

PERSONAL PROTECTIVE EQUIPMENT

STANDARD

DOC. ID: PML-HSE-STD-10197

1. PURPOSE

This standard sets out the minimum requirement for the use of Personal Protective Equipment in Perseus sites.

2. SCOPE

This document applies to all Perseus owned, managed, or leased facilities, all Perseus activities (exploration, projects, etc.) and to all Perseus personnel, contractors, subcontractors, contracted services, visitors, and vendors engaged with Perseus related business.

3. DEFINITIONS

Term	Definition
Non-Operational Areas	<p>Includes:</p> <ul style="list-style-type: none"> Administration and Mess Buildings Direct access points from Security Gates to Administration Buildings outside the Process Plants Security Gate Checkpoints
Operational Areas	<p>Includes:</p> <ul style="list-style-type: none"> Mining/Pits Rom Pad Crushing and Conveying areas Power Plants Mobile and light vehicle workshops Electrical power line corridors, sub-stations and switchyards All workshops Project and Construction areas

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Document Owner:	General Manager Sustainability	Authorised By:	General Manager Sustainability
Doc. ID:	PML-HSE-STD-10197	Version:	01
Date Issued:	4 May 2024	Date Printed:	18/09/20233

	<ul style="list-style-type: none"> • Tailing Storage Facilities • Emulsion Plant • Explosive Magazine • Water Abstraction Tower • Waste Landfilling area & Waste Incineration Area • Fuel Farms • Laboratories • Warehouses • Exploration areas • Roadways in Operational areas • Rehabilitation and monitoring areas.
Personal Protective Equipment	Clothing, equipment, and devices designed to be worn by a person to protect them from the risks of injury or illness.

4. CONTROL REQUIREMENTS

4.1. PLANNING

- Sites shall conduct assessment of areas/activities to identify the required personal protective equipment (PPE).
- Elimination of hazard, engineering control and administrative control in this order of priority should be considered to eliminate the risk. If these measures cannot be applied, then PPE should be utilized where acceptable.
- The risk assessment shall involve the HSE Department.
- Signs shall be installed to indicate where PPE is required.
- PPE shall meet ANSI / IESA / EN / AS Standards or documented equivalent.

4.2. PROVISION OF PPE AND WORK CLOTHES

- All personnel employed directly by Perseus upon commencement of employment will usually be issued:
 - Sets of work clothes (trousers and shirts).
 - Hard hat.
 - Steel capped safety boots.
 - Appropriate safety glasses (and where required, tinted and clear glasses).
- Variations to the above can occur as required according to the site requirements.
- All clothing and PPE will be replaced on a fair wear and tear basis (that is replaced when worn out and PPE is returned to the Company).

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- Clothing and other PPE will comply with the requirements of this standard and will have the company logo embroidered onto them.
- Contractors are responsible for supplying PPE to their employees (unless otherwise stated in the contract) that meets the Perseus PPE standard.

4.3. MINIMUM PPE REQUIRED – NON-OPERATIONAL AREAS

- Long sleeved, collared shirt in a high visibility colour.
- A high visibility colour vest may be worn over a long sleeved shirt as an alternative; however, vests should not be worn if working around moving parts.
- Trousers (No Shorts or skirts)
- Steel capped boots - Open toe shoes or thongs (flip-flops) are not permitted anywhere on site.

4.4. MINIMUM PPE REQUIRED – OPERATIONAL AREAS

- Long sleeved collared shirt in a high visibility colour. Where an individual is required to work in areas of low light or at night, the shirt must contain at least one band of 50mm reflective strip (taping) attached around the torso.
- A high visibility colour vest may be worn over a long sleeved collared shirt; however, vests should not be worn if working around moving parts.
- Long trousers.
- Steel capped boots.
- Hard hat.
- Safety glasses.

4.5. MINIMUM PPE REQUIRED – OTHER AREAS OR SITUATIONS

- Based on risk assessments, other PPE requirements may be applied. Examples include:
 - Kitchen staff are not required to wear high visibility clothing within the mess.
 - Laboratory personnel can wear lab coats over their high visibility clothing.
- PPE variations are to be approved by the site Health and Safety Manager.

4.6. OUT OF SCOPE PPE

- The following areas are not in the scope of this PPE standard:
 - Village Camp Areas that are not part of Operational Areas

4.7. HEAD PROTECTION SCALP PROTECTION

- Approved safety helmets (hard hat) are required to be worn in all areas except for designated office areas, enclosed control rooms, washrooms, inside the cabs of vehicles and equipment, or other areas designated by the General Manager and HSE Department as safety helmet free area.
- Other head protection such as bump caps are not allowed to be worn unless approved through a Perseus wide risk assessment.

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- Safety helmets for protection from impact and penetration by falling or flying objects shall meet the following:
 - Conductive safety helmets are prohibited.
 - Safety helmets shall be replaced when they are damaged or expired.
 - Helmets with excessive discoloration, weathering of the surface or used in harsh environmental conditions may require replacing more frequently.
 - Safety helmets shall not be modified or painted. Excessive attachment of stickers is prohibited. (Stickers showing company name, personal name, and first aid or ERT qualification are allowable).
 - Safety helmets shall not be used as a seat, container to carry food, oil, fuel or solvents.
 - Safety helmets shall be inspected by the user for shell damage and internal harness wear.

4.8. EYE AND FACE PROTECTION

- Employees who typically wear prescription lenses while engaged in operations that involve eye hazards shall wear eye protection that incorporates the prescription (prescription lens to meet safety requirements) in its design with side shields or shall wear eye protection that can be worn over the prescription lenses without disturbing the proper position of the prescription lenses or the protective lenses.
- Where there is a risk of employees exposure to eye or face hazards from flying particles, molten metal, liquid chemicals, hot liquids, solvents or other hazardous solutions, objects swinging into the eye or face area, such as tools or ropes, radiant energy from welding, harmful rays from the use of lasers or other radiant light, gases or vapours, potentially infected material or potentially harmful light radiation, appropriate eye or face protection shall be provided.
- Selection of eye and face protection shall consider proper fit, provision of unrestricted vision and movement and unrestricted functioning of any other required PPE.
- Approved safety glasses with side shields or goggles are always required to be worn except the following:
 - Designated office areas, enclosed control rooms, lunchrooms, washrooms, unless maintenance work is being performed in any of the beforementioned.
 - In enclosed cabs with windows all up.
 - If safety glasses are required when working indoors, then clear or yellow glasses must be worn (i.e. workshops, laboratories etc.).
 - Dark glasses must not be worn during darkness (night).
- For material handling equipment such as haul trucks, excavators, graders, utility task vehicle, skid-steer etc. and any vehicles in mine operations areas with windows down, safety glasses are required.
- Approved face shields are required to be used with safety glasses where there is a potential for injury to the facial area not protected by safety glasses or goggles, such as when using or in the vicinity of a grinder, needle gun, while driving pins, using jack hammer to break concrete or rock and while using wire wheel grinders.
- Face shield windows shall extend from the brow to below the chin and across the entire width of the face.

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- Approved welding goggles are required when using compressed gas welding and oxyacetylene cutting equipment.
- Welding helmets shall have filter lenses that have a shade number appropriate for the work being performed for protection from injurious light radiation.
- Approved welding hoods are required when using or observing electric arc welding.

4.9. FOOT AND LEG PROTECTION

- Approved steel toed safety boots are required to be worn in all operational and non-operational areas.
- Approved chemical protective safety boots are required where there is a potential of exposure to chemicals that could cause injury to the feet.
- Safety boots for electrical hazard footwear are required for all employees that must routinely enter areas where electric power-related hazards exist.
- For chainsaw operations, legs shall be protected with chaps or equivalent.

4.10. HAND PROTECTION

- Gloves will be required when employees' hands are exposed to hazards such as those from skin absorption of harmful substances; cuts or lacerations; abrasions; punctures; chemical burns; thermal burns; and harmful temperature extremes.
- Gloves and arm protection shall be selected based on the material being handled, the hazard involved, and their suitability for the operation being conducted. The safety data sheet (SDS) of the chemical(s) must be reviewed to ensure the proper type of glove is selected.
- Arm protection is required when identified through risk assessments.
- Hand/Arm protection sleeves must be replaced when they no longer stay in place or are cut/torn and not performing properly.
- Fingerless gloves, or gloves with fingers removed are not permitted.
- Hand and arm protection must be inspected at the start of the shift and periodically during the shift for signs of wear. Arm protection PPE that is compromised must be replaced.
- Gloves shall not be worn around some selected moving/rotating machinery, such as drill presses, mills, lathes, fixed grinders, etc.

4.11. HEARING PROTECTION

- Personnel must wear hearing protection in designated noise hazard areas or when using mobile and portable equipment identified as requiring hearing protection.
- Dual hearing protection shall be worn if exposures exceed 105 dBA as an 8-hour TWA.
- Hearing protection specification shall be made by Health, Safety and Environmental team based on risk assessments.
- Hearing protection shall be compatible with other PPE (e.g. hard hats, and eye protection) worn by workers.

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4.12. RESPIRATORY PROTECTION

- The use of respirators to protect employees from breathing contaminated and/or oxygen-deficient air is to be used when effective engineering controls are not feasible, or while they are being instituted.
- Canister / cartridge masks shall not be used in atmosphere containing less than 19.5% oxygen.
- The requirement for the use of respiratory protection shall comply with the Perseus respiratory protection program.
- Medical evaluation shall be provided to determine the employee's ability to use a respirator; before the employee is fit tested or required to use the respirator in the workplace.

4.13. FALL ARREST/RESTRAINT

- All types of energy-absorbing lanyard styles shall be double-leg or “Y” lanyards and shall have a minimum of 5,000 lbs. (22.2kN) breaking strength.
- If fall protection equipment has experienced a fall, it must be taken out of service for repair or replacement.
- Product service life shall be determined through regular equipment inspections and adherence to the manufacturer's instructions.
- Use of Safety belt for fall arrest is not permitted.

4.14. WORK CLOTHING FOR BODY PROTECTION- WELDING

- Leather clothing shall be worn by welders for protection.
- Protection equipment includes hoods, aprons, sleeves, and spats that are designed to protect the wearer's body including head (hoods) and feet (spats).
- This shall be worn during welding and allied processes with comparable risks.

4.15. WORK CLOTHING FOR BODY PROTECTION- HEAT RESISTANT

- Heat resistant work clothing shall be worn in areas where there is exposure to high temperature up to 422°C without continuous exposure.
- This shall offer limited flame spread and provide protection against radiant heat, convective heat and splatters of molten metal, e.g. the gold rooms.

5. TRAINING AND COMPETENCY

- Training shall be provided to wearers of PPE through the induction for general use and specific training for specialist applications.
- Training is to be refreshed at least every three years.

6. APPROVAL AND REVIEW

This Standard is to be reviewed every two years and updated as required.

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REV. NO.	PREPARED/ UPDATED BY	REVIEWED	APPROVED	DATE	DESCRIPTION/ CHANGE EFFECTED
00	HSE Team	General Manager Sustainability	General Manager Sustainability	04/05/24	New
01					

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