



WAREHOUSE OHS – PERSONAL PROTECTION EQUIPMENT (PPE) POLICY

Intent

In compliance with Occupation Health and Safety requirements, all employees of The Authentic T-Shirt Company®/SanMar Canada, (the Company), must wear approved Personal Protective Equipment (PPE) when in the warehouse.

In this policy you will find:

- Definition of personal protective equipment
- Supervisor responsibilities
- Worker responsibilities
- Acknowledgment and Agreement

Definition

For the purpose of this policy, PPE is defined as, but not limited to, any of the following:

- CSA Standard CAN/CSA-Z195-M92, Protective Footwear
- High Visibility apparel (meeting at least Type 3 criteria)
- Fall Arrest harness
- Masks (in conjunction with COVID-19 & Pandemic policy)
- Gloves (in conjunction with COVID-19 & Pandemic policy)

Supervisor Responsibilities

8.8 The supervisor must ensure that appropriate personal protective equipment is

- a) Available to workers,
- b) Properly worn when required, and
- c) Properly cleaned, inspected, maintained and stored

Worker's Responsibilities

8.9 (1) A worker who is required to use personal protective equipment must

- a) Use the equipment in accordance with training and instruction,
- b) Inspect the equipment before use
- c) Refrain from wearing protective equipment outside of the work area it is required to do so would constitute a hazard, and
- d) Report any equipment malfunction to the supervisor or employer.

(2) A worker who is assigned responsibility for cleaning, maintaining or storing personal protective equipment must do so in accordance with training and instruction provided.

Acknowledgment and Agreement

By affixing my digital signature to this document, I confirm my acceptance of the Warehouse OHS – Personal Protective Equipment (PPE) Policy. I understand all of its rules, policies, terms and conditions and agree to abide by them and any amendments that may be issued. I understand that this policy may be amended and adjusted as needed. I understand that my compliance with this policy is a condition of my employment, and any violation may result in disciplinary action up to and including termination of employment with just cause.