



PPE Policy

The Personal Protective Equipment at Work (Amendment) Regulations 2022 (PPER 2022) came into force in April 2022, they amend the 1992 Regulations (PPER 1992). Employers must ensure their workers have sufficient information, instruction and training on the use of PPE.

PPE is defined in the PPER 1992 as 'all equipment (including clothing affording protection against the weather) which is intended to be worn or held by a person at work and which protects the person against one or more risks to that person's health or safety, and any addition or accessory designed to meet that objective'.

PPER 1992 places a duty on every employer in Great Britain to ensure that suitable PPE is provided to 'employees' who may be exposed to a risk to their health or safety while at work. Workers with a contract of employment are known as limb (a) workers.

PPER 2022 extends this duty to limb (b) workers, workers that come under limb (b) are those that:

- Carry out casual or irregular work for one or more organisations.
- After 1 month of continuous service, receive holiday pay but not other employment rights such as the minimum period of statutory notice.
- Only carry out work if they choose to.
- Have a contract or other arrangement to do work or services personally for a reward (the contract doesn't have to be written) and only have a limited right to send someone else to do the work, for example swapping shifts with someone on a pre-approved list (subcontracting).
- are not in business for themselves (they do not advertise services directly to customers who can then also book their services directly).

PPE is deemed as the last resort to protect workers from injury and ill-health. Compressed Air Solutions will only consider the use of PPE after the consideration of engineering controls and safe systems of work in line with the hierarchy of controls:

- **Elimination** – physically remove the hazard.
- **Substitution** – replace the hazard.
- **Engineering controls** – isolate people from the hazard.
- **Administrative controls** – change the way people work.
- **PPE** – protect the worker with personal protective equipment.

In line with Compressed Air Solutions Safe Working Practises, CAS workers (limb (a) and (b) are required to undertake the following:

- Read the RAMS to ensure the relevant PPE is suitable for the task and working conditions.
- Wear all mandatory PPE as required, as a minimum safety footwear, high-visibility vests, hand protection, hearing protection and eye protection is mandatory when on customer sites. CAS employees must also adhere to all additional site-specific mandatory requirements.
- Look after equipment and keep it dry and stored properly when not in use (such as a cupboard or for smaller items a box or case or bag).
- Carry out pre-user checks prior to use for any defects in the PPE (workers are to refer to safe working practises for guidance on checks for specific equipment).
- Defective PPE is not permitted to be used, any unsafe/unusable PPE is to be reported to the H&S Officer and obtain new PPE from the stores.



PPE will be issued to workers during the company induction process. All new PPE issued will be logged on the database under the relevant worker.

This policy will be reviewed periodically and will be subject to legislative changes.

A handwritten signature in black ink, appearing to read "M Scott", is written over a light grey rectangular background.

Signed:

Mark Scott, Managing Director
31st March 2026