



Personal Protective Equipment Policy

While the John Aarts Group recognizes that personal protective equipment is at the bottom of the hierarchy of controls and should only be used as a last resort in the protection of our workers; at times PPE is the only practicable way we can protect our workers from jobsite hazards.

With that in mind JAG, has developed a PPE policy and procedure to help ensure activities requiring PPE in our places of business are documented. In our commitment to health and safety JAG has commissioned workplace hygiene studies to help determine suitable PPE required for certain tasks and will provide appropriate PPE to all our workers.

John Aarts Group has various PPE requirements for its worksites. This includes:

- Construction/Mining sites: As a minimum, CSA approved hard hat, CSA approved high visibility reflective clothing, and CSA approved safety footwear (footwear to be supplied by employee).
- Industrial Plants: CSA approved hard hat, CSA approved high visibility reflective clothing, and CSA approved safety footwear, as required in certain locations.
- Offices: No minimum PPE requirements

Certain tasks/locations require specific PPE, including respiratory, eye, hearing and hand protection. The PPE programs and procedures will outline the selection guidelines as well as the use, care, and fitment of required PPE.

It is the worker's responsibility to inspect their PPE daily/before use and keep them in good condition. PPE found to be defective should be tagged and removed from service immediately.

Signature

February 10, 2023

Date