Health & Safety Standard

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Version	Description
2.21	Added clarification on hardhat securement

For interim version details see section 5 Revision history.

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1 Purpose

The purpose of the Personal Protective Equipment standard is to establish minimum requirements for personal protective equipment (PPE) to eliminate or minimize the potential for occupational injury and illness.

2 Application

This standard applies to all employees and contractors. Service providers working or visiting a Cenovus worksite are expected to have their own procedure that meets or exceeds the requirements of this standard.

3 Requirements

3.1 Hazard assessment and PPE selection

As per the Control of Work standard, a task specific risk assessment and/or field level hazard assessment shall be completed to ensure the appropriate PPE is selected, with considerations given to:

- work scope, location, and environment
- hazards associated with the task
- Safety Data Sheets (SDS)
- manufacturer's recommendations
- length of exposure to the hazards
- legislative and/or jurisdictional requirements and industry standards

3.2 Training

A worker shall receive training prior to their first use of PPE on the item's:

- correct use and proper fit
- limitations
- care, inspection, maintenance, and storage
- regulatory and jurisdictional requirements

Refer to Section 4 References for applicable standards.

3.3 Inspection, maintenance, and storage

PPE shall be:

- inspected for damage, defects, or modifications
- cleaned, inspected, maintained, and stored in accordance with the manufacturer's recommendations

3.4 Service life and disposal

PPE shall not be worn, and will be replaced immediately, when it:

- is beyond the manufacturer's specified service life
- is damaged or showing signs of excessive wear
- has been exposed to a hazard beyond its protective properties
- is unable to perform its function as designed

Repairs to PPE shall follow manufacturer's recommendations. If the PPE is beyond repair, it shall be disposed of and replaced.

PPE shall not be modified unless approved by the manufacturer.

3.5 Regulatory and code compliance

Standards referenced shall be the most current versions, used in conjunction with applicable government acts and regulations. Where requirements of this standard conflict with jurisdictional requirements or other regulatory bodies, the most stringent shall apply.

Refer to Section 4 References for applicable standards.

3.6 Head protection

Hard hats are mandatory for all workers and visitors attending Cenovus's worksites where there is a risk of head injury.

The hard hat shall:

- be at minimum Type 1, Class E helmet
- be inspected prior to each use
- not have structural modifications or painting
- not have items stored between the hard hat shell and suspension

The hard hat shall be worn in accordance with manufacturer's directions and with these additional requirements:

- brim forward, unless:
  - it is designed to be worn in reverse orientation
  - the job or task requires upward visibility
  - its proper fit is affected when worn with other protective equipment, such as face shields, welding helmets, or respirators
- secured when riding a bicycle to avoid dislodgement, as per site-specific procedures and/or jurisdictional requirements
- Hardhats must be secured by the wearer using a chinstrap, tether, or engaged earmuffs in the following situations:
  - when working at heights of 40 feet or more
  - when a dropped hardhat could generate more than 40 joules of impact energy
  - when there is a significant risk that a dropped hardhat could cause injury to workers below

- without a baseball cap beneath it
- allow for placement of non-metallic stickers or reflective tape
- replace components when showing excessive wear, or when it has been subjected to impact or electrical shock

Headwear accessories shall be worn so not to interfere with the fit, form, or function of the hard hat. Accessories worn under the hard hat, such as toques, welders' beanies, bandanas, or hoods shall consist of 100% natural materials that do not melt during heat exposure or be constructed with flame-resistant material.

3.7 Eye and face protection

3.7.1 Safety and prescription safety glasses

Safety or prescription safety glasses shall be used with the following conditions when there is a risk of eye injury or irritation:

- Safety glasses shall have permanent affixed or integrated side shields.
- Tinted safety glasses are acceptable for use, except in low light situations.
- Safety glasses shall be worn over prescription eyewear or obtain approved prescription safety eyewear.
- Contact lenses are not allowed when there is a potential hazard to the eyes in the work environment, such as handling chemicals or exposure to arc flash.

3.7.2 Face protection

Welding helmets and/or face shields shall be worn in combination with an approved hard hat if there is a risk of head injury to the head, unless:

- the welding helmet or shield is used by itself to complete a specific task, given the hard hat is immediately worn afterward
- when a face shield is worn, safety glasses shall be worn under the face shield
- alternative mitigations may be considered if it is impractical for the worker to utilize the combination head gear

NOTES:

- Regular prescription glasses are not a substitute for safety glasses.
- Appropriate task-specific or additional eye and face protection shall be assessed based on risk of potential eye injury or irritation.
- Refer to the Cenovus or entity-specific occupational vision care (OVC) protective eyewear program to obtain prescription safety glasses for Cenovus employees or contractors where applicable.

3.8 Hearing protection

Hearing protection is required for all workers who work in high noise areas identified by the site. All hearing protection equipment used shall meet the Cenovus hearing conservation program (Hearing Conservation Program) requirements:

- Only CSA Class A or noise reduction rated hearing protection equipment with a minimum of 24 dB is permitted on Cenovus worksites.
- Double hearing protection is required in areas where dBA exceeds 105 for all business functions.
- Adhere to local jurisdictional requirements (See Appendix G of Industrial Hygiene Standard).
- If earmuffs are being attached to a hard hat, the earmuffs shall be approved as per OEM requirements.

3.9 Hand protection

If there is the risk of a worker's hand becoming injured or irritated, workers shall be fitted with the appropriate hand protection. Workers shall wear gloves where hazards exist, including but not limited to the potential for:

- abrasions
- cuts
- burns
- heat or chemical exposure
- electrical contact
- vibrations

The type of glove shall be determined during the task hazard assessment or field level hazard assessment (FLHA) based on the hazard and application.

3.10 Protective clothing

Workers shall wear protective clothing appropriate to the hazards at the worksite, and ensure that:

- outer garments completely cover the body, arms, and legs
- garments are worn in the appropriate manner, such as shirt tucked in, sleeves rolled down, buttons fastened, and zippers closed
- garments offer minimal interference or hindrance to perform the task

3.10.1 Flame-resistant protective clothing

Flame-resistant (FR) clothing shall be worn as the outer layer when conducting work in a hazardous location, and shall at a minimum:

- provide protection against flash fire for a total body burn of less than 25%
- have an arc rating of 5.8 Cal/cm²
- be constructed of flame-resistant material, with a minimum fabric weight of:
    - North America: 6 oz/yd²
    - Asia Pacific: 4.5 oz/yd²

Contaminated FR clothing shall be replaced with a clean garment.
Any accessory garment, such as high visibility, being worn over top of flame-resistant clothing shall meet the same flame-resistant requirements.

NOTE: Refer to the Electrical Safety Standard for tasks that require protective clothing with a higher arc rating.

3.10.2 Rainwear and disposable protective clothing

When selecting rainwear and disposable protective clothing, consideration shall be given to:

- nature of hazard and source of contamination, e.g., flash fire, asbestos, refractory ceramic fibers, lead, NORM's, etc.
- provide adequate worker protection
- manufacturer's specifications to verify protection
- disposal requirements

If flash fire hazard is risk ranked low the fire-resistant rainwear and fire-resistant disposable protective clothing is not required.

3.10.3 Undergarments

Undergarments or base layers shall be worn under flame resistant protective outerwear to provide a buffer zone for heat dissipation in a flash fire situation. Base layers shall consist of 100% natural fibres that do not melt during heat exposure, or be constructed with flame-resistant material.

Synthetic materials (nylon and polyester) undergarments are prohibited due to melting properties in flash fire situations.

The use of hooded garments, i.e., hoodies, shall be determined by site specific requirements.

3.10.4 High visibility garments

Outer garments shall have high visibility striping and bands permanently attached to the clothing. When outerwear is worn in a hazardous location, the high visibility striping, and bands shall be:

- constructed of flame-resistant material
- in a single horizontal stripe around torso and limbs, double vertical stripes on chest, and continuous over the shoulder with an X on the back, as shown in **Figure 1: High Visibility Striping Samples**

A vest with striping and bands with a visibility rating appropriate to the scope of work is allowed.

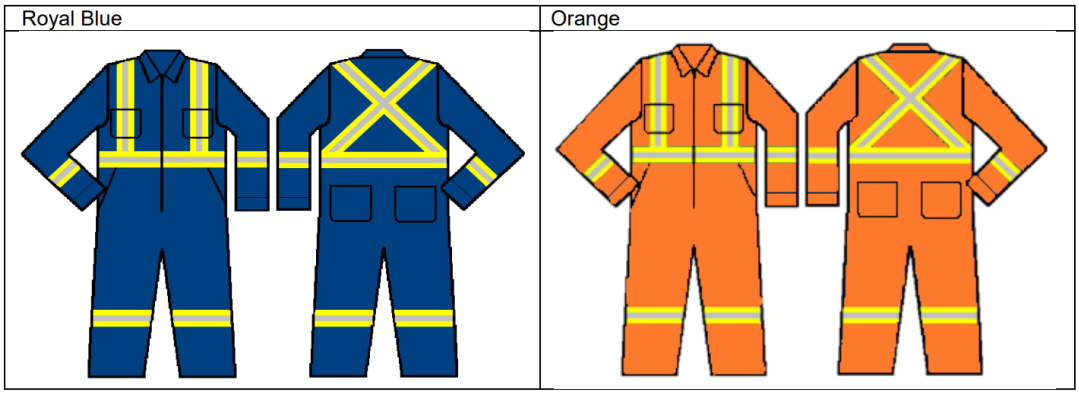

Figure 1: High visibility striping samples

3.10.5 Leg protectors

Chainsaw operators shall wear leg protectors as per manufacturer's recommendations.

NOTE: In British Columbia, leg protection devices shall meet the standards of *WorkSafe BC Standard – Leg Protective Devices*.

3.11 Foot protection

Foot protection is required when there is a risk of injury to the foot. At a minimum, all safety footwear shall:

- provide above-the-ankle support
- have soles constructed of non-slip material with oil, puncture, and heat resistance
- be hard toed to provide impact protection
- have a defined heel, except in circumstances where the heel creates additional hazards, such as ironworker boots
- be adequately secured and laced
- not have ventilation holes below the ankle bone
- have a visible CSA approved green triangle and/or ohm label attached where applicable

Note: As required by specific area requirements or as per task specific hazards, the use of metatarsal protection may be required.

3.11.1 Anti-slip traction aids

In locations where slip hazards are identified, anti-slip traction aids shall be part of an overall slip prevention program. Anti-slip traction aids shall be:

- worn as per manufacturer's recommendations
- appropriate to the task, work environment, and ground conditions
- spark resistant where required at hazardous locations

3.12 Flotation devices

A personal flotation device (PFD) or life jacket shall meet the regulatory jurisdictional requirements, and shall be intrinsically buoyant when working near bodies of water and/or where a danger of drowning exists.

If there is a potential for flash fire, the flotation device shall be constructed of flame-resistant materials.

3.13 Jewelry and entanglement risks

Jewelry shall not interfere with the effective use of PPE or create a hazard. When working around rotating equipment, workers shall not wear jewelry or loose-fitting clothing, and shall secure long hair.

Not wearing gloves shall be considered when working around rotating equipment where a gloved hand may get caught.

4 References

Table 1: References

Document title or tool name	Relevance
Safe Control of Work Standard	COIMS Standard – COIMS-000006 Follow process to select appropriate PPE
Electrical Safety Standard	Health & Safety Standard - 0003-000067
Get a Grip Program	Energy Safety Canada's website for the Get a Grip Program
Working at Heights Standard	Health & Safety Standard – 0003-000045
Industrial Hygiene Standard	Health & Safety Standard - 0003-000008
Industrial Hygiene and Occupational Health	IH&OH (Industrial Hygiene & Occupational Health) SharePoint: Includes IH Standard and programs
Personal Protective Equipment	Helix PPE Page
Respiratory Protective Equipment (RPE) Program	Cenovus RPE program SharePoint
SDS Binders	Cenovus SDS Binders Database

Table 2: Head protection standards

Standard number	Standard name
CAN/CSA-Z94.1	Industrial Protective Headwear
ANSI Z89.1	American National Standard for Industrial Head Protection
CAN/CSA-D113.2-M89	Cycling Helmets
ASTM Standard F1447	Standard Specification for Helmets Used in Recreational Bicycling or Roller Skating

Table 3: Eye protection standards

Standard number	Standard name
CSA Z94.3	Eye and Face Protectors
ANSI Z87.1	Occupational and Educational Personal Eye and Face Protection

Table 4: Hearing protection standards

Standard number	Standard name
CAN/CSA Z94.2	Hearing Protection Devices –Performance, Selection, Care and Use
ANSI S3.19	Measurement of Real–Ear Protection of Hearing Protectors and Physical Attenuation of Earmuffs The following title for ANSI S3.19 is from 1974, if the title has changed more recently to what you wrote, ignore my comment: Method for Measurement of Real-Ear Protection of Hearing Protectors and Physical Attenuation of Earmuffs.

Table 5: Hand protection standards

Standard number	Standard name
ANSI/ISEA 105	American National Standard for Hand Protection Classification
EN 388	European Standard for Protection Gloves Against Mechanical Risks

Table 6: Protective clothing standards

Standard number	Standard name
ANSI/ISEA 107	High-Visibility Safety Apparel and Headwear
ASTM F1506	Standard Performance Specification for Flame Resistant and Arc rated textile Materials for Wearing Apparel for Use by Electrical Workers Exposed to Momentary Electric Arc and Related Thermal Hazards
ASTM 1891	Standard specification for Arc Flash and Flame-resistant Rainwear
ASTM F1930	Standard Test method for evaluation of Flame-resistant clothing for protection against flash fire simulations using an instrumented Manikin
ASTM F 2733	Standard Specification for Flame Resistant Rainwear for Protection against Flame Hazards
CSA Z462 Standard	Electrical Safety in the Workplace
CGSB 155.20	Work wear for Protection against Hydrocarbon Flash
CAN/CGSB-155.21	Recommended Practices for the provision and use of work wear for protection against hydrocarbon flash fires
CSA Z96	High Visibility Safety Apparel
NFPA 70E	Standard for Electrical Safety in the Workplace
NFPA 2112	Standard on Flame-Resistant Garments for Protection of Industrial Personnel against Flash Fire
NFPA 2113-2012 Edition	Standard on selection, care, use, and maintenance of flame-resistant garments for protection of industrial personnel against flash fires

Table 7: Protective footwear standards

Standard number	Standard name
ASTM F-2412	Standard Test Methods for Foot Protection
ASTM Standard F2413	Specification for Performance Requirements for Protective Footwear
CSA Standard Z195	Protective Footwear

Table 8: Flotation device standards

Standard number	Standard name
CAN/CGSB – 65.7 0	Life Jackets
CAN/CGSB 65.11-M88	Personal Flotation Devices
OSHA Standard 1926.106	Working over or near water
ISO 12402	Personal Flotation Devices

5 Revision history

Table 9: Revision history

Version	Date	Description
1.0	December 7, 2022	Issued for use
1.01	January 26, 2023	Update to section 3.10.3
1.1	July 10, 2024	• Section 3.7 – Added face protection requirements as its own section in 3.7.2 and removed as bullets in other 3.0 sections. • Section 3.8 – Added requirement to adhere to local jurisdictional requirements. • Updated document owner and changed review cycle to 3 years
2.0	August 16, 2024	Section 3.6 – Added requirement for hard hat tethering when working at heights.
2.1	August 28, 2024	Updated effective date for hard hat tethering to align with Drops standard effective date.
2.11	January 13, 2025	Removed links to legacy documentation, updated hard hat tethering height requirements.
2.21	October 22, 2025	Added clarification on hardhat securement

6 Abbreviations

Table 10: Abbreviations

Term	Definitions
ANSI	American National Safety Institute
ASTM	American Society for Testing and Materials
CGSB	Canadian General Standards Board
CSA	Canadian Standards Association
dB	decibel(s)
NFPA	National Fire Protection Association