

Safety Toed Shoes with Metatarsal Protection

1 POLICY

Mandatory Requirements for Safety-Toed Shoes with Metatarsal Protection (STMP shoes) – Underground and Surface Operation Employees, Contractors and Vendors

2 PURPOSE

The purpose of this policy is to provide a consistently high level of protection through the use of STMP shoes. They have proven to reduce both the number and severity of injuries from incidents involving the foot.

3 POLICY REQUIREMENTS

Effective Date

This policy is effective and will be fully implemented, STMP shoes shall be worn by all personnel on mine property who are exposed to the hazards of the mining environment.

Standards, Style, and Height Requirements

STMP shoes must be maintained in acceptable condition and comply with ASTM F2413-05 (formerly ANSI Z41-PR99) and in Australia AS/NZS 2210.2. The Mine Safety and Health Team shall develop the standards for the style of boot that will be allowed at their location, based upon local working conditions. The minimum boot height will be six inches.

- In the US, these standards will be reviewed and approved by Corporate Safety and Health prior to implementation of the policy.
- In Australia the standards will be reviewed by Mine Committees and relevant department management committees.
- Metal clip-on metatarsal guards may not be used to comply with this standard. Short term visitors who do not meet the definition of a miner in 30 CFR, Part 48.2 and 48.22 subsection (a)(1) may comply through the use of polycarbonate lace in metatarsal guards used on steel toed boots. Examples below:



Metal clip on is not acceptable



Polycarbonate lace-in will meet requirement

Contractors/Vendors

Contractors performing regular maintenance tasks and vendors delivering loads of heavy materials, pipe, sheetmetal, etc. who participate in the unloading of these materials, will be required to comply with the Corporate STMP Shoe Policy.

Modifications

The policy may be modified or discontinued at the Company's discretion at any time.

Acquisition of boots/shoes and compensation

The company shall develop a consistent policy with regard to employee compensation for the acquisition of STMP shoes.

Failure to Comply

Failure by any employee, contractor or vendor whose job tasks expose them to the hazards of the mining environment, to observe and abide by these rules will result in them not being allowed to work. In addition employees who do not comply with the requirements of this policy will be subject to progressive disciplinary action.

4 EXCEPTIONS

Mine Office, Parking Lot, and Bathhouse

Employees working in a mine office and those walking to/from their personal vehicle in a parking lot to a bathhouse to change clothes prior to reporting to work are exempt from this policy. However, employees who report directly to the job from their personal vehicle or a mine mantrip must be equipped with STMP shoes when they exit the vehicle.

Waivers

If employees are not able to comply with this policy due to a physical handicap or other medical problem. The situation will be handled on a case-by-case basis, in the US the Regional Safety Director having final authority to grant a written waiver, after review of medical information. In Australia the Manager for Safety at each local mine site has the authority to grant a waiver after consideration of the person's medical review.

Contractors and Vendors

Contract over the road truck drivers who get out of their trucks only to tarp the load, vendors making deliveries to the office and other individuals coming onto mine property, but are not exposed to the hazards of the mining environment will not be required to comply with the Corporate STMP Shoe Policy requirements.