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203	Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported		Local communities and charity: Contribution to local communities Annual Report: Investment activities	P. 107
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302	Energy 2016			
302-1	Energy consumption within the organisation		Climate action: Energy efficiency, Annexes	P. 55, 138
302-2	Energy consumption outside of the organisation	Reporting not required by law		
302-3	Energy intensity		Climate action: Energy efficiency	P. 55
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303-4	Water discharge		Water resources: Wastewater discharge Annexes	P. 63
303-5	Water consumption		Water resources: Water consumption	P. 62
GRI 304	Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Russian Railways does not own, lease or manage any operational sites in areas of natural value or specially protected areas		
304-2	Significant impacts of activities, products, and services on biodiversity	No significant direct or indirect impact of Russian Railways on sensitive ecosystems and biodiversity was recorded in the reporting period	Biodiversity conservation	P. 66
304-3	Habitats protected or restored		Action plan to protect Lake Baikal, Biodiversity conservation	P. 44, 66
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Russian Railways does not keep record of the IUCN Red List species and national conservation list species with habitats in areas affected by its operations due to its vast geographical presence		
GRI 305	Emissions 2016			
305-1	Direct (Scope 1) GHG emissions		Climate action: GHG emissions	P. 53
305-2	Energy indirect (Scope 2) GHG emissions		Climate action: GHG emissions	P. 53
305-3	Other indirect (Scope 3) GHG emissions	The Company currently does not calculate any indirect GHG emissions associated with the purchase of construction materials, rolling stock and supplies, as well as any other goods (Scope 3)		
305-4	GHG emissions intensity		Climate action: GHG emissions	P. 53
305-5	Reduction of GHG emissions		Climate action: GHG emissions	P. 53

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306-2	Management of significant waste-related impacts		Waste generation	P. 59
306-3	Waste generated		Waste generation, Annexes	P. 59
306-4	Waste diverted from disposal	Partially disclosed. No breakdown for hazardous and non-hazardous waste is provided	Waste generation, Annexes	P. 59
306-5	Waste directed to disposal	Partially disclosed. No breakdown for hazardous and non-hazardous waste is provided	Waste generation, Annexes	P. 59
GRI 307	Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations			
GRI 401	Employment 2016			
401-1	New employee hires and employee turnover		Personnel development: Personnel structure and turnover, Annexes	P. 78, 136
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits provided to employees do not depend on their status or employment terms		
GRI 403	Occupational Health and Safety 2018			
403-1	Occupational health and safety management system		Health and safety: management approach	P. 87
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403-3	Occupational health services		Health and safety	P. 87
403-4	Worker participation, consultation, and communication on occupational health and safety		Health and safety	P. 87

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403-6	Promotion of worker health		Health and safety: Working conditions and occupational safety improvement Personnel development: Social support	P. 84, 92
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Health and safety: Working conditions and occupational safety improvement	P. 91
403-9	Work-related injuries		Health and safety	P. 89
403-10	Work-related ill health		Health and safety: Work-related ill health	P. 92
GRI 404	Training and Education 2016			
404-1	Average hours of training per year per employee		Personnel development: Employee training and development	P. 81
404-2	Programmes for upgrading employee skills and transition assistance programmes		Personnel development: Employee training and development	P. 79
404-3	Percentage of employees receiving regular performance and career development reviews		Personnel development: Employee training and development	P. 79
GRI 405	Diversity and Equal Opportunity 2016			
405-1	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 development: Ensuring equal rights for employees Annexes	P. 76, 137
GRI 406	Non-Discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Russian Railways has rules in place to ensure non-discriminatory access of customers to transportation services. No incidents of discrimination were recorded in 2021	Personnel development: Ensuring equal rights for employees	P. 76

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	GRI 408 Child Labour 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	Russian Railways and its suppliers do not use child labour in their operations. No incidents involving the use of child labour were recorded by the Company in 2021		
	GRI 409 Forced or Compulsory Labour 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	No incidents involving the use of forced or compulsory labour were recorded by the Company in 2021		
	GRI 411 Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	No incidents of violations involving rights of indigenous peoples were recorded by the Company in 2021		
	GRI 413 Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programmes	Partially disclosed. Russian Railways does not evaluate performance related to local community engagement	Local communities and charity	P. 106
	GRI 415 Public Policy 2016			
415-1	Political contributions	Pursuant to its Code of Business Ethics, Russian Railways does not finance or otherwise support any political parties and non-profit organisations engaged in political activities. The Company neither finances nor otherwise supports any individuals, including its employees, engaged in political activities		
	GRI 416 Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Partially disclosed	Health and safety: Non-occupational injuries	P. 97
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Partially disclosed	Health and safety: Non-occupational injuries	P. 97