



Personal Protective Equipment Policy

Revision Date: May 27, 2024

The J & G Group of Companies is devoted to the safety and health of their employees. It is our goal to minimize injuries to employees through the use of PPE. It is essential that all employees use CSA or ANSI approved PPE.

It is the responsibility of all company personnel, including management, foreman and regular employees, to wear the items of PPE as required in each department and as each job may dictate. To encourage the use of PPE, approved hard hats, safety glasses, vests & ear plugs will be supplied for all employees to use.

The minimum PPE required are a vest, hard hat and steel toe boots, although additional job specific PPE such as hearing protection and safety glasses, or goggles may be required for certain types of work (hearing protection is required when working in areas or around equipment where the noise levels are above 85 dBA – refer to “PPE – Hearing Protection Procedure”).

PPE must meet the minimum standards listed below:

PPE	Standard
Hard Hat	CSA Z94.101977 ANSI Z89.1-1969
Steel Toed Footwear	CSA Z195-M1981
Safety Glasses	CSA Z943-M1982 ANSI Z87.1-1968
Respirators	CSA Z94.4-93
Hearing Protection	CSA Z94.2-1974
Fall Protection	CSA Z259
Hand Protection	

Note:

- All employees are required to wear appropriate (non-baggy) clothing, always including regular length pants and sleeved shirts.
- All PPE is to be maintained and worn according to manufacturer’s instructions and requirements. i.e. Hard hat with peak forward.
- All PPE issued by the company is to be inspected before distribution and should be subsequently inspected by the employee before each use.
- Any PPE that is of questionable reliability, damaged, or in any need of repair is to be replaced and discarded immediately.
- Alteration of a piece of PPE in any way contrary to manufacturer’s instructions or legislated Regulations is prohibited.



Fit Testing: Dependent upon what type of tasks the employee will be performing there will be need for Respiratory Protective Equipment (RPE). Employees will be provided RPE that is suitable, adequate, and approved for use by the worker from one or more airborne contaminants with a face piece that is the proper size and where a tight fit is essential to the proper functioning of the RPE and makes an effective seal to the facial skin of the worker. Where a tight fit is essential to ensure the worker is not exposed to an extent that may pose a risk of significant harm, as per Workplace Safety & Health Regulation 6.15(2); the worker must be fit-tested by a competent person in an approved manner. Fit testing requirements are that the worker is clean shaven and this will be a mandatory requirement if/when an employee is required to be fit tested to wear the appropriate RPE.

Adherence to Workplace Safety and Health Regulations and our policies and procedures are not seen as an option. The health and safety of every person in the workplace is of the utmost importance and is the responsibility of all involved.