

# Personal Protective Equipment

## Requirement Specification



## Executive Summary

This Standard defines Ericsson Global minimum requirements of the Health, Safety, and Well-being (HSW) aspects of Personal Protective Equipment (PPE).

## Application

This Standard shall apply to the Ericsson Group and any other party working on behalf of Ericsson engaged in activities that require the use of PPE.

Where there are stricter or more restrictive requirements from Ericsson local organizations, customers, site owners, or local regulations, these shall always supersede the corresponding specifications in this Standard.

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## 1 Instruction

### 1.1 General Principles

When a hazard cannot be eliminated, substituted, or engineered, the selection and use of PPE is mandatory. Use of PPE shall be in conjunction with technical and administrative controls.

Team Leaders / Person in Charge of Work (PICW) shall select PPE based on the EHS Project Risk Assessment and Site Safety Risk Assessment.



Team Leaders / PICWs shall ensure PPE fits the hazard, task, work environment, and the person wearing it.

Employers shall provide PPE at no cost to its employees.

Managers and PPE users shall ensure they follow PPE manufacturer's instructions.

PPE shall follow applicable local regulations and recognized international standards, including but not limited to:

- American National Standards Institute (ANSI)
- American Society for Testing and Materials (ASTM)
- Australian and New Zealand Standards (AS/NZS)
- British Standards Institution (BSI)
- European Norms (EN)
- International Safety Equipment Association (ISEA)
- National Institute for Occupational Safety and Health (NIOSH, USA)
- South African Bureau of Standards (SABS)
- International Organization for Standardization (ISO)
- International Labor Organization (ILO) convention

## **1.2 Competence and Training**

PPE users shall receive training prior to first use and periodically based on local regulatory requirements and risk assessments.

PPE training shall include:

- selection
- correct fitting and use
- expected lifespan
- inspection procedures
- maintenance
- storage
- limitations
- how to report defects.

Training in other safety-specific topics shall include PPE (e.g., work at height, electrical safety, and confined space entry)

Training records shall be available for review by auditors or inspectors.

## **1.3 PPE Inspection, Maintenance and Storage**

PPE users shall inspect, maintain, and store PPE following the manufacturer's instructions and local regulatory requirements, and in their absence, recognized international standards.

Users shall inspect their PPE at a minimum daily prior to each use.



If users find the PPE defective or damaged, they shall remove it from service, replace it and stop the activity until substituted.

Team Leaders /PICW shall ensure end-of-life, defective or damaged PPE is destroyed and rendered unusable prior to disposal.

## **1.4 Types of PPE**

In addition to the risk assessment, Managers, Team Leaders / PICWs, and PPE users shall ensure the following:

### **1.4.1 Head Protection**

Choose head protection (i.e., industrial safety helmets or mountaineering-style helmets for work at height) based on the risk of impact, penetration, electrical exposure, or falling objects.

Wear head protection leveled and adjusted to provide a secure fit. Do not wear head protection tilted back, sideways, or perched.

Use safety helmets where there is a risk of falling-object hazards. Bump caps are never a substitute in this case.

### **1.4.2 Eye and Face Protection**

This document covers eyes and face protection against impact (e.g., flying debris, sparks, equipment under tension), chemical (e.g., liquid splashes, vapor, fumes), and radiation hazards (e.g., ultraviolet or infrared radiation).

Refer to the risk assessment, manufacturer parameters and guidance, and PPE user experience to select eye and face protection (i.e., safety glasses, safety goggles, or eye protection together with a face shield).

Always use face shields in conjunction with eye protection, not as a substitute.

When applicable, evaluate the compatibility of eye and face protection with other PPE (e.g., helmets, earmuffs and respirators).

Prescription glasses shall comply with applicable local regulatory standards and recognized national or international standards in areas where eye protection is mandatory. Only temporary personnel or visitors shall wear over-the-glasses safety eyewear.

Tinted safety glasses are not allowed indoors.

### **1.4.3 Hand and Arm Protection**

This document covers hand and arm protection against mechanical (e.g., sharp edges, tools, machinery), thermal (e.g., heat and cold surfaces or environments), chemical, and biological hazards.



Refer to the risk assessment manufacturer parameters, and PPE user experience to select proper hand protection.

Hand protection shall be size-specific to the user.

When hand protection is contaminated with hazardous materials or chemicals, users shall dispose of them according to local regulations or recognized international standards.

Do not use barrier creams or lotions as a replacement for chemical resistant gloves.

#### **1.4.4 Hearing Protection**

Wear hearing protection (i.e., ear plugs, earmuffs or canal caps) when it is not possible to reduce noise level below local regulatory requirements or 85 decibels in the A scale (dBA), whichever is lower.

Users shall ensure their hearing protection fits properly. For earplugs, they shall create a tight-fitting seal with the ear canal. For earmuffs, they shall completely cover the outer ear or pinna.

Users shall wear double hearing protection -the use of earmuffs over earplugs- when it is not possible to reduce noise levels below local regulatory requirements or 95 dBA, whichever is lower.

#### **1.4.5 Respiratory Protection**

This document covers respiratory protection, be it tight-fitting filtering facepieces and air-purifying respirators, used to protect the wearer from airborne contaminants, including particulates, gases, and vapors.

Surgical masks or medical face coverings, intended primarily to protect others from the wearer's emissions, do not constitute respiratory protection under this document.

Air-supplying respirators (e.g., self-contained breathing apparatus or airline respirators) are outside the scope of this document. If a risk assessment considers it necessary, refer to an Environmental, Health and Safety Subject Matter Expert (EHS SME) and follow local regulatory requirements.

Refer to the risk assessment, potential or measured air concentration of the contaminant, manufacturer parameters and guidance, and applicable regulatory requirements to select the proper respiratory protection.

Respiratory protection shall be size-specific to the user.

Respiratory protection wearers shall receive training on when to replace disposable filtering facepieces or air-purifying respirators filters.



Follow applicable prerequisites for respiratory protection users when required by local regulation. Prerequisites may include medical evaluations, fit testing, and training.

Facial hair or other conditions that interfere with the seal of a tight-fitting respirator are not allowed during use.

#### **1.4.6 High Visibility Vests/Gear**

Users shall wear high visibility gear over all other clothing and ensure harnesses, backpacks, or other equipment does not obstruct it.

High visibility gear shall be size-specific to the user.

Suspender-style or strap-only reflective vests, which consist solely of reflective material without a fluorescent background (e.g., X-back or harness-style designs) are not allowed.

If reflective strips show signs of fading, replace the gear without putting the worker at risk.

#### **1.4.7 Foot and Ankle Protection**

Foot protection is required when there is the risk of falling or rolling objects, walking on uneven surfaces, wet or slippery surfaces, climbing ladders, and puncture or piercing of the sole.

Foot protection shall be size-specific to the user.

When the risk assessment requires boots (to guard against ankle injuries), wearers shall lace up, tighten or fasten them all the way to the top.

## **2 Responsibilities**

### **2.1 Manager**

- Ensure risk assessments for all activities under their responsibility identify PPE requirements.
- Schedule PPE training and periodic refresher sessions as needed.
- Monitor compliance with the requirements of this instruction and take corrective actions for non-compliance.
- Support and empower Team Leaders/PICWs to enforce PPE use consistently.
- Secure budget and resources to implement all requirements in this Instruction.

### **2.2 Team Leader / Person in Charge of Works (PICW)**

- Conduct risk assessments to determine proper PPE needs.



- Conduct pre-task PPE checks with team members.
- Directly supervise PPE use during daily activities to ensure correct and consistent application.
- Report PPE deficiencies, damaged equipment, or training gaps to Manager or EHS SME.
- Reinforce PPE policies during toolbox talks and safety meetings.
- Encourage feedback from PPE wearers about fit, comfort, and suitability.

### **2.3 PPE User (Employees and Suppliers)**

- Attend all mandatory PPE training sessions and follow manufacturer and company instructions.
- Inspect PPE prior to use and report any defects or damage at once.
- Wear PPE properly and consistently follow the risk assessments and site requirements.
- Maintain PPE in good condition and store according to guidelines.
- Do not alter, change, or share PPE with others.
- Inform Team Leader / PICW or EHS SME of any difficulties or discomfort with PPE.

### **2.4 Occupational Health & Safety Personnel**

- Support risk assessments to determine proper PPE needs.
- Provide technical guidance and training on PPE selection, use, and maintenance.
- Monitor regulatory changes and industry best practices for PPE standards.
- Assist Managers and Team Leaders /PICWs in addressing PPE compliance and resolving issues.
- Oversee PPE quality assurance, inspection protocols, and inventory management.

## **3 References**

N/A

## **4 Change Information**

1. Major revision of all sections and adding new sections.