

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. The Company is guided by Vision Zero, an international concept that Russian Railways adopted in December 2017.

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

Russian Railways has more than 250 internal regulations on health and safety, which are updated on a regular basis. In 2021, the Company developed and updated 48 internal regulations on health and safety (standards, rules, instructions, etc.).

In 2021, Russian Railways took part in developing the new Rules for Training and Examination in Health and Safety¹, and considered a number of draft regulatory documents developed by the Ministry of Labour of Russia in pursuance of Federal Law No. 311-FZ On Amendments to the Labour Code of the Russian Federation dated 2 July 2020.

Occupational risk analysis and assessment

GRI 403-2

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.

Branches of Russian Railways conduct annual assessments of occupational risks for the main types of hazardous occupations.

Occupational risks are calculated and assessed for each branch of Russian Railways with a breakdown by regional directorate and structural unit using the Occupational Risk Analysis and Assessment for Russian Railways Employees automated system.

Structural units of Russian Railways branches carried out a comprehensive assessment and laid down acceptable levels of occupational risks for 2022 and developed lists of unacceptable and undesirable risks.

The measurement results were then evaluated and rated by the regional directorates and summarised in risk matrices for the main types of hazardous occupations.

Based on occupational risk assessment, activities were developed to manage risks classified as unacceptable and undesirable. The activities were planned as part of a health and safety improvement programme for 2022.

Vision Zero

Russian Railways is a member of the Vision Zero global campaign, which has completely reshaped corporate approaches to health and safety management. This strategy requires actors at all levels, from executives to employees, to act with awareness in order to prevent any work-related accidents.

Based on the Vision Zero Framework, Russian Railways developed the respective implementation programme for 2019–2021².

In 2021, the Company implemented the following measures in line with the Programme:

- developed a VR simulator to train overhead lines repair personnel in health and safety using smart training solutions;
- put into permanent use a model virtual classroom to train health and safety managers and personnel in developing an interactive educational environment, which helps automate the key operations related to examinations;

- continued efforts to examine health and safety knowledge of middle level managers and to train moderators for examinations.

¹ Approved by Decree of the Russian Government No. 2464 dated 24 December 2021.

² Approved by Russian Railways' Order No. 1179/r dated 13 June 2019.