

Document Details			
Version	1.1	Classification	INTERNAL
Author	Mark Gordon	Next Review	November 2026
Reviewed by	David Craven	Last reviewed	N/A
Approved by	Kevin O'Connor	Approval date	24 th Nov 25

Version history				
Version	Date	Author	Reason for new version	Sections affected
1.1	24 th Nov 25	Mark Gordon	New Policy	All

Purpose and Scope

Purpose: This policy outlines the requirements for the use of Personal Protective Equipment (PPE) to ensure the health, safety, and wellbeing of all employees, contractors, and visitors at SRL Traffic Systems.

Scope: Applies to all personnel working on SRL sites, depots, and operational environments where hazards may be present.

1. PPE Requirements

All individuals must wear appropriate PPE as identified by risk assessments and Safe System of Work. This includes, but is not limited to:

- High-visibility clothing (Class 2 or above)
- Safety footwear (steel/composite toe with midsole protection) Fully Laced
- Appropriate head protection. (hard helmet with chin strap or bump cap)
- Eye protection (safety glasses, goggles or visor as required)
- Hand protection (task-specific, including cut-resistant or chemical-resistant)
- Hearing protection where appropriate.
- Weather-appropriate gear (e.g., waterproofs, thermal wear)

2. Responsibilities

Employees must wear PPE correctly, maintain and store so it remains in good condition.

Supervisors/Managers must ensure PPE is available, suitable for the task, monitored and worn consistently.

The SHEQ Team will monitor compliance and review PPE standards as part of audits and inspections.

3. Quality & ESG Considerations

PPE provided by SRL meets the relevant BS/EN standards to ensure quality and reliability.

SRL is committed to sourcing PPE from suppliers who align with our Environmental, Social & Governance (ESG) values, including sustainable materials and ethical manufacturing practices.

We have a program to recycle all PPE that is no longer required through an external service provider.

4. Non-Compliance

Failure to wear required PPE may result in removal from site and potential disciplinary action. Safety is non-negotiable.

5. Key Requirements

Mandatory requirements: PPE / must be used as follows

	Depot locations		Clients Sites
Guidance	Mandatory	Mandatory	Mandatory
Office Space	Operational Areas non-working	Operational Areas Working	All Highways and yards
Sensible clothing and appropriate footwear	Bump cap, Hi-Viz jacket Safety Footwear	Bump cap or safety helmet. Hi-Viz jacket. Safety Footwear. Gloves appropriate to the task. Eye protection where required. Hearing protection where required	Safety Helmet. Full Hi-Viz jacket and trousers. Safety Footwear. Gloves appropriate for the task. Eye protection. Any other client site requirements

This Policy Statement is reviewed annually.

Kevin O'Connor
Non-Exec Chairman

Dated: 24th November 2025