

i24s Group Pty Ltd (i24s) (the Group) requires employees working on BHP work sites to wear the following uniform and Protective Personal Protective Equipment (PPE). This aligns with BHP's and i24s' work health and safety requirements, Australian standards and is determined by risk assessments for specific tasks and locations. As i24s employees only performs duties which are above-ground, PPE is limited.

## UNIFORM AND PPE REQUIREMENTS FOR WORKING AT BHP SITES

Document Revised

15-October-2025



### Body Protection (shirt/s supplied by employer & pants/trousers supplied by employees)

*Orange long-sleeve shirt with 50mm (high) reflective strips and navy long pants/trousers with 50mm (high) reflective strips. From time-to-time, coveralls are necessary to protect you from hazard substances and/or injuries.*

- Shirts must be tucked in at all times.
- Shirts also be must buttoned up (no more than one button undone).
- Sleeves must not be rolled at the elbows or pulled up to expose forearms.
- Pants must not be rolled at the ankles or pulled up at the knees.
- A belt should be worn if pants are too big, do not wear pants lower than the hips.
- Coveralls are required to be worn when working with hazardous substances. Your Supervisor will advise if/when coveralls need to be worn.



### Foot Protection (supplied by employees)

*Steel-capped, lace-up work boots or zip-up boots with functional laces are required to protect feet from hazards and injuries.*

- Shoelaces must be tied and not tucked into boots.
- Bamboo socks are recommended to prevent soreness. Alternatively, wear two pairs of thick socks.
- Speak with your Supervisor if you experience other pain with boots.



### Head Protection (supplied by BHP)

*Safety hard hats/helmets are mandatory to protect against falling objects, other hazards and impacts.*

- Your Supervisor will advise if/when you need to wear a hard hat/helmet.
- These must be worn in the designated areas of sites.
- Refusing or failing to wear a hard hat in required areas may result in being stood down and/or flown home.



### Face Protection (supplied by BHP)

*Safety glasses, masks and face shields are required to protect against flying objects and other potential hazards.*

- Glasses must be worn at all times when working or outside. The only exception is while you are on a break.
- Glasses must be worn on the face, not on the top of the head. Formal warnings will be issued for incorrect wearing.
- Prescription lens wearers must wear over glasses safety eyewear or safety rated prescription lenses. Speak with your Supervisor if you needs these.
- Your Supervisor will advise if/when you need to wear a mask and/or face shield.



### Hand Protection (supplied by BHP)

*Cut-resistant/all-purpose gloves and a glove clip are essential to protect hands from cuts, abrasions or chemicals. Sunscreen is also used to protect skin from sun exposure.*

- Cut resistant gloves are to be used for manual handling of boxes and stock.
- If you lose your gloves, you will need to replace them, at your cost.
- Use the provided 'glove clip' to prevent loss.
- Cotton gloves can be provided by your Supervisor if needed (these are worn under the rubber gloves).

## Personal Grooming

- Watches are permitted.
- Excessive jewellery is not permitted on site (e.g. bangles, dangling earrings, long necklaces, excessive rings, etc.).
- Long hair must be tied back. Hair should not be in the face or obstructing vision.
- Ensure your uniform is clean and tidy when attending work each day.