

	<b>Document Title:</b> CEMEX Health & Safety Management System  Supporting Global Standard  <b>Personal Protective Equipment</b>	<b>Reference No.:</b> Appendix B
		<b>Revision Ref.:</b> B
<b>Date of Entry:</b> 3 <sup>rd</sup> May 2016		<b>Page No.:</b> 1 of 2

The following standards are minimum requirements that must be implemented by line managers and achieved by all operations, unless local legislation restricts them. Any additional requirements within local legislation must also be complied with at all times. Any deviation from these requirements shall be evaluated through a comprehensive documented risk assessment and the final decision must be formally authorised by the relevant Country Senior Management Team Member responsible for that business.

- 1) Where reasonably practicable, all risks must be controlled at source by an engineered solution rather than relying on PPE. Refer to Element 2 Risk Management for further information on the hierarchy of controls.
- 2) Managers must carry out risk assessments and define the PPE requirements for all tasks under their control.
- 3) The standard of all Personal Protective Equipment (PPE) must be sufficient to be effective for the purpose, and comply with any national legal requirements. PPE includes, but is not limited to, laced up ankle safety boots, safety helmets, high visibility clothing, waterproof clothing, thermal clothing, life jackets, gloves, hearing protection, eye protection, dust masks, respirators, safety harnesses and seatbelts in vehicles.
- 4) Employees, contractors and the public must wear appropriate PPE when on CEMEX sites. As a minimum standard, safety helmets, safety footwear, eye protection, gloves and high visibility clothing must be worn at all times in all production/operational areas. The only exception is exclusion zones determined by local management such as canteens and offices. Refer to No 13 for further details of each item of PPE.
- 5) Seat belts must be worn at all times by employees and contractors who travel in/operate company mobile plant and motor vehicles or when using other mobile plant and motor vehicles for CEMEX business.
- 6) Managers should ensure that all employees, contractors and members of the public are instructed in the correct use, and when required, the maintenance of PPE.
- 7) The correct use of PPE must be enforced by line managers at all times. Other personnel should also be encouraged to raise concerns if non-compliance is observed.
- 8) Adequate records must be kept of appropriate PPE that is issued e.g. where items have an expiry date, items of longer term use etc.
- 9) PPE must be inspected on a regular basis. Systems will be in place to ensure that any defect to PPE can be reported and replacements must be issued promptly. Line Managers must ensure that PPE is always available for employees to use.
- 10) PPE must be kept in good condition and it is important that suitable arrangements are in place for maintenance/cleaning and storage.
- 11) Depending upon work tasks etc, any deviation from the list must be identified as a safer option following a risk assessment. Other PPE, such as hearing protection, respiratory protection, safety harnesses/fall arrest and life jackets, may be required depending upon work tasks being undertaken. Such requirements must be included in site rules and the risk assessment.
- 12) Due to practicalities, the requirement for gloves and laced up ankle safety boots do not extend in their entirety to visitors or customers who, as a minimum, are required to wear safety helmets, eye

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<b>Date of Entry:</b> 3 <sup>rd</sup> May 2016		<b>Page No.:</b> 2 of 2

protection, high visibility clothing and safety footwear. In any case, visitors, customers and all people must be protected from hazards. Regular visitors and customers should be encouraged to adopt the higher standards of PPE implemented for employees and contractors, where possible.

13) Minimum PPE Requirements for Employees & Regular Contractors in production/ operational areas:



**Safety Helmet:** Industrial safety helmet to approved legal standards. Bump caps are not permitted. They must be worn correctly and stored away from direct sunlight. Avoid paints/solvents and if adhesive stickers are used then ensure the materials don't affect the integrity of the helmet or conceal damage or defects. Helmets must be replaced if damaged, or as required by manufacturers' instructions and local legal requirements.



**High Visibility Clothing:** Normally "fluorescent yellow" or "fluorescent orange" that covers the upper body and incorporates bands of retro reflective material in accordance with required standards. In addition the clothing material must be sufficiently flame retardant for workers who could be exposed to a flammability risk e.g. welders, personnel using gas cutting torches, electricians who may experience the potential for arcing etc. Although not a global minimum requirement, high visibility trousers of the same standard should also be considered.



**Gloves:** Shall be worn at all times in all production/operational areas. The only exceptions allowed are when driving vehicles, while only walking on a ground level designated route and when carrying out non hazardous work that relies on touch sensitivity where gloves impair ability e.g. writing or using a touch sensitive key pad. Gloves should not be used if a risk assessment identifies they may introduce an additional hazard e.g. entanglement while working with a lathe. The correct type of hand protection should be selected for the specific work activity e.g. PVC gloves for work with chemicals, Kevlar cut resistant gloves for use with blades and rigger gloves for general manual work.



**Eye Protection:** Shall be worn at all times in all production/operational areas. The eye protection worn must be suitable for the work activity being undertaken e.g. safety glasses for general use and protection from low energy impact, suitable safety goggles or face shields where there is a risk of chemical splashes or high energy impact e.g. welding. Where required, prescription safety glasses should be provided.



**Laced up Ankle Safety Boots:** Laced up boots that provide ankle support shall be worn and incorporate safety toecaps and, where required, anti-puncture midsoles e.g. steel or Kevlar. Specific boots may be needed to provide additional protection against contact with hot surfaces, insulation against heat/cold, etc. Waterproof safety boots (e.g. wellingtons) are permitted for work in waterlogged areas.