

Indicators of the responsibility and transparency and sustainable development vector indices of the Russian Union of Industrialists and Entrepreneurs (RSPP)

RSPP indicator	Page
Metrics and indicators of the responsibility and transparency index	
Economic, social, and environmental impact indicators	
1. Labour productivity	
Indicator 1: Labour productivity	419
2. CAPEX	
Indicator 2: CAPEX/investments	37
3. Taxes paid	
Indicator 3: Taxes paid (payments to government, including excise taxes and export duties, current income tax, and other taxes)	94
4. Quality of products and services	
Indicator 5: Customer satisfaction (customer satisfaction surveys, claims/returns dynamics, customer loyalty measurements, etc.)	103
5. Share of local procurement and procurement from SMEs	
Indicator 6: Share of local procurement	419
Indicator 7: Procurement from SMEs	155
6. Innovations	
Indicator 8: R&D expenses	118
Indicator 9: Number of patents obtained	121
Indicator 10: Economic and environmental impact of innovations	119-122
7. Headcount	
Indicator 12: Headcount (average or total at the end of the reporting period)	168
8. Personnel profile	
Indicator 13: Personnel breakdown by gender	168
Indicator 14: Personnel breakdown by age	168
Indicator 15: Personnel breakdown by category	170
Indicator 16: Share of female managers in the total number of managers	170
Indicator 17: Share of employees with disabilities	414
9. Occupational health and safety (performance)	

RSPP indicator	Page
Indicator 18: Lost time injury frequency rate (LTIFR)	195
Indicator 19: Fatalities	196
Indicator 20: Occupational diseases	197
10. Occupational health and safety expenses	
Indicator 21: Occupational health and/or safety expenses	194
11. Occupational health and safety management systems	
Indicator 22: Share of headcount employed at facilities covered by occupational health and safety management systems (OHSAS)	198
Indicator 23: Special Labour Conditions Assessment: workplaces covered	192
12. Payroll	
Indicator 24: Personnel expenses (payroll and social payments)	414
Indicator 25: Payroll expenses	414
Indicator 26: Average wages (main)	180
Indicator 27: Average wages at the Company's facilities as compared to local average wages / Comparative figures for minimum wages	180
13. Expenses related to social programmes for employees	
Indicator 28: Expenses related to social programmes for employees	181, 416
15. Management remuneration	
Indicator 30: Remuneration of the Board of Directors / Supervisory Board	293
Indicator 31: Remuneration of the Management Board	295
16. Employee turnover	
Indicator 32: Employee turnover rate	384
17. Personnel training	
Indicator 33: Hours of training per year per employee	174
Indicator 34: Number of employees trained	174
18. Personnel training expenses	
Indicator 35: Personnel training expenses	173
19. Labour relations	
Indicator 36: Share of employees covered with collective bargaining agreements	164
20. Protecting human rights	
Indicator 38: Human rights monitoring results	305
21. Emissions into the atmosphere	
Indicator 39: Gross air emissions of major pollutants, including their type and weight	
Indicator 40: Specific air emissions of major pollutants, including their type and weight	
22. Greenhouse gas emissions	
Indicator 41: Gross direct and indirect GHG emissions with weight values	211
Indicator 42: Specific direct and indirect GHG emissions with weight values	211
23. Energy efficiency and consumption	
Indicator 43: Specific energy intensity	222

RSPP indicator	Page
Indicator 44: Energy saved (in physical terms)	227
Indicator 45: Economic effect of energy saving	222
Indicator 46: Fuel and energy consumption	227
Indicator 47: Consumption of renewable and low-carbon energy	413
24. Water consumption	
Indicator 48: Total water withdrawal per year	239
Indicator 49: Specific water consumption	237
Indicator 50: Recycled and recirculated water supply	
25. Discharge into water bodies	
Indicator 51: Total waste water discharge	240
Indicator 52: Specific discharge	237
26. Waste management	
Indicator 53: Total hazard class 1–5 waste broke down by class	231
Indicator 54: Waste generation	228
Indicator 55: Share of decontaminated and landfilled waste	230
Indicator 56: Share of recycled waste	230
27. Environmental protection expenses	
Indicator 57: Environmental protection expenses	208
28. Environmental management system	
Indicator 58: Share of headcount employed at facilities covered by environmental management systems (ISO)	The indicator is relevant for financial institutions.
30. Financing environmental initiatives and programmes ²	
Indicator 60: Funds allocated to finance initiatives and programmes under Resolution of the Russian Government No. 1587 dated 21 September 2021 (green and adaptation projects)	The indicator is relevant for financial institutions
31. Cybersecurity	
Indicator 61: Number of personal data, trade and bank secret leakages	301
Indicator 62: Banking service downtime due to cyberattacks	The indicator is relevant for financial institutions
32. Social investment	
Indicator 63: Investment in social programmes aimed at developing local communities	246-267
Indicator 64: Charity spending	246-267
Indicator 65: Number of beneficiaries under external social programmes	246-267
Indicator 67: Breakdown of charity spending / investment in social programmes aimed at developing local communities	416
Management and engagement indicators	
33. Board of Directors / Supervisory Board: structure, independence, core activities, performance assessment	277-283
34. Top management’s engagement in corporate social responsibility and sustainability management	271, 288
35. Including sustainability risks in the key risk management system, and measures to reduce sustainability risks	72-85
36. Climate risk identification and assessment	214-217
37. New opportunities in sustainable development	21-23

RSPP indicator	Page
38. Adoption of an ethics code, its key principles and implementation mechanisms	302-307
39. Anti-corruption: policy, mechanisms, measures, results	308-316
40. Availability of a corporate policy on sustainability (corporate social responsibility): contents, document link	Corporate sustainability documents are available on the Company’s website
41. Detailed reflection of approaches to sustainability (corporate social responsibility) in corporate policies	Corporate sustainability documents are available on the Company’s website
42. Sustainability (corporate social responsibility) management along the supply chain: policies, mechanisms, indicators	156-157
43. Inclusion of sustainability (corporate social responsibility) KPIs in the Company’s strategic KPI system	294
44. Sustainability (corporate social responsibility) management structure	272
45. Focus areas and formats of interaction with the government, key programmes/projects	251
46. Focus areas and formats of interaction with communities, key projects	246-247
Sustainable development vector index indicators	
1) labour productivity;	419
2) occupational health and safety;	184-202
3) payroll and expenses related to social programmes for employees;	179-183
4) employee turnover;	384
5) personnel training;	172-176
6) air pollutant emissions;	235
7) greenhouse gas emissions;	211, 218
8) energy consumption and efficiency;	222-228
9) water consumption and discharge into water bodies (not substantial for the financial sector);	237-241
10) waste management;	228-232
11) social investment;	246-268
12) management (top management’s engagement in sustainability management);	271, 288
13) risk and opportunity management;	107, 117, 140, 150, 167, 191, 209, 252
14) commitment to sustainability / corporate social responsibility	102, 114, 144, 158, 184, 202, 246