

CS ENERGY PROCEDURE

PERSONAL PROTECTIVE EQUIPMENT (PPE) CS-OHS-50

Responsible Officer: Health and Safety Business Partners / Health and Safety Specialists

Responsible Manager: Head of Health Safety and Environment

Responsible Executive: Chief Executive Officer (CEO)

DOCUMENT HISTORY

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Update	B Pike	H&S Team Site Managers - P Matha L McLachlan I Foy	K Ussher	12/08/2014
Updated PPE Site Plans for Callide and Kogan in attachments as released in June.	S Collard			05/07/2018
Clarification of safety helmet colours and Hi-Vis Protective Clothing requirements	A Bruce	D Clarke	S Faulkner	12/02/2019
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Minor updates to remove references to Wivenhoe and update to standard reference	S Collard	M Quintero	S Colley	21/12/2022
Updated references to Australian Standards, Fit Testing, Care of PPE and removed alternative footwear when transitioning into or out of sites. Removed Callide A site, Added renewable sites	L Hartley	A Cashin V Hardaker R Weaver	T Preston	25/07/25



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1 PURPOSE

This procedure provides information about the required Personal Protective Equipment (PPE) for use by employees, contractors, and visitors whilst on CS Energy (CSE) operational sites.

2 SCOPE

This procedure applies to all CSE operational sites.

3 RESPONSIBILITIES AND ACCOUNTABILITIES

3.1 Managers/Supervisors

Managers/Supervisors are responsible for ensuring that:

- The requirements of this procedure are enforced within their area of responsibility;
- Regular checks are carried out to confirm compliance;
- Adequate PPE is made available for the task at hand.
- Obtain professional advice from the Health and Safety team if required;
- Visitors are made aware of the site PPE requirements prior to their arrival at site, in particular, the need to supply their own safety boots that meet the standard specified in this procedure;
- Appropriate information, instruction and training is provided to each of their employees for the type of PPE used;
- Processes are in place to inspect, clean and maintain PPE; and
- Variations to prescribed minimum PPE requirements are risk assessed and approved.

3.2 Employees, Contractors and Visitors

Employees, contractors and visitors shall:

- Wear all items of PPE as instructed and not modify, damage or use PPE in a way contrary to manufacturer's instructions
- Check the condition of any PPE before use, look after it whilst in their possession, and return it to its correct location after use (where applicable)
- Remove from use all defective/damaged PPE, tag out of service as necessary
- Return all borrowed PPE to security or site contact after use.

3.3 Health and Safety

Site Health and Safety team shall:

- Maintain the currency and accuracy of this procedure;
- Provide guidance and/or training on the selection, use and limitations of PPE as required;
- Provide general awareness training in relation to the requirements of this procedure; and
- Monitor the implementation of this procedure and undertake audits to confirm compliance.

4 PERSONAL PROTECTIVE EQUIPMENT

4.1 General

Legislation and Australian Standards cover the basic requirement for PPE, but in striving towards best safety practice, these requirements may be exceeded for specific purposes.



PPE as specified shall be worn and used by all employees, contractors and visitors in accordance with the rules prescribed, and in alignment with all signed areas. Adherence to these rules is a condition of employment with CS Energy and a condition of entry to site for contractors and visitors.

Employees will be subject to normal performance management processes, and contractors and visitors may be removed from site, should they fail to correctly use PPE as instructed.

Unique operations requiring PPE will be subject to a risk assessment (JSEA) to determine the most appropriate PPE to be worn.

Minimum mandatory PPE requirements includes:

- Day/night high visibility clothing (with retro reflective material) clothing shall comply with AS/NZS 4602.1
- Safety helmet selected in accordance with AS/NZS 1800 Occupational protective helmets
- Safety boots –lace and/or zip up high top protective toe capped safety footwear shall comply with AS 2210 Occupational Protective Footwear - Guide to Selection, Care and Use
- Safety glasses glasses shall be selected in accordance with AS/NZS 1337. Selected eye protection (mono goggles or enclosed eye protection such as foam backed) is to be carried in coal fired plants.
- Safety gloves -safety gloves shall be carried on each person appropriate to the tasks to be undertaken and worn when undertaking manual tasks and when identified in the personal risk assessment.

Any variation to the minimum PPE requirements must be risk assessed and approved by the relevant site Manager and the Health and Safety team.

4.2 Administration Precinct and Other Risk Assessed Area.

CS Energy Sites have an administration precinct area which has been specified exempt where minimum PPE requirements are lessened due to a lower risk identified.

PPE requirements for the Administration Precinct:

- Safety boots protective toe capped safety footwear shall comply with AS 2210
- High Visibility Protective Clothing
- Eye protection and hearing protection is required in signposted areas but is not mandatory whilst inside offices, crib rooms, plant control rooms and vehicles where the windows are wound up.



Prior to leaving the Administration precinct or other risk assessed areas, it is a requirement to have the minimum mandatory PPE.

4.3 **Visitors**

CS Energy personnel are responsible for ensuring that Visitors comply with the minimum and/or supplementary PPE for the site or area of site. The Visitor's CS Energy Contact is responsible for advising Site Security in advance regarding the arrival of visitors. All visitors must wear flat enclosed footwear with no high heels.

The following PPE is available for use from the security gatehouse (Thermal Assets) or will be provided by site contact as applicable to the site.

Hi-Visibility vests;



- Gloves;
- Safety glasses; and
- Safety helmets.

Visitors to renewable asset sites must have PPE provided prior to arrival onsite.

The CS Energy Contact is expected to ensure that an adequate supply of loan PPE is available.

Visitors who do not meet the minimum PPE requirements (including exempt areas) will not be permitted onto site. Site Security reserves the authority to refuse entry in these circumstances.

4.4 Supplementary PPE

Where supplementary PPE is required for a task/job then the following shall occur:

- Before prescribing the type of supplementary PPE required for a task, either a 2x2 Personal Risk Analysis, or a Job Safety and Environmental Analysis (JSEA) will be used to determine appropriate PPE requirements as part of the hazard control process;
- These methods will not be used to override mandatory PPE requirements;
- When new hazardous chemicals are introduced to a CS Energy Site, there will be a formal risk assessment of the PPE requirements for the actual use of such chemical. The appropriate chemical's Safety Data Sheet must be consulted.

5 PERSONAL PROTECTIVE EQUIPMENT STANDARDS

5.1 Eye Protection



The minimum eye protection to be worn by all personnel at CS Energy Sites shall be safety spectacles with side shields (or wrap around type) which comply with AS/NZS 1337.1.

The following rules also apply:

- Eye protection will be mandatory at all sites inside the perimeter security fencing outside of office and plant control room areas;
- Sealed eye protection (Mono-goggles or enclosed eye protection such as foam backed) is to be carried on the individual (e.g. inside carry bag secured to the waist) whilst outside of the administration precinct area (at coal-fired plant only).
- The standard safety glasses for use in and around plant areas (i.e. poorly lit, confined spaces, inside buildings etc.) shall be clear lenses or inside / outside lenses.
- Shaded safety glasses can be worn for outside day work only;
- Persons using prescription glasses must have hardened lenses in an approved frame with the glasses compliant to AS/NZS1337.
- For supply of Prescription safety glasses to CS Energy employees, refer to site H&S team;
- Damaged safety glasses shall be replaced immediately; and
- Welding or face shields shall be attached to the helmet unless there is a clear assessment provided in the JSEA.



5.1.1 **Additional Eye Protection**

Additional eye protection may be required for specific tasks. The table below is an example of some of the tasks requiring additional eye protection.

Activity	Eye Protection Required	Example
 Drilling / Hammering Steel strapping / banding Low Speed Compressed Air Tools 	Minimum of safety glasses.	LINEX
 Insulation Painting Using chemicals including solvents and cleaners 	 Refer to manufacturers' Safety Data Sheet (SDS) for minimum required PPE. Where eye protection is not specified on the SDS, splash resistant safety glasses shall be worn. 	
Vessel entry	Sealed Eye Protection	
ALL overhead works	 Sealed eye protection, and Full face protection when interacting with kinetic energy. 	
 Oxy and Plasma cutting Grinding Scabbling High speed rotating tools, including cut off saws High Speed Compressed Air Tools Hydrostatic / pneumatic testing 	Sealed eye protection and full-face protection.	
• Welding	 Welding shield worn over sealed eye protection Clean down prior to removal to minimise potential for foreign objects in eyes 	
Grit blasting	 Air ventilated blast helmet over safety glasses. Clean down prior to removal to minimise potential for foreign objects in eyes 	



5.2 Safety Helmets



It is a CS Energy requirement that head protection is worn by everyone on a CS Energy Site unless in PPE free areas or when working on sites with no hard hat requirement.

- Helmets shall be selected in accordance with AS/NZS 1800 Occupational protective helmets;
- No hats or caps shall be worn under helmets (unless designed for this purpose);
- Chin straps or lanyards shall be fitted and used when the need arises to prevent helmets falling off when traversing or working at heights;
- Under no circumstances will helmets be painted or written on in any fashion. (see caring for your safety helmet below)
- Helmets may be labelled with stick-on name tags and approved attachments;
- Helmets that have suffered any significant impact or deterioration shall be replaced;
- Safety helmets shall be replaced every 3 years from date of issue; and
- Helmet Colours –

White General multipurpose use (all sites)

Yellow Evacuation Warden (all sites)

Red Emergency Response Team (Kogan)Green Emergency Response Team (Callide)

Blue Security (Callide)Orange Visitors (all sites)

5.2.1 Tips for caring for a Safety Helmet:

- Avoid dropping or throwing
- Do not sit on your helmet or use it as support
- Beanies and hats are not to be worn under helmets unless rated and designed to be worn under hard hats
- Clean your helmet regularly with mild soap and warm water and allow it to air dry
- Do not use harsh detergents or solvents, hydrocarbon-type cleaners (kerosene, gasoline, thinner), or paints on your helmet as these can cause subtle yet irreparable damage, reducing its effectiveness
- Inspect your helmet often, ensuring it does not have any punctures, dents, or damage to the webbing
- Do not store personal belongings in the shell or suspension (earplugs, cigarettes, etc.) these
 objects can decrease the function of your helmet and transmit force to the head and neck in the
 event of impact
- When not in use, store your helmet in a clean, dry area that is not exposed to excessive heat or direct sunlight

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5.3 **Safety Footwear**



- Safety boots –lace and/or zip up high top protective toe capped safety footwear shall comply with AS 2210 Occupational Protective Footwear - Guide to Selection, Care and Use, on all asset sites
- Visitors as a minimum requirement shall wear enclosed footwear (flat shoes and no high heels)



- Placing any device within a safety shoe (e.g. orthotics, inners) may make the footwear non-compliant with the relevant Australian Standard.
- If inserts are required, the wearer shall ensure the inserts meet AS2210, particularly for persons who perform electrical work.

5.4 **Hi-Vis Protective Clothing**



High Visibility Requirements:

High visibility clothing shall be worn when at a CS Energy asset site. The clothing must be predominantly natural fibre and comply with AS/NZS 4602.1 High visibility safety garments, Part 1: Garments for high risk applications.

Minimum requirements at CS Energy are:

- Shirts must comply with AS/NZS 4602 Day / Night Hi-Vis (with retro reflective material) long sleeved shirt requirements;
- Sleeves must be rolled down on shirts and buttoned up.
- Trouser legs must fit over the top of safety boots
- Long trousers cotton drill or denim
- Any retro reflective material used on attire that is 'FR' rated shall also use fire resistant tape static free and non-electrical conducting, which is compliant to AS 4824 High visibility safety garments, Part 2: Garments for fire service personnel
- Only company logo's, employee names and approved safety slogans shall be affixed on protective clothing: and
- Winter wear shall also be compliant with the high visibility requirements outlined in AS/NZS 4602.

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5.5 **Hearing Protection**



Approved hearing protection will be worn at all times in designated 'Hearing Protection Areas' as indicated by signs:

- Hearing protection is to be selected is accordance with AS/NZS 1270 Acoustics Hearing Protectors:
- Hearing protection is to be carried on the individual;
- Approved hearing protection will be worn at all times in designated 'Hearing Protection Areas' as indicated by signs:
- Hearing protection will be worn in other circumstances (e.g. job/ area specific) when noise levels exceed 85 dB(A) in an 8 hour period or adjusted dB (A) time frame period or 140 dB(A) short term exposure, including workshops where 'noisy' activities are being carried out;
- Ear plugs, helmet attachable ear muffs or separate ear muffs may be worn;
- Ear plugs may be required to supplement muffs when employees are exposed to excessive noise for short periods of time;
- Employees will be responsible for maintaining ear muffs in a clean and operative condition;
- Employees shall receive training in the correct fit technique for ear plugs / muffs e.g. through Toolbox Talks.
- During overhauls and outages, a noise survey may be conducted where there is other operational plant to clearly define boundaries where mandatory hearing protection in designated areas can be relaxed except for task specific activities (e.g. grinding documented in your JSEA)



- Ear muffs shall be correctly fitted to give a good seal for proper protection.
- Extra care shall be taken in fitting ear muffs if ear protection is being worn.
- Good hygiene practices need to be observed whilst using ear plugs.

5.6 **Hand Protection**

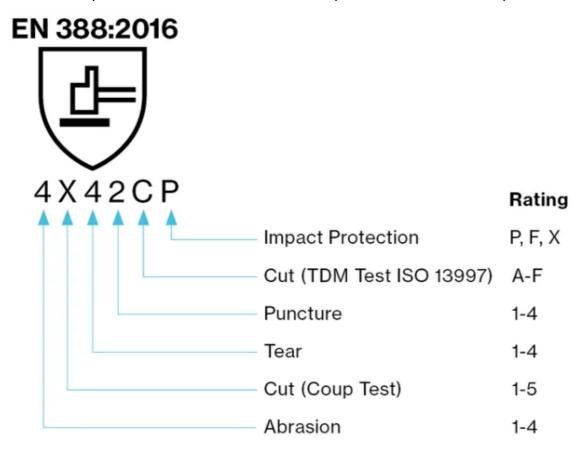


Gloves shall be carried by each person whilst on CS Energy Asset sites;

- Users must ensure they select the appropriate glove to provide protection from the specific hazards present i.e. rough or sharp surfaces, heat, chemicals etc. a JSEA or 2x2 should be used to determine correct PPE for each task;
- Reputable glove manufacturers label their gloves with a mechanical rating to assist the end user to make the right choice in glove selection,



 AS/NZS 2161 Occupational protective gloves, Part 1: Selection, use and maintenance: requires gloves to be tested to determine how well they perform for different applications. The European Standard EN 388 has been adopted in Australia and is explained in Figure 1 below



Protection against mechanical hazards is symbolized by a pictogram followed by four numbers (performance levels) then two letters. Put simply, the higher the number, the higher the level of protection. The letter in the fifth position corresponds to the gram score recorded with TDM test method.

The rating scale from A to F will be awarded for each gloves test result, with A being the lower score and F being the highest score. The letter P in the six position (if applicable) is for gloves certified to provide impact protection. The letter F would indicate a fail result. If there is an X in the place of a number, it means this performance metric was not tested.

Figure 1 How to read a glove rating

- Gloves are not to be worn when there is a risk of a glove being caught in a rotating device such as, using a pedestal grinder, lathe or drill etc.
- Gloves must be worn when interacting with the specific hazard they are intended to be used for as per the JSEA
- Gloves must be worn for chemical handling, use and disposal. Refer to the SDS for the recommended type.

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5.7 **Respiratory Protection**



Appropriate respiratory protection must be chosen suitable to the task being performed.

- All Respiratory Protective Equipment (RPE) used will comply with AS1715Selection, use and maintenance of respiratory protective equipment
- Workers must take all necessary steps to ensure the proper fit and use of respirators. When wearing tight-fitting respirators, workers must ensure an effective face seal. This means being clean-shaven or only having facial hair that doesn't interfere with the fitting surfaces and the valve of the respirator. Where practical, workers required to wear respirators are to be issued with respirators for their own exclusive use;
- In the event of unusual dust excursion leading to potential exposure to dust, a personal risk assessment shall be completed and RPE determined for that task;
- The use of respirators must be risk assessed where a respiratory hazard exists e.g. including dust, legionella, abrasive blasting, spray painting;
- Where the use of respirators is indicated by risk assessment they must readily available;
- Employees shall receive a fit test and training in the correct fit technique for Respiratory Protection Bi - annually; and
- Where compressed air is used it will be either medical air or air tested and proved to be of adequate quality as defined in AS1715.

Where Breathing Apparatus is provided there will be:

- Specialised training;
- Programmed maintenance of the equipment. Maintenance schedules and documentation are to be kept.

5.7.1 **Correct Respirator Fit**

Facial hair, some hairstyles, other facial features and make-up may prevent an adequate seal between the wearer's face and the fitting surfaces of a face piece or mouthpiece. Facial hair may also interfere with inhalation and exhalation valve operation. The complete sealing surface of the respirator mask should be in contact with the wearer's skin. As a result, workers who are required to use a respirator must have regular facial fit tests to ensure an effective seal is obtained and maintained. For workers who want to keep facial hair that may interfere with the operation or proper fit of tightfitting respirators, a powered air purifying respirator with a loose hood will provide the protection required.

5.8 **Electrical Work PPE**

Refer to CS-OHS-34 Selection, Maintenance and Use of Electrical Safety Equipment and PPE procedure that describes the requirements for the selection and use personal protection equipment whilst performing live electrical work on CS Energy sites.

All reflective tape shall be flame retardant and arc flash compliant.



5.9 Ultra Violet Radiation (UVR) Protection

- Personnel working in the sun for periods longer than 20 minutes shall apply sunscreen on unprotected areas of skin.
- CS Energy shall provide Sun Protection Factor (SPF) 50+, broad spectrum and water-resistant sunscreen for use;
- Sunscreen shall be stored in a cool dry place as it can deteriorate if exposed to heat and/or air for long periods of time;
- It is recommended that persons using a new sunscreen brand for the first time, test on a patch of skin before applying;
- Sunscreen should be applied liberally to clean dry skin, at least 20 minutes before being exposed to UVR and reapplied every two hours;
- Sunscreen shall not be used as the sole form of sun protection for the skin; and
- Sunscreen is the skin's last line of defence from UVR and shall be used in conjunction with other sun protective measures, such as shade, long sleeved clothing and long pants, hats and sunglasses.

Other activities:

Persons with sensitive skin may benefit from the use of barrier cream on hands to prevent irritation from work activities and regularly washing hands. Protection from sun or wind burn to the lips should also be considered by outdoor workers.

(Note: appropriately selected protective gloves shall be worn to protect hands from chemicals/hazardous substances i.e. as recommended on the Safety Data Sheet - SDS).

5.10 Water Safety

Personal Floatation Devices (PFD) shall be made available whilst working above, in or around water

- Personal Watercraft Life jackets should be accessible at all times; if they aren't visible to passengers, signage must indicate where life jackets are stowed.
- They must be kept in good condition.
- They must fit the wearer ill-fitting PFDs won't meet the safety equipment requirement.
- Use PFDs as intended by the manufacturer.
- Make sure you know how to put them on quickly.
- PFDs shall be marked correctly to ensure they comply with standards.



6 DEFINITIONS

Term	Definition				
Negative Pressure Respirator	A respirator that has negative (lower) air pressure inside the face piece with respect to the ambient air pressure outside the respirator during inhalation.				
Personal Protective Equipment (PPE)	Any clothing, equipment or substance designed to be worn which protects the wearer from risk of injury or illness.				
Must/Shall	Indicates that compliance with the requirement is mandatory.				
Sealed eye protection	Mono-goggles or enclosed eye protection such as foam backed safety glasses				
Visitor	 An individual who: is at a CS Energy workplace on a short term basis (no more than 3 consecutive days for any one stay); has not undertaken a full CS Energy induction; is not undertaking work on or around operational areas, and is accompanied by a CS Energy Employee or Contractor at all times who has been fully inducted. 				
SDS	Safety Data Sheet				



7 REFERENCES

Reference No Reference Title	
Queensland Work Health and Safety Act and Regulations	Qld Govt
Acoustics – Hearing Protectors	Standards
Safety Signs for the Occupational Environment	Standards
Eye and face protection - Guidelines	Standards
Personal Eye Protection – Eye and Face Protectors for occupational applications	Standards
Selection, Use and Maintenance of Respiratory Protective equipment	Standards
Occupational Protective Helmets – Selection, Care and Use	Standards
Occupational Protective Gloves – Selection, Use and Maintenance	Standards
Occupational Protective Gloves – General Requirements	Standards
Occupational Protective Footwear – Guide to Selection, Care and Use	Standards
Sun Protective Clothing – Evaluation and Classification	Standards
High-visibility Safety Garments – Garments for high risk applications	Standards
Folder - CAL - Risk Assessments - PPE Variance	CS Energy
Folder - KOG - Risk Assessments - PPE Variance	CS Energy
CS-OHS-34 Selection, Maintenance and Use of Electrical Safety Equipment and PPE	CS Energy
	Queensland Work Health and Safety Act and Regulations Acoustics – Hearing Protectors Safety Signs for the Occupational Environment Eye and face protection - Guidelines Personal Eye Protection – Eye and Face Protectors for occupational applications Selection, Use and Maintenance of Respiratory Protective equipment Occupational Protective Helmets – Selection, Care and Use Occupational Protective Gloves – Selection, Use and Maintenance Occupational Protective Gloves – General Requirements Occupational Protective Footwear – Guide to Selection, Care and Use Sun Protective Clothing – Evaluation and Classification High-visibility Safety Garments – Garments for high risk applications Folder - CAL - Risk Assessments - PPE Variance Folder - KOG - Risk Assessments - PPE Variance CS-OHS-34 Selection, Maintenance and Use of Electrical Safety Equipment and

8 RECORDS MANAGEMENT

In order to maintain continual improvement, suitability, safety and effectiveness of the organisation, registered documents will be reviewed on a two-yearly basis or at intervals specified by legislative or regulatory requirements. Review of controlled documents should occur where it has been identified that there are changes in technology, legislation, standards, regulations or where experience identifies the need for alteration to the content. Registered documents should also be reviewed following an incident, change management process, modification or where directed as part of a risk assessment process. A 'review' can simply mean that it has been identified, confirmed and appropriately recorded that no changes are required and that the existing process remains the same.

Government Owned Corporations must ensure that records are retained according to accountability, legal, administrative, financial, commercial and operational requirements and expectations. In compliance with records retention and disposal, all documentation created in relation to business must be retained in line with minimum retention periods as detailed in legal retention and disposal schedules.



9 ATTACHMENTS

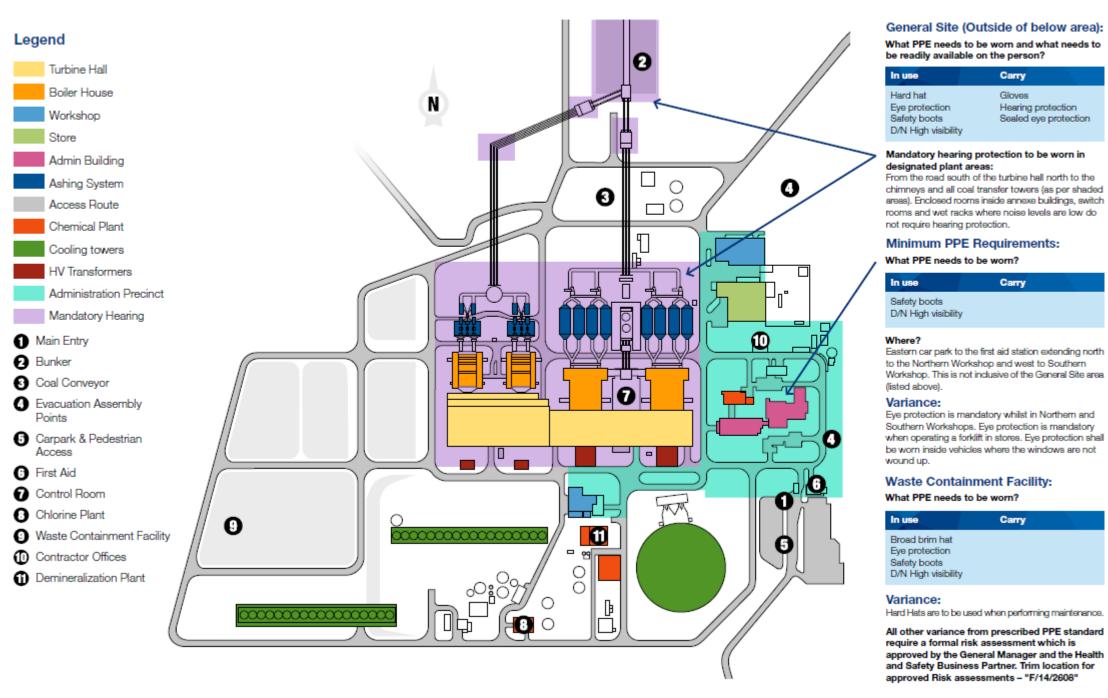
9.1 Attachment 1 – Callide B and C Power Station Site

PPE - Callide Plan on a page

CAL - Risk Assessments - PPE Variance



PPE SITE PLAN - Callide B+C Power Station





9.2 Attachment 2 – Kogan Creek Power Station Site

KOG - Risk Assessments - PPE Variance

