SWAM Safety & Calibration Hub

PPE Compliance Protocol — Nexus Energy Technologies

Mandatory Personal Protective Equipment requirements for all operational site personnel. Full compliance is non-negotiable before entering any active zone.

ZERO TOLERANCE | FULL PPE REQUIRED | OIL & GAS OPERATIONS

Nexus Energy Technologies: Site Safety Directive

First Line of Defense

Mandatory gear is the foundation of every worker's protection against high-consequence hazards present across all operational zones. No equipment — no entry. This policy exists to bring every person home safely at the end of every shift.

Zero-Tolerance Policy

No entry to operational zones without **full PPE compliance**. Supervisors are authorized to remove non-compliant personnel from site immediately. Safety is a condition of employment — not a suggestion.

- Violation of PPE protocols may result in immediate removal from site and disciplinary action.

Hard Hat with Chin Strap

The hard hat is the most visible symbol of site safety — and among the most critical. Rated for high-impact debris protection, it shields the skull from falling objects, swinging equipment, and overhead hazards that are common across oil and gas installations.

The chin strap is not optional. During high-motion tasks, elevated wind conditions, or rapid evacuation scenarios, an unsecured hard hat offers no protection. The strap must be fastened snugly beneath the chin at all times when inside operational boundaries.

Impact Class

ANSI/ISEA Z89.1 Type I or II

Chin Strap

Secured & adjusted

Falling Debris

Protects from overhead impact hazards in all active zones

Wind & Motion

Chin strap retention during adverse conditions

Flame-Resistant (FR) Coveralls

Flash-Fire Protection

Self-extinguishing fabric that limits burn injury severity in ignition events

Volatile Environments

Mandatory in all zones with hydrocarbon presence or ignition potential

FR-rated coveralls are engineered from specially treated fabrics that do not ignite and propagate flame under standard thermal exposure conditions. In the event of a flash fire — a sudden, brief ignition event common in volatile hydrocarbon environments — FR coveralls can be the difference between a minor incident and a life-altering burn injury.

Coveralls must be **properly fastened at all closures**, with no rolled sleeves, exposed skin, or gaps at cuffs. Damaged or degraded FR garments must be replaced immediately and must not be worn on site.

⚠ Never wear synthetic or non-FR garments underneath. They melt under heat and dramatically increase burn severity.

Safety Glasses with Side Shields

High-Velocity Impact

Rated to stop high-velocity particles, chipped metal, and airborne debris common in drilling and maintenance tasks.

Splash Protection

Sealed or indirect-vent designs guard against chemical splash from hydrocarbons, acids, and cleaning solvents.

Side Shields Active

Peripheral hazards account for a significant portion of eye injuries. Side shields must be attached and unobstructed at all times.

ANSI Z87.1 Rated

Only compliant, marked eyewear is permitted. Prescription wearers must use approved OTG or Rx safety glasses.

Steel-Toe Safety Boots

Impact & Puncture Protection

Steel-toe boots are designed to absorb and redirect crushing forces from dropped equipment, rolling loads, and heavy machinery — all routine hazards on active oil and gas sites. The reinforced toe cap meets ASTM F2413 compression and impact ratings.

Puncture-resistant midsoles protect against sharp objects, nails, and exposed metal on uneven terrain and debris fields.

Structural Stability

Beyond toe protection, safety boots provide critical ankle support and slip resistance on wet, oily, and uneven walking surfaces. Boots must be **fully laced, properly fitted,** and free of significant sole wear.

Standard

ASTM F2413

Sole

Oil & slip resistant

Condition

No damage or wear

Task-Appropriate Gloves

Gloves are not one-size-fits-all. The correct glove must be **matched to the specific hazard profile of the task** before work begins. Wearing the wrong glove can offer false protection or interfere with grip and dexterity.

Chemical Resistant

For handling hydrocarbons, solvents, acids, or caustic substances. Nitrile or neoprene construction with extended cuff coverage.

Cut Resistant

ANSI cut-level rated gloves for handling sharp piping, metal edges, cables, or abrasive surfaces during mechanical tasks.

Thermal / Heat Resistant

Insulated gloves for work near hot surfaces, steam lines, or high-temperature equipment. Prevents contact burns.

Conduct a task-specific hazard assessment before selecting gloves. When in doubt, consult your supervisor or safety officer for guidance.

Visual Compliance Checklist

Before entering any operational zone, verify all five PPE items are correctly worn and fully functional. This checklist must be completed at the start of every shift and after any PPE replacement.

Hard Hat

Chin strap secured and adjusted to fit

FR Coveralls

Properly fastened — all closures sealed

Safety Glasses

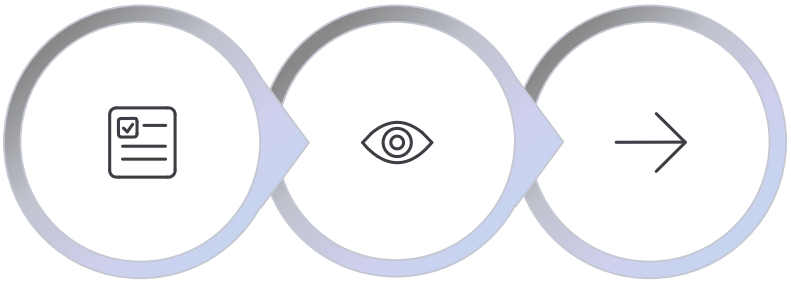
Side shields active and unobstructed

Steel-Toe Boots

Fully laced — no damage to sole or upper

Gloves

Task-matched — no tears or chemical degradation



This three-step verification loop ensures no worker enters an active zone with compromised or missing protection. All three steps are required — self-inspection alone is not sufficient.

Critical Alert: H_2S Monitor Requirement

MANDATORY: A calibrated H_2S personal gas monitor must be worn at all times when operating in or near designated H_2S hazard zones. No exceptions.

Before Zone Entry — Required Checks

- Confirm battery level is sufficient for full shift duration
- Perform bump test to verify sensor response is active
- Confirm calibration certificate is current and within expiry
- Set audible and vibration alarms — never silent mode on site

During Operations

- Wear monitor at breathing zone level (lapel or chest)
- Never obstruct or cover the sensor port
- On alarm: evacuate immediately using designated muster route
- Report alarm events to supervisor — do not re-enter until cleared

H_2S Alarm Threshold — Action Levels

Low alarm (10 ppm): Increased vigilance, notify supervisor. **High alarm (20 ppm):** Immediate evacuation of zone. **IDLH (50 ppm):** Emergency response activated — self-contained breathing apparatus required.

Safety is Our Shared Responsibility

No production target, schedule pressure, or operational urgency is worth a preventable injury. Every team member has both the right and the duty to stop unsafe work — at any level of the organization.

Stay Alert

Complacency is the enemy of safety. Hazards change — stay situationally aware throughout every shift.

Stay Protected

PPE is non-negotiable. Inspect your gear, wear it correctly, and replace anything that is damaged or degraded.

Protect Your Team

Look out for your colleagues. If someone is missing PPE or entering an unsafe situation — intervene. Every voice matters.

> "The safest shift is one where every person goes home exactly as they arrived — unharmed and whole."

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For PPE queries, calibration services, or safety officer contact: reach your site HSE representative before shift commencement.

SWAM SAFETY | NEXUS ENERGY TECHNOLOGIES | HSE COMPLIANT