

	<b>Occupational Health Policy</b>	D15 11/04/2025
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## Aim

Provision of a suitable health surveillance and audiometric screening programme to ensure protection of employee's health during their period of employment.

## Objectives

- Protect the health of individual employees by detecting as early as possible, adverse changes which may be caused by exposure to substances and agents hazardous to health.
- Identify and implement specific surveillance requirements for employees requiring statutory health surveillance.
- Help evaluate the measures taken to control exposure.
- Collect, keep up to date and use data and information for determining and evaluating Hazards to health.
- Demonstrate compliance against Regulatory standards.
- Demonstrate fitness to undertake specific tasks where specific health criteria need to be met.

## Longer term objectives of the surveillance programme

- Structured review of health surveillance data against hygiene monitoring results to assess/identify trends and any actions required ensuring no ill health consequences.
- Advice on the COSHH and other health risk assessment processes to enable identification of future health surveillance and/or specific biological monitoring on any new substance introduced into the Company.
- Provide a database of information to enable trend analysis and identification of any Synergistic ill health effects.

## Scope

- Substances Hazardous to Health (COSHH). Statutory health surveillance where a COSHH risk assessment indicates that health surveillance is requisite for ensuring the maintenance of adequate control of exposure of employees to substances hazardous to health and it is otherwise requisite for protecting the health of the employee who have significant exposure to toxins, wood dust, formaldehyde etc.
- Noise. Statutory health surveillance where required for the protection of the hearing of workers exposed to high levels of noise as required by the Noise at Work Regulations 2005. Applicable to:
- All employees working in defined hearing protection zones or regularly exposed to an averaged exposure up to and over 85 Dd(A)



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- Those employees regularly exposed to between 80 and 85 Dd(A) identified as being sensitive to noise induced hearing loss
- Asbestos. Statutory health surveillance for workers exposed to asbestos at a level requiring surveillance under the Control of Asbestos Regulations 2012.
- Non-statutory asbestos surveillance – surveillance appropriate to workers who are not currently exposed at levels requiring surveillance but may have been so exposed in the past.
- Hand-arm vibration syndrome. Statutory health surveillance for employees as indicated in the Vibration at Work Regulations who are exposed to levels of hand-arm vibration from the following examples:
  - Hand-held vibrating tools (Grinders, Drills, Screw drivers etc.)
  - Bench saws
  - Pneumatic drills

### Ad-hoc exposure incidents

Where required, the Health and Safety Consultant in conjunction with the Service Manager will advise on the health surveillance requirements following accidental and ad-hoc exposure incidents occurring at work. This will include the necessary clinical investigations and medical follow-up as deemed necessary.

### Statutory Compliance Documentation

- Control of Substances Hazardous to Health (Fourth Edition) ACOP & Guidance
- EH40 Workplace Exposure Limits Supplement (as annually updated)
- Control of Noise at Work Regulations 2005
- Management of Health & Safety at Work Regulations 2006
- The Control of Vibration at Work Regulations 2005
- Control of Asbestos Regulations 2012

A handwritten signature in black ink, appearing to read 'Paul Jordon', written over a horizontal line.

Paul Jordon  
Managing Director  
11/04/2025