

No.	Indicator	Disclosure	Extent of disclosure
148	14.4.7. Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	No child labor is possible in this company. Complex engineering of the enterprises implies that the worker should have at least secondary vocational education, therefore, employment of children is out of question	disclosed
149	14.4.8. Operations and significant 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	TVEL FC is conducting its business in accordance with applicable laws of the Russian Federation which expressly forbid any use of forced labor. No cases of forced labor were detected in TVEL FC in 2013	disclosed
150	14.4.9. Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Personnel Management (page 90)	disclosed
151	14.4.10. Total number of incidents of violations involving rights of indigenous people and actions taken	Not detected	disclosed
152	14.4.11. Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	TVEL FC does not evaluate any processes in the context of human rights or transactions evaluated for impact on human rights, excluding however the rights envisaged by labor laws and personal data laws	disclosed
153	14.4.12. Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	No complaints were filed against TVEL FC in 2013 with respect to violation of human rights	disclosed

## Table of the Used GRI G3.1 Standard Disclosures and Performance Indicators



GRI G3.1: 3.12

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
<b>Strategy and Analysis</b>			
1	1.1. Statement from the most senior decisionmaker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy	Message by chief executives (page 6)	Full compliance
2	1.2. Description of key impacts, risks, and opportunities	TVEL FC Development Strategy (page 40). Risk Management (page 50). Place of TVEL FC in the World Market of FE NFC (page 32). Nuclear and Radiation Safety (page 124). Social Capital (page 131)	Full compliance
<b>Organizational Profile</b>			
3	2.1. Name of the organization	Company Background Information (page 16)	Full compliance
4	2.2. Primary brands, products, and/or services	Company Background Information (page 16)	Full compliance
5	2.3. Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	Corporate Governance (page 45)	Full compliance
6	2.4. Location of organization's headquarters	Company Background Information (page 16)	Full compliance
7	2.5. Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	Basic Characteristics (page 16). Place of TVEL FC in the World Market of FE NFC (page 30)	Full compliance
8	2.6. Nature of ownership and legal form	Company Background Information (page 16)	Full compliance
9	2.7. Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Basic Characteristics (page 17). Place of TVEL FC in the World Market of FE NFC (page 30)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
10	2.8. Scale of the reporting organization, including: <ul style="list-style-type: none"> <li>• number of employees;</li> <li>• number of operations;</li> <li>• net sales (for private sector organizations) or net revenues (for public sector organizations);</li> <li>• total capitalization broken down in terms of debt and equity (for private sector organizations);</li> <li>• quantity of products or services provided</li> </ul>	Key Results (page 11). Company Background Information (page 18). Financial Results of Activities (page 63). Personnel Management (page 91)	Full compliance
11	2.9. Significant changes during the reporting period regarding size, structure, or ownership	Corporate Governance (page 42)	Full compliance
12	2.10. Awards received in the reporting period	Stakeholders Engagement During the Preparation of the Report 2013 (page 144)	Full compliance
<b>Report Parameters</b>			
13	3.1. Reporting period (e.g., fiscal/calendar year) for information provided	About the Report (page 8)	Full compliance
14	3.2. Date of most recent previous report (if any)	About the Report (page 8). General Information (page 16)	Full compliance
15	3.3. Reporting cycle (annual, biennial, etc.)	About the Report (page 8)	Full compliance
16	3.4. Contact point for questions regarding the report or its contents	Contact Information (page 241)	Full compliance
17	3.5. Process for defining report content, including: <ul style="list-style-type: none"> <li>• determining materiality;</li> <li>• prioritizing topics within the report;</li> <li>• identifying stakeholders the organization expects to use the report</li> </ul>	About the Report (page 8). Stakeholders Engagement During the Preparation of the Report 2013 (page 137)	Full compliance
18	3.6. Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	Information about the Report (page 8)	Full compliance
19	3.7. State any specific limitations on the scope or boundary of the report	About the Report (page 8)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
20	3.8. Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	About the Report (page 8)	Full compliance
21	3.9. Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report	About the Report (page 8)	Full compliance
22	3.16. Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	No significant alterations have been made	Full compliance
23	3.11. Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	About the Report (page 8). No alterations occurred to the range, boundaries and evaluation methods	Full compliance
24	3.12. Table identifying the location of the Standard Disclosures in the report	Appendix No.2 Table of the Used GRI G3.1 Standard Elements of Reporting and Performance Indicators (page 166)	Full compliance
25	3.13. Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s)	About the Report (page 8)	Full compliance
<b>Governance, Commitments, and Engagement</b>			
26	4.1. Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Corporate Governance (page 41). Organizational Structure of TVEL JSC (page 45)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
27	4.2. Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement)	Corporate Governance (page 42)	Full compliance
28	4.3. For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members	Corporate Governance (page 42)	Full compliance
29	4.4. Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Stakeholders Engagement During the Preparation of the Report 2013 (page 137)	Full compliance
30	4.5. Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	Corporate Governance (page 43)	Full compliance
31	4.6. Processes in place for the highest governance body to ensure conflicts of interest are avoided	The matter of conflict of interests in the top executive body of TVEL JSC is under control of ROSATOM State Corporation	Full compliance
32	4.7. Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity	Corporate Governance (page 42). The sole shareholder represented by Atomenergoprom JSC evaluates the qualification and competence of the member of top executive body of TVEL JSC. The Board of Directors plays the key role in strategic management of the Company and the entire Fuel Company. The sole shareholder appoints the Board of Directors with due account for the ability to handle the abovementioned objectives. The Board of Directors comprises mostly of the external directors, i.e. individuals who are not employed by the Company, and professionals vastly experienced in the industry and thoroughly understanding the specifics of activities conducted by the Company	Full compliance
33	4.8. Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	Mission, Goals and Values (page 26). Corporate Governance (page 41). Sustainable Development Management (page 40)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
34	4.9. Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	TVEL FC Development Strategy (page 36). Corporate Governance (page 43). Risk Management (page 45). Quality Management (page 76).	Full compliance
35	4.10. Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	No processes for evaluation of its own performance by the top executive body are available	Full compliance
36	4.11. Explanation of whether and how the precautionary approach or principle is addressed by the organization	Being guided by the precautionary principle, the Company endeavors to avoid the expected damage to environment even if there is no scientific evidence that any specific activity inflicts this damage	Full compliance
37	4.12. Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	GRI G3.1 Reporting Guidelines International Integrated Reporting Council, v. 1.0	Full compliance
38	4.13. Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: • has positions in governance bodies; • participates in projects or committees; • provides substantive funding beyond routine membership dues; • views membership as strategic	TVEL JSC is a member of the Union of Employers of Nuclear Power Industry and Science of Russia (President of the Company is a member of the Board of the Union) and member of the National Association of Procurement Institutes (NAPI)	Full compliance
39	4.14. List of stakeholder groups engaged by the organization	Stakeholders Engagement During the Preparation of the Report 2013 (page 137)	Full compliance
40	4.15. Basis for identification and selection of stakeholders with whom to engage	Stakeholders Engagement During the Preparation of the Report 2013 (page 137)	Full compliance
41	4.16. Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Stakeholders Engagement During the Preparation of the Report 2013 (page 137)	Full compliance
42	4.17. Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	Appendix No. 3 Records of the Proposals Made By Stakeholders of TVEL FC (page 180)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
<b>Management Approach and Performance Indicators</b>			
43	Disclosure on Management Approach to economic efficiency	Procurement Activities (page 53). Personnel Management (page 90)	Full compliance
44	Disclosure on Management Approach to environmental efficiency	Ecological Policy (page 112). Energy Saving and Efficiency Improvement (page 127)	Full compliance
45	Disclosure on Management Approach to social efficiency	Procurement Activities (page 53). Corruption Management and Settlement of Conflicts of Interest (page 58). Quality Management (page 76). Personnel Management (page 90). Labor Protection and Industrial Safety (page 106). Social Capital (page 130)	Full compliance
<b>Economic Performance Indicators</b>			
1	EC1. Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Social Capital (page 131)	Full compliance
2	EC2. Financial implications and other risks and opportunities for the organization's activities due to climate change	Climatic effect attributed to the enterprises managed by the Fuel Company is insignificant compared to the enterprises related to extractive industries and thermal power companies. That is why the management board has not evaluated financial aspects and other risks related to the alteration of the climate. Climate change has no impact on business operations of TVEL FC and its employees	Full compliance
3	EC3. Coverage of the organization's defined benefit plan obligations	Personnel Management (page 105)	Full compliance
4	EC4. Significant financial assistance received from government	Nuclear and Radiation Safety (page 125)	Full compliance
5	EC5. Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Personnel Management (page 97)	Full compliance
6	EC6. Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation	Procurement Activities (page 54)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
7	EC7. Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Personnel Management (page 95)	Full compliance
8	EC8. Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Social Capital (page 135)	Full compliance
9	EC9. Understanding and describing significant indirect economic impacts, including the extent of impacts	Social Capital (page 131)	Full compliance
<b>Environmental Performance Indicators</b>			
10	EN1. Materials used by weight or volume	Environmental Impact (page 115). No information is available on total volume of materials used	Full compliance
11	EN2. Percentage of materials used that are recycled input materials	Environmental Impact (page 116). No information is available on the percentage of recycled materials in total amount of materials used by the Company	Full compliance
12	EN3. Direct energy consumption by primary energy source	Energy Saving and Efficiency Improvement (page 129). Enterprises of TVEL FC do not use energy from renewable sources	Full compliance
13	EN4. Indirect energy consumption by primary source	Energy Saving and Efficiency Improvement (page 128, 130)	Full compliance
14	EN5. Energy saved due to conservation and efficiency improvements	Energy Saving and Efficiency Improvement (page 127)	Full compliance
15	EN6. Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Energy Saving and Efficiency Improvement (page 128)	Full compliance
16	EN7. Initiatives to reduce indirect energy consumption and reductions achieved	Currently, the Company has not developed any policy to promote management of other indirect energy consumption, as there are no applicable regulatory requirements	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
17	EN8. Total water withdrawal by source	Environmental Impact (page 117)	Full compliance
18	EN9. Water sources significantly affected by withdrawal of water	Environmental Impact (page 117)	Full compliance
19	EN10. Percentage and total volume of water recycled and reused	Environmental Impact (page 117)	Full compliance
20	EN11. Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Impact (page 121)	Full compliance
21	EN12. Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Environmental Impact (page 121). Information about the impact on biological diversity caused by Atomredmetzoloto JSC and NAC Kazatomprom JSC (major suppliers of uranium processed at the enterprises of TVEL FC) can be found in public annual reports of these companies	Full compliance
22	EN13. Habitats protected or restored	Environmental Impact (page 121)	Full compliance
23	EN14. Strategies, current actions, and future plans for managing impacts on biodiversity	Environmental Impact (page 121)	Full compliance
24	EN15. Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Environmental Impact (page 121)	Full compliance
25	EN16. Total direct and indirect greenhouse gas emissions by weight	Environmental Impact (page 120)	Full compliance
26	EN17. Other relevant indirect greenhouse gas emissions by weight	Statutory legal acts regulating the interaction between enterprises of the Fuel Company and the contractors make no provisions for connection between the choice of the contractor and the environmental efficiency of the latter	Full compliance
27	EN18. Initiatives to reduce greenhouse gas emissions and reductions achieved	Environmental Impact (page 120). The Company does not keep records of the number of the said initiatives aiming to reduce emissions of greenhouse gases, as there are no regulatory requirements to keep any such records and the cost of acquisition of any such information will by far exceed the effect from acquisition thereof	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
28	EN19. Emissions of ozone-depleting substances by weight	Environmental Impact (page 118)	Full compliance
29	EN20. NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight	Environmental Impact (page 120)	Full compliance
30	EN21. Total water discharge by quality and destination	Environmental Impact (page 118)	Full compliance
31	EN22. Total weight of waste by type and disposal method	Environmental Impact (page 115)	Full compliance
32	EN23. Total number and volume of significant spills	Environmental Impact (page 114)	Full compliance
33	EN24. 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	Enterprises of TVEL FC are not engaged in cross-border movement of waste.	Full compliance
34	EN25. Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	Environmental Impact (page 121)	Full compliance
35	EN26. Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Environmental Impact (page 114)	Full compliance
36	EN27. Percentage of products sold and their packaging materials that are reclaimed by category	Specifics of industry wherein TVEL FC conducts its business make no provisions for recycling of products and packaging materials	Full compliance
37	EN28. Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Impact (page 123)	Full compliance
38	EN29. Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Environmental Impact (page 120)	Full compliance
39	EN30. Total environmental protection expenditures and investments by type	Environmental Impact (page 122)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
<b>Labor Practices and Decent Work Performance Indicators</b>			
40	LA1. Total workforce by employment type, employment contract, and region, broken down by gender	Personnel Management (page 92)	Full compliance
41	LA2. Total number and rate of new employee hires and employee turnover by age group, gender, and region	Personnel Management (page 91)	Full compliance
42	LA3. Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Payments and benefits to employees of the enterprises of TVEL FC are made or provided in accordance with collective labor agreements and vary from enterprise to enterprise of the Fuel Company. Collective agreement applies to all employees. All payments and benefits are in line with applicable labor laws	Full compliance
43	LA4. Percentage of employees covered by collective bargaining agreements	Labor Protection and Industrial Safety (page 91)	Full compliance
44	LA5. Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	In the event of any significant operational changes in or to the business of the Company, the employees are given at least 2-months' prior notice. This provision is envisaged by applicable labor laws of the Russian Federation and included in the Collective Agreement of each enterprise	Full compliance
45	LA6. Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Labor Protection and Industrial Safety (page 106). No joint committees and commissions comprising of representatives of employees and employers are created for this purpose	Full compliance
46	LA7. Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	Labor Protection and Industrial Safety (page 107)	Full compliance
47	LA8. Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	The Fuel Company provides training to its employees with respect to serious diseases resulting from professional activities, including consulting, risk control and treatment. No such programs are envisaged for members of the employees' families and indigenous population	Full compliance
48	LA9. Health and safety topics covered in formal agreements with trade unions	Labor Protection and Industrial Safety (page 106)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
49	LA10. Average hours of training per year per employee by gender, and by employee category	Personnel Management (page 100)	Full compliance
50	LA11. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Personnel Management (page 100). No programs to assist change of career/lifestyle are envisaged for the retiring or dismissed employees	Full compliance
51	LA12. Percentage of employees receiving regular performance and career development reviews, by gender	Personnel Management (page 99)	Full compliance
52	LA13. Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Personnel Management (page 95)	Full compliance
53	LA14. (GRI G 3.1) Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Personnel Management (page 96)	Full compliance
54	LA15. (GRI 3.1) Return to work and retention rates after parental leave, by gender	Personnel Management (page 94)	Full compliance
<b>Performance Indicators – Society</b>			
55	SO1. Percentage of operations with implemented local community engagement, impact assessments, and development programs	Social Capital (page 131)	Full compliance
56	SO2. Percentage and total number of business units analyzed for risks related to corruption	Corruption Management and Settlement of Conflicts of Interest (page 59)	Full compliance
57	SO3. Percentage of employees trained in organization's anti-corruption policies and procedures	Corruption Management and Settlement of Conflicts of Interest (page 59)	Full compliance
58	SO4. Actions taken in response to incidents of corruption	Corruption Management and Settlement of Conflicts of Interest (page 59)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
59	SO5. Public policy positions and participation in public policy development and lobbying	Legal Scope of Activity of TVEL FC (page 57). ROSATOM State Corporation, TVEL FC does not participate in shaping of public policy and lobbying activities, excluding however development of suggestions related to legislative initiatives	Full compliance
60	SO6. Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	TVEL FC is not engaged in contributions, whether financial or in kind, to any political parties, politicians and related institutions	Full compliance
61	SO7. Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	No serious violations of applicable laws by TVEL JSC and its enterprises were detected in 2013	Full compliance
62	SO8. Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	No serious violations of applicable laws by TVEL JSC and its enterprises were detected in 2013	Full compliance
63	SO9. (GRI G 3.1) Operations with significant potential or actual negative impacts on local communities	Nuclear and Radiation Safety (page 124)	Full compliance
64	SO10. (GRI G 3.1) Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities Performance Indicators – Product Liability	Nuclear and Radiation Safety (page 124)	Full compliance
<b>Performance Indicators – Product Liability</b>			
65	PR1. 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	Quality Management (page 77)	Full compliance
66	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 type of outcomes	Labor Protection and Industrial Safety (page 109). Nuclear and Radiation Safety (page 127)	Full compliance
67	PR3. Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Not applicable due to specifics of products manufactured and services provided by TVEL FC enterprises	not applicable

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
68	PR4. Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Not applicable due to specifics of products manufactured and services provided by TVEL FC enterprises	not applicable
69	PR5. Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Quality Management (page 78)	Full compliance
70	PR6. Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Due to specifics of activities conducted by TVEL FC, no programs related to the provision of correspondence to the legislation, standards, requirements of voluntary certification related to marketing communications, including publicity, product promotion and sponsorship are available	Full compliance
71	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	Not detected	Full compliance
72	PR8. Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not applicable due to specifics of products manufactured and services provided by TVEL FC enterprises	not applicable
73	PR9. Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No fines charged in 2013	Full compliance

**Human Rights Performance Indicators**

74	HR1. Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening	Procurement Activities (page 54)	Full compliance
75	HR2. Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken	Procurement Activities (page 54)	Full compliance

No.	Indicator	Disclosure	Compliance with GRI G3.1 for Level A
76	HR3. Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Personnel Management (page 100)	Full compliance
77	HR4. Total number of incidents of discrimination and corrective actions taken	No discrimination cases detected in 2013	Full compliance
78	HR5. Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	Personnel Management (page 104). The Company did not conduct any analysis of the suppliers in 2013 with respect to this indicator due to the absence of applicable regulatory requirements	Full compliance
79	HR6. Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	No child labor is possible in this company. Complex engineering of the enterprises implies that the worker should have at least secondary vocational education, therefore, employment of children is out of question. The Company did not conduct any analysis of the suppliers in 2013 with respect to this indicator due to the absence of applicable regulatory requirements	Full compliance
80	HR7. Operations and significant 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	TVEL FC is conducting its business in accordance with applicable laws of the Russian Federation which expressly forbid any use of forced labor. No cases of forced labor were detected in TVEL FC in 2013. The Company did not conduct any analysis of the suppliers in 2013 with respect to this indicator due to the absence of applicable regulatory requirements	Full compliance
81	HR8. Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Personnel Management (page 100)	Full compliance
82	HR9. Total number of incidents of violations involving rights of indigenous people and actions taken	Not detected	Full compliance
83	HR10. (GRI G 3.1) Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	TVEL FC does not evaluate any processes in the context of human rights or transactions evaluated for impact on human rights, excluding however the rights envisaged by labor laws and personal data laws	Full compliance
84	HR11. (GRI G 3.1) Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	No complaints were filed against TVEL FC in 2013 with respect to violation of human rights	Full compliance

### Appendix No. 3. Records of the Proposals Made by Stakeholders of TVEL FC

#### Offers made by TVEL FC Stakeholders in prior periods

Description	Implementation of plans and obligations
Try to make the Report reflect the customer's reaction to the "social care" that the Company provides to inhabitants of its region of presence	<b>Noted.</b> Feedback Form is available in printed and interactive versions of the Report for 2012 and 2013
By the end of 2011, the Company should make a consolidated plan of events and projects to promote the development of social and economic environment of the regions of presence of incorporate enterprises and make a section at its corporate Website where information about implementation of the plan will be updated on a regular basis	<b>Noted</b> to the extent applicable to planning the events and projects. Section "Social Capital". Section in the corporate Website that will be updated to provide details concerning the events and implementation of the plan – in perspective
By the end of 2012, make a section on Website dedicated to interaction between stakeholders (obligation pending)	<b>Partially noted.</b> Interactive versions of the 2013 and 2013 Reports have a Feedback Form
In order to improve the environmental management system, audit the appropriate systems at MSZ JSC, JSC CMP, JSC NNCP, JSC MZP and CC JSC, and continue the introduction of corporate and integrated environmental management system	<b>Noted.</b> Section "Quality Management"
Modify Programs of Quality Environment Object Monitoring ("the OMSN") in accordance with Guidelines prepared by Federal State Unitary Geological Enterprise Gidrospetsgeologia	In 2012, Programs were modified at JSC AECC, JSC VNIINM, MSZ JSC, JSC NNCP and JSC CMP. Final coordination of the Object Monitoring Programs of JSC SGChE and JSC UEIP was planned for 2013. In 2013, modification and coordination of the OMSN of JSC SGChE and the Quality Environment Monitoring Center with ROSATOM State Corporation (Federal State Unitary Geological Enterprise Gidrospetsgeologia) detected the need for additional technical measures in order to develop the network of observation wells; the Program can be coordinated only upon completion of the said measures. JSC UEIP in 2013 completed the development of network of observation wells comprising the OMSN System of the enterprise; the Program was modified; currently, the Program is undergoing the final stage of preparations for coordination with the Federal State Unitary Geological Enterprise Gidrospetsgeologia. Results of the quality environment monitoring by JSC UEIP in conjunction with the Federal State Unitary Geological Enterprise Gidrospetsgeologia were presented at the Round Table dedicated to Quality Environment Monitoring during the international forum AtomEco-2013