

# Sustainable development management



“ 2019 was a year of human capital development at Russian Railways. This is our key priority as people, their professional skills, experience, power and desire to excel and grow personally and as a company, are our most valuable asset. The Company has always paid great attention to developing its talent pool and ensuring decent working conditions and will continue to do so for many years to come.”

**Dmitry Shakhanov**

Deputy CEO of Russian Railways



**Russian Railways is committed to the UN Global Compact, the largest international initiative in social responsibility, and is a member of the National Network of the Participants to the Global Compact for Implementing the Principles of Responsible Business in Corporate Practice Association.**

Alongside the Global Compact, the Company complies with the principles of socially responsible business practices enshrined in the Social Charter of the Russian Business developed by the Russian Union of Industrialists and Entrepreneurs (RSPP). The Company is a regular contributor to the RSPP's Corporate Practices Collection.

In pursuing its corporate social responsibility policy, the Company complies with international treaties, laws and regulations of the Russian Federation, local laws and regulations.

Russian Railways' strategic priority in terms of sustainability is to achieve the UN Sustainable Development Goals (SDGs) that focus on efficient use of limited

resources, implementation of environmentally friendly and resource/energy saving technologies, and support social and cultural stability, as well as integrity of biological and physical ecosystems.

The Company's commitment to the 17 UN SDGs is reflected in its efforts to ensure economic stability, environmental safety and social security.