



PERSONAL PROTECTIVE EQUIPMENT

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3 PERSONAL PROTECTIVE EQUIPMENT



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3.1 Personal Protective Equipment Policy (PPE)

All other reasonable means of eliminating or controlling hazards should be considered before the use of personal protective equipment. However, Terrafirma Resources requires that all workers and subcontractors use personal protective equipment to reduce the potential for injury. The use of personal protective equipment is required on all worksites. Personal Protective Equipment includes protection for:

- Eyes
- Feet
- Head
- Hearing and
- Body (protective clothing)

Personal protective equipment is appropriately selected for the hazards expected with each new task and is fitted for individual use. The minimum requirement on all Terrafirma Resources jobsites is in accordance with Part 18 of the OH&S Code: CSA approved safety glasses, CSA Grade or ASTM Standard safety boots, CSA approved or ANSI Standard hard hats and flame resistance coveralls with reflective striping. All personal protective equipment must be used and maintained according to manufactures specifications.

It is a requirement that hoodies are NOT worn on any of TAQA NORTH jobsites at any time.

Personal Protective clothing and equipment requirements are set by government regulations and failure to comply with any personal protective equipment regulation or procedure will result in disciplinary action.

PPE is the last line of defence, proper usage and maintenance must not be taken for granted. The safety information in all guidelines does not take precedence over applicable legislations and the OHS Code. All employees are responsible to become familiar with applicable legislations and code.



MANAGEMENT SIGNATURE
NICOLE SAFRON– PRESIDENT

DATE: January 15, 2021
Terrafirma Resources

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3.2 Personal Protective Equipment

The OH&S regulations state the any employer should take reasonable measures to reduce hazards to a level where personal protective equipment would not be necessary. However, during some work operations conducted on Terrafirma Resources worksites it is impossible to eliminate all workplace hazards, therefore personal protective equipment is required by all workers on all Terrafirma Resources worksites.

If there is a potential for a worker to come into contact with moving parts of machinery or electrically charged equipment, that individual must ensure that all jewellery is removed, hair is pulled back, they are clean shaven and clothing fits closely to the body to prevent them from being snagged or caught, thus causing an accident.

It is not the intention of this safety manual to outline suitable personal protection equipment for all situations. The ultimate responsibility of selecting suitable personal protective equipment lies with the job supervisor and the individual worker and is also discussed during the hazard assessment process. Information about specific protection from chemicals can be obtained from the respective chemical safety data sheets which are stored in the SDS book in the office, shop, job van and in foreman’s trucks.

3.3 Key Responsibilities

3.3.1 HSE Manager

- Assists in the selection of appropriate PPE.
- Where it is not reasonably practicable to protect the health and safety of employees by design of facility and work processes, suitable work practices, engineering or administrative controls Terrafirma Resources should ensure that every employee wears or uses suitable and adequate personal protective equipment.
- The HSE Manager assists the supervisor and project manager to identify and select PPE suitable for the specific task performed, conditions present, and frequency and duration of exposure. Employees need to give feedback to the supervisor about the fit, comfort, and suitability of the PPE being selected.
- Assists supervisor and project managers in assuring all PPE obtained meets regulatory and this procedure’s requirements.
- Performs Worksite Hazard Assessments - Initially and as needed to assess the need for PPE. Sources of hazards include, but are not limited to: hazards from impact/motion, high/low temperatures, chemicals, materials, radiation, falling objects, sharp objects, rolling or pinching objects, electrical hazards, and workplace layout.

3.3.2 Terrafirma Resources Must Ensure That:

- Employees wear PPE that is correct for the hazard and protects the employees and is used in accordance with recognized standards.
- Ensure the employees properly use and wear the PPE,
- The PPE is in a condition to perform the function for which it was designed and is at the worksite before work begins.
- Be compatible, so that one item of personal protective equipment does not make another item ineffective.
- Ensure that the use of PPE does not itself endanger the employee.
- Be maintained in good working order and in a sanitary condition.
- Certifies in writing the tasks evaluated, hazards found and PPE required to protect employees against hazards and ensures exposed employees are made aware of hazards and required PPE before they are assigned to the hazardous task.

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3.3.3 Managers And Supervisors

- Supervisors and project managers should regularly monitor employees for correct use and care of PPE, and obtain follow-up training if required to ensure each employee has adequate skill, knowledge, and ability to use PPE.
- Supervisors and project managers should enforce PPE safety rules following provisions of the Terrafirma Resources progressive disciplinary procedures and ensure Required PPE Poster is posted properly.

3.3.4 Employees

- Complying with the correct use and care of PPE.
- Reporting changes in exposure to hazardous conditions that might require a follow-up assessment of the task for PPE.
- Reporting and replacing defective PPE.
- Wearing of required PPE is a condition of employment.
- Take reasonable steps to prevent damage to the PPE.

3.3.5 Worksite Hazard Assessment

During a hazard assessment Terrafirma Resources looks for the following sample hazard sources:

- High or low temperatures; Chemical exposures (use SDSs for guidance)
- Flying particles, molten metal or other eye, face, or skin hazards
- Falling objects or potential for dropping objects
- Employee falling from a height of 6' or more
- Sharp objects; Rolling or pinching that could crush the hands or feet; Electrical hazards.

Where these hazards could cause injury to employees, personal protective equipment must be selected to substantially eliminate the injury potential. A certification of worksite hazard assessment form is located in each site specific HSE plan that the HSE Manager uses to identify potential workplace hazards.

3.3.6 Provisions

Employees are responsible for providing clothing needed for protection against the natural elements, general purpose work gloves, and appropriate footwear including safety footwear and safety headgear.

Terrafirma Resources is responsible for providing all other items of personal protective equipment.

Terrafirma Resources must ensure that PPE is stored in a location that is clean, secure, and readily accessible by the employee, immediately repaired or replaced if it is rendered ineffective to provide protection it was indeed for, contaminated or defective with clean or decontaminated equipment.

Where PPE provided to an employee becomes defective or otherwise fails to provide the protection it was intended for, the employee should return the PPE to the employer or contractor and inform the employer or contractor of the defect or other reason why the PPE does not provide the protection that it was intended to provide. An employer or contractor should immediately repair or replace any PPE returned.

Where there is danger of contact with moving parts of machinery the employee must wear clothing that fits closely about the body. Jewellery such as necklaces, bracelets, wristwatches, rings or like articles should not be worn and head and facial hair should be completely confined or cut short. Employee is to be clean shaven if required to wear respiratory equipment.

3.3.7 PPE Equipment Matrix

Each worksite has a PPE Equipment Matrix based on the worksite hazard assessment. This matrix is included in the site specific HSE plan. See the last page of this procedure for a sample PPE Matrix.

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3.4 Selection of PPE

Eye and Face Protection: Employees must use appropriate eye or face protection if there is a risk that employee's eyes may be injured or irritated at a work or when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids or chemical gases or vapours. Eye and Face PPE must comply with CSA Standard Z94.3-07, Industrial Eye and Face Protectors (or current version). Prescription eyewear may be worn if it is safety eyewear and complies with the CSA Standard. Prescription safety eyewear having glass lenses must not be used if there is danger of impact unless it is worn behind safety glasses that meet the standard. Terrafirma Resources should ensure that if wearing contact lenses poses a hazard to employees' eyes during work, the employee should be advised of the hazards and the alternatives to wearing contact lenses.

Terrafirma Resources should take all reasonable steps to ensure that an employee does not perform electric arc welding if another employee may be exposed to radiation from the arc, unless the other employee is using a suitable industrial eye protector or is protected from the radiation by a suitable screen.

3.4.1 Head Protection

Employees must wear industrial protective helmets when working in areas where there is a foreseeable danger for injury to the head from associated initiated impact or impact from falling or other moving objects. This includes the requirement employee should wear protective headwear at all times when on a project work site. Headwear should consist of a shell and suspension that is adequate to protect a person's head against impact and against flying or falling small objects and has a shell which can withstand a dielectric strength test at 20,000 volts phase to ground. Helmets must be appropriate for the hazard and comply with CSA Standard CAN/CSA-Z94.1-05, Industrial Protective Headwear (or current version). Some Canadian provinces or territories also allow ANSI Standard Z89.1-1997 Class IG and IE, American National Standard for Industrial Head Protection for Type II head protection to be equally effective.

Terrafirma Resources should not require or permit an employee to use any industrial protective headwear that is damaged or structurally modified, has been subjected to severe impact, or has been painted or had been cleaned with solvents.

All employees, subcontractors and visitors are required to wear head protection on all Terrafirma Resources worksites. The basic type of head protection is a Type 1 or Type 2, Class B hardhat as outlined in CSA Standards CAN/CSA-Z94.1-05 Industrial Protective Headwear (or the latest CSA version).

3.4.2 Protective Headwear Inspection and Use Procedures

- Inspect the shell and suspension for cracks, dirt, oil, grease and missing parts before wearing.
- Wear the hard hat squarely on the head with the peak to the front.
- Do not wear the hard hat on top of other headgear unless the headgear is designed to be worn under a hard hat.
- Liners for hard hats cannot have any metal parts and must be made of cotton material.
- Do not paint the shell of the hard hat
- Do not drill holes in the shell of the hard hat. Holes can weaken the shell and destroy the dielectric properties.
- Do not place the hard hat in the back window of a vehicle. Sunlight and high heat may affect the shell. In an accident the hard hat may become a dangerous missile.

3.4.3 Eye Protection

All employees and subcontractors are required to wear eye protection on all worksites. Eye protection worn on the worksite will comply with the OH&S Code Part 18 Section 229 which specifies the CSA standards.

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The type of eye protection required for a specific job may be found on a SDS sheet for the particular substance or included in the safe work practices and procedures.

Welders and welder’s helpers should also wear the appropriate PPE for their work prescribed. Anyone else working in the area should also wear eye protection where there is the chance they could be exposed to flash.

The types of eye protection approved for use on all Terrafirma Resources worksites are:

- Type A – Safety glasses with side shields.
 - Frames and lenses must have a CSA approval. Prescription lenses must have a certified impact resistance and be fitted into safety frames that have a lip that prevents the lens from being pushed into the eye. Prescription glasses must also be fitted with side guards. Permanently tinted glasses (CSA approved sunglasses) are not permitted when working or operating a motorized vehicle at night.
- Type B – Goggles
 - Goggles fit tightly around the entire eye socket to prevent materials from entering the eye from the side as well as the front of the eye. Goggles are designed for protection against dusts, chemical splashes, excessive light and impact.
- Type C – Face Shields
 - Face shields are designed to protect the soft tissues of the face and neck from radiation, dust, chemical splashes and flying material. Face shields are often used in conjunction with safety glasses and goggles. Face shields are NOT specifically designed for eye protection and should not be used as a replacement for safety glasses or goggles.

3.4.4 Hearing Protection

In areas where noise exceeds 85 DBA, all workers must wear ear plugs or another approved means of hearing protection.

3.4.5 Skin Protection

If a worker must handle substances that may be harmful to the skin on contact or be absorbed through the skin, the worker must wear an effective means of protective clothing or equipment. To identify the appropriate line of protection for a specific substance, workers should refer to the SDS available in the shop, office, job van or foreman’s vehicle. A worker may also refer to the previous section of this PPE policy for clarification on the Terrafirma Resources requirements for personal protective equipment.

3.4.6 Foot Protection









Employees must wear substantial protective footwear appropriate to the hazard and when working in areas where there is a danger of injury to feet through falling or moving objects, puncture, shock, burning, scalding, cutting or like causes. Terrafirma Resources requires the wearing of protective footwear at all times when on a project work site. PPE for foot protection should be a safety shoe or safety boot with a box toe that is adequate to protect the wearer’s toes against injury due to impact, is capable of resisting at least 125 joules impact, with a sole or insole that is adequate to protect the wearer’s feet against injury due to puncture and is capable of resisting a penetration load of 1.2 kilonewtons when tested with a DIN standard pin. All protective footwear must comply with CSA Standard CAN/CSA-Z195-M92 (R2000), Protective Footwear, or CSA Standard Z195-02, Protective Footwear or be equally effective.

All employees and subcontractors of Terrafirma Resources are required to wear CSA approved protective footwear on all worksites as outlined in Part 18, Section 234 of the OH&S Code. Acceptable footwear is identified by a green triangle on the side of the footwear or a green rectangle on the inside of the footwear.

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The green markings indicate that the footwear has a puncture resistant sole and a reinforced shank. All protective footwear has a safety toe, oil resistant sole and a reinforced shank. When working on a slippery surface, the protective footwear must also have a slip resistant sole. The upper section of protective footwear must be high enough to cover the ankle, no safety toed running shoes. Ensure that safety boots are laced up to the top and replace broke laces immediately.

Specialized work may require additional foot protection such as ankle supports, heat or cold protection, water protection or other protection. Appropriate foot guards, boots, leggings and chaps can also protect the legs and feet from molten metal or welding sparks.

CSA CERTIFICATION MARK FOR CANADA		
Indicates footwear is CSA-certified to Canadian national requirements		
CLASSES OF PROTECTION		
One or more of these markings will appear on the outer side or the tongue of the right shoe		
	Green triangle indicates sole puncture protection with a Grade 1 protective toe to withstand impacts up to 125 Joules.	For any industry, especially construction and heavy work environments, where sharp objects, such as nails are present.
	Yellow triangle indicates sole puncture protection with a Grade 2 protective toe to withstand impacts up to 90 Joules. Comparable to a 22.7 kg (50 lb) weight dropped from 0.4 m. Sole puncture protection is designed to withstand a force of not less than 1200 Newtons (270 lbs) and resist cracking after being subjected to 1.5 million flexes.	For light industrial work environments requiring puncture protection as well as toe protection.
	Blue rectangle indicates Grade 1 protective toe without sole puncture protection. Grade 1 protective toe withstands impacts up to 125 Joules. Comparable to a 22.7 kg (50 lb) weight dropped from 0.6 m.	For industrial work environments not requiring puncture protection.
	Grey rectangle indicates Grade 2 protective toe without sole puncture protection. Grade 2 protective toe withstands impacts up to 90 Joules. Comparable to a 22.7 kg (50 lb) weight dropped from 0.4 m.	For institutional and non-industrial work environments not requiring puncture protection.
	White label with green fir tree symbol indicates chainsaw protective footwear. Protective features are designed into the boots to prevent a running chainsaw from cutting all the way through the boot uppers so as to protect the shins, ankles, feet and toes.	For forestry workers and others exposed to hand-held chain saws or other cutting tools.
	White rectangle with orange Greek letter omega indicates soles that provide resistance to electric shock. Such certified footwear contains a sole and heel design assembly that, at the point of manufacturing, has electrical insulating properties intended to withstand 18,000 Volts and a leakage current not exceeding 1 mA.	For any industry where accidental contact with live electrical conductors can occur.
	Yellow rectangle with green "SD" and grounding symbol indicates soles are static-dissipative. The outer soles are made from an antistatic compound, chemically bound into the bottom components, capable of dissipating an electrostatic charge in a controlled manner.	For any industry where a static discharge can create a hazard for workers or equipment.
	Red rectangle with black "C" and grounding symbol indicates soles are electrically conductive. The outer soles are made from a conductive compound that is permanently bound to the bottom components to provide electrical grounding of each foot. Test criteria are 0 to 500,000 Ohms.	For any industry where static discharge may create a hazard of explosion.

3.4.7 Hand Protection

All employees handling materials liable to puncture abrade or irritate hands or arms should wear gloves, mitts or other personal protective equipment to prevent those injuries, except when the use of this

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equipment introduces greater hazards. Other hazards to the hands must be addressed by the specific type of glove needed.

3.4.8 Fall Protection

Fall protection must be provided and is required to be worn when workers are exposed to a vertical fall

- that exceed 3 meters in height or
- less than 3 meters where there is an unusual risk of injury

Fall protection must comply with CAN/CSA Z259.10-M90 (R1998), Full Body Harnesses.

3.4.9 Respiratory Protection

The use of respirators is not allowed unless approved by the HSE Manager who will insure all legally required respiratory protection procedures are completed.

A worker must use the appropriate respiratory equipment provided by the employer or prime contractor. If respiratory protective equipment is used at a worksite, an employer must prepare a code of practice governing the selection, maintenance and use of respiratory protective equipment. See Respiratory Protection section of manual.

Terrafirma Resources will ensure that respiratory protective equipment used at a work site is selected in accordance with CSA Standard Z94.4-02, Selection, Use and Care of Respirators.

Respiratory protective equipment to be used to protect a worker shall be:

- stored in a readily accessible location,
- stored in a manner that prevents its contamination,
- maintained in a clean and sanitary condition,
- inspected before and after each use to ensure it is in satisfactory working condition,
- serviced and used in accordance with the manufacturer's specifications.

3.4.10 Monitors

Terrafirma Resources uses 4 head monitors. Workers are responsible for taking care of this equipment in order to keep them operating effectively. This includes bump testing daily and recording the test on the Bump Test Log. Monitors are calibrated by a third party at least every 3 months or when required. Any other maintenance required is completed by a safety professional as per manufactures specifications. Documentation on maintenance performed to the monitors will be kept in their appropriate file.

3.4.11 Limb and Body Protection

If there is a danger that an employee's skin from sparks, molten metal or radiation Terrafirma Resources should provide and require the employee to use hand, arm, leg or torso protection or equivalent safeguard that provides protection for the employee. Terrafirma Resources should ensure that the employee wears properly fitting hand, arm, leg or body protective equipment that is appropriate to the work, the work site and the hazards identified. All employees' skin should be protected from any harmful substance that may injure the skin on contact or may adversely affect an employee's health if it is absorbed through the skin. Injuries to arms and hands can include burns, cuts, electrical shock, amputation and absorption of chemicals. There is a wide assortment of gloves, sleeves, and wristlets for protection against various hazards. Exposure to heat, splashes from hot metal and liquids, impacts, cuts, acids, and radiation can injure the torso. A variety of protective clothing is available such as vests, jackets, aprons, coveralls and full body suits.

The type of protection required is determined during the Hazard Assessment Process when work activities are being discussed. Should a worker be unsure they may contact their supervisor or safety personnel.

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- **Caustics**
Employees handling or using acids, caustics and other harmful substances should use personal protective equipment, or other means should be adopted that will provide equivalent protection against these hazards.
- **Hazardous Substances**
Where employees are routinely exposed to a hazardous material or substance Terrafirma Resources should provide and require employees to use, protective clothing, gloves and eyewear or face shields that are adequate to prevent exposure of an employee’s skin and mucous membranes to the hazardous material or substances.
- **Visibility Protection**
Any worker exposed to the danger of moving vehicles or mobile equipment must wear high visibility apparel. Terrafirma Resources flame resistant coveralls are equipped with reflective stripping for high visibility. High visibility vests may also be worn if required due to the inherent dangers identified during the hazard assessment process.

3.4.12 Clothing

Workers on Terrafirma Resources worksites are required to wear the following clothing:

- **Outer Clothing** - Material that is inherently non-flammable and does not melt when exposed to heat. Classified as Flame Resistant. For Example: Nomex III, Proban Cotton, Flamax Cotton, Wool Melton and Leather.
- Flame Resistant coveralls should not be worn if they are torn or ripped.
- **Inner Clothing** - Clothing worn beneath flame resistant outerwear and against the skin must be made of flame resistant fabrics or natural fibres that will not melt when exposed to heat. For Example: Cotton, Denim, 50/50 Cotton / Polyester.

3.4.13 Flame Resistant Clothing

If an employee may be exposed to flash fires, molten metal, welding and burning or similar hot work hazards. Terrafirma Resources should ensure that the employee wears flame resistant outerwear and uses other PPE appropriate to the hazard. Employees should be trained to ensure that clothing worn beneath flame resistant outerwear and against the skin is made of flame resistant fabrics or natural fibres that will not melt when exposed to heat.

3.4.14 Flame Resistant Work Wear

Terrafirma Resources requires employees and subcontractors to have available, and wear suitable flame resistant clothing whenever they are potentially exposed to a flammable and or combustible atmosphere. For suitable flame resistant clothing it must be compliant with the Part 18, Sec 232 of the OH&S Code. Since flammable and or combustible substances may be present on any Terrafirma Resources worksite, workers and subcontractors are required to wear flame resistant coveralls on all Terrafirma Resources worksites.

3.4.15 Gloves

Gloves are required to provide hand protection for employees. For normal work cotton or leather gloves are appropriate. Specialized gloves are required to protect the employee against the effects of chemicals, heat and cold, sharp objects, electrical shock or abrasions. *Information on the type of hand protection required to prevent chemical exposure can be found in the SDS sheets for the specific material.*

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3.5 Other Specialized Equipment

Since a variety of hazards are present on job sites, specialized safety equipment must be incorporated to optimize the protection factor when performing jobs where you may encounter:

- Falls: All personnel that are required to work above the ground more than three (3.0) meters will wear an approved fall arresting device. At no time will you jeopardize your personal safety by climbing and structure without approved man lift or fall arresting devices. Prior to using such equipment it should be inspected for damage and fitted for your use.
- Chipping, Cutting, Flying Objects: When performing any work where there is a danger of flying objects or particles present (e.g. welding, grinding, wire brushing, painting, sanding, using air tools etc.), approved eye wear (safety goggles and face shield are mandatory).

3.6 Maintenance

Workers are responsible for the maintenance of their own Personal Protective Equipment. All equipment is inspected prior to the beginning of each job. This is recorded on the Hazard Assessment Form. Any deficiencies found must be addressed immediately as standard PPE must always be worn on the job. If specialized PPE such as SCBA must be worn, workers are responsible to inspect the equipment before putting it on. Maintenance of such equipment is conducted by the third party that owns the equipment or the Prime Contractor. All PPE that has been removed from service are tagged "OUT OF SERVICE." Any PPE tagged "OUT OF SERVICE" will not be returned to service until repaired and inspected by a qualified person.

3.7 Training

All workers are trained in the correct use, care, limitations and assigned maintenance of the personal protective equipment. Identification of PPE is included during the Hazard Assessment Process which is taught to workers during the orientation and refresher training throughout the year.

Personal Protective Equipment is inspected prior to the beginning of the job. Specialized equipment that may be necessary to perform job functions are also inspected and maintained to ensure their usability and compliance to industry standards. Training in the use of such specialized equipment is conducted in H2S and confined space courses. Workers must possess valid tickets prior to using respiratory equipment.

Personal Protective Equipment is a topic of discussion at many safety meetings throughout the year to keep workers up to date with new legislation, industry changes or changes in Terrafirma Resources policy in relation to PPE.

Each employee must be trained to know at least the following:

- When and why personal protective equipment is necessary
- What type of personal protective equipment is necessary
- How to properly inspect before use, adjust and wear personal protective equipment
- Refrain from wearing protective equipment outside of the work area where it is required if to do so would constitute a hazard,
- Report any equipment malfunction to the supervisor or Terrafirma Resources
- The limitations of the personal protective equipment
- Proper wearing of flame resistant clothing if used
- The proper care, cleaning, storage, maintenance, useful life and disposal of the personal protective equipment, and

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- To not use any PPE unable to perform the function for which it is designed.

Each employee should demonstrate an understanding of the training and the ability to use personal protective equipment properly before being allowed to perform work requiring the use of PPE. When TerraFirma Resources has reason to believe that any affected employee who has already been trained does not have the understanding and skill required to use PPE TerraFirma Resources should retrain the employee.

3.8 Monitoring

Supervisors and project managers monitor worksite tasks for changes in, or the introduction of new hazards. If new hazards are discovered, they advise the HSE Manager who then conducts a hazard assessment for appropriate PPE. The HSE Manager monitors the effectiveness of the PPE Procedure and makes recommendations to management to improve the procedure. The personal protective equipment program must be reviewed annually.

APPLICABLE LEGISLATION

Alberta – OHS Code, Part 18 & Part 9

British Columbia – OH&S Regulation, Part 8



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3.9 PPE Matrix

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D = Depends on situation M = Mandatory - = Not Mandatory unless hazards become present

SUBJECT TO CHANGE BASED ON INDIVIDUAL WORKSITE HAZARD ASSESSMENT

CATEGORY	EQUIPMENT	HAZARD	INSPECTION	MAINTENANCE	Job/Task	Field work	Housekeeping	Shop Work	Driving	Office	Winter Conditions
Head Protection:											
	Hard Hat	Striking Head or Falling Objects	Each use	Dispose		M	D	D	-	-	M
Eye and Face Protection:											
	Safety Glasses	Objects Striking Eyes	Each use	Dispose		M	-	D	-	-	M
	Face Shield	Objects from grinding/welding striking eyes	Each use	Dispose		D	-	D	-	-	D
	Impact Vented Goggles	Small Particles in Eyes	Each use	Dispose		D	-	D	-	-	-
	Chemical Splash Goggles	Chemicals or Oil in Eyes	Each use	Dispose		D	-	D	-	-	-
Hearing Protection:											
	Disposable Earplugs	Damage to Hearing (85 db)	Each use	Dispose		D	-	D	-	-	-
	Ear Muffs (w/Disposables)	Damage to Hearing (105 db)	Each use	Dispose		D	-	D	-	-	-
Personal Protective Clothing:											
	Flame resistant Coveralls	dirt, wet conditions, chemicals, visibility	Each use	Clean & Repair		M	D	M	D	-	M
	Cold Weather Clothing	Cold Temperature	Each use	Clean & Repair		-	-	D	D	-	M
	Protective Sleeves	Biohazardous materials	Each use	Dispose		-	-	-	-	-	-
Foot Protection:											
	Slip Resistant Footwear	Injury to Body	Each use	Replace		M	M	M	M	-	M
	Anti-Slip Cleats during Winter	Injury to Body	Each use	Dispose		D	-	-	-	-	D
Hand Protection:											
	Anti-cut Gloves	Cuts	Each use	Dispose		M	D	M	-	-	-
	Vinyl Disposable Gloves	Biohazardous materials	Each use	Dispose		-	-	-	-	-	-
	Heavy Duty Gloves	Injuries to Hands	Each use	Dispose		-	-	M	-	-	-
	Cold weather Gloves	Environmental Exposure	Each use	Dispose		-	-	-	-	-	M
	Rubber Gloves	Hot Water Burns	Each use	Dispose		D	-	-	-	-	-