APPROVED by the General Meeting of Members of the Horse Breeding Development Association, Minutes No. 4 dated 10 February 2019.

[The original bears the Association's horse logo, a handwritten signature and a round seal: Horse Breeding Development Association, Moscow, OGRN 1187700005426.]

STANDARD
OCCUPATIONAL SAFETY AND HEALTH REQUIREMENTS FOR PEDIGREE HORSE BREEDING ORGANISATIONS
HORSE BREEDING DEVELOPMENT ASSOCIATION

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1. General provisions

1.1. This ARK Standard, Occupational Safety and Health Requirements for Pedigree Horse Breeding Organisations (hereinafter the Requirements), was developed by the Horse Breeding Development Association in accordance with:
- the Labour Code of the Russian Federation (hereinafter the RF Labour Code);
- Federal Law No. 123-FZ of 3 August 1995, On Pedigree Livestock Breeding;
- Russian Ministry of Labour Order No. 76n of 25 February 2016, On Approval of Occupational Safety and Health Rules in Agriculture (registered with the Russian Ministry of Justice on 25 March 2016, No. 41558);
- the Model Sectoral Occupational Safety and Health Instructions in Animal Husbandry: Horse Breeding, approved by the Ministry of Agriculture and Food of the Russian Federation, No. 208 of 29 April 1997.

1.2. In their activities, pedigree horse breeding organisations shall comply with state occupational safety and health requirements contained in federal laws and other regulatory legal acts of the Russian Federation and in laws and other regulatory legal acts of its constituent entities.

2. General occupational safety and health requirements for pedigree horse breeding organisations

2.1. To create healthy and safe working conditions and protect workers, employees' physiological, psychophysiological, psychological and anthropometric characteristics shall be required to match the nature of the work.
2.2. Employees shall undergo mandatory pre-employment and periodic medical examinations during employment under requirements established by the authorised federal executive authority.
2.3. Employees shall possess professional knowledge appropriate to the field and nature of their work, know emergency warning signals and emergency procedures, be trained in first aid, know where rescue equipment is located and be able to use it.
2.4. Only employees trained in occupational safety and health under the prescribed procedure may organise and carry out production work processes in pedigree horse breeding organisations.
2.5. The employer is responsible for safe working conditions and occupational safety and health.
2.6. The employer shall ensure:
2.6.1. Employee safety in operating buildings, structures and equipment, carrying out technological processes and using production tools, raw materials and supplies;

2.6.2. Establishment and operation of an occupational safety and health management system;
2.6.3. Use of personal and collective protective equipment that has undergone mandatory certification or declaration of conformity under Russian technical-regulation legislation;
2.6.4. Working conditions at every workstation that meet occupational safety and health requirements;
2.6.5. Work and rest arrangements consistent with labour legislation and other regulatory legal acts containing labour-law provisions;

2.6.6. Purchase and issue at its own expense, under prescribed standards, of certified or conformity-declared protective clothing, footwear, other personal protective equipment and cleansing and decontaminating products to employees doing harmful and/or hazardous work, work in special temperature conditions or work involving contamination;
2.6.7. Training in safe work methods and first aid for workplace casualties, occupational safety and health briefings, supervised workplace training and knowledge checks;
2.6.8. Exclusion from work of persons who have not completed the prescribed training, briefings, supervised workplace training and knowledge checks;
2.6.9. Monitoring of working conditions and employees' correct use of personal and collective protective equipment;
2.6.10. A special assessment of working conditions under the legislation governing such assessments;

2.6.11. In cases prescribed by labour legislation and other regulatory legal acts containing labour-law provisions, organise at its own expense mandatory pre-employment and periodic medical examinations, other mandatory medical examinations, mandatory psychiatric assessments, and unscheduled medical examinations and mandatory psychiatric assessments requested by employees in accordance with medical recommendations, retaining their job (position) and average earnings during these examinations and assessments;
2.6.12. Exclusion from duties of employees who have not undergone mandatory medical examinations and psychiatric assessments or have medical contraindications;
2.6.13. Informing employees of workplace conditions and occupational safety and health, health risks, guarantees, compensation and personal protective equipment to which they are entitled;

2.6.14. Provision of information and documents necessary for their powers to federal executive authorities responsible for labour policy and regulatory legal regulation, the federal executive authority authorised to exercise federal state supervision over compliance with labour legislation and other regulatory legal acts containing

labour-law provisions, other federal executive authorities exercising state control (supervision) in the relevant field, constituent-entity executive authorities responsible for occupational safety and health, and trade-union bodies monitoring compliance with labour legislation and other acts containing labour-law provisions;

2.6.15. Measures to prevent emergencies and protect employees' life and health if they occur, including first aid for casualties;
2.6.16. Investigation and recording of occupational accidents and diseases under the RF Labour Code, other federal laws and other Russian regulatory legal acts;
2.6.17. Sanitary and welfare facilities and medical provision meeting occupational safety and health requirements, and transport of employees who fall ill at work to a medical organisation if emergency medical care is needed;

2.6.18. Unimpeded access, for workplace safety inspections and occupational-accident and disease investigations, for officials of the federal executive authority authorised to supervise compliance with labour legislation and other acts containing labour-law provisions, other federal executive supervisory authorities, constituent-entity occupational safety and health authorities, bodies of the Social Insurance Fund of the Russian Federation and representatives of public oversight bodies;
2.6.19. Compliance with orders of officials of the authorised federal labour supervisory authority and other federal executive supervisory authorities, and consideration of submissions from public oversight bodies within time limits set by the RF Labour Code and other federal laws;

2.6.20. Mandatory social insurance of employees against occupational accidents and diseases;
2.6.21. Familiarising employees with occupational safety and health requirements;
2.6.22. Development and approval of employees' occupational safety and health rules and instructions, taking account of the opinion of the elected body of the primary trade-union organisation or another employee-authorised body, under RF Labour Code Article 372 governing adoption of local regulatory acts;
2.6.23. A set of regulatory legal acts containing occupational safety and health requirements appropriate to its activities.
2.7. An employee shall, in occupational safety and health matters:
2.7.1. Comply with occupational safety and health requirements;
2.7.2. Use personal and collective protective equipment correctly;
2.7.3. Undergo training in safe working methods and first aid for workplace casualties, occupational safety and health briefings, supervised workplace training and knowledge checks;

2.7.4. Immediately notify the immediate or higher supervisor of any situation threatening life or health, every occupational accident or deterioration in the employee's own health, including signs of acute occupational disease (poisoning);
2.7.5. Undergo mandatory pre-employment and periodic medical examinations, other mandatory medical examinations, and unscheduled examinations on the employer's referral where required by the RF Labour Code and other federal laws.

3. General safety requirements for keeping and caring for pedigree horses in pedigree horse breeding organisations

3.1. Work with pedigree horses is permitted only for physically healthy persons without medical contraindications who have completed vocational training and introductory and initial workplace occupational safety and health briefings.
3.2. Women of childbearing age shall not be employed:
- in wells, slurry sumps and tanks, silage stores or haylage towers;
- loading or unloading animal carcasses, condemned animal material or pathological material;
- skinning horse carcasses or cutting carcasses;
- in direct firefighting.
3.3. Persons under 18 shall not be employed:
- as veterinary orderlies;
- as horse handlers caring for breeding stallions;
- in wells, slurry sumps and tanks, silage stores or haylage towers;
- caring for animals with contagious diseases;
- loading, unloading or accompanying animals during transport.

3.4. Every new employee shall undertake supervised workplace training for at least five shifts under a team leader or an experienced employee with at least 1 year's horse-handling experience.
3.5. Only calm horses examined by a veterinarian may be worked under saddle or in harness. Timid and unruly horses shall have blinkers.
3.6. Protective clothing and other personal protective equipment issued under prescribed standards shall meet the relevant standards and technical specifications, be stored in designated places under storage and maintenance rules, and be used in serviceable condition for its intended purpose.
3.7. Horse care may expose employees to: dangerous animal actions and conditions (kicks, blows with the head, falls from a horse, fright, restless temperament); physical overload (heavy loads); defective production equipment and tools;

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poorly maintained roads, access routes and crossings; pathogenic microorganisms (bacteria, viruses, rickettsiae, spirochaetes, fungi and protozoa).
3.8. Employees caring for horses shall observe personal hygiene, keep the workplace, tools and horse-drawn implements clean, refrain from smoking at work and from consuming alcohol or narcotic substances before or during work.
3.9. Employees caring for breeding stallions, mares and youngstock shall be warned about every unruly or nervous horse. Such horses shall be cared for by experienced, qualified employees.
3.10. Exercise yards (paddocks) near the stables for pedigree horses shall have a strong fence at least 2.5 m high.
3.11. Each breeding stallion shall have a set of strong leading lines with snap hooks, bridles with simple bits and reins, and a halter with an under-chin ring.
3.12. Tack, leading lines, saddles and harness shall be manufactured according to duly approved technical documentation.

3.13. Restless horses and breeding stallions shall be fed only from the feed passage, without an employee entering the box or tie-stall. Pull-out feeders shall be installed for horses habitually biting employees.
3.14. Horses shall be tied for grooming; unruly horses shall always be cross-tied with two ties. The groomer shall stand beside the horse, half-turned towards it, watch its behaviour and avoid rough grooming that disturbs it.
3.15. On initial visits to a mare that has foaled, employees shall take the special care required for restless horses.
3.16. Hoof trimming and shoeing shall be carried out in shoeing stocks in a spacious, well-lit room or yard, never in boxes. Exceptionally, where stocks are unavailable, adult horses' hooves shall be trimmed with the horse cross-tied or held by a groom, young horses held in hand, and aggressive horses always cross-tied.
A horse handled without stocks shall be bridled and its head held raised.

3.17. Hoof-trimming and shoeing employees shall be provided with sharp knives and hoof nippers and a thick leather or canvas apron. The groom who regularly cares for the horse shall assist with trimming and shoeing.
3.18. Remount-type restraint knots (ремонтерские узлы) shall be used when securing horses for shoeing, hoof trimming and casting.
3.19. Horses shall be branded in restraint stocks, using transverse bars to prevent the horse lying down.
3.20. A hot-branding iron's handle shall be at least 50 cm long. The employee's hands shall be protected by personal protective equipment.

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3.21. For branding with liquid nitrogen (freeze branding), employees shall be provided with goggles or transparent face shields and protective clothing preventing liquid nitrogen from contacting their skin.
3.22. Horses shall be cast only in a level, spacious place free of foreign objects, under the direct supervision of a veterinarian or animal-production specialist. At least four well-instructed persons familiar with casting rules and techniques shall participate.
3.23. A cast horse may be approached for examination, treatment or other work only from its back side. After work, release the legs from the hobbles first and the head afterwards.
3.24. Stallions and youngstock in training shall be led in bridles. Unruly horses shall be led in bridles with leading lines at least 2.5 m long. Whenever a horse is led using leading lines, two employees shall lead it. Lines for leading breeding and teaser stallions to mating shall be at least 5 m long.

3.25. When horses are led one behind another, the distance between them shall be at least 5 m (2 body lengths). Mares and breeding stallions shall not be taken out for exercise at the same time.
3.26. When taking a horse into or out of a box, the door shall be fully open, neighbouring box doors closed and the premises illuminated. Employees shall not stand in or near doorways at that time. Horses shall not be led past one another in opposite directions in corridors or in or near doorways.
3.27. A bridle or halter shall be removed only after the horse is entirely inside the box with its head towards the door. A box containing a horse shall be latched.

3.28. Before mounting, an employee shall bridle the horse and check correct saddling and the strength of the girth and stirrup leathers.
Mounting in a stable, riding into a building, or working sick, blind or stumbling horses under saddle is prohibited.
3.29. A mounted rider shall maintain a secure seat, not let the reins go slack and not lose control. Timid or unruly horses shall not be ridden without blinkers and a bridle.
3.30. Riding in a saddle is permitted only in heeled footwear that fits freely into the stirrup.

3.31. For herd keeping, grazing areas shall be inspected beforehand; all old wells fenced and stumps, scrap metal and sharp stones removed.
3.32. Each herd-keeper team shall have a map of winter snow-grazing areas and routes to shelters during snowstorms and blizzards, a two-way radio and a portable receiver.
3.33. Every team member driving herds shall have a complete set of protective clothing meeting prescribed issue standards for personal and shared-duty clothing.
3.34. At least two working horses shall be assigned to each herd keeper during a herd drive.

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3.35. Herd locations shall have special holding yards equipped with handling races. Each race shall have a canopy protecting employees from precipitation.
3.36. When herds are kept on grazing land remote from settlements:
1) herds with vicious, fighting stallions shall be entrusted to experienced herd keepers;
2) at night and during snowstorms, at least two herd keepers shall be on duty;
3) mobile accommodation cabins and yurts shall be provided for temporary accommodation.
3.37. Duty herd keepers shall always have saddled horses ready and shall hold the reins when dismounted. Herd work on unsaddled horses is prohibited.
3.38. A herd keeper's saddle shall have two girths and a saddle surcingle, and in mountainous country also a breastplate and crupper.

3.39. Splitting herds and separating horses shall be done in places without ruts, ravines or obstacles, calmly and without excessive driving, moving at a walk inside the herd. It is prohibited during thunderstorms, rain, muddy conditions or ice.
3.40. During snowstorms, searches shall be undertaken by warmly dressed employees familiar with the terrain, on reliable horses, carrying a 3-day supply of food and horse feed.
In sparsely populated areas, search parties shall comprise 3-4 persons, with a senior herd keeper appointed in each. They shall have route maps, food, matches and a field medical kit, plus frostbite first-aid supplies in winter.
3.41. Only employees who can swim may bathe horses in rivers, ponds or other open waters.

3.42. Initial handling and breaking-in of untrained horses shall take place away from buildings and without nearby obstacles such as ravines, ruts or fences. Before breaking-in, horses shall be halter-broken and accustomed to a saddle.
3.43. Initially, a herd-raised, unhalter-broken horse shall be accustomed to people, passage through a handling race, catching with a noose pole or lasso, leading and grooming. Well-halter-broken young horses are accustomed to riding and work from 3 years of age, first to harness and then to pulling a cart.
3.44. Catching horses, moving them from the funnel into the handling race and treatment itself shall be entrusted to experienced, qualified herd keepers.
3.45. No more than five horses shall be driven into the pre-race funnel; employees shall not be inside it at that time.
3.46. Well-halter-broken adult horses known to be calm may be treated in halters held by herd keepers or grooms.
Adult horses accustomed to three-leg hobbles and leading, but not entirely docile, shall be hobbled for treatment.

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Unhalter-broken or vicious horses and all youngstock shall be treated only in a handling race or restraint stocks.
3.47. Herds with vicious, fighting stallions shall be grazed away from roads and settlements, by experienced herd keepers.
3.48. A herd keeper shall carry a whip at least 5 m long to control vicious horses and stallions that attack people.
3.49. Training and trials at racecourses and sports schools shall comply with the rules and instructions prescribed for those activities.

3.50. Employees shall know and observe fire and explosion safety rules and rules for alarm and firefighting equipment, and shall neither use nor permit others to use firefighting equipment for other purposes.
3.51. Access to firefighting equipment shall always be clear; evacuation passages shall not be obstructed or locked.
3.52. An employee breaching occupational safety and health instructions may be disciplined under the enterprise's internal rules. If the breach causes material damage to the enterprise, the employee is financially liable under the law.

4. Final provisions

4.1. Monitoring compliance with the Requirements is the responsibility of heads of pedigree horse breeding organisations and their structural units (services), heads of departments (sections) and team leaders.

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