

COMPANY POLICY

PPE Policy

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Review cycle: Annual

1. Policy statement

Personal protective equipment is the last line of defence at a waste treatment facility — used after engineering and procedural controls, never instead of them. Ignis Circular Ltd provides all necessary PPE to employees free of charge, in accordance with the Personal Protective Equipment at Work Regulations 1992 (as amended 2022), which we also apply to workers engaged on other terms.

2. Site requirements

- Mandatory in all operational areas: high-visibility clothing, safety footwear with midsole protection, and a safety helmet where there is a risk from moving plant or falling material.
- Cut-resistant gloves for manual handling and picking; eye protection where there is a risk of flying debris or dust.
- Hearing protection in designated zones around shredders, trommels and balers, identified by mandatory signage.
- Respiratory protection (FFP3 as a minimum) where dust or bioaerosol assessments require it, with face-fit testing for all wearers.
- Task-specific PPE — such as chemical-resistant gloves or welding protection — as identified by risk assessment.

3. Our arrangements

- PPE is selected against the assessed risk, CE/UKCA marked, and issued on induction with instruction on correct use, storage and limitations.
- Damaged or defective PPE is replaced without charge and without question; defects must be reported immediately.
- Visitors and drivers are provided with hi-vis, and where they enter operational areas, the full site standard.
- Compliance is monitored by supervisors; deliberate failure to wear required PPE is a disciplinary matter.

4. Responsibilities

The Operations Director ensures suitable PPE is available, maintained and used across the site. Employees must wear the PPE provided, look after it and report loss or damage. This policy is reviewed annually alongside our risk assessments.

Stephen Iddon

Signed: 1 July 2026

Reviewed: Annually

Stephen Iddon
Director, Ignis Circular Ltd