

# Health and safety

## Management approach

**GRI 403-1, 403-4**

Health and safety are among the most important HR priorities for Russian Railways. The implementation of new instruments and measures to prevent workplace injuries within Russian Railways' health and safety management system helps reduce the annual injury frequency rates regardless of severity.

The core document that sets out the Company's goals and objectives in this field is the Health, Environmental, Industrial and Fire Safety Policy of the Russian Railways Group<sup>1</sup>.

**One of the key health and safety goals for Russian Railways** is improvement of working conditions:

- construction, upgrade, and repairs of sanitary amenities and facilities;
- setting up of warming facilities and lunch rooms;
- installation, upgrade, and repairs of lighting and ventilation systems, etc.;
- equipment of locomotive cabs with improved durability glasses, vibration isolated seats, etc.;

- reduction in the share of manual labour, including work to mechanise operations, track maintenance and construction.

On an annual basis, health and safety activities account for at least 0.7% of Russian Railways' total annual expenses by main type of activity net of the costs related to workwear, footwear, other PPE, and medical check-ups.

Below are some of the Company's steps to improve working conditions and occupational safety.

- State-of-the-art certified personal protective equipment helps considerably reduce occupational morbidity and workplace injury rates. Russian Railways complies with Model Industry Standards for Free Provision of Workwear, Footwear and Other Personal Protective Equipment to Employees of Federal Railway Enterprises.
- Reduction in workplace injury rates, inter alia, by removing employees from hazardous operating areas and by implementing technical solutions that prevent injuries.

- Reduction in occupational morbidity. To that end, mobile occupational pathology and occupational suitability expertise centres are set up at hospitals of the railways' sector, with modern medications and latest diagnostics and treatment equipment in place to early identify occupational diseases and take measures as needed.

The Company's environmental, industrial, and fire safety is underpinned by the following practices:

- the Safety First rule is observed, with safety placed above other performance indicators;
- employees receive training and improve their skills and competencies in health and safety;
- individual and collective responsibility for compliance with health and safety principles is nourished and promoted;
- each employee is aware of their individual responsibility for compliance with health and safety principles;
- health and safety risks are managed.

## Health and safety management system

The health and management safety system is part of the governance framework and helps ensure a comprehensive approach and a single health and safety procedure across all Company levels. Russian Railways manages health and safety at three levels: central, regional, and linear. Corporate health and safety management is the responsibility of the Corporate Governance Centre and regional centres for corporate governance. Health and safety matters are within the remit of the Environment and Technosphere Safety Department, while at railways, these are the responsibilities of occupational health and safety functions.

The health and safety management system is based on a risk-oriented approach that provides for a shift from reactive (i.e. damage compensation) to proactive measures by minimising employee exposure to production risks, and harmful and hazardous factors.

In line with the Safety Culture Policy of the Russian Railways Group<sup>1</sup>, the health and safety system aims to nurture responsibility of the Company and all its employees towards communities, individuals, and professional duties. 2023 saw approval of the Regulation on Safety Culture Leaders<sup>2</sup>, which sets out the guidelines for cross-functional interaction and knowledge sharing

among members of the Safety Culture Leaders' Community through the existing corporate platforms.

Today, safety culture is embedded in the activities of each and every department involved in ensuring safety, regardless of the role served: traffic and fire safety, occupational health and safety, environmental, transport, economic, and information security. By their actions, our managers demonstrate their commitment to safety culture and take personal responsibility for safety.

The concept of safety culture approved by Russian Railways' Management Board was used to define the labour safety culture, which for our employees means being aware of the importance of occupational safety, taking responsibility for it, and being able to ensure occupational safety as a core value for the Company and each employee.

In 2023, Russian Railways allocated RUB 6 bn to implement the projects on safety culture in railway transport.

The concept of occupational safety culture covers the following areas:

- for managers: leadership, risk assessment, priority of health and safety over production issues;
- for employees: competence, involvement and responsibility; for equipment, tools, and technologies: availability, serviceability, and safety.

Corporate governance and culture are primarily aimed at improving employee loyalty.

## Policies and procedures

The health and safety management system is aligned with the Company's Health, Environmental and Industrial Safety Policy approved by the Management Board of Russian Railways, and prioritises the lives and health of employees.

On an annual basis, the Company develops a list of internal regulations on health, industrial, and fire safety and non-occupational injuries.

In the reporting year, Russian Railways had more than 240 internal regulations on health and safety. In 2023, the Company developed and updated 39 internal regulations on health and safety (standards, rules, instructions, and other regulations and organisational and methodological documents). The following documents came into force:

- industry standard Russian Railways' Health and Safety Management System. General Provisions;
- industry standard Russian Railways' Health and Safety Management System. Training Arrangement;
- industry standard Russian Railways' Health and Safety Management System. The Procedure for Providing

<sup>1</sup> Russian Railways' Order No. 102/r dated 21 January 2020.

<sup>1</sup> Russian Railways' Order No. 219/r dated 3 February 2022.

<sup>2</sup> Russian Railways' Order No. 2404/r dated 22 September 2023.

<sup>3</sup> Source: <https://rzdvtv.ru/2023/02/22/v-rzhd-razvivajut-kulturu-bezopasnosti-na-transporte/>

- Employees of Russian Railways with Personal Protective Equipment and Cleansers;
- Health and Safety Rules in the Maintenance of High-Speed and Ultra High-Speed Railway Lines of Russian Railways;
- Standards for Free Provision of Workwear, Footwear and Other Personal Protective Equipment to Employees of Russian Railways;
- Standards for Free Provision of Skincare Personal Protective Equipment and Cleansers to Employees of Russian Railways;

- Rules for Determining the Protection Level of Personal Protective Equipment Depending on the Identified Hazards;
- Determining High-Visibility Protection Classes and Selecting Background Fluorescent Material Colours to Make Personal Protective Equipment for Russian Railways' Employees;
- Recommendations on Ensuring Compliance with the Requirements for Working Conditions of Russian Railways' Employees Working in Extreme Temperatures During Cold Seasons;

- Methodological Recommendations on Mentorship in Health, Environmental, Industrial and Fire Safety at Russian Railways;
- Methodological Recommendations on Working at Height Safely.

## Analysis and assessment of occupational risks

GRI 403-2

In 2023, the structural units of the Company's branches assessed professional risks for the main types of hazardous occupations by conducting an integral assessment, defining the acceptable risk levels and making lists of unacceptable and undesirable risks via the Occupational Risk Analysis and Assessment for Russian Railways Employees automated system. The applied approach enables predictive evaluation of professional risks.

The results of the assessment across structural units were then rated at the regional level and summarised

in risk matrices for the main types of hazardous occupations. Forecast risks were evaluated for the main groups of hazardous occupations.

Based on the evaluation across the Company's branches, ten types of incidents with unacceptable and undesirable risk levels were identified. Also, the most injury-prone occupations were pinpointed.

Based on the assessment, the structural units developed activities to manage occupational risks as part of the Health and Safety Improvement Programme for 2023.

As required by labour laws, the Company's branches carried out workplace risk assessment to identify hazards and evaluate risks in the workplace. In 2023, the working group on the development of the occupational risk management system at Russian Railways compiled a Standard Register of Hazards.

## Occupational injuries

GRI 403-9

The consistent policy of Russian Railways in health and safety seeks to ensure zero fatal occupational injuries caused by employees. The Company engages in comprehensive efforts to prevent accidents and occupational diseases.

Workplace injury rates continue to go down at Russian Railways. Workplace injuries sustained through the fault of employees/employer

(according to Form No. 7 (Injuries)<sup>1</sup>) decreased by 27% from 106 in 2019 to 77 in 2023, including:

- fatalities down by 9% (from 22 to 20 injuries);
- severe injuries down by 24% (from 38 to 29 injuries);
- minor injuries down by 39% (from 46 to 28 injuries).

The workplace injury frequency rate with respect to injuries sustained through the fault of employees/ employer (Form No. 7 (Injuries)

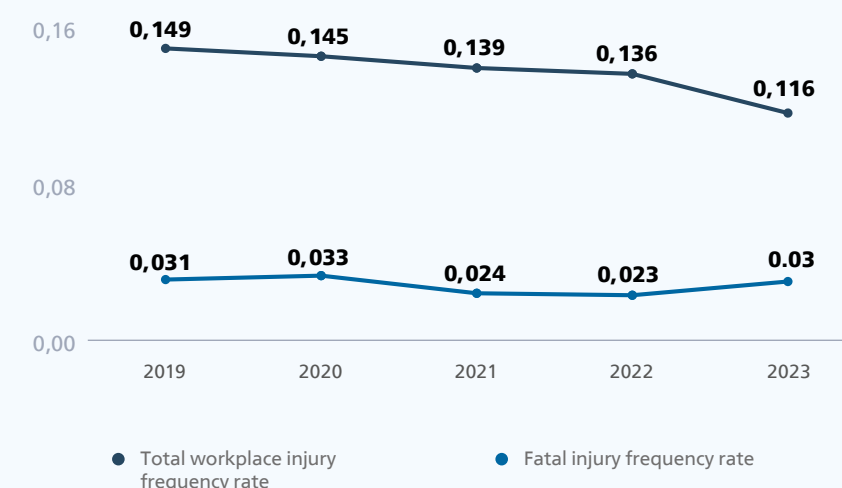
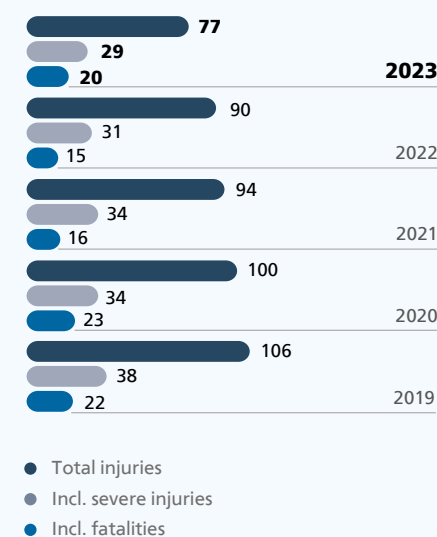
– number of injuries per 1,000 workers) shrank by 22% between 2019 and 2023 (from 0.149 to 0.116).

Out of 1,419 units of Russian Railways' branches most prone to injuries 1,315 units (92%) recorded zero fatalities and 977 units (69%) recorded zero injuries in over five years, and 1,199 units (84%) recorded zero fatalities and 619 units (44%) recorded zero injuries in over ten years.

The workplace injury frequency rate at Russian Railways is six times lower than the average in Russia

Workplace fatal injury frequency rate at Russian Railways in 2019–2023 (injuries sustained through the fault of employees/ employer, Form No. 7 (Injuries))

Workplace injury rates at Russian Railways in 2019–2023 (injuries sustained through the fault of employees/employer (Form No. 7 (Injuries))



<sup>1</sup> Data based on Federal Statistical Observation Form No. 7 (Injuries): Occupational Injury and Occupational Disease Data (in line with the instructions on the completion of federal statistical observation forms).