



Personal Protective Equipment Policy

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CONTENTS

1. Purpose
2. Scope
3. Responsibilities
4. Information

1. Purpose

The purpose of this policy is to ensure Barlows UK Ltd employees are aware of the information contained in the Personal Protective Equipment Policy. This policy also provides detailed information on what is expected with regards to personal protective equipment.

2. Scope

All Barlows UK Ltd employees and others carrying out work for Barlows UK Ltd

3. Responsibility

Barlows UK Ltd that have a responsibility to ensure that the Personal Protective Equipment at Work (amendment) Regulations 2022 are communicated and followed by all employees.

4. Information

The Personal Protective Equipment at Work (Amendment) Regulations 2022 (PPER 2022) amend the 1992 Regulations (PPER 1992)

Personal protective equipment (PPE) will be used where it is not reasonably practicable to modify the activity, the process, or the method of work to prevent risk. This is because it protects only the wearer, so others who may enter the zone of hazard without PPE will be at risk.

Specific assessments to comply with the Personal Protective Equipment at Work (Amendment) Regulations 2022 will be carried out by each person responsible for managing the works being carried out.

For all activities requiring the use of PPE, a record will be made of the protective equipment, the operations and the personnel involved.

The activities that are identified by risk assessments as needing PPE, together with the records of its maintenance, cleaning, disinfection, testing or repair. All PPE required by the risk assessment for the activity will be provided without charge, as required by law.

Personal Protective Equipment must also be provided to all limb (b) workers employed by Barlows UK Ltd, Limb (b) describes workers who generally have a more casual employment relationship and work under a contract for service – they do not currently come under the scope of PPER 1992. Barlows UK Ltd must also carry out a PPE suitability assessment will be carried out and provide the PPE free of charge if required as they do for employees.

Where PPE must be worn, suitable warning signs will be displayed where practical.

All activities requiring the use of PPE will be monitored and any item found unsuitable or damaged will be replaced as necessary.

Only PPE that complies with the relevant British or European standard will be purchased. Where appropriate, only 'CE' marked PPE (and replacement components of PPE) will be purchased. PPE will be selected which does not interfere with other items of equipment. PPE will be maintained and replaced as necessary to ensure its effectiveness, including cleaning, disinfecting, testing and repair. Employees must report loss or obvious defects in PPE to management as soon as practicable and safe to do so.

Where PPE is subject to statutory inspection and testing, records will be kept by the manager of the activity. Where appropriate, storage or accommodation will be provided for PPE, separate from that provided for personal outdoor clothing under our welfare arrangements.

Training can significantly reduce the risk of injury or ill-health and will be provided for all operations requiring the use of PPE.

In view of the importance of PPE as the 'last resort' against hazards, employees are required by the business and the law to use PPE for the activities specified in our risk assessments. Repeated failure to do so may be considered as gross misconduct.

Employees who use PPE that has obvious defects must report these to their supervisor as soon as practicable and safe to do so.