

This safety guideline is intended to provide safety information to all Dee Cramer Inc., employees regarding hand safety and that adequate measures can be taken to limit exposures to hand and finger injuries through controls in the workplace. NOTE: DCI employees are required to wear proper gloves when performing any work that could create a hand or finger injury unless working on, near or with rotating equipment as spelled out in the following policy. Any employee observed working with inadequate hand protection will be disciplined to their unsafe behavior pursuant to the Dee Cramer Disciplinary Policy.

I. GENERAL

All DCI employees shall take reasonable precautions against task specific hazards to prevent hand and finger injuries. The selection of gloves for protection against lacerations, burns, scrapes, punctures or chemical exposures shall be approved by the Safety & Risk Manager.

II. WORK PRACTICES

Dee Cramer Inc., employees shall wear appropriate hand and finger protection, while working in the field or in the shops, at all times while working unless they are working on, around or with rotating equipment or machinery or when the gloves present a potentially more significant hazard (ie operating a roller in the shop). See attached glove selection chart for information on task appropriate gloves.

III. HEALTH HAZARDS

Cuts, lacerations, abrasions, burns, chemical exposures, electricity, heat and cold can all have detrimental effects on the hands and fingers. While there are short term effects that are readily apparent, there are also potential long term effects that can be much more damaging.

Short term effects

Bleeding, soreness at the site, swelling, itching.

Long term effects

Scarring, infection, possible loss of use of finger(s) and/or hand, temperature sensitivities, constant pain due to nerve involvement.

IV. METHODS OF COMPLIANCE

To the extent feasible, DCI will implement engineering and work practice controls to reduce employee exposure to workplace injury and/or illness. When the hazard is not able to be mitigated through engineering and/or administrative controls MIOSHA Construction Standard Part 6, Personal Protective Equipment (PPE) requires that employees use PPE to protect themselves from the hazards that could cause a workplace injury and/or illness. To the extent possible Dee Cramer will continue to do this, however, based on the material that we work with on a daily basis it has become evident that we need to provide a higher level of protection to our employees with regards to their hands and fingers. The chart below provides guidance on the glove selection criteria.

GLOVE SELECTION GUIDE

HAZARD	DEGREE OF HAZARD	PROTECTIVE MATERIAL
General Duty		Nylon shell with polyurethane coating over palm and fingers
Cuts, Lacerations, Abrasions	Severe	Minimum cut resistance rating of 4
Cuts, Lacerations, Abrasions	Less Severe	Minimum cut resistance rating of 2
Chemicals	All	Task specific material based on the SDS of the chemical(s) being used. To be determined per the task/chemical
Heat	Up to 212 F	Leather
Electricity		Rubber insulating gloves tested to appropriate voltage
Spiral Manufacturing	Severe	Leather double palmed work glove
Spiral Manufacturing	Less Severe	Leather work glove