

PERSONAL PROTECTIVE EQUIPMENT

Personal Protective Equipment (PPE)- This meeting should cover the PPE that is required and provided for employee safety throughout the warehouse.

Objective:

To minimize exposure to hazards that could cause workplace injuries, we require Tire Rack provided PPE to be worn while performing specific jobs throughout the facility.

Types of PPE required:

Safety Glasses- Proper safety glasses include impact-resistant lenses, covering the entire eye area, that protect the eyes from flying objects and hazardous liquids. Safety glasses designed to be worn over eyeglasses are required for employees that wear prescription eye glasses.

Ear Plugs- Hearing protection is required when workers are exposed to noise that equals or exceeds 85 dBA. Expandable foam plugs and over-ear earmuffs are acceptable forms of ear protection that are provided to each DC. Tire Rack will also provide hearing protection for employees if requested for a job that does not require it.

Fall Protection- Full body harness must be worn and secured by a personal fall limiter (self-retracting lifeline or fixed length shock-absorbing lanyard) to a fixed structural component whenever the truck is in operation.

PPE requirements by department

Mount and Balance department:

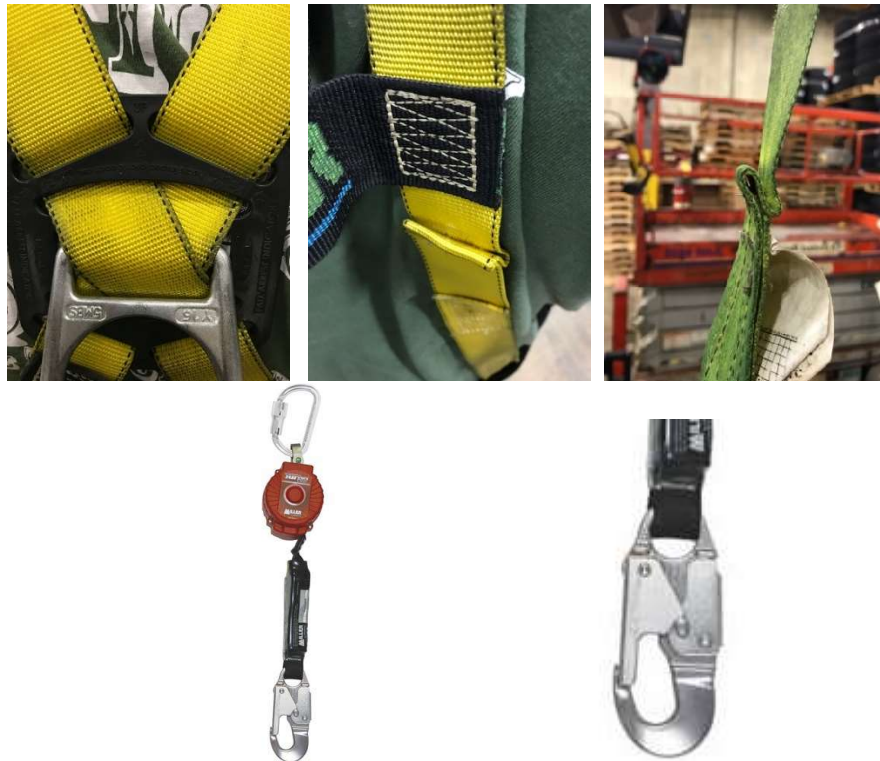
- Required PPE: Safety glasses and hearing protection.
- Safety glasses are required at the following work stations:
 - o Mounting
 - o Inflation
 - o Balancing
- Hearing protection, either ear plugs or ear muffs, is required while using the bead blaster at inflation.
- All DC's should clearly mark the area where safety glasses are required and ensure glasses are available at entry points to the area.
- Safety glasses are no longer required at the set-up and packaging stations as there are no potential eye hazards at these work stations.

Stud, Shaving, and Heat Cycle:

- Required PPE: Safety glasses
- The operator of the stud, shave, or heat cycle machine must wear eye protection at all times

Stock Picker and Turret:

- Required PPE- Full body harness properly connected to a personal fall limiter (detailed below) at all times truck is in operation.
- Stock picker (operator): self-retracting lifeline
- Stock picker (rider): self-retracting lifeline or fixed-length shock absorbing lanyard.
- Turret (operator or rider): self-retracting lifeline or fixed-length shock absorbing lanyard.
- Safety inspection of harness and lanyard must be completed before daily use and after any accident. Operator must verify the following:
 - o All break points for fall indication on the back of the harness are intact.
 - o Fall indicator safety tabs are not visible on the harness or lanyard.
 - o All self-locking snap hooks should close the opening immediately.
 - o Pictures of properly functioning fall protection PPE:



- Pictures of broken fall indication points:



Maintenance:

- Required PPE- Safety glasses and fall protection
- All maintenance tasks that involve the use of power tools require the operator to wear safety glasses. This includes the use of any saws, grinders, nail gun, drills etc.
- Fall protection, including a full body harness and lanyard are required when operating equipment at an elevation of 4ft or greater.
- Hearing protection is always available and will be provided upon request.

Discipline for PPE violation

- First violation- verbal warning/reminder to wear PPE at all required jobs
- Second violation- Group 1 conduct for disregarding Distribution Center safety rules that do, or would likely, result in minor personal injury or property damage.
- Additional violations would continue to be group 1 conduct violations up to termination on the third group 1 violation.