

PERSONAL PROTECTIVE EQUIPMENT (PPE) REQUIREMENTS

At ESS, safety is a shared responsibility and a core part of who we are as employee-owners. These PPE requirements exist to protect our people and ensure they make it home safe from every job. Every employee-owner is accountable for their PPE. By following these standards, we reinforce a culture where health and safety come first. The following **minimum** PPE requirements are in place to ensure a safe, consistent standard across all jobsites. **All employee-owners are expected to follow these requirements whenever they are working in the field.**



TYPE 2 HARD HAT

BRIM GUARD ATTACHED



ANSI Z87+ SAFETY GLASSES

WITH SIDE PROTECTION



MINIMUM 4" SLEEVES



ANSI A4 CUT RESISTANT GLOVES



HIGH VISIBILITY GARMENTS



PANTS



SAFETY TOE WORK BOOTS



HARD HAT

MINIMUM REQUIREMENTS:

- ESS issued Type II Safety Helmet with chin strap engaged.
- Appropriately colored ESS-issued brim guard must be worn.
- Ball caps shall not be worn under safety helmets.
- Name is required on front of hard hat.
- "Employee-owners call employee-owners by name."

SAFETY GLASSES

MINIMUM REQUIREMENTS:

- Must meet ANSI Z87.1-2025 standards.
- All frames shall be marked ANSI Z87+ and must provide side, wrap around, lateral protection for protection from flying objects.
- Prescription safety glasses shall be marked Z87-2+ and equipped with wrap around side protection or Z87+ side shields.
- The use of regular prescription glasses with accessory side shields will not be allowed.
- Regular prescription glasses users shall wear Z87+-marked over-the-glasses safety glasses.
- ESS offers \$250 annual reimbursement for prescription safety glasses.
- Any personally bought safety glasses must provide the same level of protection as ESS-supplied safety glasses, including side, wrap around, lateral protection to protect from flying objects.
- "Protect your peepers."

SAFETY BOOTS

MINIMUM REQUIREMENTS:

- Safety toe boots meeting the ASTM F2413 Standard.
- Safety toe may be steel, aluminum, or composite.
- Boots must be puncture resistant.
- Boots must rise above the ankle.
- ESS offers \$200 annual reimbursement for safety boots.

HIGH VISIBILITY GARMENTS

MINIMUM REQUIREMENTS:

- All shall meet the ANSI/ISEA 107-2020 requirements for Type R (Roadway) apparel.
- Day - ANSI Class II High Visibility Upper Body Garment (Vest, Jacket, Shirt)
- Night - ANSI Class II High Visibility Upper Body Garment (Vest, Jacket, Shirt) with ANSI Class E bottoms (gators or pants)
- Flaggers - Safety helmet shall be covered with high visibility covering, day or night.
- All high visibility garments shall have a fluorescent lime-yellow background unless client and/or location requirements differ.
 - Black background garments are not ANSI Type R garments.
 - Standardizing lime-yellow backgrounds to further differentiate our ESS employee-owners from traffic control devices.

GLOVES

MINIMUM REQUIREMENTS:

- Gloves shall be at a minimum ANSI A4 Cut-Resistant Level.
- A4 gloves are to be worn at all times, by all employee-owners, in the field when not in the cab of equipment or vehicle.
 - It is understood that we must be realistic and there are instances when not wearing gloves would be acceptable such as when electronic devices or when machine/tool manufacture requirements do not allow glove use when operating.
- Specialized gloves will be required and supplied for specific tasks.

WORK CLOTHES

MINIMUM REQUIREMENTS:

- Long pants required.
- Sweat, workout and fitness pants are not allowed.
- Shirts are required and shall have a minimum 4" sleeve.