

## HEALTHCARE AND OCCUPATIONAL SAFETY

Ensuring personal security and occupational safety with no negative impact on performance are among the Group's priorities.

Assuming full responsibility for protecting the lives and health of employees, the management of the Group adheres to high standards in the area of personal security and occupational safety and undertakes to:

- ▶ comply with the labor laws of the Russian Federation and state regulations on occupational safety;
- ▶ ensure safe working conditions and protect the lives and health of all employees by taking consistent and continuous steps (actions) to prevent accidents, cases of deterioration of health and occupational injuries and diseases, including through labor risk management;
- ▶ inform every employee about dangers, threats and professional risks identified in the workplace;
- ▶ provide for high-quality and timely training to maintain excellence in occupational safety and continuously improve employees' competencies in this area;
- ▶ implement an economic policy encouraging the creation of working conditions meeting the requirements of the state occupational safety regulations;
- ▶ provide employees with modern collective and individual protection equipment;
- ▶ ensure comprehensive control over compliance with state occupational safety regulations both in the individual workplace and across business units;
- ▶ provide the necessary resources and incentives to engage employees (or their authorized representative bodies) in occupational safety management and encourage them to bring working conditions into line with occupational safety requirements;
- ▶ provide personal motivation for every employee to participate in the creation of safe (to the fullest extent possible) working conditions by enforcing strict safety discipline;
- ▶ perform special working conditions assessments and workplace inspections of progress on sanitary and anti-epidemic (prevention) initiatives in a timely manner;
- ▶ ensure the availability of complete and accurate information on working conditions and the wider occupational safety situation in the Group both from the employer to the employee and from the employee to the employer (or its representative);
- ▶ constantly improve the occupational safety management system to ensure it meets the current needs of the Group.

The management assumes responsibility for the implementation of occupational safety initiatives by setting relevant targets and goals, planning and financing their achievement and undertaking to respect the aforementioned values – and setting the expectation that every employee do the same.

To provide the best working and recreational conditions for employees, MOEX and the Group carry out special working condition assessments and evaluate the implementation of and compliance with sanitary and anti-epidemic (prevention) initiatives in the workplace in a timely manner. This helps maintain employee productivity at a sustainably high level.

In 2018, a special assessment of working conditions was conducted at 1,101 working places. Following the results of these special assessments, no harmful or hazardous occupational conditions were detected; conditions were deemed acceptable.

To keep employees updated on working conditions and exposure to professional risks, the Group put in place the following communication toolkit:

- ▶ inclusion of relevant provisions in employment contracts;
- ▶ ensuring the results of special working conditions assessments are made available to employees;
- ▶ posting of special working conditions assessment summaries in relevant work spaces;
- ▶ use of online information resources and websites of legal entities that are part of the Moscow Exchange Group;
- ▶ posting of relevant information in public areas for employees.

The Group organizes an extensive range of briefings on occupational, electrical and fire safety, civil defense and emergencies. In 2018, induction occupational safety briefings were attended by 327 new employees.

An occupational safety training is arranged for executives in a specialized training center on a regular basis as required by applicable laws. In 2018, nine persons underwent such training and assessment of their knowledge of occupational safety regulations.

In 2018, 136 employees completed a first aid course.

All safety-related instructions and regulations are available on the corporate intranet portal, where employees can also find articles on occupational health and e-learning courses on safety.

To organize occupational health monitoring, MOEX approved:

- ▶ a procedure for mandatory (in line with the applicable regulations) and voluntary medical examinations and mental health assessments.
- ▶ a list of jobs (positions) subject to medical examinations and mental health assessments.

The Group arranges annual influenza vaccinations for employees. Employees are provided with antiseptics and medical face masks during outbreaks of influenza and viral respiratory infections. Germicidal air purifiers were purchased.

Should an employee feel unwell or require immediate medical assistance, he or she can visit one of the corporate doctors based in the Moscow offices.

To ensure and maintain safe working conditions and prevent occupational injuries and diseases, the Group put in place an accident prevention framework with response procedures including the approved and developed accident response and management plans, and also adopted procedures for investigating and reporting on any such occupational injuries and diseases, and executing reporting documents.

In 2013-2018, only one accident was reported at the Exchange (it occurred in 2017). The state labor inspector investigating the accident found no fault on the part of the Exchange.

In 2018, the Exchange launched new and upgraded e-courses on occupational and electrical safety.