



PERSONAL PROTECTIVE EQUIPMENT (PPE) POLICY STATEMENT

At Lowcock Builders, the health, safety, and wellbeing of our employees, subcontractors, clients, and visitors is our highest priority. We are committed to ensuring a safe working environment through the effective management and use of Personal Protective Equipment (PPE).

PPE forms an essential part of our overall risk management strategy and includes, but is not limited to: safety helmets, gloves, hearing protection, respiratory protection, safety footwear, high-visibility clothing, safety glasses, harnesses, and other protective equipment relevant to specific tasks.

OBJECTIVES

- **Provision PPE**

All employees are issued with a PPE Pack, recorded on the PPE Register, containing essential protective items to ensure their safety at work.
- **Work Boots**

It is the responsibility of each team member to supply and maintain their own work boots. Boots must zip-up, be suitable for construction site use, and in a serviceable condition for use.

A \$150 reimbursement payment will be available on request annually for the purchase of work boots, a tax invoice will be required to be provided as evidence of purchase of the boots before the reimbursement payment will be processed. If employee's choose to purchase boot more expensive then they will be required to cover the difference. If an employee requires a replacement of their boots within the 12month period they are required to contact management and show evidence their boots are unfit for use, than a decision will be made of if the \$150 reimbursement payment is granted.
- **Training & Education**

Employees receive training and instruction on the correct use, fit, maintenance, and storage of PPE. This includes White Card training, Cert III Carpentry modules (where applicable), Master Builders Silica Awareness Training, working at heights harness training, and annual mask fit testing.
- **Testing & Monitoring**

Lowcock Builders engages accredited providers for audiological testing every two years and ensures fit testing for respiratory protection is undertaken annually or within three months of employment commencement.
- **Maintenance & Replacement**

Employees are responsible for the correct use and care of PPE. Damaged or contaminated PPE must be reported and replaced immediately. Replacement of certain items (e.g., eyewear and bucket hats) is permitted every six months, as recorded in the PPE Distribution Log.
- **Risk Management Hierarchy**

PPE will always be used in conjunction with higher-order risk controls (elimination, substitution, engineering, and administrative measures) and is recognised as the final line of defence against workplace hazards.
- **Standards Compliance**

All PPE provided or required will comply with the relevant Australian Standards (e.g., AS/NZS 1337 for eye protection, AS/NZS 1801 for helmets, AS/NZS 1270 for hearing protection, AS/NZS 2210 for safety footwear).



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- **Consultation**

Lowcock Builders consults with employees during the selection, issue, and review of PPE to ensure comfort, fit, and effectiveness.

- **Contractors**

All contractors attending our worksites are required to comply with PPE requirements, and are required to supply their own worker with the correct PPE required for their task.

- **Visitors**

All visitors attending our worksites are required to comply with PPE requirements and will be provided with or instructed on the correct PPE where required.

- **Continuous Improvement**

PPE requirements are reviewed regularly in line with legislation, industry standards, and operational needs to ensure they remain effective in protecting our workforce.

OBLIGATIONS

- **Management**

Will ensure the provision, training, and monitoring of PPE in compliance with relevant WHS legislation, Codes of Practice, and company procedures.

- **Supervisors**

Will monitor compliance, reinforce correct use, and ensure that PPE requirements are adhered to on all job sites.

- **Employees**

Are required to use PPE as directed, maintain it in good condition, supply and care for their own work boots, and report any damage or defects immediately.

Lowcock Builders recognises that PPE is a critical control measure in protecting workers from potential hazards. All personnel are required to comply with PPE requirements as part of our Integrated Management System. Failure to do so may result in disciplinary action, as the safety of our workforce and compliance with WHS legislation cannot be compromised.

This policy applies to all Lowcock Builders employees, contractors, and visitors, and will be reviewed annually to ensure ongoing relevance and effectiveness.

COMMITMENT

This Code reflects the values of Lowcock Builders. All employees, subcontractors, and suppliers are required to understand, acknowledge, and comply with it at all times. Together, we will maintain a culture of respect, quality, and professionalism.

To implement this policy, we shall focus on the needs of our business with reference to consistently meeting our clients and project requirements. Our quality management system will provide a way to monitor system issues and promote company improvements and growth.

John Lowcock, Managing Director
02/09/2026