

Policies	POL 53	
PPE & UNIFORM POLICY		

Purpose

The purpose of this policy is to define the **minimum personal protective equipment (PPE) requirements** for all employees, contractors, subcontractors, labour hire personnel, and visitors working for or on behalf of **CCS Rentals Pty Ltd T/A Consolidated Group, Jakarli Group TA EK Contracting Pty Ltd, and Consolidated Transport Services Pty Ltd** (collectively referred to as the **Consolidated Group of Companies**).

Personal protective equipment is a critical control measure used to **minimise exposure to workplace hazards** that cannot be eliminated or adequately controlled through engineering or administrative controls.

This policy ensures that all personnel understand the **minimum PPE requirements across different work environments**, including offices, yards, transport operations, and field-based mechanical or specialised work.

This policy forms part of the Consolidated Group's **Integrated Business Management System (IBMS)** and aligns with:

- Work Health and Safety Act 2020 (WA)
- Work Health and Safety (General) Regulations 2022 (WA)
- Relevant Australian Standards
- ISO 45001:2018 Occupational Health & Safety

OBJECTIVES

The Consolidated Group aims to:

1. Protect workers from injury

By ensuring appropriate PPE is worn when working in environments where hazards exist.

2. Ensure compliance with WHS legislation and site requirements

Many client sites (mining, rail, civil construction and industrial sites) have specific PPE standards that must be followed.

3. Promote consistent safety practices

Establish clear minimum PPE expectations across all operational areas.

4. Support hazard management

PPE requirements complement other risk management tools such as:

- JHA / Take 5
- SWMS
- CRAW
- Site Safety Management Plans

MINIMUM PPE REQUIREMENTS

Minimum PPE requirements vary depending on the **work environment and task being undertaken**.

Personnel must always comply with:

- Company PPE requirements
- Client site PPE requirements
- Task-specific PPE requirements identified in risk assessments

Where multiple requirements apply, the **highest level of protection must be followed**.

Policies	POL 53	
PPE & UNIFORM POLICY		

1. OFFICE ENVIRONMENTS

For personnel working in **administrative or office environments**, the minimum PPE requirement is:

Minimum PPE

- Enclosed footwear (closed-in shoes)

This requirement applies to all office personnel and visitors to ensure basic protection from slips, trips and minor hazards.

Additional PPE may be required when entering operational areas such as workshops or yards.

2. YARD AND WORKSHOP AREAS

Personnel entering or working within **company yards, depots, workshops, equipment storage areas or operational plant areas** must wear the following minimum PPE:

Minimum PPE

- High visibility clothing (long sleeve shirt preferred)
- Long trousers or work pants
- Safety boots (steel or composite toe)
- Safety glasses / eye protection
- Gloves suitable for the task

These requirements apply due to risks including:

- Mobile plant and vehicle movements
- Mechanical work activities
- Manual handling
- Flying debris or particles
- Interaction with equipment and materials

3. TRANSPORT OPERATIONS

Personnel involved in **transport, freight, equipment delivery, logistics and loading/unloading activities** must wear:

Minimum PPE

- Long trousers
- Safety boots
- High visibility clothing

Some transport works occur on **client mining or construction sites**, which may require additional PPE including:

- Hard hats
- Safety glasses
- Gloves
- Long sleeve shirts

Policies	POL 53	
PPE & UNIFORM POLICY		

Drivers must comply with **all site-specific PPE requirements** when entering operational areas.

4. MECHANICAL WORK AND EQUIPMENT MAINTENANCE

All **mechanical work, plant maintenance, equipment servicing or tooling activities** require the following minimum PPE:

Mandatory PPE

- Safety glasses / eye protection
- Suitable protective gloves
- Long trousers
- Safety boots

Additional PPE may include:

- Face shields
- Hearing protection
- Respiratory protection
- Welding PPE
- Protective clothing

These requirements apply to prevent injuries from:

- Flying particles
- Sharp edges
- Hot surfaces
- Pressurised components
- Mechanical hazards

5. SITE WORK AND CLIENT PROJECTS

For **mining, construction, rail, civil or industrial sites**, minimum PPE requirements are typically:

Minimum PPE

- Hard hat
- Safety glasses
- High visibility clothing
- Long sleeve shirt
- Long trousers
- Safety boots

However, PPE requirements are **site-specific** and must always follow:

- Client site safety rules
- Site inductions
- Project risk assessments
- SWMS or CRAW requirements

Policies	POL 53	
PPE & UNIFORM POLICY		

6. SPECIALISED TASKS

Some tasks require **additional specialised PPE** depending on the hazards involved.

Examples may include:

- Welding or cutting activities
- Grinding or abrasive work
- Confined space entry
- Chemical handling
- Electrical work
- Working at heights
- Dust generating tasks

These requirements will be identified through:

- Risk assessments
- SWMS
- Project procedures
- Manufacturer recommendations

RESPONSIBILITIES

Management

Management will:

- Provide appropriate PPE for workers
- Ensure PPE requirements are communicated and enforced
- Ensure workers are trained in the correct use of PPE
- Monitor PPE compliance through inspections and field leadership interactions
- Ensure PPE meets relevant Australian Standards

Supervisors

Supervisors must:

- Ensure workers wear the correct PPE
- Stop work if PPE requirements are not being followed
- Reinforce PPE expectations during toolbox meetings
- Address PPE breaches through coaching or disciplinary action where required

Employees and Contractors

All personnel must:

- Wear required PPE at all times
- Inspect PPE before use
- Maintain PPE in good condition
- Report damaged or defective PPE

Policies	POL 53	 consolidatedgroup.com.au
PPE & UNIFORM POLICY		

- Follow all company and site PPE requirements

Failure to comply with PPE requirements may result in **disciplinary action** in accordance with company policies.

COMMITMENT

The Consolidated Group is committed to ensuring that appropriate PPE is worn whenever required to protect workers from injury and illness.

By maintaining clear PPE standards across offices, yards, transport operations and project sites, we aim to ensure **all personnel return home safely every day**.

This policy applies to **all employees, contractors, subcontractors, labour-hire personnel and visitors** working for or on behalf of the Consolidated Group of Companies.

This policy will be **reviewed annually** or when operational changes, legislative updates or incident investigations identify the need for improvement.

Approved



Theo Tsorvas

Director

Date 9.3.2026

EMPLOYEE ACKNOWLEDGEMENT

I acknowledge that I have read and understood the Consolidated Group Minimum Personal Protective Equipment (PPE) Policy.

I understand the minimum PPE requirements for office environments, yards, transport operations, workshops, mechanical work and client project sites, and my responsibility to comply with all PPE requirements when working for or on behalf of the Consolidated Group of Companies.

I understand that:

- *PPE must be worn as required for the work environment and task being undertaken*
- *Site-specific PPE requirements must always be followed*
- *PPE must be maintained in good condition and inspected before use*
- *Any damaged or missing PPE must be reported immediately*
- *Failure to comply with PPE requirements may result in disciplinary action*

I agree to follow the requirements outlined in this policy and support the company's commitment to maintaining a safe workplace.

Employee Name: _____

Employee Signature: _____

Date: _____