

PERSONAL PROTECTIVE EQUIPMENT (PPE) POLICY

As part of the Leiths (Scotland) Ltd Group's commitment to Health, Safety and Wellbeing it is our policy to ensure that suitable arrangements are in place for the management and supply of Personal Protective Equipment (PPE).

The Personal Protective Equipment (PPE) at Work Regulations 2022 define PPE 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 him or her against one or more risks to his or her health or safety", e.g., safety helmets, gloves, eye protection, high-visibility clothing, safety footwear and safety harnesses. All operatives shall be provided and instructed to wear appropriate PPE which has been identified in Safe Systems of Work and site rules.

Hearing protection and respiratory protective equipment provided for most work situations are not covered by these Regulations because other Regulations apply to them. However, these items need to be compatible with any other PPE provided.

All PPE provided will fit correctly or be adjustable to fit the wearer in the correct manner. All operatives that require Respiratory Protective Equipment (RPE) will be fitted in the correct manner by a trained qualitative tester.

The main requirement of the PPE at Work Regulations 1992 is that PPE is to be supplied and used at work wherever there are risks to health and safety that cannot be adequately controlled in other ways. PPE should be used as the final control measure in relation to risk.

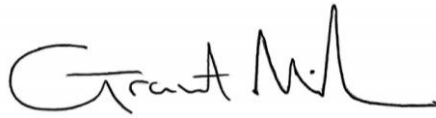
The Leiths Group of companies recognise that there are several risks to health and safety that cannot be adequately controlled without the use of PPE and therefore ensure that suitable provisions are in place for PPE. All PPE provided will meet with relevant International Organisation for Standardisation (ISO).

The Health and Safety at Work Act 1974 also states that All employees, of whatever status, have a duty to co-operate with the Company's objectives by: Meeting statutory obligations, for instance, by using protective equipment when required.

The Regulations also require that PPE is properly assessed before use to ensure it is suitable, is maintained and stored properly, and is provided with instructions on how to use it safely.

Employees are required to use PPE in accordance with training and instructions. In addition, employees must use and wear the PPE provided. They must take reasonable care for any PPE provided and report any losses or defects associated with it.

All defective PPE should be removed and replaced immediately. Anyone found to be abusing the PPE requirements may be subject to the company disciplinary procedure.



Grant Milne
CEO

Leiths (Scotland) Ltd
1st October 2025