Celebration Event

A REPAIR EU funded project event and Best Practice Exchange
Welcome Message
from Christine Vanoppen
Chair of the UIC Sustainability Platform
## The Agenda Today

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>08:30</td>
<td><strong>Check-in and welcome networking coffee</strong></td>
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</tbody>
</table>
| 09:00 | **Welcome** By Chair of UIC Sustainability Platform, Christine Vanoppen  
**Presentation on the RSI tool and the 1st UIC Global Sustainability report**  
  - Lucie Anderton, Head of Sustainability, UIC |
| 09:40 | **Best practice sharing presentations** – Chaired by Isabelle De Keyzer, Senior Advisor, Rail Sustainability Index Project Manager  
  - Social Sustainability, Fabio Sgroi, Italo S.p.A  
  - Engaging the workforce with REPAIR badge ecosystem Tjaša Govedič, SZ + Carlos García García, ADIF  
  - Governance, process, and management systems, Yguanira Muhren, Rail Cargo Group  
  - Environmental Sustainability, David Villalmanzo, ADIF |
| 10:45 | **Break** |
| 11:00 | **Introducing the next steps for RSI** – Launch for new steering committee, Snejana Markovic – Senior Advisor Economics, UIC |
| 11:10 | **Feedback world café workshops** (with graphic facilitation)  
  1 – Improving the tool | Facilitated by Snejana Markovic (& Isabelle De Keyzer)  
  - User problems encountered  
  - Recommended improvements  
  - How will you use the results?  
  2 – The goals and metrics | Facilitated by Paolo Mazzeo (& Lorenzo Franzoni)  
  - Difficulties in data collection  
  - Suggested changes to the KPIs  
  - Would you include any additional SDGs?  
  3 – REPAIR Project workshop – use of badges for individual recognition | Facilitated by REPAIR (Serge Ravet & Maria Angerer) |
| 13:00 | **Summary feedback** with Flatland and chaired by Lucie Anderton |
|       | **Lunch** |
The RSi tool

Lucie Anderton, Head of Sustainability UIC
Provide UIC members with a unique rating system and a supportive tool based on the Sustainable Development Goals of the United Nations.

Collating data to help promote the sustainability credentials of Rail

Supporting better and more sustainability reporting all over the world by rail

Support improved access to sustainable finance and investment
A Dedicated Project Group

Paolo Mazzeo
• Chair & Technical Advisor

Lucie Anderton
• Project Director

Isabelle De Keyzer
• Project Manager

Snejana Markovic-Chenais
• Data Analysis

Vincent Peralta
• IT Development

Sofia Asperti
• Validation
Prioritisation of SDGs

Prioritisation was carried out through the attribution of a score to the various targets by the companies.

Definition of the KPIs

Definition of the KPIs linked to the shortlisted SDGs and related guidance.

Scoring methodology and IT tool

Definition of the scoring methodology for the company performance and the related IT features.

First official campaign

Launch of the first campaign and issuance of first official scoring.
7 SDGs
Selected through the project group collective materiality assessment

21 Key Performance Indicators
Linked to the SDGs

51 Variables
Quantitative and Qualitative data
34 RSi Reporting Companies

- 32 European members
- 2 Asia Pacific members
- 1 North American Member

- 15 Infrastructure, Passenger and freight combined
- 6 Infrastructure only
- 3 Freight and Passenger
- 6 Passenger only
- 4 Freight only
1st Global Rail Sustainability Report

Lucie Anderton, Head of Sustainability
2022 GLOBAL RAIL SUSTAINABILITY REPORT

The UIC supports the Sustainable Development Goals
Environment

**Target 7.2**
By 2030, increase substantially the share of renewable energy in the global energy mix

**Target 7.3**
By 2030, double the global rate of improvement in energy efficiency

Of the RSI reporting companies:

- 61% of the lines are electrified
- 59% of the total energy consumed comes from renewable sources
- 53% have in place a target for renewable energy that is constantly monitored

**Target 3.9**
By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
**Best Green Corridor - Network Rail – Biodiversity Monitoring**

Network Rail has worked with global remote sensing experts to deliver a safe and efficient method of measuring biodiversity, with it being quantified for the first time in Britain’s 200-year railway history. Green corridors help the movement of isolated species and wildlife communities, improving genetic diversity and helping to build resilience against potential changes in the climate. This new knowledge will enable an enhanced, targeted habitat management on railway property, improving the health and well-being of millions of passengers, neighbours and wildlife.

**Best Circular Economy Project - NS – Circular Modernisation**

With the “circular modernisation” project, NS gives 656 VIRM carriages a second life after 20 years in operation so that they can transport passengers for another 20 years. This prevents trains being disposed of (therefore reducing waste) and prevents new trains needing to be built (therefore scaling down the use of raw materials). 85% of the old train is reconditioned and reintegrated into the modernised train, while 14% is given a second life elsewhere.

**Best use of zero carbon technology - Indian Railways: Bina Solar Plants**

Indian Railways has 51,000 hectares of vacant land with a potential for producing 20GW of solar energy. These assets can help IR to achieve their target of being carbon neutral by 2030. Commissioned in 2020, IR has built two 865kW solar plants, located near one of their traction substations. The project is successfully up and running and has been tested and connected to the rail grid, to be used by running trains. The main challenge was to design and develop a single-phase inverter, as all inverters currently available on the market are three-phase. It was a world first to have such a large capacity plant (1.7mW) connected to the rail’s overhead line system.
**Social**

**Percentage (%) of women employed**

- **Target 11.2**
  By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

- **Target 11.6**
  By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

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**Gender Equality**

- **Target 5.1**
  End all forms of discrimination against all women and girls everywhere.

- **Target 5.C**
  Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

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**Target 8.5**

- **By 2030**, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**Target 8.6**

- Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

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**Target 8.5**

- **88%** of the RSI reporting companies have a non-discrimination code in place.
- **93%** actively monitor the effectiveness of the code itself.

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**Target 8.6**

- **88%** of the RSI reporting companies have a health and safety management system in place.
- **43%** have a certified system.

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**Target 16.1**

- **Significantly reduce all forms of violence and related death rates everywhere**.

**UIC Refugee Task Force**

- **Rail** has helped to keep the Ukraine connected, not only to continue the movement of goods and supplies, but also to safely evacuate refugees. Between May and September 2022, roughly 15 million tons of goods were exported from Ukraine via the solidarity lanes.
Best Contribution to the COVID-19 Emergency - SNCF – Medical TGV Trains

After COVID-19 forced France into lockdown in 2020, rail transport was reduced to a minimum, with less than 5% of the normal high-speed train services running. Later, SNCF was asked to provide transport for patients suffering from COVID-19 to relieve pressure on the hospitals in the Grand Est and Ile-de-France regions, which were the hardest hit by the pandemic, thus “Operation Chardon” was born. TGV INOU also donated 3,000 catering products and the Intercités gave 3,150 quilts from the night trains to help the homeless. This initiative was a “first” in the history of the French rail sector. Moreover, SNCF chartered 10 medical TGVs to carry a total of 202 emergency patients.

Multimodal Shift - RFI – StationLAND

✦ The RFI Station Department has developed a GIS-based (geographic information system) platform called StationLAND. It is a web application to conduct analysis and studies for stations, especially from a transport, land-related and socioeconomic point of view. It is the most powerful tool available in Italy, and aims to develop transport and mobility analysis by studying and planning intermodal transport projects.

✦ RFI is transforming railway stations into real nodes of integrated and sustainable mobility. The goal is to strengthen connections between stations and the urban mobility system.

✦ StationLAND is at the heart of this process and is regarded as a tool to enable and implement this transformation.

Best Diversity and Inclusion Initiative - Network Rail & Shelter

Between October 2020 and November 2021, Network Rail and Shelter (a homeless charity) carried out a 12-month pilot project which supported people who sleep rough in and around the English stations of Manchester Piccadilly and Birmingham New Street to access and keep accommodation. They also offered referrals to mental health and substance misuse support services in order to help clients overcome the complex barriers to securing and keeping a home.

Through a change in approach, Network Rail colleagues were able to support homeless people in getting the help that they need. The project took a user-centred approach, tailoring the support given to the needs of the individual.

Rebuilding confidence in rail - Network Rail – King’s Cross Station

Network Rail has been developing the waiting areas around King’s Cross Station, using a circular, state of the art sustainable solution that improves wellbeing on a different scale. As a result, waiting area satisfaction has gone from around 30% to above 80% as well as having a remarkable effect on businesses. The general pace has slowed down, and passengers are now coming earlier to the station to spend time there eating, reading, or having a coffee.

Source: Hutton-Crew et al., 2012
Governance

**Target 12.2**
By 2030, achieve the sustainable management and efficient use of natural resources.

**Target 12.4**
By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

**Target 12.5**
By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**Target 12.6**
Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**Target 13.1**
Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

**Target 13.2**
Integrate climate change measures into national policies, strategies and planning.

**Target 9.1**
Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

**Target 9.4**
By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

**Of the RSI reporting companies:**
- 56% collaborate with governments on policy solutions for climate change and scaling up climate actions
- 53% participate in public-private partnerships or another initiative on climate related issues
- 56% have an emission target active in 2021
- 41% have a board-level oversight of climate related issues
- 50% report on risks and opportunities and have a process in place for identifying, assessing, and managing climate-related issues and integrate into the overall risk management

- 68% included sustainable clauses in supplier contracts
- 59% monitor the sustainability along their supply chain
- 65% issue a sustainability report
- 74% have an environmental management system in place
- 92% of them have a certified system (for example, ISO14001)
Key asks

Rail is ready!
Best practice sharing session

Moderator Isabelle De Keyzer, Project Manager
Social Sustainability

Fabio Sgroi,
Health & Safety Manager for Italo,
Italy’s first private high speed rail operator
RSI CELEBRATION
Best practice sharing: Social Sustainability at Italo
UIC HQ - Paris, 2 March 2023
Gender Equality & No Discrimination

ETHIC CODE (2011) - Principles

“Italo recognizes equal dignity for all those involved in its activities, not admitting any form of discrimination”

END DISCRIMINATION AGAINST WOMEN AND GIRLS

ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING

Gender Balancing

| 1 | Organization | 47% (W) - 53% (M) |
| 2 | Manager | 35% (W) - 65% (M) |
| 3 | Board | 22% (W) - 78% (M) |

THINGS TO DO

Women’s pay VS men’s pay [Italo AVG rate 76%]
**Gender Equality & No Discrimination**

- **Self defense** - training to woman employees (95%)
- **Telefono Rosa** - awareness about violence on children and women
- **ActionAid** - female empowerment and women’s rights

**END ALL VIOLENCE AGAINST AND EXPLOITATION OF WOMEN AND GIRLS**

**VALUE UNPAID CARE AND PROMOTE SHARED DOMESTIC RESPONSIBILITIES**

**DIVERSITY & INCLUSION**

**THINGS TO DO**

- **Equality in all its forms (gender, ethnicity, physical and motor disability),**
- **Training**

**Employee participation in charitable and donation initiatives**

**Parental leave** 15%

**Return to work rate** 95%

**Post covid minor return to work of men**
### Full Employment & Decent Work

**Targeting Full Employment**

<table>
<thead>
<tr>
<th>No.</th>
<th>Description</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Nº Employees</td>
<td>1,501</td>
</tr>
<tr>
<td>2</td>
<td>% Stable Contract</td>
<td>90%</td>
</tr>
<tr>
<td>3</td>
<td>% Stable Contract (Vulnerable Individuals)</td>
<td>85%</td>
</tr>
</tbody>
</table>

**Project Labour Rights and Promote Safe Working Environment**

- Work-related injury rate at low levels (> 7 dd).
- Safety training hour

**SEEDS**

- OHSAS
- ISO 18001
- ISO 45001
- ISO 14001
PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING

**Enriching Training**

Providing recurrent training to the employees

20 hours per-capita

IMPACT ASSESSMENT MODEL

- **environmental benefits**: GHG and pollutants avoided;
- **economic impact**: induced local GDP growth through tourism and monetary value for passengers;
- **safety of rail transportation**: number of accidents and lives saved.

SUSTAINABLE ECONOMIC GROWTH

SEEDS

- Monitor training hours as RSI index contribution.
- Consider wide Welfare initiatives as part of decent working environment philosophy
Italo Social Sustainability Path
Engaging the workforce with the REPAIR Badge ecosystem

Govedič Tjaša
Expert Associate, Training centre, SZ Slovenian Railways

Carlos García García
Training Coordinator, ADIF
REPAIR

Recognising Emerging Practices Anticipating Industry Renewal

SDGs Aware

France  Spain  Austria  France  Austria  Slovenia

Erasmus+
Slovenian Railways & Training centre

- 7000 employees
- Group of 9 companies
  - Freight transport
  - Passenger transport
  - Infrastructure
  - Traction and technology
  - Construction company
  - Company for disability inclusion
  - Transport institute
  - Railway printing company
  - Logistics company Fersped

- 1 centralized Training centre
Open badges workshop

• Trainers getting „SDGs Aware“ badge
• Survey about the impact of owning a badge
• Curiosity and willingness to know more
Next steps

• Qualitative interviews with the trainers
• Ideas and creation of new badges
• Ways to include SDGs in the curricula and training programmes
Adif, the railway infrastructure manager in Spain

CONSTRUCTION & MAINTENANCE
11,872 km of track
3,966 km of HS track
1,497 Train stations
38 Freight transport terminals

NETWORK MANAGEMENT
20 Regulation and Control Centers
- 16 in conventional network
- 4 in high-speed network
**MATERIA** | **% HORAS PAF**
--- | ---
**SEGURIDAD INTEGRAL** | 70.92%
Seguridad en la Circulación | 59.20%
Salud y Prevención | 7.96%
Protección y Seguridad | 0.41%
Seguridad Medio Ambiental | 0.40%
Adaptación a la Conducción | 2.97%

**INFRAESTRUCTURAS Y SISTEMAS** | 21.90%
Infraestructuras e instalaciones | 19.96%
Informática | 1.40%
Gestión de Tecnologías | 0.54%

**GESTIÓN Y COMPETENCIAS** | 7.18%
Habilidades y Competencias | 5.72%
Formación en idiomas | 0.87%
Formación de Formadores | 0.43%
Gestión de Calidad | 0.17%

**RED DE AULAS DE FORMACIÓN**
- 276 aulas gestionadas
- 188 homologadas
- 12 aulas simulador

**COLABORADORES**

<table>
<thead>
<tr>
<th>Colectivo</th>
<th>Colaboradores</th>
<th>H. Práctica</th>
<th>H. Teoría</th>
</tr>
</thead>
<tbody>
<tr>
<td>MI</td>
<td>293</td>
<td>39.618</td>
<td>16.524</td>
</tr>
<tr>
<td>EA</td>
<td>63</td>
<td>4.596</td>
<td>3.678</td>
</tr>
<tr>
<td>PO</td>
<td>554</td>
<td>102.479</td>
<td>12.784</td>
</tr>
<tr>
<td><strong>Total general</strong></td>
<td><strong>920</strong></td>
<td><strong>146.693</strong></td>
<td><strong>32.986</strong></td>
</tr>
</tbody>
</table>
Adif & REPAIR
THANK YOU!
Governance, process, and management systems
Yguanira Muhren, Rail Cargo
Senior CSR manager
ÖBB-Holding AG

ÖBB-Personenverkehr AG
- Österreichische Postbus AG (50%)
- ÖBB-Produktion GmbH (75%)
- ÖBB-Technische Services GmbH
- Rail Tours Touristik GmbH
- iMobility GmbH

Rail Cargo Group (Rail Cargo Austria AG)
- Rail Cargo Logistics - Austria GmbH
- Rail Cargo Logistics GmbH
- Rail Cargo Logistics - Environmental Services GmbH
- Rail Cargo Operator - Austria GmbH
- Rail Cargo Operator - CSKD s.r.o.
- Rail Cargo Carrier Kft.
- Rail Cargo Hungaria Zrt.
- ÖBB-Technische Services GmbH (25%)
- ÖBB-Produktion GmbH (50%)
- sowie weitere Beteiligungen

ÖBB-Infrastruktur AG
- ÖBB-Immobilienmanagement GmbH
- Mungos Sicher & Sauber GmbH
- Rail Equipment GmbH

ÖBB-Infrastruktur AG
- ÖBB-Infrastruktur AG (100%)

ÖBB-Produktion GmbH
- ÖBB-Produktion GmbH (100%)

ÖBB-Technische Services GmbH
- ÖBB-Technische Services GmbH (100%)

ÖBB-Infrastruktur AG
- ÖBB-Infrastruktur AG (100%)

ÖBB-Infrastruktur AG
- ÖBB-Infrastruktur AG (100%)

ÖBB-Werbung GmbH

ÖBB Finanzierungsservice GmbH

ÖBB-Business Competence Center GmbH

Status: 31.12.2022
We are present in 18 countries with our own employees.
### RCG – the second largest rail logistics company in Europe

<table>
<thead>
<tr>
<th>Sales revenues in m. EUR 2021</th>
<th>Own traction transport services in bn. tkm 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DB Cargo</strong> 4,487</td>
<td>84.9 ~20%</td>
</tr>
<tr>
<td><strong>RCG</strong> 1,889</td>
<td>28.9 ~7%</td>
</tr>
<tr>
<td><strong>PKP Cargo</strong> 917</td>
<td>25.6 ~6%</td>
</tr>
<tr>
<td><strong>SBB CFF FFS Cargo</strong> 777</td>
<td>17.5 ~4%</td>
</tr>
<tr>
<td><strong>FRET</strong> 1,594</td>
<td>17 ~5%</td>
</tr>
<tr>
<td><strong>T Cargo</strong> 468</td>
<td>11.5 ~3%</td>
</tr>
<tr>
<td><strong>Green Cargo</strong> 405</td>
<td>10.5 ~3%</td>
</tr>
</tbody>
</table>

Data subject to and based on available data (mainly based on annual financial reports available on the internet), currency conversions from PLN, CHF, SEK and CZK according to Euro rate on 31/12/2021. *According to data availability as of 2020.

Status: 31.12.2021

Data according to 2020, 2021 not yet available.
Rail Cargo Group Result in the UIC Rail Sustainability Index

Score band: B-
Level: Manager

Score

<table>
<thead>
<tr>
<th>SDG</th>
<th>Score</th>
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</thead>
<tbody>
<tr>
<td>5</td>
<td>6.89</td>
</tr>
<tr>
<td>7</td>
<td>13.33</td>
</tr>
<tr>
<td>8</td>
<td>11.11</td>
</tr>
<tr>
<td>n/a</td>
<td>13.89</td>
</tr>
<tr>
<td>11</td>
<td>13.56</td>
</tr>
<tr>
<td>13</td>
<td>12.00</td>
</tr>
<tr>
<td>Total</td>
<td>70.78%</td>
</tr>
</tbody>
</table>

Sector average

<table>
<thead>
<tr>
<th>SDG</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>4.16</td>
</tr>
<tr>
<td>7</td>
<td>7.59</td>
</tr>
<tr>
<td>8</td>
<td>6.77</td>
</tr>
<tr>
<td>11</td>
<td>5.91</td>
</tr>
<tr>
<td>13</td>
<td>5.18</td>
</tr>
<tr>
<td>12</td>
<td>5.83</td>
</tr>
<tr>
<td>13</td>
<td>6.94</td>
</tr>
<tr>
<td>Total</td>
<td>42.38%</td>
</tr>
</tbody>
</table>

Highest scoring KPI:
The score achieved for this series of KPIs is equal to or above the sector average.

Key Opportunity to improve:
The score achieved for this series of KPIs is below the sector average.
Practical example of governance and management systems

Indirect calculation of KPIs for office sites with lack of data

<table>
<thead>
<tr>
<th>Site</th>
<th>Number female employees</th>
<th>Number male employees</th>
<th>Area offices (m²)</th>
<th>= Water Consumption</th>
<th>= Waste</th>
<th>= Energy Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>e.g. RCC-IT Venezia</td>
<td>X</td>
<td>Y</td>
<td>Z</td>
<td>= m³</td>
<td>= t</td>
<td>= kWh</td>
</tr>
</tbody>
</table>

- Based on scientific data and average consumption per country, region etc
Practical example of governance and management systems

1. Measure of KPI
   - Meter, invoice with consumption

2. Direct calculation of KPI
   - based on e.g. costs, etc

3. Indirect calculation of KPI
   - based on average consumptions, scientific data

4. Comparison calculation
   - comparing similar sites
Elements of governance and management systems

Mission statement
To know the direction of a company

Implementation of measures
to get closer to the objectives

KPIs
to know where we are and where we want to go

Clear processes and responsibilities
to reach the mission
Practical example of governance and management systems

Measures like switching to "green electricity" for traction

Sustainability Board

ISO-Certificates bases on an integrated management system

Ecolator as representative for KPIs as base for:

Corporate and Product Carbon Accounting

Ratings

Sustainability Report

Ratings

Corporate and Product Carbon Accounting
Thank you for your attention!

Lic. Yguanira Muhren, MSc.
Senior CSR manager

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Tel. +43 664 9674983
Mail Yguanira.Muhren@railcargo.com
Web railcargo.com
Environmental Sustainability

David Iban Villalmanzo Resusta
Strategic Partnerships and Coordination Area Manager – Business Strategy Directorate, ADIF
Train-Track Interaction Sector Chairman, UIC
Adif & Adif-AV
Environmental Sustainability
Rail Sustainability index Celebration Event
March 2, 2023, UIC HQ, Paris, France
Adif and Adif-AV Strategic Plan 2030

Our Strategic Plan 2030 is based on stakeholder expectations, company challenges, and global challenges related to sustainable development.

As a result, the Strategic Plan has four strategic pillars:

- Security
- Service
- **Sustainability**
- Results-Driven

There are three levers that our employees uses to impact and improve the change:

Communication, Digital Transformation, and Innovation.
Strategic plans and initiatives aligned with the SDGs

Highest qualification acknowledged Adif’s commitment in Climate Action (SDG 13). Our Climate Change Plan is one of the many Adif plans that applies sustainability criteria, also it’s the most significant one.

We acknowledge the needs to implement actions that strengthen the global commitment to citizens, the planet, and the world.

The Master Plan to Fight Climate Change 2018-2030, was approved in January 2019 for Adif and Adif-AV
Adif’s Climate Change Plan Objectives

General target: Increase in the contribution of Adif and Adif-AV to the fight against climate change, as well as of the railway system within the whole transport sector, which is responsible for more than 25% of total GHG emissions in Spain.

• **Mitigation:**
  Adif and Adif-AV **Energy consumption and GHG emissions**, as well all railway and transportation systems

• **Adapting:**
  The Plan aims to develop the necessary actions to **improve the resilience of the railway infrastructures** managed by Adif and Adif-AV.

• **Awareness raising:**
  The Plan has a cross-cutting nature and focuses on **raising the awareness of both our internal stakeholders** (mainly employees) and external stakeholders (suppliers and other collaborating companies).
Adapting: Enhancing the resilience of railway infrastructure

In the case of adaptation to the adverse effects of climate change, the goals set in this Plan refer to the number of railway infrastructure projects in which a specific section is included to assess vulnerability to said effects.

<table>
<thead>
<tr>
<th>Variation in climate change adaptation for large projects</th>
<th>2020</th>
<th>2025</th>
<th>2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
<td></td>
</tr>
</tbody>
</table>

Adaptation to climate change assessed in projects submitted to supervision:

- **New construction projects**: 75 %, 90 %, 75 %
- **Renovation projects, stations, and terminals**: 50 %, 75 %, 50 %
- **Maintenance projects**: 25 %, 50 %, 25 %

Maintenance works, not subject to supervision, that include adaptation to climate change assessment in maintenance specifications:

- 25 %, 50 %, 25 %
**Awareness Rising: Climate Change culture**

The goals set in this plan to increase the awareness and awareness of our stakeholders, both internal and external, are based on the degree of development of the different actions proposed in this area:

<table>
<thead>
<tr>
<th>Action Description</th>
<th>2020</th>
<th>2025</th>
<th>2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of parking spaces with electric vehicle charging points</td>
<td>3 %</td>
<td>5 %</td>
<td>10 %</td>
</tr>
<tr>
<td>Investments made compared to total cultural projects planned.</td>
<td>50 %</td>
<td>100 %</td>
<td>100 %</td>
</tr>
<tr>
<td>Based on the total planned investment in cultural projects, the percentage of investment made.</td>
<td>20 %</td>
<td>60 %</td>
<td>100 %</td>
</tr>
</tbody>
</table>
Adif’s Climate Change Plan (CCP) Structure

The Plan is structured into 5 main lines of action:

• Line 1: Energy management.
• Line 2: Energy efficiency.
• Line 3: Decarbonization and renewable energy.
• Line 4: Improvement of the infrastructure railway resilience.
• Line 5: Culture and awareness.
Introducing the next steps for RSi
Join us in the steering committee

Snejana Markovic – Senior Advisor Economics, UIC
• Launch of RSi campaign 2023

• Join the Steering Committee
## RSi next steps – World café topics

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<th>Improving the tool</th>
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<td>with Snejana Markovic &amp; Isabelle De Keyzer</td>
<td>with Paolo Mazzeo &amp; Lorenzo Franzoni</td>
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The First RSindex Labels
INTERNATIONAL UNION OF RAILWAYS

Lunch