

Glove Use – Choosing the Right Protection for the Task

Our hands are exposed to many hazards every day, and the appropriate selection and use of gloves is one of the simplest ways to prevent cuts, scrapes, pinches, and reduce the severity of more serious incidents. Wearing gloves matters—but wearing the right gloves matters even more.

Recent incidents at CEDA have identified several events involving hand injuries where glove use was a contributing factor. These include cases where incorrect gloves were selected for the task, gloves were not worn when required, and instances where gloves were worn when they should not have been, introducing additional risk.

Corrective actions have focused on strengthening task-based glove selection through improved integration with Job Hazard Analyses (JHAs) and Field Level Hazard Assessments (FLHAs). This includes reinforcing the requirement to assess hand hazards and glove selection as part of pre-task planning, improving worker understanding of available glove types and their specific applications, and clarifying expectations for when gloves are required versus when they must not be worn.

Where Gloves Help	Where Gloves Can Add Risk	Choosing the Right Glove
Gloves reduce risk when working with: • Sharp or rough materials • Pinch points • Pipe, tools, or equipment • Tools that may slip or twist • Heat, abrasion, or uneven surfaces	Gloves are not always the safest option. They can introduce risk when: • Working around rotating or moving equipment • Tasks require high dexterity or precision	Use your JHA and FLHA to identify hand hazards and select the appropriate glove: • Cut-resistant → sharp edges • Impact → pinch/crush hazards • Leather → rough or hot materials • Chemical-resistant → hazardous products

Accountability & Learning

We believe good people are the solution, not the problem. When expectations are unintentionally missed, it is an opportunity to learn and improve our systems.

Going forward, consistent use of proper hand protection is expected. Everyone plays a role in getting this right:

- Leaders are expected to reinforce requirements and first seek to understand the "why"—was the glove unavailable, or was the task impossible to do with them on?
- Workers are expected to follow defined safety standards and speak up when systems aren't working.

When a PPE gap occurs, we treat unintentional errors as opportunities to improve. However, accountability is a key part of a high-performing culture. While we will always support those who make honest mistakes, intentional non-compliance or a repeated disregard for known safety requirements will be addressed through our formal disciplinary process. We are committed to a safe environment; this means we fix the system where it's broken, and we address the behavior where it is required. Consistent application of these measures at the local level is essential. If we fail to do so, our broader safety efforts become diluted and our focus on preventing high-potential harm is lost.

