

Ensuring occupational health and safety with no negative impact on performance is among the Group's priorities.

Assuming full responsibility for protecting the lives and health of employees, the management of the Exchange and the wider Group applies high health and safety standards 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, 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 the working conditions into line with the occupational safety requirements;

- provide personal stimulus for every employee to participate in the creation of safe (to the fullest extent possible) working conditions by enforcing a stricter 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 at Moscow Exchange both from the employer to the employee and from the employee to the employer (or its representative); and
constantly improve the occupational safety management system to ensure it meets the current needs of the Exchange.

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 Company's values and urge every employee to do the same.

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

To keep employees updated on the working conditions and exposure to professional risks, the Exchange 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 the employees;
posting of special working conditions assessment summaries in the relevant workplaces;
use of online information resources and websites of Group companies;
and
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 2017, induction occupational safety briefings were attended by 142 new employees of the Exchange. All employees attend initial, refresher and unscheduled workplace safety briefings and are tested in occupational safety regulations on a regular basis as required by applicable laws.

In 2017, an internal occupational safety audit was performed leading to the revision of occupational safety by-laws.

In 2017, 96 managers of the Group completed training in a specialized education center and were tested in occupational safety regulations.

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 safety courses.

To organize occupational health monitoring, the Exchange approved:

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

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

In November 2017, the Exchange staged a Health Week, giving its employees an opportunity to take vision tests, attend a First Aid class, receive healthy lifestyle tips and participate in a variety of

workshops.

Should an employee feel unwell or require immediate medical assistance, they 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.

In 2013–2017, 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 plans to launch new and upgraded e-courses on occupational, electrical and fire safety and first aid education programs for all employees.

In addition, the Exchange plans to provide psychological support to employees, monitor their mental health, take relevant preventive steps and implement other initiatives in this area. Employees already have an opportunity to report issues to their managers or the HR and Compliance teams, and receive the required support, help and advice.