

TriOak Foods Personal Protective Equipment Policy

A safe working environment and working safely are conditions of employment at TriOak Foods. As part of our Core Values, TriOak Foods intends to make sure that our workers are provided a safe environment and safe processes. For this reason, the following Personal Protective Equipment Policy is being implemented. Failure to comply with these policies will result in progressive discipline up to and including termination of employment.

Personal Protective Equipment Policy for all TriOak Foods Grain, Feed Mill

Employees and Feed Truck Drivers:

Head Protection: All grain and milling employees, contractors, and visitors are required to wear hard hats at all TriOak grain and milling locations. Hard hats are to be worn anytime an employee, contractor or visitor is on the job on TriOak campuses with the exception of walking to and from the parking lots to access vehicles, inside administration offices, inside Feed Mill Control Rooms, inside vehicles, inside the truck shop, inside the wash bays and truck dryer shed, and when walking outside on our property. The company will provide approved hard hats for all employees. Employees will be responsible for keeping the hard hats clean and an appropriate representation of TriOak Foods.

Eye Protection: All employees, contractors, and visitors are required to wear safety glasses at all TriOak grain and milling locations. Safety glasses are to be worn anytime an affected person is on the job on TriOak campuses with the exception of walking to and from the parking lots to access vehicles, inside administration offices, inside Feed Mill Control Rooms, inside vehicles, inside the truck shop, inside the wash bays and truck dryer shed, and when walking outside on our property. The company will provide approved eye protection for all employees, including those that require prescription eyewear.

Foot Protection: All operations employees, feed truck drivers, and contractors are required to wear work boots that are at least 6" high with ANSI approved safety toes, defined heels and appropriate non-slip soles at all TriOak grain and milling locations. Safety toes are to be worn anytime an employee, contractor or visitor is on the job on TriOak campuses with the exception of administration employees, internal transport employees, and other employees (i.e. – Live Production Employees) who do not routinely work in grain, milling and feed delivery operations. The company will provide affected employees with \$150 per calendar year in vouchers at preferred vendors or reimbursements for applicable boots purchased elsewhere.

Hand Protection: TriOak Foods recognizes there are multiple hazards that can affect our employees' hands. The company is committed to providing employees with the appropriate hand protection for whatever job they do. Leather gloves are recommended for most jobs in

and around the feed mill and grain elevators. Cotton “chore” or “jersey” gloves are not appropriate for hand protection and are not to be worn when performing tasks associated with TriOak grain and milling. When opening tote bags and other packaging with a non-auto-retracting pointed blade, all employees will wear anti-cut gloves that provide a minimum of level 3 cut protection.

Personal Protective Equipment Policy for all TriOak Foods Internal Transport

Drivers:

TriOak Foods recognizes the need to balance sound PPE requirements for Internal Transport drivers with a sound Bio-Security policy.

Foot Protection: Due to the nature of their duties of handling livestock and maintaining a disease free environment in their equipment, these employees are exempt from the above mentioned safety shoe requirement when handling livestock and washing trailers. Non slip soles are required for these activities.

Eye Protection: Given the hot humid environment that these employees work in to clean trailers, safety glasses are recommended, but not required.

Clothing and Biosecurity Guidelines: These employees will be allowed to wear shorts (non-cut-offs, must be hemmed) when driving and washing. While loading and off-loading, they are to wear the clothing necessary to comply with TriOak biosecurity protocols.

Additional Guidelines While Performing Other Duties: When working at TriOak locations and while completing duties that do not involve live transport (i.e. the shop or mill) Internal Transport Employees will be required to follow PPE requirements for those duties.