

List of Recommended Actions to Improve Working Conditions

Entity name: Joint Stock Company Chemico-Pharmaceutical Works AKRIKHIN

Name of business unit, workplace	Action description	Action purpose	Due date	Business units involved in the implementation	Completion note
1	2	3	4	5	6
<i>Pharmacy Chains and Tenders Service Administration</i>					
<i>Medical Department</i>					
<i>Registration Department</i>					
<i>Team for Domestic Drugs Registration</i>					
<i>Pharmacovigilance Team</i>					
<i>Legal Department</i>					
<i>Department of Marketing Logistics</i>					
<i>Team for Customer Service, Warehouse Operations and Transportation Management</i>					
<i>OTC Drugs Marketing Department</i>					
<i>Prescription Drugs Sales and Marketing Service Administration</i>					
<i>Prescription Drugs Marketing Department</i>					
<i>Business Development and Strategic Portfolio Service Administration</i>					
<i>Production Materials Procurement Department</i>					
<i>Training and Development Department</i>					
<i>Compensation, Benefits and Labour Relations Department</i>					
<i>Information Technology Service</i>					
<i>Business Applications Department</i>					
<i>Non-Production Procurement Department</i>					

Preparation date: 03/12/2019

Chairperson of the Commission for Special Assessment of Working Conditions

Vice-President for Production Activities

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E.K. Kasakina

(full name)

24/12/2019

(date)

Members of the Commission for Special Assessment of Working Conditions:

Head of HSE Department

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V.V. Dyakov

(full name)

03/12/2019

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OHS & HSE Specialist

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K.K. Tadzhibaeva

03/12/2019

(date)

HR Manager

(position)

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K.A. Shevtsova

(full name)

17/12/2019

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Chairperson of the Trade Union Committee

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N.V. Frolov

(full name)

03/12/2019

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Expert(s) of the entity having conducted the special assessment of working conditions:

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Andrey Aleksandrovich Rondov

(full name)

03/12/2019

(date)

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Entity name: Joint Stock Company Chemico-Pharmaceutical Works AKRIKHIN

Name of business unit, workplace	Action description	Action purpose	Due date	Business units involved in the implementation	Completion note
1	2	3	4	5	6
Quality Department					
<i>System Quality Department</i>					
Quality Control Centre					
<i>Test & Documentation Laboratory</i>					
<i>Laboratory of Finished Product Quality Control</i>					
<i>Laboratory of Raw Materials Quality Control</i>					
Warehouse Complex					
<i>Incoming Control Group</i>					
<i>Warehouse Operations Group</i>					
<i>Warehouse Complex Administration</i>					
Pharmaceutical Warehouse					
<i>Central Warehouse</i>					
Production Logistics Department					
<i>Production Logistics Department Administration</i>					
Day-to-Day Production Planning Group					
Production Technical Support Department					
32A. Electromechanical Technician	Use of sound absorption tools. Arrange rational work and rest schedules	Reduced noise levels. Reduced noise exposure time	<i>Constantly</i>	-	<i>Completed</i>
	Severity: Arrange rational work and rest schedules	Reduced labour process severity	<i>Constantly</i>	-	<i>Completed</i>
Semi-Solid and Liquid Finished Drug Products Shop					
34. Manufacturing Equipment Technician	Use of sound absorption tools. Arrange rational work and rest schedules	Reduced noise levels. Reduced noise exposure time	<i>Constantly</i>	-	<i>Completed</i>
	Severity: Arrange rational work and rest schedules	Reduced labour process severity	<i>Constantly</i>	-	<i>Completed</i>
Solid Finished Drug Products Shop					
<i>37A. Manufacturing Equipment Technician</i>	Use of sound absorption tools. Arrange rational work and rest schedules	Reduced noise levels. Reduced noise exposure time	<i>Constantly</i>	-	<i>Completed</i>
	Severity: Arrange rational work and rest schedules	Reduced labour process severity	<i>Constantly</i>	-	<i>Completed</i>
Infrastructure Servicing and - Maintenance Department					
<i>Sewerage Section</i>					

<i>Fixed Assets Section</i>					
Research & Development Centre					
<i>Project Support & Management Team</i>					
Analytical Research Department					
<i>Team for Development and Validation of Analytical Procedures</i>					
<i>New Developments Department</i>					
Chief Process Engineer Department					
Infrastructure Servicing and - Maintenance Department					
<i>Power Supply Section</i>					
50A. Electrician for Repair and Maintenance of Electrical Equipment	Severity: Arrange rational work and rest schedules	Reduced labour process severity	<i>Constantly</i>	-	<i>Completed</i>
Semi-Solid and Liquid Finished Drug Products Shop					
51A. Mixing Operator	Use of sound absorption tools. Arrange rational work and rest schedules	Reduced noise levels. Reduced noise exposure time	<i>Constantly</i>	-	<i>Completed</i>
	Arrange rational work and rest schedules	Reduced labour process severity	<i>Constantly</i>	-	<i>Completed</i>

Prepared on: 03/12/2019

Chairperson of the Commission for Special Assessment of Working Conditions
 Vice-President for Production Activities

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E.K. Kasakina

 full name

18/12/2019

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Members of the Commission for Special Assessment of Working Conditions:

Head of HSE Department

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V.V. Dyakov

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T.A. Izotova

 (full name)

03/12/2019

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Chairperson of the Trade Union Committee

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N.V. Frolov

 (full name)

03/12/2019

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Expert(s) of the entity having conducted the special assessment of working conditions:

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Andrey Aleksandrovich Rondov

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03/12/2019

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Summary Spreadsheet of the Results of a Special Assessment of Working Conditions

Entity name: Joint Stock Company Chemico-Pharmaceutical Works AKRIKHIN

Table 1

Description	Number of workplaces and number of employees employed in these workplaces		Number of workplaces and number of employees employed in these workplaces by class (subclass) of working conditions out of the number of workplaces indicated in Column 3 (units)						
	Total	Including those where a special assessment of working conditions has been conducted	Class 1	Class 2	Class 3				Class 4
					3.1	3.2	3.3	3.4	
1	2	3	4	5	6	7	8	9	10
Workplaces (units)	23	23	0	23	0	0	0	0	0
Employees employed in the workplaces (persons)	23	23	0	23	0	0	0	0	0
Among them women	20	20	0	20	0	0	0	0	0
Among them persons under 18 years of age	0	0	0	0	0	0	0	0	0
Among them disabled persons	0	0	0	0	0	0	0	0	0

Table 2

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	Pharmacy Chains and Tenders Service Administration																						
156	Senior Coordinator	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Medical Department																						
157	Clinical Trial Manager	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
158	Clinical Trial Manager	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Registration Department																						
	<i>Team for Domestic Drugs Registration</i>																						
159	Team Leader	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No

	Labour Relations Department																						
175	Head of Compensation, Benefits and Labour Relations Department	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Information Technology Service																						
	<i>Business Applications Department</i>																						
176	BI Business Analyst	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Non-Production Procurement Department																						
177	Category Manager	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
178	Department Head	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No

Preparation date: 03/12/2019

Chairperson of the Commission for Special Assessment of Working Conditions

Vice-President for Production Activities

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E.K. Kasakina

(full name)

24/12/2019

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Head of HSE Department

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OHS & HSE Specialist

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K.K. Tadzhibaeva

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HR Manager

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K.A. Shevtsova

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N.V. Frolov

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03/12/2019

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Expert(s) of the entity having conducted the special assessment of working conditions:

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Andrey Aleksandrovich Rondov

(full name)

03/12/2019

(date)

Summary Spreadsheet of the Results of a Special Assessment of Working Conditions

Entity name: Joint Stock Company Chemico-Pharmaceutical Works AKRIKHIN

Table 1

Description	Number of workplaces and number of employees employed in these workplaces		Number of workplaces and number of employees employed in these workplaces by class (subclass) of working conditions out of the number of workplaces indicated in Column 3 (units)						
	Total	Including those where a special assessment of working conditions has been conducted	Class 1	Class 2	Class 3				Class 4
					3.1	3.2	3.3	3.4	
1	2	3	4	5	6	7	8	9	10
Workplaces (units)	172	172	0	127	16	29	0	0	0
Employees employed in the workplaces (persons)	172	172	0	127	16	29	0	0	0
Among them women	90	90	0	70	1	19	0	0	0
Among them persons under 18 years of age	0	0	0	0	0	0	0	0	0
Among them disabled persons	0	0	0	0	0	0	0	0	0

Table 2

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)	
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
	Quality Department																							
	<i>System Quality Department</i>																							
1	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No	
	Quality Control Centre																							
2	Centre Head	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No	
3	Warehouse Attendant												2	2	-	2	-	No	No	No	No	No	No	
	<i>Test & Documentation Laboratory</i>																							
4A	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No	
4-1A (4A)	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No	
5	Laboratory Head	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No	
6A	Printed and Package Materials	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No	

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	Control Specialist																						
6-1A (6A)	Printed and Package Materials Control Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
6-2A (6A)	Printed and Package Materials Control Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
7A	Raw Materials Control Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
7-1A (7A)	Raw Materials Control Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
8A	Operator Technician	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
8-1A (8A)	Operator Technician	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
9	Printed and Package Materials Control Technician	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
10	Laboratory Technician	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	<i>Laboratory of Finished Product Quality Control</i>																						
11A	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
11-1A (11 A)	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
11-2A (11A)	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
11-3A (11A)	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
12A	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-1A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-2A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-3A	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(12A)																							
12-4A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-5A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-6A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-7A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-8A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-9A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
12-10A (12A)	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13A	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-1A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-2A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-3A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-4A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	•	No	No	No	No	No	No
13-5A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-6A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-7A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
13-8A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
13-9A (13A)	Senior Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
14A	Chemist (Trainee)	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
14-1A (14A)	Chemist (Trainee)	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	<i>Laboratory of Raw Materials Quality Control</i>																						
15A	Laboratory Technician	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
15-1A (15A)	Laboratory Technician	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
16A	Senior Chemist	2	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
16-1A (16A)	Senior Chemist	2	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
16-2A (16A)	Senior Chemist	2	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
16-3A (16A)	Senior Chemist	2	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	Warehouse Complex																						
	<i>Incoming Control Group</i>																						
17	Team Leader	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Warehouse Operations Team																						
18A	Warehouse Operations Administrator	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
18-1A (18A)	Warehouse Operations Administrator	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Warehouse Complex Administration																						
19	Warehouse Complex Head	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No

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		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	Pharmaceutical Warehouse																						
20	Pharmaceutical Warehouse Chief Pharmacist	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
21A	Warehouse Attendant-Operator of Automated Warehouse	-	-	-	2	-	-	2	2	-	-	2	-	2	-	2	-	No	No	No	No	No	No
21-1A (21A)	Warehouse Attendant-Operator of Automated Warehouse	-	-	-	2	-	-	2	2	-	-	2	-	2	-	2	-	No	No	No	No	No	No
21-2A (21A)	Warehouse Attendant-Operator of Automated Warehouse	-	-	-	2	-	-	2	2	-	-	2	-	2	-	2	-	No	No	No	No	No	No
21-3A (21A)	Warehouse Attendant-Operator of Automated Warehouse	-	-	-	2	-	-	2	2	-	-	2	-	2	-	2	-	No	No	No	No	No	No
22A	Loader	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
22-1A (22A)	Loader	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
23A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
23-1A (23A)	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
23-2A (23A)	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
23-3A (23A)	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
24A	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
24-1A (24A)	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
24-2A (24A)	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
24-3A (24A)	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
25A	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
25-1A	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(25A)																							
25-2A	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(25A)																							
25-3A	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(25A)																							
	Central Warehouse																						
26A	Loader	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
26-1A	Loader	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(26A)																							
27A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
27-1A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(27A)																							
27-2A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(27A)																							
27-3A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(27A)																							
27-4A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(27A)																							
27-5A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(27A)																							
27-6A	Battery Technician	2	-	-	2	-	-	-	-	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(27A)																							
28A	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
28-1A	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(28A)																							
28-2A	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(28A)																							
28-3A	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
(28A)																							
28-4A	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No

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		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(28A)																							
28-5A (28A)	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
28-6A (28A)	Electric Forklift Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29A	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29-1A (29A)	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29-2A (29A)	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29-3A (29A)	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29-4A (29A)	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29-5A (29A)	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
29-6A (29A)	Electric Stack Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
	Production Logistics Department																						
	<i>Production Logistics Department Administration</i>																						
30	Production Logistics Director	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Day-to-Day Production Planning Group																						
31	Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Production Technical Support Department																						
32A	Electromechanical Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
32-1A	Electromechanical Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(32A)																							
32-2A (32A)	Electromechanical Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
32-3A (32A)	Electromechanical Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
32-4A (32A)	Electromechanical Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
	Semi-Solid and Liquid Finished Drug Products Shop																						
33A	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
33-1A (33A)	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
33-2A (33A)	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
33-3A (33A)	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
33-4A (33A)	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
33-5A (33A)	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
34	Manufacturing Equipment Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
35	Electric and Gas Welder	2	-	2	2	-	-	-	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
	Solid Finished Drug Products Shop																						
36A	Dossier Compiler	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
36-1A (36A)	Dossier Compiler	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
37A	Manufacturing Equipment Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No

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		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
37-1A (37A)	Manufacturing Equipment Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
37-2A (37A)	Manufacturing Equipment Technician	-	-	-	3.1	-	-	-	-	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
38A	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-1A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-2A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-3A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-4A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-5A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-6A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-7A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
38-8A (38A)	Electric Stacker Driver	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
39	Turner	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
40	Electric and Gas Welder	2	-	2	2	-	-	-	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
	Infrastructure Servicing and - Maintenance Department																						
	Sewerage Section																						
41	Section Head	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Fixed Assets Section																						
42	Turner-Miller	-	-	-	2	-	-	2	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
43	Electric and Gas Welder	2	-	2	2	-	-	-	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	Research and Development Centre																						
	<i>Project Support & Management Team</i>																						
44	Development Support Specialist <i>Analytical Research Department</i>	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
45	Chemical Analysis Chemist	2	-	-	2	-	2	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
46	Laboratory Technician <i>Team for Development and Validation of Analytical Procedures</i>	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
47A	Junior Chemist	2	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
47-1A (47A)	Junior Chemist <i>New Developments Department</i>	2	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
48A	Laboratory Technician	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
48-1A (48A)	Laboratory Technician	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	Chief Process Engineer Department																						
49	Technical Engineer (Technical Documentation)	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	Infrastructure Servicing and - Maintenance Department																						
	<i>Power Supply Section</i>																						
50A	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes
50-1A (50A)	Electrician for Repair and Maintenance of Electrical	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes

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		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	Equipment																						
50-2A (50A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes
50-3A (50A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes
50-4A (50A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes
50-5A (50A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes
50-6A (50A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	Yes
	Semi-Solid and Liquid Finished Drug Products Shop																						
51A	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-1A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-2A (51A)	Mixing Operator		-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-3A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-4A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-5A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-6A	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes

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		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(51A)																							
51-7A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-8A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-9A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-10A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-11A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-12A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-13A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-14A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-15A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-16A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	•	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-17A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-18A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-19A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-20A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-21A	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes

Workplace individual No.	Employee's profession/position/specialty	Classes (subclasses) of working conditions														Final class (subclass) of working conditions	Final class (subclass) of working conditions taking into account the efficient use of PPE	Increased wages (yes/no)	Annual additional paid leave (yes/no)	Shortened working hours (yes/no)	Milk or other equivalent food products (yes/no)	Restorative and preventive nutrition (yes/no)	Preferential pension provision (yes/no)
		Chemical	Biological	Strongly fibrogenic aerosols	Noise	Infrasound	Air ultrasound	General vibration	Local vibration	Non-ionising radiation	Ionising radiation	Microclimate	Light environment	Labour process severity	Labour process tension								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
(51A)																							
51-22A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-23A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-24A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-25A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-26A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-27A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
51-28A (51A)	Mixing Operator	-	-	-	3.2	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes

Prepared on: 03/12/2019

Chairperson of the Commission for Special Assessment of Working Conditions

Vice-President for Production Activities

(position)

/Signature/

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E.K. Kasakina

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18/12/2019

(date)

Members of the Commission for Special Assessment of Working Conditions:

Head of HSE Department

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4061

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03/12/2019

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