 <b>BURNT MOUNTAIN SERVICES LLC.</b>	<b>Burnt Mountain Services</b> Safety Management System	Initial Issue Date	12/12/2023
		Revision Date:	Initial Version
<b>PERSONAL PROTECTIVE EQUIPMENT (PPE)</b>		Revision No.	0

## Purpose

The purpose of the Personal Protective Equipment section is to set forth the procedures for the use, care, and maintenance of personal protective equipment required to be used by employees for the prevention of injuries.

## Scope

Applies to all Burnt Mountain Services (the Company) employees. When work is performed on a non-owned or operated site, the operator's program shall take precedence, however, this document covers Company employees and contractors and shall be used on owned premises, or when an operator's program doesn't exist or is less stringent.

## Key Responsibilities

### HSE Manager


- Assists in the selection of appropriate PPE. If a task exposes an employee to hazards which cannot be eliminated through engineering or administrative controls, 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. Employees are provided reasons for selection of PPE.
- Assists supervisor and site managers in assuring all PPE obtained meets regulatory and this procedure's requirements.
- Ensures a certified hazard assessment is completed. The hazard assessment must indicate a determination if hazards are present or are likely to be present, which necessitate the use of PPE. The certifier's name, signature, date(s) should be present on the assessment documents. 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. 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. Certificate shall include certifier's name, signature, dates and identification of assessment documents.

### Managers and Supervisors

- Supervisors and managers shall 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 managers shall enforce PPE safety rules following the guidance of the Company progressive disciplinary procedures and ensure Required PPE Poster is posted properly.

### 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 or damaged PPE, which shall not be used.

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- Wearing of required PPE is a condition of employment.

## Procedure

### General

PPE is maintained in a sanitary or clean condition. Protective equipment, including personal protective equipment for eyes, face, head, and extremities, protective clothing, respiratory devices, and protective shields and barriers, must be provided, used and maintained in a sanitary and reliable condition.

The Company is responsible for employee-owned equipment. Where employees provide their own protective equipment, the Company must assure its adequacy, including proper maintenance and sanitation of such equipment.

Employee owned equipment is NOT permitted, except for safety toe footwear and prescription safety glasses. The Company is still responsible for the assurance of its adequacy, maintenance and sanitation of those two items.

All PPE issued shall be at no cost to the employee. All employees will know and follow the procedures outlined in this Program.


### Eye Protection

Employees must use appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids or chemical gases or vapors. Eye and Face PPE must comply with ANSI Standard Z87.1-2003 (Z87+), *Occupational and Educational Personal Eye and Face Protective Devices*.

### Safety Glasses

Safety glasses, with side shields, that meet ANSI Z-87.1-2003 standards with “high Impact lenses” are required to be worn by all employees, subcontractors, and visitors while on Company property, at all times, as described below:

- At field locations, in shops and warehouses, except in approved, designated, striped safety zones.
- In all yard work zones or by everyone when in the vicinity of loading or unloading equipment, performing mechanic or maintenance work, test stand operations, operating equipment such as forklifts, welding, or any type of work which has the potential to inflict an eye injury.
- In any office, restroom, or any other building while performing any type of work where a potential eye injury may be present.
- Visitors will be provided with visitor glasses. In the absence of approved prescription safety glasses, “Over the glass” type safety glasses or goggles, must be worn over the nonsafety glasses until approved prescription safety glasses are obtained.
- Workers assisting welders must wear absorbent safety glasses that protect the wearer from ultra-violet (UV) and/or infrared rays (IR).
- Dark shaded lens (sunglasses) darker than a # 1 shade is prohibited to be worn indoors unless welding or assisting a welder.
- A doctor must support “exceptions for medical reasons” in writing to exempt safety eyewear requirements.
- Safety glasses are not required:
  - Inside offices.

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- Parking lots when traveling from vehicles to and from office buildings by way of main doors that do not pass through shops.

#### Goggles

- Chemical splash proof goggles shall be worn when handling or mixing liquid chemicals, solvents, paints, etc., and/or as recommended on the Material Safety Data Sheet of the material being handled.
- Dust proof goggles shall be worn when blowing equipment down with air or while performing other jobs where safety glasses are not adequate to prevent airborne particles from entering the openings around the lenses and side shields.

#### Face Shields

- Full face shields shall be worn over safety glasses when operating hand held or stationery grinders with abrasive or wire wheels, while chipping paint or concrete or, performing jobs where there is the potential for flying objects striking the face and safety glasses or goggles would not provide adequate protection.

#### **Head Protection**


Employees must wear protective helmets when working in areas where there is a potential for injury to the head from employee initiated impact or impact from falling or other moving objects. Helmets must comply with ANSI Standard Z89.1-1997 Class E, *American National Standard for Industrial Head Protection* for Type II head protection or be equally effective.

- Employees must wear protective helmets when working in areas where there is a potential for injury to the head from falling objects.
- Hardhats are to be worn at all field, shop and warehouse locations, or where deemed necessary as per each location's PPE Hazard Assessment.
- Hardhats will not be altered in any way.
- Do not paint or apply unauthorized stickers, name plates, etc.
- Do not drill, cut, bend, or apply heat.
- Do not alter the suspension system.
- Hardhats will be inspected by the employee regularly for cracks, chips, scratches, signs of heat exposure (sun cracks), etc.
- Defective hardhats will be replaced immediately.
- Hardhats shall not be placed in rear windows of vehicles where they will be exposed to the sun or become projectiles during an accident.
- A supply of hardhats must be made available to visitors.
- The Company shall provide hardhats.
- Employees will be trained in the use, care and maintenance of head protection equipment.

#### **Hearing Protection**

Hearing protection is required to be worn by all employees, subcontractors, and visitors while in posted "High Noise" areas. Refer to the Company Hearing Conservation Program for more information.

Warning signs will be posted in areas known or suspected to have noise levels exceeding 85 dBA either constantly or intermittently.

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When signs are not posted, employees shall wear hearing protection when noise caused by machinery, tools, etc., prevents normal conversations to be heard clearly.

Rule of thumb: If you have to yell to be heard, hearing protection is required

#### Types

- Molded Inserts (ear plugs)
- Canal Caps (head band type)
- Muff, either headband or hard hat mounted Earmuffs and earplugs shall be provided to the employee in sizes and configurations that will be comfortable to the employee.

#### Care and Maintenance

- Inspect hearing protection prior to each use.
- Hearing protection must be kept clean to prevent ear infections.
- Most earplugs used today are disposable and must be discarded when they become dirty, greasy, or cracked.
- Earmuffs that have deteriorated foam inserts, cracked seals or are defective must be replaced.


#### Fit

- Due to individual differences, not everyone can wear the same type of hearing protection. A variety of styles may have to be tried before one is found to be comfortable and provide adequate protection.
- Employees shall be instructed how to obtain the proper fit.

### **Hand Protection**

#### Gloves

- Gloves are required to be worn when performing work, which may expose the hands to extreme temperatures, cuts and abrasions, or exposure to chemicals.
- Welding: Welding gloves made of leather or other heat resistant materials shall be worn when performing arc welding or oxy/gas cutting.
- Chemical: Impervious (chemical resistant) gloves shall be worn when handling chemicals that specify gloves as personal protection equipment when handling.
- Refer to the specific chemical's Material Safety Data Sheet for the correct glove type.
- Persons assigned to working with chemicals, i.e., solvent vats, shall be issued their own individual gloves for hygiene purposes.
- Leather: Leather gloves should be worn when working with sharp materials or when handling rigging equipment.
- Cloth: Cloth gloves should be worn when handling objects or materials, which could cause blisters, splinters, cuts, etc.
- Heat Resistant: Heat resistant gloves shall be worn when handling hot bearings, races, or other materials or objects that have been heated beyond ambient temperatures.
- Insulated: Insulated gloves shall be worn to prevent frostbite in extreme cold climates.
- Glove Inspections
  - Gloves shall be inspected before each use for holes, tears, and worn areas.

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- Chemical gloves shall be periodically air tested for pinholes by twisting the cuff tightly, apply low air pressure to expand the glove, and then submersing in water to check for bubbles.
- Defective gloves shall be discarded immediately. Exception: machinists are exempted from wearing gloves while working with rotating machinery.

### Foot Protection

Safety footwear shall be worn by all employees with regularly assigned duties at field locations, in shops and warehouses.

- Office workers and visitors who enter these areas on an infrequent basis will not be required to wear foot protection provided they stay clear of the work being performed.
- If required to be in the close proximity of the work, the work will be stopped while visiting the area or safety footwear will be worn.
- Shops, Field Locations, Warehouses and Parts Departments: Leather or equivalent boots, either lace up or pull up, shall be worn.
- The boot must provide ankle protection and have soles designed to protect from punctures with defined heels for climbing ladders.
- Metatarsal guards will be worn when duties present a hazard of equipment or material crushing the foot.
- All safety footwear must meet ANSI Z41-1999 standards.
- Client locations may require safety footwear to be worn by everyone; check with the local supervisor for client requirements before visiting field locations.

### Fall Protection

Personal fall protection is required when performing certain elevated jobs in excess of six feet. Consult the Company Fall Protection Program.

### Electrical Protection

Consult the Company Electrical Safety Program.


### Worksite Hazard Assessment

A written hazard assessment shall be performed. During the hazard assessment a determination if hazards are present or are likely to be present, this necessitates the use of PPE. The following sample hazard sources will be identified:

- High or low temperatures; Chemical exposures (use MSDS 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. Employees will be notified for the selection and reason.

The results of this assessment shall be communicated to each affected employee and kept at the local office.

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#### **Proper Fitting or Sizing of PPE**

Consideration must be given to comfort and fit. PPE that fits poorly will not afford the necessary protection. Continued wearing of the device is more likely if it fits the wearer comfortably. Protective devices are generally available in a variety of sizes. Care should be taken to ensure that the right size is selected.

#### **Defective Equipment is Not Used**

Procedures must be in place to ensure defective or damaged PPE is not used. PPE that is in disrepair must be discarded or removed from service until repaired.

#### **Monitoring**

Supervisors and site 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.

#### **Training on the Use of PPE**

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Training should be given to employees concerning when to wear PPE, what PPE should be worn, how to put on and take off and adjust PPE. The limitations of the PPE and its use, care, and maintenance should also be included in the training.


#### **Retraining on the Use of PPE**

Each affected employee must demonstrate an understanding of training received and the ability to use PPE properly. When there is a reason to believe that any employee who has been trained does not have the required understanding and skill or there are changes in the workplace, the employee must be retrained.

#### **PPE Training is Documented**

Training shall be documented and records kept at the local office. The training certification shall include:

- Name of employee(s) trained;
- The dates of training; and
- The training content.

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### Burnt Mountain Services PPE Hazard Assessment Certification Form


**Name of work place:** Burnt Mountain Services  
**Work place address:** 19240 Hwy 85, Platteville, CO 80651  
**Work area/s:** All Company locations

**Conducted by:** Don Harding  
**Date of Assessment:** 12/12/2023  
**Title:** HSE Manager  
**Signature:** Don Harding

EYES		
Work activities, such as:	Work-related exposure to:	PPE
Abrasive Blasting	Airborne dust	Safety glasses
Grinding	Small particles/ flying debris	Spoggels or face shield
Drilling	Flying particles	Safety glasses
Welding	UV burn to eyes	Welding helmet
Torch cutting	Molten metal/ UV burn to eyes	Deep shade goggles

HEAD		
Work activities, such as:	Work-related exposure to:	PPE
Working under overhead falling object hazards	Falling objects	Hard Hat

HANDS		
Work activities, such as:	Work-related exposure to:	PPE
Normal construction work	Cuts and scrapes	Leather gloves
Cutting	Punctures	Leather gloves
Welding	Burns	Leather Gloves
Working with tools	Punctures, Cuts	Appropriate gloves
Working with sharp objects	Punctures, Cuts	Appropriate gloves
Working with hot or cold objects	Burnes/ frostbite	Appropriate gloves
Working with chemicals	Frostbite, skin absorption	Hand protection as per SDS

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Working with electricity	Shock	Non-conductive gloves/ clothing
Cleaning body fluids	Bloodborne pathogens type illnesses	As per the Bloodborne Pathogens Procedure

<b>FEET</b>		
<b>Work activities, such as:</b>	<b>Work-related exposure to:</b>	<b>PPE</b>
Normal oil and gas activities/ work	Crushes, punctures, caught between	Appropriate safety shoes

<b>BODY/SKIN</b>		
<b>Work activities, such as:</b>	<b>Work-related exposure to:</b>	<b>PPE</b>
Normal construction work	Cuts, scrapes, contact, weather exposure(s), fire, explosions	Long sleeve (FR) clothing as appropriate for exposure(s). Jeans (not shorts)
Cutting	Punctures and cuts	Wear pants (No shorts)
Welding	Burns	Appropriate clothing
Working with tools	Cuts, lacerations, burns	Appropriate body protection
Working with power tools/rotating equipment	Snags, catches, contact	Appropriate work clothing (not loose)
Working with hot or cold objects	Burns, frostbite	FR Clothing, winter clothing
Working with chemicals	Chemical contact or absorption	Protective clothing as per SDS
Working with electricity	Shock	Non-conductive clothing as per Company Electrical procedures
Working w/ flammable liquids or gas	Explosions or fire	FR clothing
Working in weather over 90 degrees	Heat related illness	Light weight FR clothing (conditional)
	Sunburn	Sunscreen (optional)

<b>BODY WHOLE</b>		
<b>Work activities, such as:</b>	<b>Work-related exposure to:</b>	<b>PPE</b>
Normal construction work	Cuts, scrapes, contact, weather exposure(s), fire, explosions	Long sleeve (FR) clothing as appropriate for exposure(s). Jeans (not shorts)



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Working w/ flammable liquids or gas	Explosions or fire	Light breathable clothing (unless atmosphere LEL is IDLH)
Working in weather over 90 degrees	Heat related illness	

<b>LUNGS/ RESPIRATORY SYSTEM</b>		
<b>Work activities, such as:</b>	<b>Work-related exposure to:</b>	<b>PPE</b>
Work around poisonous gas	Poisonous gas exposure	Appropriate respiratory protection
Work in dusty environment	Dust	Appropriate respiratory protection
Working with chemicals	Depends	Follow SDS PPE requirements
Cutting	Depends	Appropriate respiratory protection
Grinding	Dust	Appropriate respiratory protection
Sanding	Dust	Appropriate respiratory protection
Burning	Smoke	Appropriate respiratory protection
Venting	Air contaminants	Appropriate respiratory protection

<b>EARS/ HEARING</b>		
<b>Work activities, such as:</b>	<b>Work-related exposure to:</b>	<b>PPE</b>
Generators	Excessive loud noises	Hearing protection
Motors	Excessive loud noises	Hearing protection
Grinding	Excessive loud noises	Hearing protection
Pneumatic equipment	Excessive loud noises	Hearing protection
High pressure gas flow	Excessive loud noises	Hearing protection