



Personal Protective Equipment (PPE) Policy

Policy Statement

Hunter Express US Inc. is committed to providing a safe and healthy work environment in compliance with applicable **Occupational Safety and Health Administration (OSHA), U.S. Department of Transportation (DOT), and insurance requirements.**

All employees, including drivers, owner-operators, and contract drivers, are required to wear appropriate Personal Protective Equipment (PPE) at all times while performing work duties. Failure to use required PPE may result in disciplinary action and increased risk of injury. The Company enforces a strict **“No PPE – No Work”** policy.

Purpose

To protect employees from workplace hazards and reduce the risk of injury by establishing clear requirements for the selection, use, and enforcement of PPE.

Scope

This policy applies to:

- All company drivers
 - Owner-operators
 - Contract drivers
 - Yard personnel and visitors (where applicable)
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Regulatory Compliance

This policy supports compliance with:

- **OSHA PPE Standards (29 CFR 1910 Subpart I)**
 - **FMCSA/DOT safety requirements for commercial operations**
 - **Insurance and workplace safety obligations**
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Mandatory PPE Requirements

The following PPE must be worn at all times while performing work-related duties:

1. High-Visibility Safety Vest

- Must meet ANSI/ISEA visibility standards (Class 2 or higher where required)
 - Must be worn:
 - In company yards
 - At customer locations
 - During roadside activities
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2. Safety Footwear

- CSA/ANSI-approved steel-toe or composite safety boots are required
- Must provide:
 - Impact protection

- Slip resistance

3. Safety Glasses

- Drivers must:
 - Carry safety glasses in their vehicle at all times
 - Wear them when exposed to:
 - Flying debris
 - Loading/unloading operations
 - Yard hazards
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Additional PPE (As Required)

Depending on job tasks or site requirements:

- Gloves (cut-resistant or general work gloves)
 - Hard hats (mandatory at designated customer sites or construction zones)
 - Hearing protection (where noise hazards exist)
 - Weather-appropriate PPE (e.g., winter gear, rain gear)
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Usage Requirements

- PPE must be:
 - Worn correctly at all times
 - Maintained in good condition
 - Replaced if damaged or worn out
 - Drivers must comply with:
 - Company PPE rules
 - Customer site safety requirements
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Driver Responsibilities

Drivers are responsible for:

- Wearing required PPE at all times while working
 - Ensuring PPE is:
 - Readily available
 - Clean and serviceable
 - Following all site-specific safety rules
 - Refusing unsafe work if proper PPE is not available
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Supervisory Responsibilities

Supervisors and management must:

- Enforce PPE compliance
 - Conduct periodic safety checks
 - Ensure drivers are properly trained in PPE use
 - Address non-compliance immediately
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Training Requirements

- All personnel must receive training on:
 - Proper PPE use and limitations
 - Hazard awareness

- Refresher training will be conducted as required

Non-Compliance

Failure to follow PPE requirements may result in:

- Removal from work duties
- Disciplinary action
- Suspension or termination of employment or contract

“No PPE – No Work” Enforcement

Employees who fail to wear required PPE will not be permitted to work under any circumstances.

Incident Reporting

Any injuries related to PPE failure or non-use must be reported immediately in accordance with the Company’s **Injury Reporting Policy**.

Go-To Person for This Policy:
Safety Manager

Attachments:

None

Responsibility:

The Safety Manager is responsible for the implementation, enforcement, and continuous improvement of this policy.

Authorized by:
Balkar S. Jhutti
President