

### 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
<b>SOLID FINISHED DRUG PRODUCTS SHOP</b>					
83A(83-1A; 83-2A; 83-3A; 83-4A; 83-5A; 83-6A). Tablet Press Operator	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Solid Finished Drug Products Shop	Completed
84A(84-1A; 84-2A; 84-3A; 84-4A; 84-5A). Granulation Operator	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Solid Finished	Completed
87. Shift Foreman (Trainee)	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Drug Products	Completed
88. Mechanical Engineer	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Shop	Completed
<b>SEMI-SOLID AND LIQUID FINISHED DRUG PRODUCTS SHOP</b>					
90A(90-1A; 90-2A). Lead Specialist	Wear hearing protective equipment	Reduced impact of vibroacoustic factors		Semi-Solid and Liquid	Completed
91. Shop Head	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Finished Drug Products	Completed
92A(92-1A; 92-2A; 92-3A; 92-4A). Stacking/Packing Operator Responsible for Prepackaging	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Shop	Completed
93A(93-1A; 93-2A; 93-3A; 93-4A). Maintenance Technician	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Semi-Solid and Liquid	Completed
95. Mechanical Engineer	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Finished Drug Products	Completed
96. Shift Foreman	Wear hearing protective equipment	Reduced impact of vibroacoustic factors	Constantly	Shop	Completed

Prepared on: 23/12/2020

Chairperson of the Commission for Special Assessment of Working Conditions

Vice-President for Production Activities

(position)

/Signature/

(signature)

Elena Konstantinovna Kasakina

(full name)

24/12/2020

(date)

Members of the Commission for Special Assessment of Working Conditions:

Head of HSE Department

(position)

/Signature/

(signature)

Vladimir Vladimirovich Dyakov

(full name)

24/12/2020

(date)

<u>Category 1 OHS &amp; HSE Specialist</u> (position)	<u>/Signature/</u> (signature)	<u>Kseniya Konstantinovna Tadzhibaeva</u>	<u>24/12/2020</u> (date)
<u>Lead HR Specialist</u> (position)	<u>/Signature/</u> (signature)	<u>Egor Pavlovich Shustrov</u> (full name)	<u>24/12/2020</u> (date)
<u>Deputy Chairperson of the Trade Union Committee</u> (position)	<u>/Signature/</u> (signature)	<u>Aleksandr Konstantinovich Kargin</u> (full name)	<u>24/12/2020</u> (date)
Expert(s) of the entity having conducted the special assessment of working conditions: <u>5310</u> (No. in the register of experts)	<u>/Signature/</u> (signature)	<u>Konstantin Valeryevich Sherstnev</u> (full name)	<u>23/12/2020</u> (date)





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
	<b>DEPARTMENT</b>																						
65	Car Driver (Light Motor Cars)	2	-	-	2	-	-	2	2	-	-	-	-	2	2	2	-	No	No	No	No	No	No
	<b>IT INFRASTRUCTURE AND USER SUPPORT DEPARTMENT</b>																						
	<i>Technical Support Team (Kupavna)</i>																						
66	Warehouse Attendant	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	Metrology Team																						
67	Electromechanical Technician for Automation Tools and Process Equipment Instrumentation	2	-	-	2	-	-	-	2	-	-	-	2	3.1	-	3.1	-	Yes	No	No	No	No	No
68	Team Leader	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
69	Specialist												2	2	-	2	-	No	No	No	No	No	No
70	Specialist	2	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
71	Category 1 Specialist												2	2	-	2	-	No	No	No	No	No	No
	Qualification Team																						
72	Team Leader	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
73	Qualification Specialist												2	2	-	2	-	No	No	No	No	No	No
74	Lead Qualification Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	<b>PRODUCTION TECHNICAL SUPPORT DEPARTMENT</b>																						
75	Lead Electric Automation Specialist	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	<b>INFRASTRUCTURE SERVICING AND MAINTENANCE DEPARTMENT</b>																						
76	Lead Engineer	-	-	-	-	-	-	-	-	-	-	-	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
77	Category 1 Engineer	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
78	Lead Specialist	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
79	Chief Mechanical Engineer	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	<i>Sewerage Section</i>																						
80	Section Head	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
81A	Emergency Recovery Work Technician	-	-	-	2	-	-	-	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
81-1A (81A)	Emergency Recovery Work Technician	-	-	-	2	-	-	-	2	-	-	-	-	2	-	2	-	No	No	No	No	No	No
	<i>Power Supply Section</i>																						
82A	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	2	2	-	2	-	No	No	No	No	No	No
82-1A (82A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	2	2	-	2	-	No	No	No	No	No	No
82-2A (82A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	2	2	-	2	-	No	No	No	No	No	No
82-3A (82A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	2	2	-	2	-	No	No	No	No	No	No
82-4A (82A)	Electrician for Repair and Maintenance of Electrical Equipment	-	-	-	2	-	-	-	2	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	<b>SOLID FINISHED DRUG PRODUCTS SHOP</b>																						
83A	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3.2	-	Yes	Yes	No	No	No	Yes
83-1A (83A)	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	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
83-2A (83A)	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3.2	-	Yes	Yes	No	No	No	Yes
83-3A (83A)	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3.2	-	Yes	Yes	No	No	No	Yes
83-4A (83A)	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3.2	•	Yes	Yes	No	No	No	Yes
83-5A (83A)	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3.2	-	Yes	Yes	No	No	No	Yes
83-6A (83A)	Tablet Press Operator	-	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3.2	-	Yes	Yes	No	No	No	Yes
84A	Granulation Operator	-	-	2	3.1	-	-	-	-	-	-	-	-	3.2	1	3.2	-	Yes	Yes	No	No	No	Yes
84-1A (84A)	Granulation Operator	-	-	2	3.1	-	-	-	-	-	-	-	-	3.2	1	3.2	-	Yes	Yes	No	No	No	Yes
84-2A (84A)	Granulation Operator	-	-	2	3.1	-	-	-	-	-	-	-	-	3.2	1	3.2	-	Yes	Yes	No	No	No	Yes
84-3A (84A)	Granulation Operator	-	-	2	3.1	-	-	-	-	-	-	-	-	3.2	1	3.2	-	Yes	Yes	No	No	No	Yes
84-4A (84A)	Granulation Operator	-	-	2	3.1	-	-	-	-	-	-	-	-	3.2	1	3.2	-	Yes	Yes	No	No	No	Yes
84-5A (84A)	Granulation Operator	-	-	2	3.1	-	-	-	-	-	-	-	-	3.2	1	3.2	-	Yes	Yes	No	No	No	Yes
85A	Assistant Worker (with Loader functions)	-	-	-	-	-	-	-	-	-	-	-	-	3.2	-	3.2	-	Yes	Yes	No	No	No	No
85-1A (85A)	Assistant Worker (with Loader functions)	-	-	-	-	-	-	-	-	-	-	-	-	3.2	-	3.2	-	Yes	Yes	No	No	No	No
86	Assistant Worker (with container washing and clean area cleaning functions)	2	-	-	2	-	-	-	-	-	-	-	-	3.1	-	3.1	-	Yes	No	No	No	No	No
87	Shift Foreman (Trainee)	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	3.1	-	Yes	No	No	No	No	Yes
88	Mechanical Engineer	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	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
89	Shop Head	-	-	-	2	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	<b>SEMI-SOLID AND LIQUID FINISHED DRUG PRODUCTS SHOP</b>																						
90A	Lead Specialist	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	3.1	-	Yes	No	No	No	No	No
90-1A (90A)	Lead Specialist	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	3.1	-	Yes	No	No	No	No	No
90-2A (90A)	Lead Specialist	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	3.1	-	Yes	No	No	No	No	No
91	Shop Head	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	3.1	-	Yes	No	No	No	No	Yes
92A	Stacking/Packing Operator Responsible for Prepackaging	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
92-1A (92A)	Stacking/Packing Operator Responsible for Prepackaging	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
92-2A (92A)	Stacking/Packing Operator Responsible for Prepackaging	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
92-3A (92A)	Stacking/Packing Operator Responsible for Prepackaging	-	•	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
92-4A (92A)	Stacking/Packing Operator Responsible for Prepackaging	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
93A	Maintenance Technician	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
93-1A (93A)	Maintenance Technician	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
93-2A (93A)	Maintenance Technician	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
93-3A (93A)	Maintenance Technician	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
93-4A (93A)	Maintenance Technician	-	-	-	3.1	-	-	-	-	-	-	-	-	3.1	3.1	3.2	-	Yes	Yes	No	No	No	Yes
94A	Assistant Worker (with Loader	-	-	-	-	-	-	-	-	-	-	-	-	3.2	-	3.2	-	Yes	Yes	No	No	No	No



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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
	functions)																						
94-1A (94A)	Assistant Worker (with Loader functions)	-	-	-	-	-	-	-	-	-	-	-	-	3.2	-	3.2	-	Yes	Yes	No	No	No	No
95	Mechanical Engineer	-	-	-	3.1	-	-	-	-	-	-	-	2	2	-	3.1	-	Yes	No	No	No	No	Yes
96	Shift Foreman	-	-	-	3.2	-	-	-	-	-	-	-	2	2	-	3.2	-	Yes	Yes	No	No	No	Yes
	<b>RESEARCH &amp; DEVELOPMENT CENTRE</b>																						
	<i>PROJECT SUPPORT &amp; MANAGEMENT TEAM</i>																						
97	Team Leader	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	-	No	No	No	No	No	No
	<i>ANALYTICAL RESEARCH DEPARTMENT</i>																						
98	Department Head	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	No	No	No	No	No	No
	Stability Study and Technology Department Support Team																						
99	Junior Chemist	2	-	-	2	-	-	-	-	-	-	-	2	2	1	2	-	No	No	No	No	No	No
	<i>NEW DEVELOPMENTS DEPARTMENT</i>																						
100	Junior Technical Engineer (Soft Forms)	-	-	-	2	-	-	-	-	-	-	-	2	2	1	2	-	No	No	No	No	No	No
101	Junior Technical Engineer (Solid Forms)	-	-	2	2	-	-	-	-	-	-	-	2	2	1	2	-	No	No	No	No	No	No

Prepared on: 23/12/2020

Chairperson of the Commission for Special Assessment of Working Conditions

Vice-President for Production Activities

(position)

/Signature/

(signature)

Elena Konstantinovna Kasakina

(full name)

24/12/2020

(date)

Members of the Commission for Special Assessment of Working Conditions:

Head of HSE Department

/Signature/

Vladimir Vladimirovich Dyakov

24/12/2020

(position) Category 1 OHS & HSE Specialist	(signature) <i>/Signature/</i>	(full name) Kseniya Konstantinovna Tadzhibaeva	(date) 24/12/2020
(position) Lead HR Specialist	(signature) <i>/Signature/</i>	(full name) Egor Pavlovich Shustrov	(date) 24/12/2020
(position) Deputy Chairperson of the Trade Union Committee	(signature) <i>/Signature/</i>	(full name) Aleksandr Konstantinovich Kargin	(date) 24/12/2020
(position)	(signature)	(full name)	(date)
Expert(s) of the entity having conducted the special assessment of working conditions:			
5310	<i>/Signature/</i>	Konstantin Valeryevich Sherstnev	23/12/2020
(No. in the register of experts)	(signature)	(full name)	(date)