



People

Our Accomplishments in 2022

Forbes named Fix Price one of [Russia's Best Employers](#) in 2022, placing the Company in the silver tier

RBC ranked Fix Price fifth in the Russian retail segment in its [best employers ranking](#)

Fix Price made it into the top five of HeadHunter's list of [the best employers in the retail segment](#)

Fix Price managed to achieve a high level of routine process automation in recruitment and HR record management by successfully deploying the new HR solutions Skillaz and HRLink



Fix Price continued honing health and safety excellence and once again delivered one of the best sets of occupational health and safety results both for regular staff and contractors among public retail companies



In 2022, the Company maintained its focus on employee training and education. We launched 45 training groups in 10 various fields for office employees, rolled out a new condensed training programme containing 25 short educational videos, built a new digital community for store employees to share professional experience, and improved the process of adding our store staff to the talent pool

Fix Price maintained its support for young people's sport through the Future Champions League charitable endowment. In 2022, through donation boxes placed in our stores, we raised more than RUB 4.6 million. We also directly contributed around RUB 40 million to the endowment. All of these funds went to the development of junior football in Russia



Core Pillars of HR at Fix Price:



Creating a comfortable work environment in line with occupational safety standards



Developing fair compensation and motivation system



Building an effective employee training and development system to support further professional and personal growth



Building open and streamlined team communications to avoid unnecessary bureaucracy



Welcoming employee feedback at all levels of the corporate structure



Constant monitoring and assessment of employee satisfaction at all units of the Company



Supporting diversity and inclusion

Our Approach to HR Management

The Nomination and Remuneration Committee reviews HR issues on behalf of the Board of Directors. The HR Director leads the HR Department. Our Personnel Policy encompasses the key aspects of employment at the Company. It was developed in full compliance with international and Russian legislation and stakeholders' expectations.

We believe that every employee matters. Therefore, we strive to provide a comfortable work environment, offer a fair compensation and motivation system and focus on helping our people to grow in their professional and personal lives.

Fix Price recognises the responsibility it has to conduct business in a manner that is consistent with its corporate values of respect for human rights and zero tolerance to modern slavery, including forced labour and human trafficking. The Company formalised its approach towards this issue in its Modern Anti-Slavery and Human Trafficking Policy.

The principles of equal opportunities and ethical treatment of personnel are reflected in our Business Ethics Policy (Code of Conduct). Should our staff experience discrimination or a violation of our ethical principles, they can contact the Ethics Committee or raise their concern on a [dedicated webpage](#). The Ethics Committee reviews all the complaints received and takes disciplinary measures when necessary. In 2022, the number of reports to the Ethics Committee increased about 9 times vs 2021 as a result of the Company's comprehensive effort to raise awareness among stakeholders and improve the availability of the anti-corruption hotline, as well as the mandatory anti-corruption and business ethics training modules launched in 2022.