



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 1 of 13

ISSUED BY: Joel Finnell		REVIEWED BY: Derrick Lindgren	
<p>Joel Finnell <u>1/13/2023</u></p> <p>_____</p> <p>EH&S Manager DATE CALHOUN MILL</p>	<p>Derrick Lindgren <u>1/13/2023</u></p> <p>_____</p> <p>Manager DATE CALHOUN MILL</p>		
<p>INTERPRETATION AND PERIODIC REVIEW OF THIS PROCEDURE IS THE RESPONSIBILITY OF:</p>	<p>SAFETY MANAGER</p>		
<p>POLICY CHANGES:</p> <ul style="list-style-type: none"> • Safety Glove Requirements on Page 6 			
<p>Reason for change:</p> <p>2023 Hand Safety Focus</p>			

PURPOSE

The purpose of the personal protective equipment policy is to prevent injuries. This policy complies with OSHA 29 CFR 1910, Sub-Part I.

SCOPE



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 2 of 13

This policy applies to all employees, contractors, vendors, and visitors on the mill site. All personal protective equipment must meet ANSI standards.

DEFINITIONS

Gate-to-gate: Inside mill perimeter fence beyond boundaries that are clearly marked with signs stating “PPE required beyond this point”.

Eye Protection: Safety glasses with side shields, goggles, and welding shields.

Side Shields: Peripheral eyeglass protection that meets ANSI standards and are permanently attached to the temples of safety glasses.

Hard Hats: Class B Hard Hats (Class B hard hats meet ANSI standards for impact and non-conductivity)

Safety Shoes: All safety shoes must meet ANSI standards and be EH Rated.

Fall Protection: Full body harness with shock absorbing lanyard.

ANSI Standards: American National Standards Institute which provides minimum performance requirements and test methods for certification of PPE.

Chaps: Leg protection designed to minimize injuries from chainsaws.

Gloves: A fitted covering for the hand with a separate sheath for each finger and the thumb.

POLICY AND PROCEDURES

Examples cited in the following safety equipment PPE are not meant to be all inclusive, but just serve as common illustrations of the PPE being discussed.

- A. Eye and Face Protection - CFR 1910.133



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 3 of 13

Gate-to-gate eye protection meeting ANSI Z87.1 is required throughout the mill site except in operator control rooms, lunch rooms/break rooms, restrooms, and offices.

Eye protection may be temporarily removed under the following conditions:

1. Cleaning protective eyewear
2. Vision obstructed by steam or condensate. When conditions clear, put glasses back on.

Safety Glasses

1. Safety glasses (prescription and non-prescription) must be of the tight fitting (sealed) variety.
2. Safety sunglasses shall not be indoors.

Goggles (Chemical and Non-Chemical)

Goggles (chemical where indicated) must be worn:

1. When exposed to chemical splash or mist hazards (Chemical goggles and face shield with chin guard required).
2. Working around lime, coal, or salt cake dust.
3. Filling propane tanks (Chemical goggles and face shield chin guard required).
4. Cleaning out Bark Hogs.
5. Using a portable bench grinder.
6. Using compressed air for cleaning (blow-down).

Cutting Goggles

Cutting goggles must be worn:

1. When oxygen/acetylene cutting.
2. Torch brazing or soldering (minimum protective shade range 3-5).
3. See ADDENDUM II

Welding Shields/Hoods

Note: Tight Fitting Safety Glasses must be worn under welding hoods.

Welding shields must be worn when:

1. Welding or assisting the welder.

PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 4 of 13

2. Plasma cutting or welding.
3. MIG or TIG welding (minimum protective shade range 9-11). See ADDENDUM II

Sand Blasting Hood

1. Must be worn when sand blasting

Face Shields/Eye Protection

Face shields with attached chin guards may not be worn alone. Appropriate eye protection is also required any-time a face shield is required (example: chemical goggles when the potential exposure to chemicals exists). Face shields chin guard must be worn when:

1. Grinding
2. When the potential for chemical exposure exists
3. Pulling wires at the hydropulper
4. An individual is exposed to blowback from a boiler furnace, such as cleaning ports or liquor guns, rodding draft taps, cleaning slag from coal burners, etc.

B. Head Protection - CFR 1910.135

1. Hard hats must meet ANSI standards and can be obtained from the Storeroom. It is the responsibility of the employee to maintain the integrity of the hard hat. No modifications to the hard hat are allowed.

2. Electrical Technicians must wear electrically rated hard hats "Class G". The

entire mill is considered a hardhat area.

Exceptions Mill Wide:

1. The Facilities and Administration Buildings are excluded. Boundaries are clearly marked with red signs stating "PPE required beyond this point". (When exiting these buildings into the mill areas hard hats must be worn)
2. Lunch Rooms
3. Break Rooms
4. Restrooms
5. Offices
6. Operating Control Rooms and Rack Rooms
7. Industrial trucks or mobile equipment with built-in overhead protection.

C. Foot Protection - CFR 1910.136,



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 5 of 13

Safety Shoes (Addendum IV)

1. Safety shoes must be worn gate-to-gate.
 2. The following guidelines are effective concerning safety shoes for Resolute Calhoun Operation employees. Safety shoes worn in the mill must meet ANSI Z41-1991, American National Standard for Personal Protection-Protective Footwear standards, and carry an Electrical Hazard (EH) rating.
 - a. 8" high safety boots are required for Maintenance, Utilities, TMP, Recycle, Chip Prep and Kraft Mill area employees. 6" high safety boots are required for all other employees.
 - b. Metatarsal Guards are required to be worn in Recycle and Chip Prep areas.
- D. If employees that could potentially be exposed to hot material/liquid are using safety shoes meeting the minimum following quality criteria:
- a. Minimum ASTM F-2413 or CSA Z-195, 8" high boots with outer covering such as:
 - i. Safety rubber boot with steel toe cap "i.e.: Rubber Miner boots"
 - ii. Full grain leather (boot & tongue), no woven synthetic fiber materials
 - iii. Chemical/liquid resistant covering such as "i.e.: Royer – U-TECH* rubber & Leather"
 - b. Steel toe cap with puncture resistant sole
 - c. Dielectric protection sole
 - d. Medium tread soles to prevent slips & falls
 - e. Heat & water resistant soles
 - f. Boot tongue MUST be stitched to the sides of the boot or shaped like a gusset up to before the last eyelets to prevent liquid intake
3. Safety-toed rubber boots must be worn when:
 - a. unloading chlorate
 - b. washing out chests using caustic or wet end cleaner
 - c. when required as part of chemical protective clothing

E. Hand Protection - CFR 1910.138

Employees are required to wear ANSI Cut Level A8 or A9 gloves "Gate to Gate".

When Cut Resistant sleeves are required they must be worn on both arms.

GLOVE TYPE

MUST BE WORN WHEN

PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 6 of 13

Chemical Resistant with
A8-A9 Liner Handling chemicals

Cut Resistant with Sleeves Handling slitters (A9)
Slabbing rolls/Spools
Handling doctor blades
Handling woodyard chipper or rechipper knives Handling
any sharp objects ie; Sheet Metal etc.
Handling all knives during work related activities.

Welding Welding, cutting, burning, brazing, using a portable grinder, punching
out boiler ports or spouts

General Purpose Do not use when welding
(A8-A9)

Heat Resistant Handling extremely hot materials

High Voltage Gloves See Electrical Safety Policy
(the demands of electrical arc flash protection may require use of a lower cut resistance rating due to the materials of construction)

Please refer to area specific rules for more requirements on wearing gloves. (Other types of gloves may be worn as needed).

F. Hearing Protection – CFR 1910.95

All employees, contractors, vendors, and visitors are required to wear hearing protection from gate to gate. Please refer to the Hearing Conservation Program for further details of our hearing protection policy.

G. Body Protection

For chemical PPE requirements see the ‘Hazardous Chemical PPE Safety Policy.’

Body Protection for Hazardous Material other Than Chemical

Steam, condensate and hot material other than chemical $\geq 60^{\circ}\text{C}/140^{\circ}\text{F}$: Tasks as line breaking, drain-



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 7 of 13

ing/flushing/venting on process from process (line breaking) or when opening / closing valves on lines on process having these listed material are tasks where the following PPE level must be used:

- *Carbon-X suits with a hood, special material rated to provide resistance to hot material, sealed at extremities (arms, legs, face with elastic OR Velcro), with appropriate min 8'' safety boots rated for these materials, appropriate long gloves worn for the substance being handled, hard hat, face shield with chin guard, splash goggles.*

Chaps must be worn when using chainsaw or changing out splitter or doctor blades.

Tyvek coveralls must be worn when there is potential exposure to dust hazards (example: lime)

Fall protection must be worn when working on elevated areas over 4 feet where no appropriate permanent catwalks or handrails are installed.

Seat belts must be worn when operating a clamp/fork truck. Seat belts must be worn in any vehicle on the mill site that is equipped with seat belts.

All Shipping personnel are required to wear Florescent "Hi-Viz" Safety Vests with a reflective strip while in the Shipping/Warehouse/Converting Departments. Non-shipping employees are required to wear Florescent Orange Safety Vests while in the Shipping/Warehouse/Converting Departments. The only exception is the Norfolk Southern Switch Crews who must have on their NS required Florescent Green/Reflective striped vests. Additional orange or green vests will be made available by request to the Operations Supervisor.

All Chip Prep employees and visitors to Chip Prep must wear Class 2 Hi-Viz vest while in the department.

Arc flash PPE shall be worn during necessary task as required by the Electrical Safety Policy.

Life jackets must be worn when:

- a. Working in the water treatment filter area or settling basins
- b. In, on, or within 10 feet of lagoons or the river.

Welding jackets must be worn when welding, cutting, burning, brazing or utilizing portable grinders, anytime a Hot Work Permit is required.

H. Clothing

All employees are required to wear long pants "Gate to Gate". Shorts and/or tank tops are not permitted. Loose



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 8 of 13

clothing should be secured when working around nip points. (Shirts shall be tucked in.)

If vendors and/or suppliers wear shorts as a company uniform, they will be restricted to deliveries at the Stores warehouses.

I. Hair Length

Hair must be worn in a fashion that would prevent it being caught in a nip point. Hair that is below the shoulder in length shall be pulled back and pinned up.

J. Rings, Watches, Jewelry

Jewelry may not be worn in operating areas. This includes but is not limited rings, necklaces, bracelets and earrings (other than stud type). Watches can only be worn if they have a break away band.

Exceptions are:

Employees reporting to and from work
Visitors who remain on designated walkways
Medical alert bracelets

RESPONSIBILITIES

A. Mill Management

Mill management shall be responsible to ensure that appropriate personal protective equipment is available.

B. Department Management

Each department shall be responsible for:

1. Ensuring employees wear proper PPE.
2. Ensuring all employees are trained to know at least the following:
 - a) When PPE is necessary
 - b) What PPE is necessary
 - c) How to properly put on, adjust, wear, and remove PPE
 - d) The limitations of PPE
 - e) The proper care, maintenance, useful life, and disposal of PPE
 - f) Where to locate PPE



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 9 of 13

Each affected employee shall demonstrate an understanding of the training above and be able to recognize hazards where PPE would be needed.

When the department has reason to believe that any affected employee who has already been trained does not have the understanding and skill required by this section, the department shall retrain each such employee. Circumstances where retraining is required include, but are not limited to, situations where:

1. Changes in the workplace render previous training obsolete.
2. Changes in the type of PPE to be used render previous training obsolete.
3. Inadequacies in an affected employee’s knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill.

C. Employees

It is the employee's responsibility to know, understand and follow this policy by:

1. Wearing and maintaining the proper PPE.
2. Not using defective or damaged PPE.
3. Reporting any defective or damaged PPE to your supervisor immediately.
4. Reading and understanding the policy.
5. Knowing where to locate PPE.

D. Safety Department

It is the Safety Department's responsibility to:

1. Ensure safety equipment used meets ANSI Standards and is appropriate for the task.
2. Ensure departments conduct appropriate training.

Employees and supervision shall assess each situation to determine if additional PPE is required.

Departments may require additional personal protective equipment for specific tasks. This policy covers the minimum requirements for personal protective equipment.

Contractors must provide their own personal protective equipment. Their personal protective equipment must meet the requirements of this policy.

ADDENDUM/EXCEPTIONS

Clarifications/Exceptions are listed in the Policy.

Additional PPE requirements are covered in the following policies:

PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 10 of 13

- A. Confined Space
- B. Respiratory Protection
- C. Hearing Conservation
- D. Line Breaking
- E. Hot Work
- F. Hazardous Chemical Policy

ADDENDUM II

FILTER LENSES FOR PROTECTION AGAINST RADIANT ENERGY


OPERATIONS	ELECTRIC SIZ 1/32 IN.	ARC CURRENT	MINIMUM SHADE
Shielded metal	Less than 3	Less than 60	7
Arc welding	3 – 5	60-160	8
	5-8	160-250	10
	More than 8	250-550	11
Gas metal arc		Less than 60	7
Core arc welding		60-160	10
And flux core arc		160-250	10
Welding		250-500	10
Gas Tungsten arc		Less than 60	8
Welding		50-150	8
		150-500	10
Air carbon (light)		Less than 500	10
Air carbon (heavy)		500-1000	11
Plasma arc welding		Less than 20	6
		20-100	8
		100-400	10
		400-800	11
Plasma arc		Less than 300	8
Cutting light*		330-400	9
		400-800	10
Torch brazing			3

PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 11 of 13

Torch soldering			2
Carbon arc welding			1
Gas Welding:			
Light	Under 1/8	Under 3.2	4
Medium	1/8 to 1/2	3.2 to 12.7	5
	Over 1/2	Over 12.7	6
Oxygen cutting:			
Light	Under 1	Under 25	3
Medium	1 to 6	25 to 150	4
Heavy	Over 6	Over 150	5
*Footnote These values apply where the actual arc is clearly seen. Experience has shown that lighter filters may be used when the arc is hidden by the work piece.			



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 12 of 13

 Revised on 4/1/2021	Leather-Gloves	Chemical Suit w/ Hood	Carbon-X Suit w/ Hood	Chemical Gloves	Supplied Air	Rubber Boots	Chemical Goggles/Face Shield	Lower Sleeves	Personal Gas Monitor	Heat Resistant Gloves	Respirator**
Sulfuric Acid		X	X	X		X	X				
Green/White/Black Liquor		X	X	X		X	X				
NCG's		X	X	X	X	X					
Chlorine (GAS)		X	X	X	X	X			H2S		
Chlorine Dioxide		X	X	X	X	X			CL2		
Ammonia		X	X	X	X	X			CLO2		
Hot Material (>140 Degrees)		X	X	X		X	X			X	
Propane	X						X				
Natural Gas	X				X		X				
Methanol		X	X	X	X						
Hydrogen Peroxide		X		X		X	X				
Hydrogen Sulfide		X	X	X	X	X			H2S		
Turpentine		X	X	X		X	X				
Kerosene		X	X	X		X	X				
Bark Boiler Ash Re-injection										X	X
Sodium Chlorate		X	X	X		X	X				
Nitrogen					X					X	
Oxygen							X	X		X	
Caustic		X	X	X		X	X				
Slimicide/Biocide		X	X	X		X	X				



PERSONAL PROTECTIVE EQUIPMENT	Procedure Number SAF-1.01
	Issue Date December 13, 2007
SAFETY	Revision Date January 13, 2023
	Page 13 of 13

Sodium Bisulfite		X	X	X		X	X				
Saltcake (Recovery Boiler)			X			X	X				X