



Sustainability Risks

In November 2021, the Board of Directors of Fix Price set up a Sustainability Committee. The first sustainability report prepared in accordance with GRI¹ and SASB² standards was published in summer 2022.

At present, the Company does not perform separate ESG risk assessments, but the current registry contains the following sustainability-related risk areas:

- personnel management;
- employee training and development;
- occupational safety;
- product quality;
- compliance;
- internal controls;
- information security;
- anti-corruption efforts.

As climate change becomes an increasingly urgent issue, this year we publish our first disclosure on the Company's climate impact guided by TCFD recommendations. For more details, see the dedicated [section on page 79](#). Fix Price plans to identify climate risks and add them into the risk register and the risk map in future reporting periods.

Ethics and Anticorruption

Fix Price Group PLC is committed to conducting business in an ethical manner. The Company has an Anti-Bribery and Corruption Policy that provides a set of principles, procedures and specific measures aimed at preventing and eradicating corrupt practices, minimising the causes and conditions that generate corruption and forming anti-corruption mindsets among the Group's employees with respect to any manifestation of unfair behaviour.

In order to combat corruption, the Group performs the following activities:

- safeguarding against corruption, including by identifying and subsequently eliminating causes of corruption, and training Group employees;
- detecting, preventing and impending corruption-related offences, and exposing and investigating these offences in accordance with the Company's policy and other regulations;
- minimising and/or eliminating of the consequences of corruption-related offences for the Group.

The Company's CEO is responsible for the implementation of anticorruption measures.

The Company conducts anti-corruption webinars for employees and provides access to anti-corruption video resources.

All employees agree to abide by the Group's Anti-Corruption Policy and anti-corruption agreements are signed by Group suppliers, contractors and partners.

¹ Global Reporting Initiative

² Sustainability Accounting Standards Board



Complaints on ethical issues, conflicts of interest, suspected corruption and other suspicious activities can be emailed to Fix Price's Ethics Committee: kommitet_po_etike@fix-price.ru





Results Of The Year

Fix Price continued to develop its compliance function in 2022. We improved access to the anti-corruption hotline, so all stakeholders can easily use it via the corporate website.



Ethics and corruption hotline: fix-price.com

In 2022, we surveyed 11.5 thous. employees on ethics and compliance issues. During the survey, we reminded them that there are channels available for submitting complaints and that we continue to abide by the current Business Ethics Policy. The survey results revealed opportunities for further improvement.

In 2022, we launched a mandatory training programme for office employees, which included modules on anti-corruption and business ethics.

The Company updated its Business Ethics Policy (Code of Conduct) to fully align it with our mission, values and principles of doing business.

We conducted a course “Rules of Business Conduct” for store employees on the FP School platform, where we elaborated on ethical business communication with customers and colleagues.

In 2022, the number of complaints about corruption increased due to expanded coverage of the Ethics and Compliance Committee activities and due to the set up of the hotline. The number of complaints grew from the side of employees, contractors and customers.

The geography of complaints also expanded among the Russian Federation regions, in Belarus and Kazakhstan. We investigate all complaints, and if violations are confirmed, we enforce disciplinary measures against those persons who were found at fault. To prevent similar incidents in the future, we fine-tune internal control processes and update the rules and procedures.

Information Disclosure

The following documents are published on the official website of the Company:

- Memorandum and Articles of Association of Fix Price Group PLC;
- internal policies;
- other required information.

In 2021, the Company launched its corporate website which provides a regularly updated investor calendar, a press releases page, dividend history, key performance indicators, contact details and other useful information.



In addition, the Company discloses information on the [LSE Company's page](#) and via the [Interfax disclosure server](#)



**WE SURVEYED
~11,500
EMPLOYEES
ON ETHICS
AND COMPLIANCE
ISSUES IN 2022**