

## **PERSONAL PROTECTIVE EQUIPMENT AND CLOTHING POLICY**

### **1. PURPOSE**

- 1.1 Dark Knight Engineering Group ('DKE Group') is committed to providing and maintaining Personal Protective Equipment (PPE) to protect the health and safety of all employees so far as is reasonably practicable. The need for PPE will be determined through the risk management process.
- 1.2 Appropriate PPE will be provided to control the risk for workers. Instruction and training for the correct use, maintenance and storage will also be provided.

### **2. COMMENCEMENT OF POLICY**

- 2.1 This Policy will commence from 16/01/2023. It replaces all other PPE policies of DKE Group (whether written or not).

### **3. APPLICATION OF POLICY**

- 3.1 This Policy applies to employees, agents and contractors (including temporary contractors) of DKE Group, collectively referred to in this Policy as 'Workplace participants' and other persons to the extent that they will be required to attend at the workplace in circumstances ordinarily requiring the wearing of PPE.
- 3.2 This Policy does not form part of any employee's contract of employment. Nor does it form any part of any other worker's contract for service.

### **4. AIMS OF POLICY**

- 4.1 DKE Group aims to ensure:
- PPE is issued to workplace participants in accordance with the requirements of their job;
  - PPE is appropriate for the person and controls the risk for that person;
  - instruction, training and information is provided to workplace participants required to wear PPE in its fit, use and maintenance;
  - PPE purchased is in compliance with all appropriate Australian Standards (where applicable);
  - areas of known hazard that require PPE use, are appropriately sign posted to warn workplace participants; and
  - PPE provided is in a clean and hygienic condition.

### **5. MANAGER AND SUPERVISOR RESPONSIBILITIES**

- 5.1 Complete the PPE Checklist to determine whether PPE is required to be worn and what type. Specific jobs may require more personal protective equipment or clothing. For example:

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Document #: POL025	Version #: 1	Issue Date: 16/01/2023	Revision Date: 16/01/2024	Page 1 of 3

- hand, face and eye protection (when welding, angle grinding etc);
- respirators for workplace participants who may be exposed to atmospheric contaminants (e.g. hazardous fumes, gases or dust);
- fall arrest systems and devices when working at heights (e.g. harnesses);
- hearing protection in noisy areas (e.g. ear muffs or plugs);
- protective clothing in hot and cold environments; and/or
- broad brim hat, sunscreen and eye protection for outside workers.

5.2 Ensure PPE is worn by workplace participants during all job tasks which require such protection.

5.3 Ensure PPE chosen meets the relevant Australian Standard (where applicable) and has been certified accordingly.

5.4 Provide appropriate instruction and training to workplace participants required to use PPE.

5.5 Record the PPE provided in the PPE register.

5.6 Where other forms of hazard control cannot be applied, PPE will be supplied and worn as appropriate by workplace participants exposed to the relevant hazard(s). As such equipment is personal, all dealings with PPE will take into account each individual likely to require such protection where reasonably practicable. This will include, but not limited to considering such issues as body size (e.g. where protective clothing is needed); sight imperfections (e.g. when considering safety-glasses); and facial hair (e.g. when considering the correct seal around a breathing apparatus).

## **6. WORKPLACE PARTICIPANT RESPONSIBILITIES**

6.1 All workplace participants must:

- wear PPE provided as part of their cooperation with legal requirements for health and safety at work;
- participate in training provided;
- report any damaged PPE to the Manager or Supervisor of the relevant department;
- not use the PPE unless you have had appropriate training and instruction in its use;
- observe any signage for the area that you are working in to see if there is any particular PPE that is required for known hazards;
- ensure the PPE is worn at all times when performing the work task;
- be returned in a clean condition and stored in the appropriate facility;
- request PPE where you believe it is required for the job and has not been provided;

- take good care of PPE and any special clothing used as part of the job; and
- follow manufacturer's instructions for care and maintenance of PPE.

## **7. BREACH OF THIS POLICY**

- 7.1 All workplace participants are required to comply with this Policy at all times. Workplace participants that fail to use PPE where required will be immediately instructed to use the equipment, and, if necessary, be retrained in the need for and use of the equipment.
- 7.2 Continued breaches may lead to disciplinary action including, but not limited to, termination of employment. Workplace participants found deliberately misusing or damaging protective equipment will be warned against the misuse, and, if necessary, counselled, and disciplined.

### ***Variations***

*DKE Group reserves the right to vary, replace or terminate this Policy from time to time.*