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Standing Strong: How SCM Businesses Protect Employees During the Energy Crisis



As winter persists and Russia continues its attacks on Ukraine's energy infrastructure, businesses face the dual challenge of maintaining economic activity

while ensuring the physical and psychological safety of their workforce. Across SCM, our companies are adapting to these harsh realities by implementing robust support systems. This response is driven by the strategy of our shareholder, Rinat Akhmetov, to invest significantly in human capital, recognising that people are the foundation of our resilience during the war.

Ensuring Stability at FUIB

For our retail bank [FUIB](#), the focus has been on operational continuity and physical comfort. The bank has implemented a comprehensive system to ensure employees can work effectively despite external power cuts.

Key measures include complete energy autonomy. All bank branches are equipped with generators, and a reserve stock is maintained to reinforce the network as needed. Additionally, FUIB is installing battery energy storage solutions to ensure a stable power supply, alongside the procurement of additional electric heaters. In some branches, external toilets have been installed.

Because of this technical preparation, FUIB has not needed to alter its operating hours. While other businesses may adapt schedules to electricity availability, the bank's energy independence allows it to offer stable, predictable working conditions. This consistency is vital for employees seeking routine and for clients requiring reliable financial services.

Beyond power, the bank has secured water stockpiles and hot drink facilities at its headquarters and branches. In Kyiv offices, sanitary facilities have been upgraded to function independently of central utility failures, ensuring decent working conditions are maintained even in worst-case scenarios.

Metinvest: Flexibility and Resilience

Our metals and mining group [Metinvest](#) faces similar challenges in Kyiv, where power and heating disruptions impact the well-being of staff. Recognising the psychological toll of the war—including anxiety and burnout—Metinvest has prioritised flexibility and community support.

The company maintains a fully remote working model, established in 2022. This allows employees to choose their work location, whether from home, another city, or abroad, ensuring they can operate from wherever they feel safest.

For those remaining in Kyiv, the company has transformed its office into a 'Point of Resilience'. This space serves as a sanctuary for employees and their families during blackouts. It provides warmth, powered by industrial generators, alongside satellite internet access, hot meals, and recreational areas. It offers a sense of normality and community when domestic infrastructure fails.

A Unified Strategy

Whether through the technical fortification of bank branches or the creation of safe community hubs for industrial staff, the underlying principle remains constant. SCM businesses are directing resources toward shielding their employees from the weaponisation of winter. This is a deliberate investment in the group's most valuable asset—its people—ensuring that together, we withstand the challenges of the season and the war.