

**Table 1: Company PPE Requirements and Standards**

**NOTE:** Any deviation from the standards below must be formally agreed by the Managing Director.

PPE	Requirements/Standard
High-Visibility Body Clothing	<p>Reflective tape compliant with <b>EN 20471</b>: class 3 and bands of retro reflective material compliant with clause 4.2.3(b) of <b>EN 20471</b>.</p> <ul style="list-style-type: none"> <li>Background colour <b>must be</b> fluorescent orange.</li> <li>When working on the highway, high visibility tops must have two horizontal reflective strips &amp; have a minimum <math>\frac{3}{4}</math> length sleeve</li> <li>High visibility trousers (Full length) are also to be worn at all times that have a minimum of 2 horizontal reflective strips</li> <li>High Visibility clothing is to be worn at all times <b>on all</b> sites.</li> </ul> <p>The standard of High Visibility Clothing provided is as follows:</p> <ul style="list-style-type: none"> <li>HV Waistcoats Traffic Management Operatives will be to <b>BS EN 471</b> Class 3 Standard Band of retro-reflective material shall not be less than 50mm wide. Minimum background material 0.80m sq. Minimum retro-reflective material 0.20m sq.</li> <li>HV Jackets and Trousers (General) <b>BS EN 471</b> Class 3 Standard Band of retro-reflective material shall not be less than 50mm wide. Minimum background material 0.80m sq. Minimum retro-reflective material 0.20m sq.</li> </ul>
Safety Helmet	<p>Compliant with <b>BS EN 397</b>.</p> <p>Safety helmet should be white in colour, unless used to aid identification of roles on site, specific to individual risk assessment and method statements. Provision must be made to prevent safety helmets falling when in use, this might require the use of chin straps for some risk assessed activities.</p> <ul style="list-style-type: none"> <li>Safety Helmets must be worn at all times when on site this is a mandatory requirement across all projects (except Fleet Fitters who wear bump caps)</li> <li>All Safety Helmets must be in good condition and comply with BS EN 397</li> <li>All persons on-site are required to comply with these rules and must co-operate if instructed to wear a hard hat for any reason.</li> <li>Company employees will be subject to disciplinary action if they fail to comply</li> <li>Sub-contractors and any other non-employees will be instructed to leave the site if they refuse to comply</li> <li>All sub-contractors must provide helmets for their staff. "Bump caps" are not acceptable as substitutes for safety helmets.</li> <li>Loss, damage or defect to head protection must be reported to the Site Manager immediately</li> </ul>
Bump Caps	<p><b>Are only to be worn by Fleet Fitters</b> and must be worn at all times when working or moving around the workshop both inside and outside.</p> <p>All bump Caps must be in good condition and comply with <b>EN 812</b></p>
Hearing Protection	<p>Complies with <b>EN 352</b> which provides hearing protection and <b>must be</b> worn when noise is over 85dB.</p>
Safety Footwear	<p>Complies with <b>EN ISO 20345 (SB-P, S1-P, S3 or S5)</b></p> <p>Provides support to the ankle. includes mid-sole and toe protection.</p> <p>Suitable foot protection is to be worn at all times when on sites, depots and workshops this is a mandatory requirement. Training type shoes or general shoes are not permitted for use on operational construction sites due to the lack of protection they offer and are only to be used in company offices or other low risk environments.</p> <p><b>Note:</b> rigger boots are <b>not allowed</b> on any sites or depots</p>

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<b>Hand Protection</b>	<p>Hand protection is to be worn at all times where there is a risk of injury from the work/task being carried out or where a Risk Assessment identifies the use of such PPE. The nature of the relevant hand protection will depend heavily on the task being performed as to what specific type of glove is required, the below gives guidance on the standards:</p> <ul style="list-style-type: none"> <li>Mechanical Risk (Abrasion, cutting etc) will be to <b>BS EN 388</b> Standard</li> <li>Chemical Risks will be to <b>BS EN 374</b> Standard</li> <li>Cold will be to <b>BS EN 511</b> Standard</li> <li>Heat will be to <b>BS EN 407</b> Standard</li> </ul>
<b>Eye Protection</b>	<p>Eye protection must be provided and worn. As a minimum, this must be safety glasses compliant with <b>BS EN 166</b> and the newer replacement standard <b>EN ISO 16321-1 as EN 166 is due to expire on 31<sup>st</sup> of October 2029</b></p> <p>The nature of the relevant eye protection will depend heavily on the task being performed as to whether Spectacles or Goggles will be worn. For example, when cutting, grinding and breaking out, goggles <b>are to be worn</b> because this activity has a high impact risk.</p> <p>The below gives guidance on the standards:</p> <ul style="list-style-type: none"> <li>Spectacles will be to <b>BS EN 1661F/EN ISO 16321 C</b> “Nuisance” protection only</li> <li>Goggles will be to <b>BS EN 166B</b> (impact grade 1) / <b>EN ISO 16321 E</b> Impact risk protection (Cutting/Grinding)</li> <li>Specialist eye protection will be to <b>BS EN 166</b> (Visors, Face shields, etc) to the relevant grade</li> </ul> <p><b>Note:</b> Prescription glasses must either be worn with over glasses/visor or meet the minimum requirements above. Prescription safety eye wear is available if required</p>
<b>Where foul weather equipment is required</b>	Comply with <b>BS EN 343: Class 3, 3.</b>

**Table 1a: Task Specific PPE Requirements and Standards**

**NOTE:** Additional PPE specified in Risk Assessments relating to Task

PPE	Requirements/Standard
<b>Respiratory Protection</b>	All Respiratory Protection must always offer the highest level of protection (FFP3) and comply with <b>BS EN 140 &amp; BS EN 149</b> . All Respiratory protection must have been face fit tested to the wearer with evidence of testing held by the company.
<b>Fall Protection</b>	<p>Safety harnesses, work lanyard and rescue lanyard must comply with <b>BS EN 795</b></p> <p>Work equipment such as safety harnesses, work lanyards and rescue lanyards are likely to be exposed to conditions causing deterioration that is liable to result in danger. As this is the case these must be inspected at regular intervals and where any exceptional circumstances have occurred that are liable to jeopardise its safety.</p> <p><b>All visual inspections are to be recorded on the Harness and Lanyard Inspection form in appendix 1</b></p> <p>A formal recorded detailed inspection must be undertaken at least every six months for frequently used lanyards. The frequency is to be increased to at least every three months, if the equipment is used in arduous environments (e.g. demolition, steel erection, scaffolding, skeletal steel, masts/towers with edges and protrusions).</p>

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