



Personal Protective Equipment (PPE) Policy 2026

Limen is committed to protecting all employees from exposure to workplace hazards and the risk of injury, as far as reasonably practicable, through the use of Personal Protective Equipment (PPE) and Respiratory Protective Equipment (RPE). PPE/RPE is not a substitute for more effective control methods and its use will be considered, only when all other means of protection against hazards are not adequate or feasible and have been exhausted. It will be used in conjunction with other controls unless no other means of hazard control exist.

Limen is committed to providing PPE/RPE to all workers as required, and workers have a responsibility to wear the basic of Personal Protective Equipment and Respiratory Protective Equipment in all Limen workplaces. When additional PPE/RPE is required in the workplace, all workers shall comply with the requirements

VP/Project Managers and Superintendents

VP/Project Managers and Superintendents have the primary responsibility for implementing and enforcing PPE/RPE use in their work area. VP/Project Managers and Superintendents will be held accountable for:

- Providing appropriate PPE/RPE and making it available to employees.
- Ensuring that employees are trained on the proper use, care, fitting, and cleaning of PPE/RPE.
- Ensuring that employees properly use and maintain their PPE/RPE and follow this policy and rules.
- Notifying Limen's Management and HSE Team when new hazards are introduced or when processes are added or changed.
- Ensuring that defective or damaged PPE/RPE is immediately disposed of and/or replaced.

Employees and Subcontractors will be held accountable for:

- Properly wearing/fitting PPE/RPE as required.
- Attending required training sessions.
- Properly caring for, cleaning, maintaining, and inspecting PPE/RPE as required.
- Following Limen PPE/RPE policies and rules, when working at Limen locations
- Reporting/ replacing any PPE/ RPE which does not meet the requirements.

Employees/ Subcontractors who repeatedly disregard and do not follow PPE/RPE policy and rules may result in disciplinary action up to and including be removed from the workplace.

For further information please refer to the Limen HSE Management Manual, in particular:

- B001 - Personal Protection Equipment (PPE) Procedure
- B002 - Respiratory Protect Equipment (RPE) Procedure
- Limen Safe Work Procedures
- Limen Safe Work Practices.

This policy will be reviewed periodically (minimum annually) or in the light of legislative or organisational change.

Antonio Lima

Date: March 26th 2026

Antonio Lima,
Founder, President & Chief Executive Officer