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Occupational health and safety

Occupational health and safety (OHS) is a top priority on MegaFon’s social responsibility agenda. ‘Occupational Health Management System at PJSC MegaFon’ is the main document regulating MegaFon’s OHS efforts. It was drafted in line with Russia’s GOST 12.0.230.1–2015, ‘Occupational Safety Standards System. Occupational Safety and Health Management Systems. Guidelines for the Application of GOST 12.0.230–2007’, and GOST 12.0.230–2007, ‘Occupational Safety Standards System. Occupational Safety Management Systems. General Requirements’.

MegaFon provides instructions on the precautions to be taken in the workplace and safety rules, as well as emergency procedures. At MegaFon, all new hires must study these instructions, take an induction training course and pass tests to show their awareness of occupational safety before they start working. Employees whose job duties involve extra hazards are required to study safety rules and take special workplace occupational safety training.

Key occupational safety initiatives in 2019:

- Drafting and updating MegaFon’s local OHS regulations
- Occupational safety training and tests for employees
- Provision of training and retraining at specialised training centres for employees whose job involves extra hazards
- Special assessments of working conditions and operational control
- Mandatory medical examination of employees at the start of employment; regular health checks and mandatory medical examinations of current employees
- Provision of protective clothing, footwear, and other personal protective equipment to employees
- Scheduled and unscheduled OHS compliance audits across MegaFon
- Efforts to ensure a safe working environment and reduce work-related injuries
- Attendance by representatives of MegaFon’s business units at the All-Russian OHS Week

RUB **57.8**_m

MegaFon’s expenses on occupational safety in 2019