give their comment on the situation. Afterwards based on the data gathered we provide feedback and undertake corrective actions.	No

Compliance

G4-PR7	●	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes. Monetary value of significant fines for non-		No
G4-PR9	●●	compliance with laws and regulations concerning the provision and use of products and services.	In the reported period there were no significant fines imposed on the Company for non-compliance with laws and regulations.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
SOCIAL continued				
Human rights				
Investment				
G4-HR1	●●	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable	No
G4-HR2	●●	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	The Company does not provide training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	No
Non-discrimination				
G4-HR3	●●	Total number of incidents of discrimination and corrective actions taken	Not identified	No
Freedom of association and collective bargaining				
G4-HR4	●●	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Not identified	No
Child labor				
G4-HR5	●●	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Not identified	No
Forced or compulsory labor				
G4-HR6	●●	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Not identified	No
Security practices				
G4-HR7	●●	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Not applicable	No
Indigenous rights				
G4-HR8	●●	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Not identified	No
Assessment				
G4-HR9	●●	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Not applicable	No
Supplier human rights assessment				
G4-HR10	●●	Percentage of new suppliers that were screened using human rights criteria	Not applicable	No
G4-HR11	●●	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Not identified	No

NAMES OF LEGAL ENTITIES USED

PJSC PhosAgro

PhosAgro

JSC PhosAgro-Cherepovets

PhosAgro-Cherepovets

JSC Apatit

Apatit

Balakovo branch of Apatit

BBofA

CSJC Metachem

Metachem