



Personal Protective Equipment Policy.

Identification No

EJS/IMS/MD/COM/HSE/POL/009

Revision Number: **01**

Date of Issue

01/09/2017

Revision Date: **01/05/2026**



Connecting Route, Delivering Value.

www.ejsolution.co.tz

OUR COMMITMENT TO SAFETY AND HEALTH

At EJ's Solutions, the safety and well-being of our employees, contractors, and visitors are our highest priorities. To safeguard everyone in our workplace, we are committed to providing and enforcing the use of Personal Protective Equipment (PPE) as a key measure in mitigating workplace hazards. This policy outlines our responsibilities, procedures, and the expectations we have for all employees regarding the proper use of PPE.



Policy Pillars

The Importance of PPE

Personal Protective Equipment (PPE) serves as a crucial layer of defense in preventing workplace injuries and illnesses. While our primary focus is on eliminating hazards through engineering and administrative controls, PPE is provided when these measures are insufficient or impracticable. At EJ's Solutions, we ensure that all PPE is of the highest standard, suited to the specific risks in our working environment, and properly maintained to guarantee its effectiveness.

Selection and Provision of PPE

Regular hazard assessments are conducted to identify the need for PPE in various work areas. Based on these assessments, we select and procure PPE that meets industry best practices and standards. The types of PPE required for our employees include:

Head Protection

Hard hats must be worn in areas where there is a risk of falling objects or electrical hazards.

Eye and Face Protection

Safety goggles, face shields, or safety glasses are mandatory for employees exposed to flying debris, chemicals, or dust.

Hearing Protection

Employees working in high-noise environments must use earplugs or earmuffs to protect their hearing.

Hand Protection

Gloves are essential for handling hazardous materials, sharp objects, or heavy machinery.

Foot Protection

Safety shoes or boots are required in areas with risks of falling objects or where heavy machinery is in operation. Each employee's PPE needs will be determined during hazard assessments, and the appropriate equipment will be provided. We are committed to maintaining, inspecting, and replacing PPE as needed to ensure ongoing protection.

Employee Awareness and Understanding

Every employee at EJ's Solutions plays a vital role in maintaining a safe work environment. To this end, all employees are responsible for:

- Wearing the appropriate PPE while performing their job duties in designated areas.
- Inspecting PPE before each use to ensure it is in good condition and free from defects.
- Immediately reporting any damaged or faulty PPE to their supervisor or designated person.
- Attending training sessions on the proper use, care, and maintenance of PPE.
- Attending training sessions on the proper use, care, and maintenance of PPE.
- Storing PPE in designated areas when not in use to prevent damage or loss.
- Refraining from altering or modifying PPE without prior approval from a supervisor or designated person.
- Adhering to all other safety procedures and guidelines to ensure a secure work environment.



Training and Communication

EJ's Solutions is committed to providing comprehensive training on the correct usage, care, and maintenance of PPE. Regular training sessions will be conducted to ensure that all employees are well-informed about the importance of PPE and how to use it effectively.

Additionally, we will keep employees updated on any changes to PPE requirements through various communication channels, including safety meetings, memos, and training sessions.



Monitoring and Compliance

We will periodically evaluate the effectiveness of the PPE in use to ensure it continues to provide the necessary protection. If adjustments are needed, we will explore alternative options to enhance employee safety. Compliance with this policy is mandatory, and any non-compliance may result in disciplinary action.

Continuous Improvement and Policy Review

This policy will be reviewed regularly to ensure its relevance, effectiveness, and alignment with applicable regulations. EJ's Solutions is committed to continuous improvement, and we encourage employees to provide feedback and suggestions to help us enhance our occupational health and safety practices.

Conclusion

At EJ's Solutions, the use of Personal Protective Equipment (PPE) is a fundamental part of our commitment to a safe and healthy workplace. By adhering to this policy, we collectively prioritize the safety and well-being of everyone within our organization. Non-compliance with this policy may lead to disciplinary action, and we expect all employees to acknowledge and adhere to these guidelines to ensure a secure work environment for all.

DOCUMENT AUTHORIZATION

Document Author

Document Reviewed By

Rosemary Hanga

Peter Joshua

Health and Safety Coordinator

Managing Director

A handwritten signature in blue ink, appearing to be 'RH' or similar initials, written in a cursive style.A handwritten signature in black ink, appearing to be 'PJ' or similar initials, written in a cursive style.