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Annex (part of the present directiv		

## The mandatory use of the hearing protection equipment required in Hall I

### Objective:

Preserving the health of the employees through an efficiently observable and enforceable policy based on logical, practical approach. The policy only supplements and does not replace the provisions of work instruction No. T-U.29.0299.0023 – Rules of personal protective equipment allocation.

### Scope of validity:

All the production and service areas of production hall I. All persons entering production hall I.

The policy shall be valid until withdrawal.

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	AA	Signing chart	12.10.2006	Eszter Komlencz	Szabolcs Szőke	Jürgen Freiteg
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**1. Objective**  
 Preserving the health of the employees through an efficiently observable and enforceable policy based on logical, practical approach. The policy only supplements and does not replace the provisions of work instruction No. T-U.29.0299.0023 – Rules of personal protective equipment allocation.

**2. Scope of validity**  
 All the production and service areas of production hall I. All persons entering production hall I. The policy shall be valid until withdrawal.

**3. Definitions**  
Liaison (contact person): the Schaeffler Savaria employee who orders/requests the work, or any person of at least middle-management position who makes the work preparations for persons carrying out the work, or hosts or escorts visitors.  
  
External Party: a person not employed by Schaeffler Savaria Kft., who works for Schaeffler Savaria Kft. based on valid contract or order.  
  
External subcontractor: an employee who gets integrated into the employee organization of Schaeffler Savaria Kft., and whose work is controlled directly by Schaeffler Savaria Kft.  
  
External 3<sup>rd</sup> Party: an employee who performs his/her work according to the framework requirements given by Schaeffler Savaria Kft., but who is not controlled by Schaeffler Savaria Kft. directly.

**4. Description**  
 It is mandatory to wear hearing protection equipment within the technological boundaries of the machines of Hall I marked with yellow paintwork. As a result of the above, the road sections designated for passing between the machines constitute exceptions (see: annexes – the annex includes illustration merely of informative nature).

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The silent warehouses, as well as the noise free shops, offices, measuring rooms and other rooms of the production area usually constitute exceptions. However, it is mandatory to use hearing protection in the vicinity of sources of noise operated occasionally in silent areas. In such case, wearing hearing protection is also mandatory for the persons who are in the impact range of the sources of noise.

### 5. Process and responsibilities

The determination of the hearing protection equipment to be provided shall be the task of the environmental protection, work safety and fire protection (hereinafter referred to as EHS) group. Based on the specifics determined by the EHS groups, the purchasing department shall be responsible for selecting the types of the concrete hearing protection gear and for keeping constant stock thereof. **Different safety equipments from the generally accepted types can only be used with the approval of the occupational health doctor and EHS team.**

The hearing protection equipment may be requested and taken from the H&B warehouse on the appropriate form countersigned by the immediate workplace superiors.

The immediate workplace superiors, as well as the liaison (contact person) shall be responsible for the provision of the hearing protection equipment in the departments.

If the external party gets integrated in the employee organization of **Schaeffler** (subcontractor), and the work of such party is controlled directly by any **Schaeffler** workplace executive, then the immediate **Schaeffler** workplace executive shall be responsible for the provision of the hearing protection equipment of the external party, except if any contractual agreement provides otherwise.

If the external partner performs his/her work according to the framework requirements given by **Schaeffler** Savaria Kft., but is not controlled by **Schaeffler** Savaria Kft. directly, then the external work supervisor or work foreman, or the **Schaeffler** contact person shall be responsible for the provision of the hearing protection equipment of the external partner (3<sup>rd</sup> party), except if any contractual agreement provides otherwise.

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The contact person shall decide on the hearing protection of visitors, after having considered the dangers and the provisions of the policy (with the involvement of the EHS group, if necessary).

All executives and contact persons shall regularly inspect the wearing of the protective equipment within their area of competence.

Breach of the work instruction may result in disciplinary procedure.

The workplace community is also obliged to warn those who violate the rules.

The policy shall be reviewed at least every 3 years. The sector leaders and the segment leaders shall notify the EHS group of all significant technological changes and / or changes concerning working methods, in order to ensure the urgent review of the policy.

The immediate workplace superiors (in case of external parties, the work supervisors, work foremen and the contact person) shall be responsible for the introduction and enforcement of the present work instruction.

## 6. Information and notes

See: Section 6.1.

### 6.1. Related documents

T-U.29.0299.0023 - Rules of personal protective equipment allocation

T-U.29.0299.0025 - The rules applicable to medical fitness tests

The results of the medical hearing tests, the medical files of the employees.

The current working area noise exposure measurement report prepared by the accredited lab.