

F R E E M A N

May 4, 2017

As part of Freeman's ongoing commitment to ensure a safe work environment, all persons working in situations where overhead work is being done, hard hat protection shall now be required. This policy will go into effect on Saturday, May 27, 2017 which coincides with the first day of load in for ASCO.

Head protection is designed to provide protection from impact and penetration hazards caused by falling objects. This is accomplished by making the shell of the hat of a material hard enough to resist the blow, and by utilizing a shock absorbing lining composed of headband and crown straps to keep the shell away from the wearer's skull.

Freeman's policy is that no personnel shall walk or work beneath elevated work platforms (scissor lifts or condors), loads elevated by powered industrial trucks (forklifts), or loads suspended from cranes during installation, dismantle or material movement without appropriate head protection. Appropriate head protection shall be defined as Type I hard hats, as prescribed in ANSI 89.1-2009 Hard Hat Types & Classes.

This is applicable to employees, contractors (including EACs), exhibitors and visitors when working at or visiting locations while engaged in overhead operations at all locations.

Freeman shall furnish employees one (1) hard hat that comply with ANSI Z89.1 for Type 1 top impact protection and Class E electrical rating. Employees are expected to maintain their hard hat and bring it to all calls. In the event an employee shows up for an assignment without the hard hat they were issued a loaner hard hat will be issued. The employee shall return the loaner hard hat they were issued upon the conclusion of their shift. Anyone wishing to use their own hard hat may do so provided it meets the ANSI standard.

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No writing, stickers, decals or any other type of writing shall be put on a hard hat issued by Freeman (other than those applied by Freeman).

When working in situations where the hazard of objects falling from above exists (such as in a boom lift) and/or the situation dictates, an individual (grounds person) shall be assigned to maintain a perimeter around the area, utilizing safety cones or other means.

All employees working as a grounds person shall wear a hardhat and a high visibility vest.

Freeman reserves the right to modify this policy as necessary

Any questions regarding this policy should be directed to a member of the Freeman Safety Committee or local office General Manager.

Thank you for your ongoing support of ensuring a safe work environment.

Sincerely,



William E. Kubiak
Vice President – General Manager