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		Annexes: (part of the present directive)

The mandatory use of the hearing protection equipment required in Hall III/A

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 III/A. All persons entering production hall III/A. The policy shall be valid until withdrawal.

Change No.	Index	Brief description of the change	Date	Created/ amended by	Checked by	Approved by
	00	Creation of the document	28.08.2006	Eszter Komlencz	Szabolcs Szőke	Jürgen Freitag
	AA	Controlled + new measurement	09.01.2012	István Tamás	Rita Kenyeresné V.	Michael Reinig
	AB	Section 5: Responsibility – warning each other	09.07.2012	István Tamás	Rita Kenyeresné V.	Michael Reinig
	AC	Title + new measurement	18.04.2014	Krisztián Drienyovszki	István Tamás	Rita Kenyeresné V.
	AD	Annual review + Section 6.1	12.05.2016	Krisztián Drienyovszki	István Tamás	Rita Kenyeresné V.
	AE	Annual review + structure + competence (external parties) + excerpt instead of annex	01.02.2018	István Tamás	András Gazdag	Tibor Szigeti
	AF	Branding review and point 5	28.01.2019	Gabriella Kámán	András Gazdag	Tibor Szigeti

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Nr.: T-U.29.0299.0030 Current index: AF	Original prepared by: Eszter Komlencz Tel.: -	Page: 2/5 Datum: 28.06.2006.
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Table of contents

1. Objective	3
2. Scope of validity	3
3. Definitions.....	3
4. Description.....	4
5. Process and responsibilities	4
6. Information and notes	5
6.1. Related documents.....	5

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Nr.: T-U.29.0299.0030 Current index: AF	Original prepared by: Eszter Komlencz Tel.: -	Page: 3/5 Datum: 28.06.2006.
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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. U.29.0299.0023 – Rules of personal protective equipment allocation.

2. Scope of validity

All the production and service areas of production hall III/A.
 All persons entering production hall III/A.
 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 3rd 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.

Transit = transit traffic going through the noisy area (passing from one silent area over to another silent area, without stopping in a noisy area, brief review or coordination discussion).

Nr.: T-U.29.0299.0030 Current index: AF	Original prepared by: Eszter Komlencz Tel.: -	Page: 4/5 Datum: 28.06.2006.
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4. Description

It is mandatory to wear hearing protection equipment in all noisy areas of Hall III/A, except for the transit.

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

Nr.: T-U.29.0299.0030 Current index: AF	Original prepared by: Eszter Komlencz Tel.: -	Page: 5/5 Datum: 28.06.2006.
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responsible for the provision of the hearing protection equipment of the external partner (3rd party), except if any contractual agreement provides otherwise.

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 EWS 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.