FORKERS LIMITED PPE (PERSONAL PROTECTIVE EQUIPMENT) POLICY

1. Introduction Forkers Limited is committed to ensuring the health, safety, and welfare of all employees, subcontractors, and visitors on our construction sites. The use of Personal Protective Equipment (PPE) is a critical control measure to mitigate workplace hazards and must be adhered to by all personnel. This policy sets out the **minimum PPE requirements** that must be followed on all Forkers Limited sites (Principal Contractor), in addition to any **task-specific and client-specific PPE requirements (Severn Trent, United Utilities, Environmental Agency, other PC's, etc)**.

Failure to comply with this policy may result in refusal of entry to the site, disciplinary action, or removal from site operations.

2. Scope This policy applies to **all Forkers Limited employees, subcontractors, agency workers, and visitors** working on or accessing Forkers Limited-controlled construction sites. Subcontractors are responsible for ensuring their workforce complies with these PPE requirements.

3. Mandatory Minimum PPE Requirements

The following PPE must be worn **at all times** on Forkers Limited construction sites:

3.1 Safety Helmet (Hard Hat) with Chin Strap

- **Standard:**
  A safety helmet compliant with **EN 397** or **EN 12492** must be worn at all times.
- **EN 397** – Industrial Safety Helmet
- **EN 12492** – Mountaineering / Climbing Helmet (working at height)
- The selected helmet must be suitable for the task and used in accordance with the site-specific risk assessment.
- Regardless of helmet type, a chin strap must be fitted to the helmet and worn securely at all times.
- **All Forkers personnel** shall use the company supplied helmet with integral chin strap, unless and **only** if a specified alternative is **authorised by the Construction Director**.
- **Chin strap requirements** must be reviewed and may only be **omitted following a risk assessment authorised or accepted by the Construction Director.**
- **No hoodies, woollen hats, or beanies are to be worn under helmets.**
- **Only helmet liners** approved by the helmet **manufacturer are permitted.**

3.2 High-Visibility Clothing (Long-Sleeved Only – No Alterations Allowed)

- **Standard:** EN ISO 20471 – High Visibility Clothing.
- **Long-sleeved high-visibility tops are mandatory (Yellow or Orange only)** for all workers, visitors, and subcontractors.
- **Class 2 minimum, Class 3 for high-risk areas** (e.g., night work, traffic zones).
- **No alterations or modifications** (e.g., cutting sleeves, removing reflective strips).
- Hi-vis clothing must be clean and in good condition to ensure visibility.

3.3 Protective Footwear (No Rigger Boots Allowed)

- **Standard:** EN ISO 20345 – Safety Footwear (S3 or higher – Midsole penetration protection).
- **Rigger boots are not permitted** due to lack of ankle support and slip hazards.
- **Only lace-up or zip-up safety boots with ankle support are allowed.**

3.4 No Shorts – Full-Length Trousers Only

- **Shorts are not permitted** on Forkers Limited sites.
- Workers must wear **FULL-LENGTH work trousers, jeans, or similar to** protect against cuts, burns, and chemical splashes.

4. Task-Specific PPE

4.1 Gloves

- **Standards:**
  - EN 388 – Mechanical risks (cut, puncture, abrasion, tear).
  - EN 374 – Chemical-resistant gloves.

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  - EN 407 – Heat-resistant gloves.
- Gloves must be selected based on the specific task and hazard assessment.

4.2 Eye Protection
- **Standard:** EN 166 – Personal Eye Protection.
- Safety glasses or goggles must be worn where there is a risk of flying debris, dust, or chemical splashes.
- Goggles must be worn when using cut-off saws, when using road saws, and other abrasive wheel tools.

4.4 Hearing Protection
- **Standard:** EN 352 – Hearing Protectors (earplugs or earmuffs).
- Mandatory in areas where noise levels exceed 85 dB(A).

4.5 Respiratory Protective Equipment (RPE)
- **Standards:**
  - EN 149 – Filtering half masks (FFP1, FFP2, FFP3).
  - EN 143 – Particle filters.
  - EN 136 – Full face masks.
- RPE must be used when exposed to dust, fumes, vapours, or hazardous substances.
- **Fit testing is mandatory for tight-fitting RPE.** This testing must be specific to the type of mask and manufacturer.

4.6 Other PPE as required by risk assessment
Example – Safety Harnesses, etc.

5. Additional PPE for Breaking Ground Activities Workers engaged in **groundworks, excavation, and breaking ground activities** must wear:

PPE Item	Standard	Requirement
Flame Retardant Long-Sleeved High Visibility Shirt/Jacket	EN ISO 11612 + EN ISO 20471	**Mandatory** when breaking ground
Flame Retardant Work Trousers	EN ISO 11612	**Mandatory** when breaking ground
Flame Resistant Waterproofs (if required)	EN 343 + EN ISO 11612	Waterproofs must be **Flame Retardant** when worn
ARC (Flashover) Outerwear	EN 61482	Maybe required as determined by risk assessment or client's requirements

6. Subcontractor Compliance Requirements

- **All subcontractors must follow Forkers Limited's minimum PPE requirements / site specific site rules.**
- **Subcontractors must also comply with any task-specific PPE requirements**, as identified in risk assessments or method statements.
- **Subcontractors must contact the site management team prior to arrival on site to confirm the PPE requirements.**
- **Failure to bring the required PPE may result in subcontractors being turned away at induction or upon arrival.**
- Subcontractors are responsible for ensuring their workers arrive on-site with the correct PPE.
- **Forkers Limited supervisors and managers will enforce PPE compliance for all subcontractors.**

7. UK Regulatory Compliance & Enforcement

Forkers Limited PPE policy aligns with **UK health and safety legislation**, including:
- Health and Safety at Work etc. Act 1974.

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- Personal Protective Equipment at Work Regulations 1992.
- Construction (Design and Management) Regulations 2015 (CDM).
- Control of Substances Hazardous to Health (COSHH) Regulations 2002.

Enforcement Measures

- **Daily PPE compliance checks** will be conducted by site supervisors and managers.
- **Failure to comply with PPE requirements will result in enforcement action**, including:
  - Verbal and written warnings and/or Red / Yellow cards being issued.
  - Refusal of entry to site.
  - Removal from site if non-compliance continues.
- Toolbox talks will reinforce PPE requirements, including **Flame Retardant clothing, long-sleeve hi-vis mandates, and the prohibition of shorts, rigger boots, and unapproved headwear under helmets**.

8. Responsibilities

8.1 Employer/Subcontractor Responsibilities

An **employer** is a person or organisation that hires and pays individuals (employees) to perform work under a contract.

- ✔ Provide all mandatory PPE, including FR clothing where required, **free of charge**.
- ✔ Ensure that all PPE and RPE issued is **recorded on the PPE register**.
- ✔ Conduct risk assessments to determine task-specific PPE needs.
- ✔ Ensure PPE meets **BS EN standards** and is maintained correctly.
- ✔ Provide training on PPE use, storage, and maintenance.

9. Conclusion

Forkers Limited enforces strict PPE compliance for **all employees, visitors, and subcontractors**. **Subcontractors must confirm PPE requirements before arriving on-site and may be turned away if they fail to meet the required standards. Non-compliance may result in disciplinary action or being asked to leave site.**

This Policy Statement will be displayed prominently at all sites and workplaces, will be made available to any appropriate interested party and will be kept under review as part of our commitment to the continual improvement of our OH&S Management System and to ensure its continuing relevance.

D Cartwright, Construction Director
27th October 2025

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