
STATUTORY INSTRUMENTS

2012 No. 632

HEALTH AND SAFETY

The Control of Asbestos Regulations 2012

Made - - - - - *27th February 2012*
Laid before Parliament *5th March 2012*
Coming into force - - - *6th April 2012*

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PART 1

PRELIMINARY

1 Citation and commencement

These Regulations may be cited as the Control of Asbestos Regulations 2012 and come into operation —

- (a) for the purposes of regulation 4, on 1 February 2023; and
- (b) for all other purposes, on 1 August 2022.

2 Interpretation

(1) In these Regulations —

“**adequate**” means adequate having regard only to the nature and degree of exposure to asbestos, and “adequately” must be construed accordingly;

“**appointed doctor**” means a registered medical practitioner appointed for the time being in writing by the Department for the purpose of these Regulations;

“**approved**” means approved for the time being in writing by the Department;

“**asbestos**” means the following fibrous silicates —

- (a) asbestos actinolite, CAS No 77536-66-4;
- (b) asbestos grunerite (amosite), CAS No 12172-73-5;
- (c) asbestos anthophyllite, CAS No 77536-67-5;
- (d) chrysotile, CAS No 12001-29-5 or CAS No 132207-32-0;
- (e) crocidolite, CAS No 12001-28-4; and
- (f) asbestos tremolite, CAS No 77536-68-6,

and reference to “CAS” followed by a numerical sequence are references to CAS Registry Numbers assigned to chemicals by the Chemical Abstracts Service, a division of the American Chemical Society;

“**asbestos cement**” means a material which is predominantly a mixture of cement and chrysotile and which when in a dry state absorbs less than 30% water by weight;

“**asbestos coating**” means a surface coating which contains asbestos for fire protection, heat insulation or sound insulation but does not include textured decorative coatings;

“**asbestos insulating board**” (AIB) means any flat sheet, tile or building board consisting of a mixture of asbestos and other material except —

- (a) asbestos cement; or

- (b) any article of bitumen, plastic, resin or rubber which contains asbestos, and the thermal or acoustic properties of the article are incidental to its main purpose;

“asbestos insulation” means any material containing asbestos which is used for thermal, acoustic or other insulation purposes (including fire protection) except —

- (a) asbestos cement, asbestos coating or asbestos insulating board; or
(b) any article of bitumen, plastic, resin or rubber which contains asbestos and the thermal and acoustic properties of that article are incidental to its main purpose;

“the control limit” means a concentration of asbestos in the atmosphere when measured in accordance with the 1997 WHO recommended method, or by a method giving equivalent results to that method approved by the Department, of 0.1 fibres per cubic centimetre of air averaged over a continuous period of 4 hours;

“control measure” means a measure taken to prevent or reduce exposure to asbestos (including the provision of systems of work and supervision, the cleaning of workplaces, premises, plant and equipment, and the provision and use of engineering controls and personal protective equipment);

“Department” means the Department of Environment, Food and Agriculture;

“emergency services” include —

- (a) police, fire, rescue and ambulance services;
(b) Her Majesty's Coastguard;

“employment medical adviser” means an employment medical adviser appointed under the Health and Safety at Work etc. Act 1974 (of Parliament) as it is in operation from time to time in the United Kingdom;

“GB regulations” means the Control of Asbestos Regulations 2012 as they are in operation in Great Britain from time to time;

“ISO 17020” means European Standard EN ISO/IEC 17020, “General criteria for the operation of various types of bodies performing inspection” as revised or reissued from time to time and accepted by the Comité Européen de Normalisation Électrotechnique (CEN/CENELEC)¹;

“ISO 17025” means European Standard EN ISO/IEC 17025, “General requirements for the competence of testing and calibration laboratories” as revised or reissued from time to time and accepted by the Comité Européen de Normalisation Électrotechnique (CEN/CENELEC)²;

“licensable work with asbestos” is work —

¹ The most recent version is reference number EN ISO/IEC 17020: 2004, accepted by CEN/CENELEC on 15th July 2004.

² The most recent version is reference number EN ISO/IEC 17025:2005, accepted by CEN/CENELEC on 15th March 2005.

- (a) where the exposure to asbestos of employees is not sporadic and of low intensity; or
 - (b) in relation to which the risk assessment cannot clearly demonstrate that the control limit will not be exceeded; or
 - (c) on asbestos coating; or
 - (d) on asbestos insulating board or asbestos insulation for which the risk assessment —
 - (i) demonstrates that the work is not sporadic and of low intensity; or
 - (ii) cannot clearly demonstrate that the control limit will not be exceeded; or
 - (iii) demonstrates that the work is not short duration work;
- “**medical examination**” includes any laboratory tests and X-rays that a relevant doctor may require;
- “**Northern Ireland Regulations**” means the Control of Asbestos Regulations (Northern Ireland) 2012³ as they are in operation in Northern Ireland from time to time;
- “**personal protective equipment**” means all equipment (including clothing) which is intended to be worn or held by a person at work and which protects that person against one or more risks to that person's health, and any addition or accessory designed to meet that objective;
- “**relevant doctor**” means an appointed doctor or an employment medical adviser. In relation to work with asbestos which is not licensable work with asbestos and is not exempted by regulation 3(2) “relevant doctor” also includes an appropriate fully registered medical practitioner who holds a licence to practice;
- “**risk assessment**” means the assessment of risk required by regulation 6(1)(a);
- “**textured decorative coatings**” means decorative and textured finishes, such as paints and ceiling and wall plasters which are used to produce visual effects and which contain asbestos. These coatings are designed to be decorative and any thermal or acoustic properties are incidental to their purpose; and
- “**the 1997 WHO recommended method**” means the publication “Determination of airborne fibre concentrations. A recommended method, by phase-contrast optical microscopy (membrane filter method)”, WHO (World Health Organisation), Geneva 1997⁴.
- (2) A reference to work with asbestos in these Regulations includes —

³ SR 2012/179

⁴ ISBN 92 4 154496 1.

- (a) work which consists of the removal, repair or disturbance of asbestos or materials containing asbestos;
 - (b) work which is ancillary to such work; and
 - (c) supervision of such work and such ancillary work.
- (3) For the purposes of these Regulations, work with asbestos is not “short duration work” if, in any seven day period –
 - (a) that work, including any ancillary work liable to disturb asbestos, takes more than two hours; or
 - (b) any person carries out that work for more than one hour.
- (4) For the purpose of these Regulations, no exposure to asbestos will be sporadic and of low intensity if the concentration of asbestos in the atmosphere, when measured in accordance with the 1997 WHO recommended method or by a method giving equivalent results to that method and approved by the Department, exceeds or is liable to exceed the concentration approved in relation to a specified reference period for the purposes of this paragraph by the Department.
- (5) For the purposes of these Regulations, except in accordance with regulation 11(3) and (5), in determining whether an employee is exposed to asbestos or whether the extent of such exposure exceeds the control limit, no account must be taken of respiratory protective equipment which, for the time being, is being worn by that employee.
- (6) In these Regulations the provisions of Appendix 7 to Annex XVII of the REACH Regulations⁵, which determine the labelling requirements of articles containing asbestos, are reproduced in Schedule 2 (with minor changes reflecting the practical implementation of the requirements).

3 Application of these Regulations

- (1) These Regulations apply to a self-employed person as they apply to an employer and an employee and as if that self-employed person were both an employer and an employee.
- (2) Regulations 9 (notification of work with asbestos), 18(1)(a) (designated areas) and 22 (health records and medical surveillance) do not apply where –
 - (a) the exposure to asbestos of employees is sporadic and of low intensity; and
 - (b) it is clear from the risk assessment that the exposure to asbestos of any employee will not exceed the control limit; and
 - (c) the work involves –
 - (i) short, non-continuous maintenance activities in which only non-friable materials are handled, or

⁵ O.J No L 396 30.12.2006, p840.

- (ii) removal without deterioration of non-degraded materials in which the asbestos fibres are firmly linked in a matrix, or
 - (iii) encapsulation or sealing of asbestos-containing materials which are in good condition, or
 - (iv) air monitoring and control, and the collection and analysis of samples to ascertain whether a specific material contains asbestos.
- (3) Where a duty is placed by these Regulations on an employer in respect of employees of that employer, the employer is, so far as is reasonably practicable, under a like duty in respect of any other person, whether at work or not, who may be affected by the work activity carried out by that employer except that the duties of the employer —
- (a) under regulation 10 (information, instruction and training) do not extend to persons who are not employees of that employer unless those persons are on the premises where the work is being carried out; and
 - (b) under regulation 22 (health records and medical surveillance) do not extend to persons who are not employees of that employer.
- (4) Regulation 17 (cleanliness of premises and plant), to the extent that it requires an employer to ensure that premises are thoroughly cleaned, does not apply —
- (a) to the fire brigade within the meaning of section 1(a) of the Fire Services Act 1984 in respect of premises attended by its employees for the purposes of fighting a fire or in an emergency;
 - (aa) to the Isle of Man Airport Fire and Rescue Service in respect of premises attended for the purposes of fighting a fire or in an emergency; or
 - (b) to the employer of persons who attend a ship in dock premises for the purpose of fighting a fire or in an emergency, in respect of any ship so attended,
- and for the purposes of this paragraph “ship” includes all vessels and hovercraft which operate on water or land and water, and “dock premises” means a dock, wharf, quay, jetty or other place at which ships load or unload goods or embark or disembark passengers, together with neighbouring land or water which is used or occupied, or intended to be used or occupied, for those or incidental activities, and any part of a ship when used for those or incidental activities.
- (5) These Regulations shall not apply to the master or crew of a ship or to the employer of such persons in respect of the normal shipboard activities of a ship's crew which are carried out solely by the crew under the direction of the master, and for the purposes of this paragraph “ship” includes every

description of vessel used in navigation, other than a ship forming part of Her Majesty's Navy.

PART 2

GENERAL REQUIREMENTS

4 Duty to manage asbestos in non-domestic premises

- (1) In this regulation “the dutyholder” means —
- (a) every person who has, by virtue of a contract or tenancy, an obligation of any extent in relation to the maintenance or repair of non-domestic premises or any means of access or egress to or from those premises; or
 - (b) in relation to any part of non-domestic premises where there is no such contract or tenancy, every person who has, to any extent, control of that part of those non-domestic premises or any means of access or egress to or from those premises,

and where there is more than one such dutyholder, the relative contribution to be made by each such person in complying with the requirements of this regulation will be determined by the nature and extent of the maintenance and repair obligation owed by that person.

- (2) Every person must cooperate with the dutyholder so far as is necessary to enable the dutyholder to comply with the duties set out under this regulation.
- (3) In order to manage the risk from asbestos in non-domestic premises, the dutyholder must ensure that a suitable and sufficient assessment is carried out as to whether asbestos is or is liable to be present in the premises.
- (4) In making the assessment —
- (a) such steps as are reasonable in the circumstances must be taken; and
 - (b) the condition of any asbestos which is, or has been assumed to be, present in the premises must be considered.
- (5) Without prejudice to the generality of paragraph (4), the dutyholder must ensure that —
- (a) account is taken of building plans or other relevant information and of the age of the premises; and
 - (b) an inspection is made of those parts of the premises which are reasonably accessible.
- (6) The dutyholder must ensure that the assessment is reviewed without delay if —

- (a) there is reason to suspect that the assessment is no longer valid; or
 - (b) there has been a significant change in the premises to which the assessment relates.
- (7) The dutyholder must ensure that the conclusions of the assessment and every review are recorded.
- (8) Where the assessment shows that asbestos is or is liable to be present in any part of the premises, the dutyholder must ensure that —
- (a) a determination of the risk from that asbestos is made;
 - (b) a written plan identifying those parts of the premises concerned is prepared; and
 - (c) the measures which are to be taken for managing the risk are specified in the written plan.
- (9) The measures to be specified in the plan for managing the risk must include adequate measures for —
- (a) monitoring the condition of any asbestos or any substance containing or suspected of containing asbestos;
 - (b) ensuring any asbestos or any such substance is properly maintained or where necessary safely removed; and
 - (c) ensuring that information about the location and condition of any asbestos or any such substance is —
 - (i) provided to every person liable to disturb it, and
 - (ii) made available to the emergency services.
- (10) The dutyholder must ensure that —
- (a) the plan is reviewed and revised at regular intervals, and without delay if —
 - (i) there is reason to suspect that the plan is no longer valid, or
 - (ii) there has been a significant change in the premises to which the plan relates;
 - (b) the measures specified in the plan are implemented; and
 - (c) the measures taken to implement the plan are recorded.
- (11) In this regulation —
- (a) “the assessment” is a reference to the assessment required by paragraph (3);
 - (b) “the plan” is a reference to the plan required by paragraph (8); and
 - (c) “the premises” is a reference to the non-domestic premises referred to in paragraph (1).

5 Identification of the presence of asbestos

An employer must not undertake work in demolition, maintenance or any other work which exposes or is liable to expose employees of that employer to asbestos in respect of any premises unless either —

- (a) that employer has carried out a suitable and sufficient assessment as to whether asbestos, what type of asbestos, contained in what material and in what condition is present or is liable to be present in those premises; or
- (b) if there is doubt as to whether asbestos is present in those premises, that employer —
 - (i) assumes that asbestos is present, and that it is not chrysotile alone, and
 - (ii) observes the applicable provisions of these Regulations.

6 Assessment of work which exposes employees to asbestos

- (1) An employer must not carry out work which is liable to expose employees of that employer to asbestos unless that employer has —
 - (a) made a suitable and sufficient assessment of the risk created by that exposure to the health of those employees and of the steps that need to be taken to meet the requirements of these Regulations;
 - (b) recorded the significant findings of that risk assessment as soon as is practicable after the risk assessment is made; and
 - (c) implemented the steps referred to in sub-paragraph (a).
- (2) Without prejudice to the generality of paragraph (1), the risk assessment must —
 - (a) subject to regulation 5, identify the type of asbestos to which employees are liable to be exposed;
 - (b) determine the nature and degree of exposure which may occur in the course of the work;
 - (c) consider the effects of control measures which have been or will be taken in accordance with regulation 11;
 - (d) consider the results of monitoring of exposure in accordance with regulation 19;
 - (e) set out the steps to be taken to prevent that exposure or reduce it to the lowest level reasonably practicable;
 - (f) consider the results of any medical surveillance that is relevant; and
 - (g) include such additional information as the employer may need in order to complete the risk assessment.
- (3) The risk assessment must be reviewed regularly, and immediately if —

- (a) there is reason to suspect that the existing risk assessment is no longer valid;
- (b) there is a significant change in the work to which the risk assessment relates; or
- (c) the results of any monitoring carried out pursuant to regulation 19 show it to be necessary,

and where, as a result of the review, changes to the risk assessment are required, those changes must be made and, where they relate to the significant findings of the risk assessment or are themselves significant, recorded.

- (4) Where, in accordance with the requirement in paragraph (2)(b), the risk assessment has determined that the exposure to asbestos of employees of that employer may exceed the control limit, the employer must keep a copy of the significant findings of the risk assessment at those premises at which, and for such time as, the work to which that risk assessment relates is being carried out.

7 Plans of work

- (1) An employer must not undertake any work with asbestos without having prepared a suitable written plan of work detailing how that work is to be carried out.
- (2) The employer shall keep a copy of the plan of work at those premises at which the work to which the plan relates is being carried out for such time as that work continues.
- (3) In cases of final demolition or major refurbishment of premises, the plan of work must, so far as is reasonably practicable, specify that asbestos must be removed before any other major works begin, unless removal would cause a greater risk to employees than if the asbestos had been left in place.
- (4) The plan of work must include in particular details of —
 - (a) the nature and probable duration of the work;
 - (b) the location of the place where the work is to be carried out;
 - (c) the methods to be applied where the work involves the handling of asbestos or materials containing asbestos;
 - (d) the characteristics of the equipment to be used for —
 - (i) protection and decontamination of those carrying out the work, and
 - (ii) protection of other persons on or near the worksite;
 - (e) the measures which the employer intends to take in order to comply with the requirements of regulation 11; and
 - (f) the measures which the employer intends to take in order to comply with the requirements of regulation 17.

- (5) The employer must ensure, so far as is reasonably practicable, that the work to which the plan of work relates is carried out in accordance with that plan and any subsequent written changes to it.

8 Licensing of work with asbestos

- (1) An employer must hold a licence granted under paragraph (2) before undertaking any licensable work with asbestos.
- (2) The Department may grant a licence for licensable work with asbestos if it considers it appropriate to do so and —
 - (a) the person who wishes to be granted the licence has made an application for it on a form approved for the purposes of this regulation by the Department; and
 - (b) the application was made at least 28 days before the date from which the licence is to run, or such shorter period as the Department may allow.
- (3) A licence under this regulation —
 - (a) comes into operation on the date specified in the licence, and is valid for any period up to a maximum of three years that the Department may specify in it; and
 - (b) may be granted subject to such conditions as the Department may consider appropriate.
- (4) The Department may vary the terms of a licence under this regulation if it considers it appropriate to do so and in particular may —
 - (a) add further conditions and vary or omit existing ones; and
 - (b) reduce the period for which the licence is valid or extend that period up to a maximum of three years from the date on which the licence first came into operation.
- (5) The Department may revoke a licence if it considers it appropriate to do so.
- (6) The holder of a licence under this regulation must return the licence to the Department —
 - (a) when required by the Department for any amendment; or
 - (b) following its revocation.

9 Notification of work with asbestos

- (1) For licensable work with asbestos, an employer must notify the Department of —
 - (a) the particulars specified in Schedule 1 in writing at least 14 days (or such shorter time before as the Department may agree) before undertaking any licensable work with asbestos; and

- (b) any material change, which might affect the particulars notified in accordance with (1)(a) (including the cessation of the work), in writing and without delay.
- (2) For work with asbestos which is not licensable work with asbestos and is not exempted by regulation 3(2), an employer must notify the Department of —
 - (a) the particulars specified in Schedule 1, before work is commenced; and
 - (b) any material change, which might affect the particulars notified in accordance with (2)(a), without delay.

10 Information, instruction and training

- (1) Every employer must ensure that any employee employed by that employer is given adequate information, instruction and training where that employee —
 - (a) is or is liable to be exposed to asbestos, or if that employee supervises such employees, so that those employees are aware of —
 - (i) the properties of asbestos and its effects on health, including its interaction with smoking,
 - (ii) the types of products or materials likely to contain asbestos,
 - (iii) the operations which could result in asbestos exposure and the importance of preventive controls to minimise exposure,
 - (iv) safe work practices, control measures, and protective equipment,
 - (v) the purpose, choice, limitations, proper use and maintenance of respiratory protective equipment,
 - (vi) emergency procedures,
 - (vii) hygiene requirements,
 - (viii) decontamination procedures,
 - (ix) waste handling procedures,
 - (x) medical examination requirements, and
 - (xi) the control limit and the need for air monitoring,in order to safeguard themselves and other employees; and
 - (b) carries out work in connection with the employer's duties under these Regulations, so that the employee can carry out that work effectively.
- (2) The information, instruction and training required by paragraph (1) must be —
 - (a) given at regular intervals;

- (b) adapted to take account of significant changes in the type of work carried out or methods of work used by the employer; and
- (c) provided in a manner appropriate to the nature and degree of exposure identified by the risk assessment, and so that the employees are aware of —
 - (i) the significant findings of the risk assessment, and
 - (ii) the results of any air monitoring carried out with an explanation of the findings.

11 Prevention or reduction of exposure to asbestos

- (1) Every employer must —
 - (a) prevent the exposure to asbestos of any employee employed by that employer so far as is reasonably practicable;
 - (b) where it is not reasonably practicable to prevent such exposure —
 - (i) take the measures necessary to reduce exposure to asbestos of any such employee to the lowest level reasonably practicable by measures other than the use of respiratory protective equipment, and
 - (ii) ensure that the number of any such employees exposed to asbestos at any one time is as low as is reasonably practicable.
- (2) Where it is not reasonably practicable for the employer to prevent the exposure to asbestos of any such employee employed by that employer in accordance with paragraph (1)(a), the measures referred to in paragraph (1)(b)(i) must include, in order of priority —
 - (a) the design and use of appropriate work processes, systems and engineering controls and the provision and use of suitable work equipment and materials in order to avoid or minimise the release of asbestos; and
 - (b) the control of exposure at source, including adequate ventilation systems and appropriate organisational measures,and the employer must so far as is reasonably practicable provide any employee concerned with suitable respiratory protective equipment in addition to the measures required by sub-paragraphs (a) and (b).
- (3) Where it is not reasonably practicable for the employer to reduce the exposure to asbestos of any such employee to below the control limit by the measures referred to in paragraph (1)(b)(i), then, in addition to taking those measures, the employer must provide that employee with suitable respiratory protective equipment which will reduce the concentration of asbestos in the air inhaled by that employee (after taking account of the effect of that respiratory protective equipment) to a concentration which is —

- (a) below the control limit; and
 - (b) as low as is reasonably practicable.
- (4) Personal protective equipment provided by an employer in accordance with this regulation or with regulation 14(1) must be suitable and sufficient for its purpose and for the individual using it.
- (5) The employer must —
- (a) ensure that no employee is exposed to asbestos in a concentration in the air inhaled by that worker which exceeds the control limit; or
 - (b) if the control limit is exceeded —
 - (i) immediately inform any employees concerned and their representatives and ensure that work does not continue in the affected area until adequate measures have been taken to reduce employees' exposure to asbestos below the control limit,
 - (ii) as soon as is reasonably practicable identify the reasons for the control limit being exceeded and take the appropriate measures to prevent it being exceeded again, and
 - (iii) check the effectiveness of the measures taken pursuant to sub-paragraph (ii) by carrying out immediate air monitoring.

12 Use of control measures etc

- (1) Every employer who provides any control measure, other thing or facility pursuant to these Regulations must take all reasonable steps to ensure that it is properly used or applied as the case may be.
- (2) Every employee must make full and proper use of any control measure, other thing or facility provided pursuant to these Regulations and —
 - (a) where relevant take all reasonable steps to ensure that it is returned after use to any accommodation provided for it; and
 - (b) report any defect discovered without delay to that employee's employer.

13 Maintenance of control measures etc

- (1) Every employer who provides any control measure to meet the requirements of these Regulations must ensure that —
 - (a) in the case of plant and equipment, including engineering controls and personal protective equipment, it is maintained in an efficient state, in efficient working order, in good repair and in a clean condition; and

- (b) in the case of provision of systems of work and supervision and of any other measure, any such measures are reviewed at suitable intervals and revised if necessary.
- (2) Where exhaust ventilation equipment or respiratory protective equipment (except disposable respiratory protective equipment) is provided to meet the requirements of these Regulations, the employer must ensure that thorough examinations and tests of that equipment are carried out at suitable intervals by a competent person.
- (3) Every employer must keep a suitable record of the examinations and tests carried out in accordance with paragraph (2) and of repairs carried out as a result of those examinations and tests, and that record or a suitable summary of it must be kept available for at least 5 years from the date on which it was made.

14 Provision and cleaning of protective clothing

- (1) Every employer must provide adequate and suitable protective clothing for any employee employed by that employer who is exposed or is liable to be exposed to asbestos, unless no significant quantity of asbestos is liable to be deposited on the clothes of an employee while at work.
- (2) The employer must ensure that protective clothing provided in pursuance of paragraph (1) is either disposed of as asbestos waste or adequately cleaned at suitable intervals.
- (3) The cleaning required by paragraph (2) must be carried out either on the premises where the exposure to asbestos has occurred, where those premises are suitably equipped for such cleaning, or in a suitably equipped laundry.
- (4) The employer must ensure that protective clothing which has been used and is to be removed from the premises referred to in paragraph (3) (whether for cleaning, further use or disposal) is packed, before being removed, in a suitable receptacle which must be labelled in accordance with the provisions of Schedule 2, as if it were a product containing asbestos or, in the case of protective clothing intended for disposal as waste, in accordance with regulation 24(3).
- (5) Where, as a result of the failure or improper use of the protective clothing provided in pursuance of paragraph (1), a significant quantity of asbestos is deposited on the personal clothing of an employee, then for the purposes of paragraphs (2), (3) and (4) that personal clothing must be treated as if it were protective clothing provided in pursuance of paragraph (1).

15 Arrangements to deal with accidents, incidents and emergencies

- (1) In the event of an accident, incident or emergency related to the unplanned release of asbestos at the workplace, the employer must ensure that —
 - (a) immediate steps are taken to —
 - (i) mitigate the effects of the event,
 - (ii) restore the situation to normal, and
 - (iii) inform any person who may be affected; and
 - (b) only those persons who are responsible for the carrying out of repairs and other necessary work are permitted in the affected area and that such persons are provided with —
 - (i) appropriate respiratory protective equipment and protective clothing, and
 - (ii) any necessary specialised safety equipment and plant,which must be used until the situation is restored to normal.
- (2) The remainder of this regulation applies only to licensable work with asbestos, and is without prejudice to the relevant provisions of the Management of Health and Safety at Work Regulations 2003⁶.
- (3) Subject to paragraph (5), in order to protect the health of an employer's employees from an accident, incident or emergency related to the use of asbestos in a work process or to the removal or repair of asbestos-containing materials at the workplace, the employer must ensure that —
 - (a) procedures, including the provision of relevant safety drills (which must be tested at regular intervals), have been prepared which can be put into effect when such an event occurs;
 - (b) information on emergency arrangements is available, including —
 - (i) details of relevant work hazards and hazard identification arrangements, and
 - (ii) specific hazards likely to arise at the time of an accident, incident or emergency, and
 - (c) suitable warning and other communication systems are established to enable an appropriate response, including remedial actions and rescue operations, to be made immediately when such an event occurs.
- (4) The employer must ensure that information on the procedures, emergency arrangements and systems required by paragraph (3)(a) and (c) and the information required by paragraph (3)(b) is —
 - (a) made available to the relevant accident and emergency services to enable those services, whether internal or external to the

⁶ SD 877/03.

workplace, to prepare their own response procedures and precautionary measures; and

- (b) displayed at the workplace, if this is appropriate.
- (5) Paragraph (3) does not apply where —
- (a) the results of the risk assessment show that, because of the quantity of asbestos present at the workplace, there is only a slight risk to the health of employees; and
 - (b) the measures taken by the employer to comply with the duty under regulation 11(1) are sufficient to control that risk.

16 Duty to prevent or reduce the spread of asbestos

Every employer must prevent or, where this is not reasonably practicable, reduce to the lowest level reasonably practicable the spread of asbestos from any place where work under the employer's control is carried out.

17 Cleanliness of premises and plant

Every employer who undertakes work which exposes or is liable to expose any employees of that employer to asbestos must ensure that —

- (a) the premises, or those parts of the premises where that work is carried out, and the plant used in connection with that work are kept in a clean state; and
- (b) where such work has been completed, the premises, or those parts of the premises where the work was carried out, are thoroughly cleaned.

18 Designated areas

- (1) Every employer must ensure that any area in which work under the control of that employer is carried out is designated as —
 - (a) an asbestos area, subject to regulation 3(2), where any employee would be liable to be exposed to asbestos in that area; and
 - (b) a respirator zone where the risk assessment cannot clearly demonstrate that the control limit will not be exceeded.
- (2) Asbestos areas and respirator zones must be clearly and separately demarcated and identified by notices indicating —
 - (a) that the area is an asbestos area or a respirator zone or both, as the case may be; and
 - (b) in the case of a respirator zone, that the exposure of an employee who enters it is liable to exceed the control limit and that respiratory protective equipment must be worn.
- (3) The employer must not permit any employee, other than an employee who is required for work purposes to be in an area designated as an

asbestos area or a respirator zone, to enter or remain in any such area and only employees who are so permitted shall enter or remain in any such area.

- (4) Every employer must ensure that only competent employees —
 - (a) enter a respirator zone; and
 - (b) supervise any employees who enter a respirator zone,and for the purposes of this paragraph, a competent employee means an employee who has received adequate information, instruction and training.
- (5) Every employer must ensure that —
 - (a) the employer's employees do not eat, drink or smoke in an area designated as an asbestos area or a respirator zone; and
 - (b) arrangements are made for such employees to eat or drink in some other place.

19 Air monitoring

- (1) Subject to paragraph (2), every employer must monitor the exposure to asbestos of any employees employed by that employer by measurement of asbestos fibres present in the air —
 - (a) at regular intervals; and
 - (b) when a change occurs which may affect that exposure.
- (2) Paragraph (1) does not apply where —
 - (a) the exposure of an employee is not liable to exceed the control limit; or
 - (b) the employer is able to demonstrate by another method of evaluation that the requirements of regulation 11(1) and (5) have been complied with.
- (3) The employer must keep a suitable record of —
 - (a) monitoring carried out in accordance with paragraph (1); or
 - (b) where it is decided that monitoring is not required because paragraph (2)(b) applies, the reason for that decision.
- (4) The record required by paragraph (3), or a suitable summary thereof, must be kept —
 - (a) in a case where exposure is such that a health record is required to be kept under regulation 22, for at least 40 years; or
 - (b) in any other case, for at least 5 years,from the date of the last entry made in it.
- (5) In relation to the record required by paragraph (3), the employer must —

- (a) on reasonable notice being given, allow an employee access to the personal monitoring record for that employee;
- (b) provide the Department with copies of such monitoring records as the Department may require; and
- (c) if that employer ceases to trade, notify the Department without delay in writing and make available to the Department all monitoring records kept by that employer.

20 Standards for air testing and site clearance certification

- (1) In paragraph (4), “site clearance certificate for reoccupation” means a certificate issued to confirm that premises or parts of premises where work with asbestos has been carried out have been thoroughly cleaned upon completion of that work in accordance with regulation 17(b).
- (2) Every employer who carries out any measurement of the concentration of asbestos fibres present in the air must ensure that criteria are met which are equivalent to those set out in the paragraphs of ISO 17025 which cover organisation, quality systems, control of records, personnel, accommodation and environmental conditions, test and calibration methods, method validation, equipment, handling of test and calibration items, and reporting results.
- (3) Every employer who requests a person to carry out any measurement of the concentration of asbestos fibres present in the air must ensure that that person is accredited by an appropriate body as competent to perform work in compliance with ISO 17025.
- (4) Every employer who requests a person to assess whether premises or parts of premises where work with asbestos has been carried out have been thoroughly cleaned upon completion of that work and are suitable for reoccupation such that a site clearance certificate for reoccupation can be issued must ensure that that person is accredited by an appropriate body as competent to perform work in compliance with the paragraphs of ISO 17020 and ISO 17025 which cover organisation, quality systems, control of records, personnel, accommodation and environmental conditions, test and calibration methods, method validation, equipment, handling of test and calibration items, and reporting results.
- (5) Paragraphs (2) and (3) do not apply to work carried out in a laboratory for the purposes only of research.

21 Standards for analysis

- (1) Every employer who analyses a sample of any material to determine whether it contains asbestos must ensure that criteria equivalent to those set out in the paragraphs of ISO 17025 which cover organisation, quality systems, control of records, personnel, accommodation and environmental conditions, test and calibration methods, method

validation, equipment, handling of test and calibration items, and reporting results are met.

- (2) Every employer who requests a person to analyse a sample of any material taken to determine whether it contains asbestos must ensure that that person –
 - (a) is accredited by an appropriate body as competent to perform work in compliance with ISO 17025; or
 - (b) has been approved to perform the analysis by the Department.
- (3) Paragraphs (1) and (2) do not apply to work carried out in a laboratory for the purposes only of research.

22 Health records and medical surveillance

- (1) For licensable work with asbestos every employer must ensure that –
 - (a) a health record is maintained and contains particulars approved by the Department for all of that employer's employees who are exposed to asbestos; and
 - (b) that record, or a copy of that record is kept available in a suitable form for at least 40 years from the date of the last entry made in it; and
 - (c) each employee who is exposed to asbestos is under adequate medical surveillance by a relevant doctor.
- (2) The medical surveillance required by paragraph (1)(c) must include –
 - (a) a medical examination not more than 2 years before the beginning of such exposure; and
 - (b) periodic medical examinations at intervals of at least once every 2 years or such shorter time as the relevant doctor may require while such exposure continues,and each such medical examination must include a specific examination of the chest.
- (3) For work with asbestos, which is not licensable work with asbestos, and is not exempted by regulation 3(2), the requirements in paragraphs (1)(a) to (c) apply and –
 - (a) a medical examination in accordance with paragraph (1)(c) and (2)(a) must take place on or before 31 October 2023;
 - (b) on or after 1 November 2023, a medical examination in accordance with paragraph (1)(c) and (2)(a) must take place not more than 3 years before the beginning of such exposure; and
 - (c) a periodic medical examination in accordance with paragraph (1)(c) and (2)(b) must take place at intervals of at least once every 3

years, or such shorter time as the relevant doctor may require while such exposure continues.

- (4) Where an employee has been examined in accordance with paragraph (1)(c), the relevant doctor must issue a certificate to the employer and employee stating –
 - (a) that the employee has been so examined; and
 - (b) the date of the examination,and the employer must keep that certificate, or a copy of that certificate for at least 4 years from the date on which it was issued.
- (5) An employee to whom this regulation applies must, when required by that employee's employer and at the cost of that employer, attend during the employee's working hours, where practicable, such examination and undertake such tests as may be required for the purposes of paragraph (1)(c) and must furnish the relevant doctor with such information concerning that employee's health as the relevant doctor may reasonably require.
- (6) Where, for the purpose of carrying out functions under these Regulations, a relevant doctor requires to inspect any record kept for the purposes of these Regulations, the employer must permit that doctor to do so.
- (7) Where medical surveillance is carried out on the premises of the employer, the employer must ensure that suitable facilities are made available for the purpose.
- (8) The employer must –
 - (a) on reasonable notice being given, allow an employee access to that employee's personal health record;
 - (b) provide the Department with copies of such personal health records as the Department may require; and
 - (c) if the employer ceases to trade notify the Department without delay in writing and make available to the Department all personal health records kept by that employer.
- (9) Where, as a result of medical surveillance, an employee is found to have an identifiable disease or adverse health effect which is considered by a relevant doctor to be the result of exposure to asbestos at work, the employer of that employee must –
 - (a) ensure that a suitable person informs the employee accordingly and provides the employee with information and advice regarding further medical surveillance;
 - (b) review the risk assessment;
 - (c) review any measure taken to comply with regulation 11 taking into account any advice given by a relevant doctor or by the Department;

- (d) consider assigning the employee to alternative work where there is no risk of further exposure to asbestos, taking into account any advice given by a relevant doctor; and
- (e) provide for a review of the health of every other employee who has been similarly exposed, including a medical examination (which must include a specific examination of the chest) where such an examination is recommended by a relevant doctor or by the Department.

23 Washing and changing facilities

- (1) Every employer must ensure that the following are provided to any of that employer's employees who is exposed to asbestos —
 - (a) adequate washing and changing facilities;
 - (b) where an employer is required to provide protective clothing, adequate facilities for the storage of —
 - (i) that protective clothing, and
 - (ii) personal clothing not worn during working hours; and
 - (c) where an employer is required to provide respiratory protective equipment, adequate facilities for the storage of that equipment.
- (2) The facilities provided under paragraph (1) for the storage of —
 - (a) personal protective clothing;
 - (b) personal clothing not worn during working hours; and
 - (c) respiratory protective equipment,must be separate from each other.

24 Storage, distribution and labelling of raw asbestos and asbestos waste

- (1) Every employer who undertakes work with asbestos must ensure that raw asbestos or waste which contains asbestos is not —
 - (a) stored;
 - (b) received into or despatched from any place of work; or
 - (c) distributed within any place of work, except in a totally enclosed distribution system,unless it is in a sealed receptacle or, where more appropriate, sealed wrapping, clearly marked in accordance with paragraphs (2) and (3) showing that it contains asbestos.
- (2) Raw asbestos must be labelled in accordance with the provisions of Schedule 2.
- (3) Waste containing asbestos must be labelled in accordance with the provisions of Schedule 2.

PART 3

PROHIBITIONS AND RELATED PROVISIONS

25 Interpretation of prohibitions

(1) In this Part —

“**asbestos spraying**” means the application by spraying of any material containing asbestos to form a continuous surface coating;

“**extraction of asbestos**” means the extraction by mining or otherwise of asbestos as the primary product of such extraction, but does not include extraction which produces asbestos as a by-product of the primary activity of extraction; and

“**supply**” means supply by way of sale, lease, hire, hire-purchase, loan, gift or exchange for a consideration other than money, whether (in all cases) as principal or as agent for another.

(2) Any prohibition imposed on any person by this Part applies only to acts done in the course of a trade, business or other undertaking (whether for profit or not) carried on by that person.

(3) Where in this Part it is stated that asbestos has intentionally been added to a product or is intentionally added, it will be presumed where —

(a) asbestos is present in any product; and

(b) asbestos is not a naturally occurring impurity of that product, or of any component or constituent of that product,

that the asbestos has intentionally been added or is intentionally added, as the case may be, subject to evidence to the contrary being adduced in any proceedings.

26 Prohibitions of exposure to asbestos

(1) A person must not undertake asbestos spraying or working procedures that involve using low-density (less than 1g/cm³) insulating or soundproofing materials which contain asbestos.

(2) Every employer must ensure that no employees are exposed to asbestos during the extraction of asbestos.

(3) Every employer must ensure that no employees are exposed to asbestos during the manufacture of asbestos products or of products containing intentionally added asbestos.

26A Prohibition of the supply of asbestos

(1) A person must not supply, other than solely for the purpose of disposal, asbestos or any product to which asbestos has intentionally been added.

- (2) Despite paragraph (1), the Department may issue a certificate in writing exempting a person or class of persons from this prohibition (“**asbestos exemption certificate**”) in relation to –
 - (a) an activity or a class of activities;
 - (b) an asbestos-containing article or a class of such articles.
- (3) An asbestos exemption certificate –
 - (a) must include conditions ensuring a high level of protection of human health;
 - (b) may be subject to a limit of time; and
 - (c) may be varied or revoked by a notice in writing.
- (4) In this regulation “asbestos-containing article” means an article in its entirety containing any of the asbestos fibres listed at point 6 of Annex XVII to Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), establishing a European Chemicals Agency, amending Directive 1999/45/EC and repealing Council Regulation (EEC) No 793/93 and Commission Regulation (EC) No 1488/94 as well as Council Directive 76/769/EEC and Commission Directives 91/155/EEC, 93/67/EEC, 93/105/EC and 2000/21/EC⁷.

27 Labelling of products containing asbestos

- (1) Subject to paragraph (2), a person must not supply under an exemption granted pursuant to regulation 29 or regulation 30 a product which contains asbestos unless that product is labelled in accordance with the provisions of Schedule 2.
- (2) Where a component of a product contains asbestos, in order to comply with this regulation that component must be labelled in accordance with the provisions of Schedule 2 except that where the size of that component makes it impossible for a label to be fixed to it, neither that component nor the product need be labelled.

28 Additional provisions in the case of exceptions and exemptions

- (1) Where under an exemption granted pursuant to regulation 29 or regulation 30 asbestos is used in a work process or is produced by a work process, the employer must ensure that the quantity of asbestos and materials containing asbestos at the premises where the work is carried out is reduced to as low a level as is reasonably practicable.
- (2) Subject to paragraph (3), where under an exemption granted pursuant to regulation 29 or regulation 30 a manufacturing process which gives rise to

⁷ OJ L 396 30.12.2006, p. 1.

asbestos dust is carried out in a building, the employer must ensure that any part of the building in which the process is carried out is –

- (a) so designed and constructed as to facilitate cleaning; and
- (b) is equipped with an adequate and suitable vacuum cleaning system which must, where reasonably practicable, be a fixed system.

PART 4

MISCELLANEOUS

29 Exemption certificates

- (1) Subject to paragraph (3), the Department may, by a certificate in writing, exempt any person or class of persons or any product containing asbestos or class of such products from all or any of the requirements or prohibitions imposed by regulations 4, 8, 12, 13, 21 and 22(5) and (7) and any such exemption may be granted subject to conditions and to a limit of time and may be varied or revoked by a further certificate in writing at any time.
- (2) Subject to paragraph (3), the Department may exempt emergency services from all or any of the requirements or prohibitions imposed by regulations 7 and 9; and any such exemption may be granted subject to conditions and to a limit of time and may be varied or revoked by a further certificate in writing at any time.
- (3) The Department must not grant any exemption under paragraph (1) or (2) unless having regard to the circumstances of the case and in particular to –
 - (a) the conditions, if any, which it proposes to attach to the exemption; and
 - (b) any other requirements imposed by or under any enactments which apply to the case,

it is satisfied that the health or safety of persons who are likely to be affected by the exemption will not be prejudiced in consequence of it.

30 Exemptions relating to the Ministry of Defence

Any exemption by the Secretary of State for Defence under regulation 30 of the GB regulations from all or any of the requirements or prohibitions imposed by those Regulations applies in the Island insofar as it affects work or practices being carried out –

- (a) in the Island; or
- (b) by employers established in the Island,

but only to the extent specified in the relevant exemption.

31 Work undertaken in the territorial sea of the Island

These Regulations apply to any work undertaken on, in, under or above the territorial sea of the Island.

32 Existing licences

- (1) An existing licence granted by the Health and Safety Executive for Northern Ireland under regulation 8(2) of the *Northern Ireland Regulations* to an entity with a registered address in the Island shall –
 - (a) continue to have effect as if it had been granted under regulation 8(2) of these Regulations;
 - (b) be of the duration and subject to the conditions specified in it as if that duration and those conditions had been specified under regulation 8(3); and
 - (c) be liable to variation and revocation under regulation 8(4) and (5), and any requirement in such a licence concerning notification or any exception to such a requirement has effect as a requirement for notification under regulation 9, or as an exception to such a requirement under regulation 3(2) of these Regulations.

33 Savings

- (3) Any record or register required to be kept under the Northern Ireland Regulations by an existing licence holder to which regulation 32 applies must be kept in the same manner and for the same period as specified in those Regulations as if these Regulations had not been made, except that the Department may approve the keeping of records at a place or in a form other than at the place where, or in the form in which, records were required to be kept under the Northern Ireland Regulations.

34 Defence

In any proceedings for an offence consisting of a contravention of Part 2 of these Regulations, it is a defence for any person to prove that all reasonable precautions were taken and all due diligence was exercised by that person to avoid the commission of that offence.

35 Power to issue directions

The Department may issue to any person carrying out or proposing to carry out any work to which these regulations apply appropriate directions for the protection of any person employed or engaged in such work, and it is the duty of the person to whom such directions are issued to comply with those directions.

36 Power to levy fees

- (1) The Department may levy a fee for the submission of applications for a licence under these regulations.
- (2) The fee is that prescribed, from time to time, by regulations made under the general fee power provided by section 81 of the Interpretation Act 2015.

MADE 27TH FEBRUARY 2012

C. GRAYLING

Minister of State, Department of Work and Pensions

SCHEDULE 1

[Regulation 9]

PARTICULARS TO BE INCLUDED IN A NOTIFICATION

The following particulars are to be included in a notification made in accordance with regulation 9, namely –

- (a) the name of the notifier and the address and telephone number of that notifier's usual place of business;
- (b) a brief description of –
 - (i) the location of the work site,
 - (ii) the type and quantities of asbestos to be used or handled,
 - (iii) the activities and processes involved,
 - (iv) the number of workers involved, and
 - (v) the measures taken to limit the exposure of employees to asbestos, and
- (c) the date of the commencement of the work and its expected duration.

SCHEDULE 2

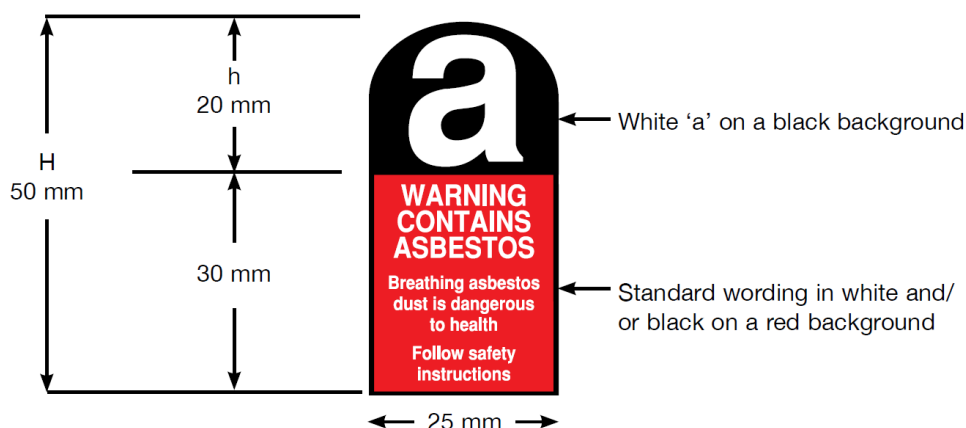
[Regulations 14(4), 24(2) and (3) and 27]

APPENDIX 7 TO ANNEX XVII OF THE REACH REGULATION – SPECIAL PROVISIONS ON THE LABELLING OF ARTICLES CONTAINING ASBESTOS

1

- (1) Subject to sub-paragraphs (2) and (3), the label to be used on —
- (a) raw asbestos, together with the labelling required under —
 - (i) Regulation(EC) No 1272/2008 of the European Parliament and of the Council of 16 December 2008 on classification, labelling and packaging of substances and mixtures, amending and repealing Directives 67/548/EEC and 1999/45/EC and amending Regulation (EC) No 1907/2006⁸, of which Articles 6(5), 11(3), 12, 14, 18(3)(b), 23, 25 to 29, 35(2) second and third sub-paragraphs and Annexes I to VII are to be read as amended from time to time; and
 - (b) asbestos waste, when required to be so labelled by regulation 24(3); and
 - (c) products containing asbestos, including used protective clothing to which regulation 14(4) applies,

must be in the form and in the colours of the following diagram and must comply with the specifications set out in paragraphs 2 and 3.



- (2) In the case of a product containing crocidolite, the words “contains asbestos” shown in the diagram must be replaced by the words “contains crocidolite/blue asbestos”.

⁸ As it forms part of Manx law by virtue of paragraph 67(5) of the European Union and Trade Act 2019 (Retained Direct EU Legislation) (DEFA and OFT) Regulations 2019.

- (3) Where the label is printed directly onto a product, a single colour contrasting with the background colour may be used.

2

The dimensions in millimetres of the label referred to in paragraph 1 must be those shown on the diagram in that paragraph, except that larger measurements may be used, but in that case the dimension indicated as h on the diagram must be 40% of the dimension indicated as H.

3

The label must be clearly and indelibly printed so that the words in the lower half of the label can be easily read, and those words must be printed in black or white.

4

- (1) Where a product containing asbestos may undergo processing or finishing it must bear a label containing safety instructions appropriate to the particular product and in particular the following instructions —
 - “operate if possible out of doors in a well-ventilated place”;
 - “preferably use hand tools or low speed tools equipped, if necessary, with an appropriate dust extraction facility. If high speed tools are used, they should always be so equipped”;
 - “if possible, dampen before cutting or drilling”; and
 - “dampen dust, place it in a properly closed receptacle and dispose of it safely”.
- (2) Additional safety information given on a label must not detract from or contradict the safety information given in accordance with sub-paragraph (1).

5

- (1) Labelling of packaged and unpackaged products containing asbestos in accordance with the foregoing paragraphs must be effected by means of —
 - (a) an adhesive label firmly affixed to the product or its packaging;
 - (b) a tie-on label firmly attached to the product or its packaging; or
 - (c) direct printing onto the product or its packaging.
- (2) Where, in the case of an unpackaged product containing asbestos, it is not reasonably practicable to comply with the provisions of sub-paragraph (1), the label must be printed on a suitable sheet accompanying the product.
- (3) Labelling of raw asbestos and asbestos waste must be effected in accordance with sub-paragraph (1)(a) or (c).

- (4) For the purposes of this Schedule but subject to sub-paragraph (5), a product supplied in loose plastic or other similar wrapping (including plastic and paper bags) but no other packaging must be treated as being supplied in a package whether the product is placed in such wrapping at the time of its supply or was already so wrapped previously.
- (5) No wrapping in which a product is placed at the time of its supply shall be regarded as packaging if any product contained in it is labelled in accordance with the requirements of this Schedule or any other packaging in which that product is contained is so labelled.