

# Noise and Stress Reduction Measures

## Policy Statement:

At Evolution Fasteners Ltd, we are committed to promoting a healthy and safe work environment for all employees. We recognise the importance of addressing stress and noise-related issues to enhance employee well-being and productivity. This policy outlines our active preventive measures to mitigate stress and noise in the workplace.

## 1. Identification and Assessment:

We will regularly identify and assess potential stress and noise hazards in the workplace. This includes conducting risk assessments, surveys, and seeking input from employees to identify areas where stress and noise levels may be high. Our Laboratory Manager, Barry Cowan, will take responsibility for managing and assessing noise levels within the in-house laboratory.

## 2. Training and Awareness

We will provide training and raise awareness among employees about stress and noise-related issues. This includes educating employees about the potential effects of stress and noise on health, productivity, and well-being. We will also provide guidance on stress management techniques and ways to minimise noise exposure.

## 3. Stress Management:

To prevent and manage stress, we will:

- a) Encourage open communication and maintain a supportive work culture that fosters positive relationships among employees and management.
  
- b) Promote work-life balance and encourage employees to take breaks, utilise their annual leave, and manage their workload effectively.
  
- c) Provide resources and support for employees to cope with stress, such as access to employee assistance programmes, counselling services, or stress management workshops.

## Noise and Stress Reduction Measures

### **Noise Control:**

To minimise noise exposure and its potential negative effects, we will:

- a) Conduct noise assessments and implement engineering controls, such as soundproofing, noise barriers, or acoustic panels, where feasible and necessary.
  
- b) Provide suitable personal protective equipment (PPE), such as earplugs or earmuffs, to employees who work in noisy environments.
  
- c) Barry Cowan, our Laboratory Manager, will take responsibility for managing and assessing noise levels within the in-house laboratory, implementing necessary controls and measures to minimise noise exposure.

### **5. Continuous Improvement:**

We are committed to continuously improving our stress and noise prevention efforts. This includes regularly reviewing and updating our policies and procedures, seeking feedback from employees, and implementing necessary measures to address any identified areas of improvement

### **6. Compliance and Responsibility:**

All employees at Evolution Fasteners Ltd are expected to comply with this policy and actively contribute to creating a stress-free and low-noise work environment. Managers and supervisors have a responsibility to address stress and noise-related concerns promptly and effectively. Barry Cowan, as our Laboratory Manager, will take specific responsibility for managing and assessing noise levels within the in-house laboratory.

By implementing this Stress and Noise Prevention Policy, Evolution Fasteners Ltd aims to ensure the well-being and overall satisfaction of our employees, promoting a healthier and more productive work environment.

Evolution Fasteners Ltd will regularly monitor and evaluate the effectiveness of this policy to make necessary improvements.