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# **Personal Protective Equipment (PPE) Policy**

## **March 2026**

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## Personal Protective Equipment (PPE) Policy

### Introduction

This policy describes the process for carrying out personal protective equipment risk assessments as required by legislation.

### Scope

This policy applies to all employees of Danny Sullivan Group Limited (DSG) and its subsidiaries (Danny Sullivan & Sons Ltd, Diamond Construction & Engineering Recruitment Limited, and Danny Sullivan Group Academy Limited), contractors, workers, agency workers, volunteers and visitors. This policy must be used in conjunction with DSG Quality, Safety & Environment Manual

### Policy

The Health and Safety at Work etc. Act 1974 places a legal responsibility on all employers to secure the health, safety and welfare of people at work. It also requires them to protect people other than those at work against risks to their health and safety arising out of the work activities.

The Management of Health and Safety at Work Regulations 1999 (MHSWR) require all employers and self-employed persons to assess the risks to workers and any others who may be affected by their undertaking. Employers with five or more employees must also record the significant findings of that assessment.

The Personal Protective Equipment at Work Regulations 1992 require all employers to provide sufficient and suitable personal protective equipment to all employees who may be exposed to a risk to their health or safety while at work except where and to the extent that such a risk has been adequately controlled by other means which are equally or more effective. These regulations took effect from 1st January 1993.

This process is designed to assist local managers in maintaining the health & safety of all persons with a view to determining provision and maintenance of PPE appropriate to the circumstances of individual tasks and locations.

#### **PPE must also comply with the following:**

- It is appropriate for the risk or risks involved and the conditions at the place where exposure to the risk may occur.
- It takes account of ergonomic requirements and the state of health of the person who may wear it.
- It is capable of fitting the wearer correctly, if necessary, after adjustments within

the range for which it is designed.

- It is effective to prevent or adequately control the risk or risks without increasing overall risk.
- It complies with any legal provision on design or manufacture with regard to safety and health.

Personal Protective Equipment must always be regarded as the last resort in offering protection against hazard and risk.

## Organisation

Generic risk assessments will be carried out prior to the contracted DSG employee being employed by the Client/Main Contractor. The Client's Head of Health, Safety, Wellbeing & Sustainability is responsible for carrying out these assessments by their individual company processes. Specific risk assessments are to be compiled prior to the commencement of work. The Client or Main Contractor is responsible for compiling and ensuring these specific risk assessments are carried out along with other hazards identified on site relative to work activity.

When the process is complete, if the risk cannot be controlled by any other means including provision of PPE, the operation must not be undertaken.

## Planning and Implementation

The Finance Director/Company Secretary must ensure that PPE is obtained from an authorised supplier and that it is fit for purpose and of the correct fitting dimension

PPE is examined to ensure it is in good working order before it is issued to the user.

All PPE is provided free of charge and issued during the induction briefing. Following loss or damage to PPE, the employee will report the matter to the relevant Operations Manager who will issue the employee a replacement, also free of charge.

Where required, orange vests will carry the logo of the company but on most contractor's work sites, the client/main contractor may insist on their own logo being worn.

The Client/Main Contractor is responsible for carrying out specific risk assessments and for the issue of PPE for the specific worksites concerned.

## Measuring Performance

The contracted site workers are briefed on the safe use of PPE as part of their local job induction.

- The hazards in the workplace the PPE is designed to protect against
- How it works;
- The limitations on its effectiveness;
- Its correct fitting or adjustment.

If you have any issues relating to the PPE you have been provided, please speak to your Labour Manager, or send an e-mail to [ppehelp@dannysullivan.co.uk](mailto:ppehelp@dannysullivan.co.uk)

## Monitoring and Review

This policy will be reviewed by the Company Secretary every 12 months, or in line with changes to legislation or best practice, whichever is earlier



**Russell Deards**  
**General Counsel & Company Secretary**  
**1<sup>st</sup> March 2026**