



PERSONAL PROTECTIVE EQUIPMENT (PPE)



Purpose

The purpose of this program is to define the procedures for the use, care, and maintenance of personal protective equipment as required by 29 CFR 1910.132.

Scope

This program covers all Validus Energy employees and worksites.

Process

Validus Energy will conduct hazard assessments to determine if hazards exist that can be mitigated with personal protective equipment.

Validus Energy will provide the required personal protective equipment to employees at the Company's expense.

Training on the use and care of PPE will be provided to employees.

Contractors performing work on a Validus Energy worksite must conduct appropriate PPE hazard assessments and comply with the requirements outlined in 29 CFR 1910.132.

Responsibilities

Leadership	Commit to, follow, and reinforce the requirements set forth in this program. Provide sufficient resources for implementation.
Supervisors	Ensure Validus employees have the knowledge and skills to follow this program. Verify that all employees have completed training as required.
EHS	Provide technical advice and resources to monitor compliance. Facilitate employee training. EHS serves as the plan administrator.
Validus Employees	Follow the requirements of this program. Wear all personal protective equipment as required.

Policies

Hazard Assessment

A hazard assessment shall be performed by a qualified individual to determine the hazards that employees may be exposed to. PPE will be selected based on recognized hazards identified.

Industry best practices will be taken into consideration when selecting PPE.

Pursuant to the MSA, each contractor must conduct hazard assessments, provide PPE and enforce its use.



Validus Energy will conduct periodic assessments to ensure regulatory requirements are met.

PPE Selection and Use

PPE has been selected based on the PPE hazard assessment conducted for Validus Energy job positions. A PPE matrix and the completed PPE hazard assessments are contained in Appendix 1.

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.

Validus Energy provided Eye and Face PPE will comply with ANSI Standard Z87.1.

Safety glasses, with side shields, that meet ANSI Z-87.1-2003 standards with “high Impact lenses” are required to be worn Validus Energy worksites, at all times, unless a below exemption applies.:

Safety glasses are not required:

- Inside offices.
- Inside vehicles.
- Parking lots when traveling from vehicles to and from trailers or buildings that do not pass through active work areas.

Chemical splash proof goggles shall be worn when handling or mixing liquid chemicals, solvents, paints, etc., and/or as recommended on the Safety Data Sheet of the material being handled.

Full face shields shall be worn over safety glasses when operating handheld 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.

Head Protection

Employees must wear hard hats on all worksites and when working in shop areas where there is a potential for injury to the head from impact events. They must comply with ANSI Standard Z89.1

Hearing Protection

Hearing protection is required to be worn while in posted “High Noise” areas.

Various types of hearing protection will be provided.



Hand Protection

Gloves are required to be worn when performing work which may expose the hands to extreme temperatures, cuts and abrasions, or exposure to chemicals. The type of glove used shall be appropriate for the application. Contact EHS for guidance if necessary.

Note: Employees are exempt from wearing gloves while working with rotating machinery.

Flame Retardant Clothing (FRC)

Flame retardant clothing is required to be worn on all sites where there is the potential for flash fire unless heat or other exposure has been documented to pose a greater hazard via a formal hazard assessment.

Foot Protection

Safety footwear meeting ASTM standards 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 a tour or other infrequent basis will not be required to wear foot protection provided the shoes worn are closed toes and they stay clear of the work being performed.

Fall Protection

Personal fall protection is required when performing certain elevated jobs in excess of four feet. Guidance is provided in the Validus Energy Fall Protection program available under the programs tab of Validus.Energy.

Gas Detection

Personal 4 gas monitors will be worn on all producing wellsites.

Proper Fitting or Sizing of PPE

Employees must verify that their PPE is fit appropriately. PPE that fits poorly will not afford the necessary protection.

Defective Equipment

Damaged or ineffective PPE must be discarded or removed from service until repaired.



Training on the Use of PPE

Documented training is required for all employees and will cover

- When PPE is required
- What PPE is Required
- How to put on, take off and adjust PPE
- The limitations of the PPE and its use, care, and maintenance.

Review

This program and the PPE hazard assessment will be reviewed and updated if tasks or exposures change.



**APPENDIX 1
PPE HAZARD ASSESSMENTS & PPE MATRIX**



PPE Matrix for Validus Energy

D = Depends on Situation M = Mandatory “-“= Not Required

CATEGORY	EQUIPMENT	THREAT	INSPECTION	MAINTENANCE	Job/Task					
					Field	Shop	Driving	Office	Summer	Winter
Head Protection:										
	Hard Hats	Falling Objects	Each Use	Dispose	M	D	-	-	-	-
Eye and Face Protection:										
	Safety Glasses	Eye Injuries	Each Use	Keep Clean	M	M	-	-	-	-
	Face Shield		Each Use	Keep Clean	D	D	-	-	-	-
Hearing Protection:										
	Disposable Earplugs	Hearing Loss	Each Use	Dispose	D	D	-	-	-	-
	Earmuffs		Each Use	Keep Clean	D	D	-	-	-	-
Clothing Protection:										
	Cold Weather Clothes	Frostbite	Each Use	Keep Clean	-	-	-	-	-	D
	Rainwear	Wet Skin Hypothermia	Each Use	Keep Clean	D	-	-	-	D	D
	Flame Resistant	Flash Burn Heat Exhaustion	Each Use	Keep Clean	D	D	-	-	D	D
Foot Protection:										
	Safety Shoes	Crush Injuries	Each Use	Dispose	M	M	-	-	-	-
Hand Protection:										
	Work Gloves	Hand Injuries	Each Use	Dispose	M	M	-	D	-	-
	Rubber Gloves	Chemical Burns	Each Use	Dispose	D	D	-	D	-	-
Lung Protection:										
	5 Minute Escape Air-pack	Death by Poisoning	Monthly	Keep Clean	D	D	-	-	-	-


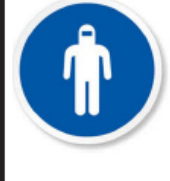






PPE HAZARD ASSESSMENT FORM



<p>This assessment covers: (check the appropriate box)</p>	<input type="checkbox"/> A worksite	Specify location:	
	<input type="checkbox"/> A single employee's job description	Name of employee:	
	<input checked="" type="checkbox"/> A job description for a class of employees	Position Title:	
		Position Titles: Field Operations Employees Location: All Field Locations	
Your Name: Jason Nieuwenhuis			
	EYE HAZARDS: Tasks that have the potential to cause eye injury are: working with chemicals, oil or acids; UV light; chipping, sanding, grinding or welding.		
	<i>Check the appropriate box for each hazard:</i>		
	Chemical Exposure <input checked="" type="checkbox"/>	Routinely deal with chemicals such as oil and methanol.	ANSI Z 87.1 Safety glasses with side shields
	High Heat/Cold <input type="checkbox"/>	Will work outside where dust and debris may blow in the wind.	Face Shields while grinding
	Dust/Flying Debris <input checked="" type="checkbox"/>		
	Impact <input checked="" type="checkbox"/>	May work in an area with flying objects.	
	UV/IR Radiation <input type="checkbox"/>		
Other: <input type="checkbox"/>			
	HEAD/NECK/FACE HAZARDS: Tasks that have the potential to cause head/neck/face injury include: overhead hazards, working on energized electrical equipment, exposure to pressure or working in trenches or confined spaces.		
	<i>Check the appropriate box for each hazard:</i>		
	Overhead Hazards <input checked="" type="checkbox"/>	May work near overhead tanks/catwalks	ANSI Z 89.1 Hardhat
	Flying Debris <input checked="" type="checkbox"/>	May be exposed to flying debris	
	Impact <input type="checkbox"/>		
	Pressure <input type="checkbox"/>		
	Electrical Shock <input type="checkbox"/>		
Other: <input type="checkbox"/>			
	FOOT HAZARDS: Tasks that have the potential to cause foot injury include: exposure to chemicals or acids, welding or cutting, materials handling, renovation or construction, and electrical work.		
	<i>Check the appropriate box for each hazard:</i>		
	Chemical Exposure <input checked="" type="checkbox"/>	May be exposed to oil and other chemicals.	ASTM Rated Safety Toed foot protection
	High Heat/Cold <input type="checkbox"/>	May be exposed to impact/dropped objects.	
	Impact/Compression <input checked="" type="checkbox"/>		
	Electrical <input type="checkbox"/>		
	Puncture <input checked="" type="checkbox"/>		
Slippery/Wet Surfaces <input type="checkbox"/>			
Other: <input checked="" type="checkbox"/>			

PPE HAZARD ASSESSMENT FORM (Page 2)

	HAND HAZARDS: Tasks that have the potential to cause hand injuries are: work with oil, chemicals or acids, exposure to cut or abrasion, work with very hot or cold materials, or exposure to sharps.			
	<i>Check the appropriate box for each hazard:</i>			
	<input checked="" type="checkbox"/>	Chemical Exposure	Description of hazard(s): May be exposed to oil or other chemicals. May be exposed to cold temperatures. May be exposed to cuts/abrasions while handling materials	Required PPE Gloves appropriate for the hazard Nitrile (chemical) Leather (material handling)
	<input checked="" type="checkbox"/>	Heat/Cold		
	<input type="checkbox"/>	Radiation		
	<input type="checkbox"/>	Electrical Shock		
	<input checked="" type="checkbox"/>	Puncture		
<input checked="" type="checkbox"/>	Cuts/Abrasion			
<input type="checkbox"/>	Other:			
	BODY HAZARDS: Tasks that have the potential to injure the body are: exposure to chemicals, acids, or other hazardous materials; flash fire, abrasive blasting; welding, cutting, or brazing; chipping, sanding, or grinding; use of power equipment; and work around electrical arcs.			
	<i>Check the appropriate box for each hazard:</i>			
	<input type="checkbox"/>	Chemical Exposure	Description of hazard(s): May be exposed to Flash Fire	Required PPE Flame Retardant clothing on Hydrocarbon producing sites.
	<input checked="" type="checkbox"/>	Flash Fire		
	<input type="checkbox"/>	Impact/Compression		
	<input type="checkbox"/>	Electrical Arc		
	<input type="checkbox"/>	Cuts/Abrasion		
<input type="checkbox"/>	Other:			
<input type="checkbox"/>	Other:			
	FALL HAZARDS: Tasks that have the potential to cause fall hazards are: performing work on a surface with an unprotected side or edge that is 4 feet or more above a lower level, or 10 feet or more on scaffolds. When using vehicle man lifts, elevated platforms, working on roofs, or working from fixed ladders.			
	<i>Check the appropriate box for each hazard:</i>			
	<input checked="" type="checkbox"/>	Fall hazard	Description of hazard(s): May be exposed to fall hazards	Required PPE Personal Fall Protection when working above 4 feet
	NOISE HAZARDS: Potential noise hazards are: working in near compressors, drilling rigs, pump jacks, truck unloading or similar equipment.			
	<i>Check the appropriate box for each hazard:</i>			
	<input checked="" type="checkbox"/>	Noise hazard	Description of hazard(s): May be exposed to noise hazards	Required PPE Hearing Protection when in posted areas
	RESPIRATORY HAZARDS: Potential respiratory hazards are: emergency response; gauging tanks; working around elevated levels of H2S; using chemicals; working with hazardous materials; working in confined spaces; welding, cutting, or brazing on certain metals; potentially disturbing asbestos or lead; working around sand or silica, and other particulate hazards.			
	<i>Check the appropriate box for each hazard:</i>			
	<input type="checkbox"/>	Chemical exposure	Description of hazard(s): H2S, Natural Gas	Required PPE Personal 4 gas monitor SCBA if in an area above 100 PPM H2S
	<input type="checkbox"/>	Particulate exposure		
	<input checked="" type="checkbox"/>	Other:		
<input type="checkbox"/>	Other:			
<input type="checkbox"/>	Other:			
I certify that the above hazard assessment was performed to the best of my knowledge and ability, based on the hazards present on this date.				
07/15/2024 (Date)		 (Signature)		

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PPE HAZARD ASSESSMENT FORM

<p>This assessment covers: (check the appropriate box)</p>	<input type="checkbox"/> A worksite	Specify location:	
	<input type="checkbox"/> A single employee's job description	Name of employee:	
	<input checked="" type="checkbox"/> A job description for a class of employees	Position Title:	
		Position Titles: Operations Leadership Location: Denver, Houston, Oklahoma City Area	
<p>Your Name: Jason Nieuwenhuis <i>The hazards and PPE noted below are only applicable when the operations leader is working in the field.</i></p>			
	<p>EYE HAZARDS: Tasks that have the potential to cause eye injury are: working with chemicals, oil or acids; UV light; chipping, sanding, grinding or welding.</p>		
	<p><i>Check the appropriate box for each hazard:</i></p>		
	<p>Chemical Exposure <input checked="" type="checkbox"/></p>	<p>Routinely deal with chemicals such as oil and methanol.</p>	<p>ANSI Z 87.1 Safety glasses with side shields</p>
	<p>High Heat/Cold <input type="checkbox"/></p>	<p>Will work outside where dust and debris may blow in the wind.</p>	<p>Face Shields while grinding</p>
	<p>Dust/Flying Debris <input checked="" type="checkbox"/></p>		
	<p>Impact <input checked="" type="checkbox"/></p>	<p>May work in an area with flying objects.</p>	
	<p>UV/IR Radiation <input type="checkbox"/></p>		
<p>Other: <input type="checkbox"/></p>			
	<p>HEAD/NECK/FACE HAZARDS: Tasks that have the potential to cause head/neck/face injury include: overhead hazards, working on energized electrical equipment, exposure to pressure or working in trenches or confined spaces.</p>		
	<p><i>Check the appropriate box for each hazard:</i></p>		
	<p>Overhead Hazards <input checked="" type="checkbox"/></p>	<p>May work near overhead tanks/catwalks</p>	<p>ANSI Z 89.1 Hardhat</p>
	<p>Flying Debris <input checked="" type="checkbox"/></p>	<p>May be exposed to flying debris</p>	
	<p>Impact <input type="checkbox"/></p>		
	<p>Pressure <input type="checkbox"/></p>		
	<p>Electrical Shock <input type="checkbox"/></p>		
<p>Other: <input type="checkbox"/></p>			
	<p>FOOT HAZARDS: Tasks that have the potential to cause foot injury include: exposure to chemicals or acids, welding or cutting, materials handling, renovation or construction, and electrical work.</p>		
	<p><i>Check the appropriate box for each hazard:</i></p>		
	<p>Chemical Exposure <input checked="" type="checkbox"/></p>	<p>May be exposed to oil and other chemicals.</p>	<p>ASTM Rated Safety Toed foot protection</p>
	<p>High Heat/Cold <input type="checkbox"/></p>	<p>May be exposed to impact/dropped objects.</p>	
	<p>Impact/Compression <input checked="" type="checkbox"/></p>		
	<p>Electrical <input type="checkbox"/></p>		
	<p>Puncture <input checked="" type="checkbox"/></p>		
<p>Slippery/Wet Surfaces <input type="checkbox"/></p>			
<p>Other: <input checked="" type="checkbox"/></p>			

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	<i>Check the appropriate box for each hazard:</i>		<i>Description of hazard(s):</i>
	Chemical Exposure <input checked="" type="checkbox"/>	May be exposed to oil or other chemicals. May be exposed to cold temperatures. May be exposed to cuts/abrasions while handling materials	Required PPE Gloves appropriate for the hazard Nitrile (chemical) Leather (material handling)
	Heat/Cold <input checked="" type="checkbox"/>		
	Radiation <input type="checkbox"/>		
	Electrical Shock <input type="checkbox"/>		
	Puncture <input checked="" type="checkbox"/>		
Cuts/Abrasion <input checked="" type="checkbox"/>			
Other: <input type="checkbox"/>			
	BODY HAZARDS: Tasks that have the potential to injure the body are: exposure to chemicals, acids, or other hazardous materials; flash fire, abrasive blasting; welding, cutting, or brazing; chipping, sanding, or grinding; use of power equipment; and work around electrical arcs.		
	<i>Check the appropriate box for each hazard:</i>		<i>Description of hazard(s):</i>
	Chemical Exposure <input type="checkbox"/>	May be exposed to flash fire	Required PPE Flame Retardant clothing on Hydrocarbon producing sites
	Flash Fire <input checked="" type="checkbox"/>		
	Impact/Compression <input type="checkbox"/>		
	Electrical Arc <input type="checkbox"/>		
	Cuts/Abrasion <input type="checkbox"/>		
Other: <input type="checkbox"/>			
	FALL HAZARDS: Tasks that have the potential to cause fall hazards are: performing work on a surface with an unprotected side or edge that is 4 feet or more above a lower level, or 10 feet or more on scaffolds. When using vehicle man lifts, elevated platforms, working on roofs, or working from fixed ladders.		
	<i>Check the appropriate box for each hazard:</i>		<i>Description of hazard(s):</i>
Fall hazard <input type="checkbox"/>		Required PPE	
	NOISE HAZARDS: Potential noise hazards are: working in near compressors, drilling rigs, pump jacks, truck unloading or similar equipment.		
	<i>Check the appropriate box for each hazard:</i>		<i>Description of hazard(s):</i>
	Noise hazard <input checked="" type="checkbox"/>	May be exposed to noise hazards	Required PPE Hearing Protection when in posted areas
	RESPIRATORY HAZARDS: Potential respiratory hazards are: emergency response; gauging tanks; working around elevated levels of H2S; using chemicals; working with hazardous materials; working in confined spaces; welding, cutting, or brazing on certain metals; potentially disturbing asbestos or lead; working around sand or silica, and other particulate hazards.		
	<i>Check the appropriate box for each hazard:</i>		<i>Description of hazard(s):</i>
	Chemical exposure <input type="checkbox"/>	H2S , Natural Gas	Required PPE Personal 4 gas monitor
	Particulate exposure <input type="checkbox"/>		
	Other: <input checked="" type="checkbox"/>		
I certify that the above hazard assessment was performed to the best of my knowledge and ability, based on the hazards present on this date.			
07/15/2024 (Date)		 (Signature)	

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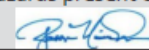




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	<input type="checkbox"/> A single employee's job description	Name of employee:	
	<input checked="" type="checkbox"/> A job description for a class of employees	Position Title:	
		Position Titles: Executive/Back Office Location: Houston, Denver, OKC	
<p>Your Name: Jason Nieuwenhuis <i>If the Executive/Back Office employee is visiting the field, the Operations Leadership Assessment applies.</i></p>			
	<p>EYE HAZARDS: Tasks that have the potential to cause eye injury are: working with chemicals, oil or acids; UV light; chipping, sanding, grinding or welding.</p>		
	<p><i>Check the appropriate box for each hazard:</i></p>		
	Chemical Exposure <input type="checkbox"/>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	High Heat/Cold <input type="checkbox"/>		
	Dust/Flying Debris <input type="checkbox"/>		
	Impact <input type="checkbox"/>		
	UV/IR Radiation <input type="checkbox"/>		
Other: <input type="checkbox"/>			
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	<p><i>Check the appropriate box for each hazard:</i></p>		
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	Impact <input type="checkbox"/>		
	Pressure <input type="checkbox"/>		
	Electrical Shock <input type="checkbox"/>		
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	<p>FOOT HAZARDS: Tasks that have the potential to cause foot injury include: exposure to chemicals or acids, welding or cutting, materials handling, renovation or construction, and electrical work.</p>		
	<p><i>Check the appropriate box for each hazard:</i></p>		
	Chemical Exposure <input type="checkbox"/>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	High Heat/Cold <input type="checkbox"/>		
	Impact/Compression <input type="checkbox"/>		
	Electrical <input type="checkbox"/>		
	Puncture <input type="checkbox"/>		
Slippery/Wet Surfaces <input type="checkbox"/>			
Other: <input type="checkbox"/>			

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	<i>Check the appropriate box for each hazard:</i>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	Chemical Exposure <input type="checkbox"/>		
	Heat/Cold <input type="checkbox"/>		
	Radiation <input type="checkbox"/>		
	Electrical Shock <input type="checkbox"/>		
	Puncture <input type="checkbox"/>		
Cuts/Abrasion <input type="checkbox"/>			
Other: <input type="checkbox"/>			
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	<i>Check the appropriate box for each hazard:</i>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	Chemical Exposure <input type="checkbox"/>		
	Flash Fire <input type="checkbox"/>		
	Impact/Compression <input type="checkbox"/>		
	Electrical Arc <input type="checkbox"/>		
	Cuts/Abrasion <input type="checkbox"/>		
Other: <input type="checkbox"/>			
	FALL HAZARDS: Tasks that have the potential to cause fall hazards are: performing work on a surface with an unprotected side or edge that is 4 feet or more above a lower level, or 10 feet or more on scaffolds. W hen using vehicle man lifts, elevated platforms, working on roofs, or working from fixed ladders.		
	<i>Check the appropriate box for each hazard:</i>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	NOISE HAZARDS: Potential noise hazards are: working in near compressors, drilling rigs, pump jacks, truck unloading or similar equipment.		
	<i>Check the appropriate box for each hazard:</i>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	RESPIRATORY HAZARDS: Potential respiratory hazards are: emergency response; gauging tanks; working around elevated levels of H2S; using chemicals; working with hazardous materials; working in confined spaces; welding, cutting, or brazing on certain metals; potentially disturbing asbestos or lead; working around sand or silica, and other particulate hazards.		
	<i>Check the appropriate box for each hazard:</i>	<i>Description of hazard(s):</i>	<i>Required PPE</i>
	Chemical exposure <input type="checkbox"/>		
	Particulate exposure <input type="checkbox"/>		
Other: <input type="checkbox"/>			
I certify that the above hazard assessment was performed to the best of my knowledge and ability, based on the hazards present on this date.			
7/15/2024 (Date)		 (Signature)	

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Change Log

Date	Change(s) Made	Approved By
7/16/24	Original Document	Justin Stone