



# HIGHLANDER PAPER RECYCLING LTD

## HEARING CONSERVATION POLICY STATEMENT

Exposure to excessive noise/high intensity sound can cause irreversible hearing loss. Where high noise levels exist a hearing conservation policy will be in place. This must be based upon a suitable and sufficient noise survey, including a noise map. There must be a written plan setting out how the site proposes to reduce, control and protect its employees against harm caused by exposure to excessive noise in compliance with the Noise at Work Regulations.

The premises must be resurveyed in the event of any changes that might affect the levels of sound prevailing. All employees at risk of noise exposure shall undergo audiometric testing at suitable periods. The results of this testing will be used to monitor the effectiveness of the hearing conservation policy in action. Any adverse trends must trigger a full review of the policy with a view to determining the cause of the system failure and appropriate remedial action.

The noise provisions of the Noise at Work Regulations apply to our working environment. It is our policy to exceed the requirements of the law wherever we can do so reasonably practicably. Noise on our premises, which causes distraction or annoyance, will be reduced wherever reasonably practicable. Our general risk assessment will consider which areas, if any, have noise levels which may harm the hearing of our employees. Areas so identified will be designated as Ear Protection Zones and everyone entering the area shall wear appropriate hearing protection, including management, contractors and visitors.

Suppliers of all equipment and machinery acquired will be asked to supply an assessment of noise exposure to potential operators, which will be considered in buying decisions. The effects of noise damage to hearing are insidious and, because an immediate effect is not felt, employees may feel that the potential for hearing damage is being exaggerated. However, hearing protection is only effective if used correctly and therefore all affected employees should be trained in its effective.

**Approved by Board of Directors  
February 2020**