**Personal Protective Equipment Policy**

All employees will use the appropriate personal protective equipment when and where it is required. All employees will be expected to know and wear the required personal protective equipment.

Generally, this will be prescribed by:

* WSH Act and Regulations;
* Our Company safety rules;
* CSA approved standards;
* To control a specific hazard.

Basic personal protective equipment that is required to be worn at all times and includes:

* CSA Grade 1 Safety Boots
* Proper Outer Clothing including full length pants or coveralls
* Safety Eyewear (while on a worksite)

Specialized personal equipment will be required to be worn for the specific job or hazard identified. This may include, but not limited to:

* CSA Type 1 Hard Hat
* CSA High Visibility Vest or shirt
* Hearing Protection
* Respirators
* Fall Protection
* Gloves

All personal protective equipment will be kept in good condition and maintained according to the manufacturers specifications. Personal protective equipment used must conform to CSA and/or ANSI standards.

Employees will conduct and record a monthly inspection of their personal protective equipment to ensure that it is in good repair and serviceable for work. Any deficiencies will immediately be reported and corrected prior to resuming work.

**Disciplinary Action**

Bristal Hauling Inc. reserves the right to administer whatever discipline is necessary to ensure and personal protective equipment is worn and regulations are complied with.

Supervisor’s have the authority to suspend an employee who willfully and knowingly disobeys our company rules. All infractions will be documented and a copy retained on file.

First infraction - Verbal warning

Second infraction - Written warning

Third infraction - Sent home for that day

Fourth infraction - Indefinite suspension and/or termination

**Policy Implemented: June 1, 2016**



**Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Review Date: June 1, 2016**

**Willy Toews – Company Owner**

**Eye and Face Protection**

Eye and face protection shall be worn when the work to be done results in exposure to eye hazards. Sources of eye injuries are:

1. Flying particles of dust, sand, splinters and metal fragments, concrete debris, ect.
2. Chemical splashes or eye contact with other toxic materials;
3. Radiation hazards – welding operations are sources fo ultra violet radiation which can result in welders flash, cataracts, or burns to the retina;
4. Blows to the eye, usually from a heavy object.

The following is a list of eye and face protection required for various tasks:

Welding – Welding helmet with correct shaded lenses with clear safety glasses

Welding helper – safety glasses with side shields or cutting goggles

Hammering metal, sledging, jack hammering, drilling or cutting concrete – safety glasses with side shields

Grinding – Full goggles or safety glasses with side shields

Chipping or scraping – Safety glasses with side shields

Using Compressed air – Safety glasses with side shields

Power Wire brushing – Face shield and safety glasses with side shields

Hand Chiselling – Safety glasses with side shields

Maintenance under vehicle – Face shield and safety glasses with side shields

Hazardous Material handling – Close fitting chemical splash goggles

Prescription safety glasses can be ordered from your eye specialist.

**Foot Protection –**

Safety boots that have a CSA Grade 1 classification are required on all jobs. These boots are identified by a green triangle on the side.

**Head Protection –**

CSA approved Class B hardhats shall be worn at all times except when in a vehicle or while in the office, lunchroom or washroom.

**Hearing Protection –**

Hearing protection is designed to reduce the level of sound energy reaching the inner ear. Exposure to noise in excess of 80 dBa, usually over a period of time can result in permanent hearing loss. Much of the equipment used in construction produces noise well above 80 dBa, so the use of hearing protection is strongly advised. It is mandatory for workers to wear hearing protection when the noise is 85 dBa or higher. Two types of hearing protection are normally used; the earmuff type and disposable ear plug type. A good fit is necessary to seal out the noise. Workers are to have their hearing tested once per year.

No headsets will be allowed on any worksite or in the shop. This includes all type of portable audio players.

**Fall Protection –**

If a work task is such that a worker can fall a vertical distance of 10 feet or more, the worker must be preventing from falling by installing a guardrail or by wearing a safety belt and lanyard. If the fall arrest distance is short, less than 2 feet, a safety belt may be used; otherwise a full body harness is required. The lanyard must be securely attached to an anchor point or safety line. All safety belts and lanyards must be CSA approved.

**Respiratory Protection –**

Respiratory protection is provided to protect worker’s lungs from any toxic or hazardous material that can be inhaled. In construction, respiratory hazards can come from sand, gravel, lime, cement dusts, and silica dusts from drilling and blasting in hard rock or crushing operations. Exposure to toxic material can come from entering excavations or confined spaces that contain gasoline and other vapours such as carbon monoxide, methane, or hydrogen sulphide. Maintenance workers can be exposed to solvents, paints, or adhesive vapours and exhaust emissions. Propane, diesel and gasoline fuelled engines produce carbon monoxide.

Compressed gas used in welding operations, acetylene, nitrogen, or propane can also produce inhalation exposures of concern.

There are two kinds or Respiratory Protection:

1. Air Purifying Respirators
2. Supplied Air Respirators

Air Purifying Respirators consist of either a disposable mask or a chemical cartridge type rubber facemask. Cartridges must be properly selected to filter out the specific hazardous material. Likewise, the dust mask selected must be chosen specific to the exposure.

Supplied Air Respirators consist of either a portable air supply and mask system (SCBA – self contained breathing apparatus) or an airline attached to the facemask drawing breathing air from a remote tank.

NOTE: Air purifying respirators or dust masks do not supply or make oxygen so can only be used where there is sufficient supply of oxygen. The service live of an APR depend on the breathing demands and the concentration or airborne contaminants. A good seal of the facemask is essential to keep the contaminants out so workers who require respirator protection must be clean shaven.

**Safety Eyewear Policy**

This policy sets out conditions for the provision and use of safety glasses and other eye protection practices used by Bristal Hauling Inc., with the aim of ensuring eye protection in the workplace, or whenever there is a risk of eye injury from contact with sharp or moving objects, dust, or other hazardous substances.

Responsibility for Implementation Responsibility for identifying and communicating the need for eye protection:

1. Supervisors shall inform their employees of hazards to the eyes, and provide clear instructions about the use of safety glasses, goggles, face shields, and contact lenses.
2. Bristal Hauling Inc. shall provide personal protective equipment to employees requiring it. Bristal Hauling Inc. shall provide one pair of safety glasses for each employee requiring them. Goggles (for dusty environments or chemical usage) and face shields (Arc Flash Safety) shall be provided to employees, as the need arises.
3. Damaged lenses: Bristal Hauling Inc. will replace an employee's scratched or cracked safety glasses.
4. Lost glasses: Costs associated with replacement of lost glasses are the responsibility of the employee.
5. It is the responsibility of every employee to use eye protection at all times when performing work involving risk of exposure to sharp or moving objects or hazardous substances, or in any other instance when the possibility of injury to the eye exists.
6. It is the responsibility of every employee to take reasonable steps to ensure that eye protection is worn and other eye protection practices are followed by other employees who are exposed to a risk of sharp or moving objects or hazardous substances, or in any other instances when the possibility of a hazard to the eyes exists.
7. Employees must use eye protection as instructed. Refusal to do so will lead to disciplinary action.
8. Contact lenses should not be worn in when chemicals are used, or when working in areas with high levels of dust.

**Hearing Protection Policy**

This policy sets out conditions for the provision and use of hearing protection PPE used by Bristal Hauling Inc., with the aim of ensuring hearing protection in the workplace, or whenever there is a risk of hearing injury from contact with excessive noise in any environment. Excessive noise is any level of noise that exceeds 85 dBA Lex.

Responsibility for hearing protection:

1. Supervisors shall inform their employees of hazards to hearing, and provide clear instructions about the use of safety hearing protective equipment.
2. Bristal Hauling Inc. shall provide personal protective equipment to employees requiring it. Bristal Hauling Inc. shall provide hearing protection that meets CAN/CSA Standard Z-107.56-06 for each employee requiring its.
3. It is the responsibility of every employee to use hearing protection at all times when performing work involving risk of exposure to excessive noise, or in any other instance when the possibility of injury to hearing exists.
4. It is the responsibility of every employee to take reasonable steps to ensure that hearing protection is worn and other hearing protection practices are followed by other employees who are exposed to a risk of excessive noise, or in any other instances when the possibility of a hazard to the hearing exists.
5. Employees must use hearing protection as instructed. Refusal to do so will lead to disciplinary action. Hearing protection use is mandatory at levels over 85 dBA with no exceptions.
6. Headsets of any kind are prohibited. This includes personal audio players.

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| **Typical Noise Levels** | |
| **Noise Source** | **dB(A)** |
| hand-held circular saw at 1 metre | 115 |
| chain saw | 100+ |
| power lawn mower at 1 metre | 95 |
| reciprocating saw | 92 |
| diesel truck 50 km per hour at 20 metres | 85 |
| passenger car 60 km per hour at 20 metres | 65 |
| conversation at 1 metre | 55 |
| quiet room | 40 |