



**Personal Protective Equipment  
(PPE)  
Standard**

## 1. PURPOSE

The purpose of this standard is to provide minimum personal protective equipment (PPE) requirements to protect employees from workplace exposures.

This standard specifically addresses head, eye, face, hand and foot protection and protective clothing.

## 2. SCOPE

This Standard is applicable to employees employed by Expand Energy (EXE), its affiliates or subsidiaries performing work on Expand properties or on the company's behalf.

Contractors **shall** have their own safe work practices and procedures that meet or exceed applicable local, state and federal regulatory requirements.

## 3. DEFINITIONS

**PPE Hazard Assessment** – An assessment of the workplace that identifies hazards that are present or likely to be present and assigns the appropriate PPE to protect against the identified hazard(s).

**PPE Matrix** – Documents hazards which personnel may be exposed to and identifies the PPE that is required or recommended to protect against those hazards.

**Safety Data Sheet (SDS)** – A document that provides information related to a material's potential safety and health impacts on persons using the material. SDS's typically include guidance for safe use, necessary PPE, spill-handling procedures, and any other noteworthy potential hazards.

**Shall** – Denotes a minimum requirement to conform to the Standard. To aid the reader, "shall" requirements are identified in **bold**. Any deviation from a minimum requirement must be approved via the Standard Exception Form.

**Should** – Denotes a recommendation, or that which is advised, but not required to conform to the Standard.

**Workplace** – For the purposes of this standard, the term workplace may refer to Business Units, Corporate facilities, subsidiaries, or other assets.

## 4. ROLES & RESPONSIBILITIES

### Supervisors

- Perform PPE Hazard Assessments with HSER.
- Provide and instruct employees on proper use and care of PPE.
- Notify the HSER Department if conditions change that may require additional PPE.

- Ensure employees are trained and comply with this standard.

### Employees

- Select and utilize PPE appropriate for the task being performed.
- Properly wear and maintain assigned PPE.
- Notify supervisor when additional PPE may be necessary due to new hazards.
- Discard defective, damaged or expired PPE.

### HSER Department

- Assist in documenting PPE Hazard Assessments in the workplace.
- Provide support to employees and supervisors on PPE selection, use, care, and replacement.

## 5. REQUIREMENTS

Work on all EXE field locations require the following minimum PPE: Hard Hat, Safety Glasses, and Safety-Toed Footwear. In addition, Fire Resistant Clothing (FRC) and Personal 4-Gas Monitors are required for locations that may contain the presence of hydrocarbons.

EXE will provide necessary PPE as determined in PPE Hazard Assessments, SOP's, JSA's, and replace defective, damaged or expired PPE as necessary.

### 5.1 PPE MATRIX

Company PPE requirements are identified in Appendix A – EXE Personal Protective Equipment Matrix.

Using the EXE Personal Protective Equipment Matrix as a baseline, PPE Hazard Assessments **shall** be conducted for EXE workplaces, adding identified hazards and/or PPE requirements and instructions as appropriate.

PPE requirements may be further refined in location-specific or task-specific guidance such as SOP's and JSA's.

### 5.2 PPE HAZARD ASSESSMENT

Supervisors, in conjunction with HSER, are responsible for performing workplace PPE Hazard Assessments and identifying the proper PPE to be selected.

The EXE PPE Hazard Assessment Form (HSER-SAF-EXE-FRM-066) or applicable SOP **shall** be utilized to document the PPE Hazard Assessment.

The PPE hazard assessment should be reevaluated or updated whenever a change in job or hazards occur in the workplace, or when JSA or similar assessments indicate a need for revision.

### 5.3 INSPECTION AND MAINTENANCE

All PPE **shall** be inspected, used and maintained per manufacturer’s recommendations. Repair or replace PPE immediately if it no longer provides the intended protection, fits incorrectly, or is damaged. PPE **shall** be replaced when physically damaged or when contaminated by substances such as greases, paints, drilling fluids or chemicals.

### 5.4 PERSONAL 4-GAS MONITOR

Personal monitoring devices (4-Gas monitor) **shall** be worn at EXE worksites with flammable hydrocarbons present or the potential to be present.

- Personal monitors **shall** be worn on the front upper torso (hip level or above) and on the outer most layer of clothing.
- Alarm set points are as follows:

	Low Alarm	High Alarm
LEL (% LEL)	10	20
O2 (%)	19.5	23.5
CO (ppm)	35	200
H2S (ppm)	10	20

EXEMPTION: Work activities directly over the wellbore (e.g., drilling, completions, and workover operations (excluding flowback) can utilize fixed area monitoring instead of personal monitors, provided a documented risk assessment has been completed. Risk assessments **shall** include the number of monitors to be utilized along with the specific location of each monitor.

### 5.5 FLAME RESISTANT CLOTHING

- Flame Resistant Clothing (FRC) **shall** be worn on EXE locations containing hydrocarbon, flash fire or arc burn hazards.
- FRC **shall** comply with NFPA 2112 and NFPA 2113

- FRC **shall** be worn, cared for and maintained in accordance with manufacturer's recommendation.
- FRC **shall** be worn as the outermost layer with sleeves rolled down, buttons buttoned, and zippers fastened to limit exposed skin.
- FR shirts **shall** be tucked in.
- FRC coats, jackets, and hoodies **shall** be secured closed unless a base layer FRC is tucked in.
- Clothing worn underneath FRC **shall** be made from cotton, wool, cotton/wool blend, or flame-resistant material.
- FRC showing excessive wear, such as holes, frayed fabric, or worn-out cuffs, **shall** be replaced.
- Employees receive an annual FRC allowance to purchase FRC through the dedicated company FRC program. FRC purchases outside the company program require supervisor approval.

## 5.6 SPECIALIZED PPE

Specialized PPE can be worn as the outer layer provided a PPE Hazard Assessment has been conducted and FR remains underneath:

- Rain gear should be compliant with (ASTM D6413 or ANSI/ISEA 107-2015 specifications)
- Chemical impervious gear
- Disposable coveralls for asbestos or other hazards

## 5.7 CLOTHING AND LOOSE JEWELRY

Loose or baggy clothing, jewelry, unconfined long hair, or any other items that may get caught or entangled in equipment or tools **shall** not be worn at work sites.

## 5.8 ELECTRICAL SAFETY PPE

Electrical PPE **shall** comply with the Electrical Safety Standard and applicable NFPA requirements.

## 5.9 HEAD PROTECTION

At minimum, Type 1 Class G hard hats (compliant with ANSI 89.1) are required on EXE field locations.

## 5.10 HEARING PROTECTION

Hearing protection **shall** be utilized in areas where noise levels are at or above 85 dBA or areas marked as “High Noise” or similar language.

## 5.11 EYE AND FACE PROTECTION

Eye and face protection **shall** be selected and used to protect against specific hazards associated with the task being performed.

All eye protection **shall** conform to ANSI/ISEA Z87.1. Eye protection **shall** have Z87, Z87.1, Z87+ stamped on frame. Safety glasses **shall** have side shields or wrap around styling.

Prescription safety eyewear **shall** meet applicable ANSI Z87 requirements and incorporate permanent or removable side shields. EXE-approved prescription safety glasses can be purchased through the company prescription eyewear reimbursement program.

Splash-proof chemical goggles **shall** be worn when handling hazardous chemicals or powders or when exposed to chemical fumes.

## 5.12 HAND PROTECTION

Hand and arm protection appropriate for the task/hazard **shall** be worn in field operations and work sites as indicated in the applicable PPE Hazard Assessments and/or JSA's. The HSER team will assist in the selection of appropriate protection.

## 5.13 FOOT PROTECTION

Protective footwear **shall** be worn in field operations and work sites.

Protective footwear **shall** comply with ASTM F2413-18 (covers protective toe footwear, puncture resistance, and electrical hazard resistance).

Winter traction devices should be used when conditions warrant (ice, snow, etc.) to prevent slips.

## 5.14 RESPIRATORY PROTECTION

Employees wearing respirators **shall** be part of the EXE Respiratory Protection Program.

Any employee needing respiratory protection for job responsibilities **shall** be trained, have an annual fit test, and be medically evaluated prior to wearing a respirator on the job.

## 5.15 PERSONAL FLOTATION DEVICES

Appropriate Personal Flotation Devices (PFDs) that meet U.S. Coast Guard requirements **shall** be worn by all EXE employees engaged in work over water.

## 5.16 FIELD TOURS

Minimum PPE requirements for planned tours on EXE sites **shall** include FRC, hard hat, safety glasses and closed toed footwear, unless different PPE measures are documented in a PPE Hazard Assessment.

Tour groups **shall** be escorted onsite by an EXE representative and remain near someone with a personal gas monitor.

## 6. TRAINING

All employees required to wear PPE will receive training that covers at a minimum:

- When PPE is necessary
- Minimum PPE requirements
- How to properly don, doff, adjust, and wear PPE
- The limitations of PPE
- The proper care, maintenance, useful life, and disposal of PPE

In addition, retraining **shall** be provided in the event:

- Previous training is obsolete, or
- Changes in the types of PPE to be used render previous training obsolete
- Inadequacies in an affected employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill

## 7. AUDIT REQUIREMENTS

Audits **shall** be periodically conducted by HSER in order to confirm compliance with this Standard.

## 8. STANDARD EXCEPTIONS

Requirements outlined in this Standard **shall** be followed, unless a Standard Exception is filed on behalf of, and with the approval of the Operations Manager. The Company's Standard Exception Form is to be utilized to properly document any exceptions.

## 9. REFERENCES

- EXE PPE Hazard Assessment Form (HSER-SAF-EXE-FRM-066)
- EXE Electrical Safety Standard
- EXE Respiratory Protection Standard

- EXE Hearing Conservation Standard
- EXE Working at Heights Standard
- EXE Safety Data Sheets (SDS) database
- Company’s Internal Website – Purchasing FRC/Boots/Prescription Safety Glasses
- ANSI Z89.1, American National Standard for Industrial Head Protection
- NFPA 2112, Standard on Flame-Resistant Clothing for the Protection of Industrial Personnel Against Short-Duration Thermal Exposures from Fire
- NFPA 2113, Standard on Selection, Care, Use, and Maintenance of Flame-Resistant Garments for Protection of Industrial Personnel Against Short-Duration Thermal Exposures from Fire
- ANSI Z87.1-2020, American National Standard For Occupational And Educational Personal Eye And Face Protection Devices

## 10. DOCUMENT CONTROL TABLE

<b>Title:</b> PERSONAL PROTECTIVE EQUIPMENT STANDARD		<b>Document No:</b> HSER-SAF-EXE-STD-025		
<b>Next Review Date:</b> 5/21/2028				
<b>Originating Department:</b> HSER				
Version History				
Version	Issue Date	Description	Author(s)	Approved By
1.0	05/21/2025	Development of EXE PPE Standard	Katie Rhoads	OGB

## 11. APPENDICES

Appendix A – EXE Personal Protective Equipment Matrix.

## APPENDIX A

### EXE Personal Protective Equipment Matrix

Hazard / Activity Type	Required PPE	Additional Considerations
<p><b>Hand Injury Hazards:</b> Any activity that exposes a worker's hands or fingers to injury (i.e. impacts, pinching, cutting, temperature extremes, chemicals, etc.).</p>	<p><b>Appropriate protective gloves</b> (i.e. impact resistant, cut/puncture resistant, temperature resistant, chemical resistant, arc/flash rated gloves, etc.).</p>	<p>For hazard exposures to wrists, forearms, upper arms, consider protective sleeves (cut resistant, chemical resistant, etc.).</p>
<p><b>Eye Injury Hazards:</b> Any activity or location that potentially exposes a person's eyes to dust, debris, sparks, fumes, splashes, etc.</p>	<p><b>Safety glasses</b> that meet ANSI Z87.1 criteria.</p>	<p>Additional or specialized protection in the form of goggles, face shields, hoods, etc. may be warranted for hazards such as sparks from grinding or chemical splashes or other.</p>
<p><b>High Noise Level:</b> Any activity that exposes a worker to 85 dBA or greater, or activities that produce an immediate harmful level of noise.</p>	<p>Hearing protecting in the form of <b>ear plugs or ear muffs</b>.</p>	<p>Locations with noise levels significantly higher (e.g., 105 dBA) should consider the use of two layers of hearing protection (i.e., ear plugs <i>and</i> muffs).</p>
<p><b>Head Injury Hazards:</b> falling or dropped objects, impact with other objects</p>	<p><b>Hard hats.</b> ANSI 89.1 Type 1 Class G are minimum requirement.</p>	<p>Electrical workers may need head protection suitable for higher-voltage risks (i.e., Class E hard hat).</p>
<p><b>Falling from Height:</b> activities that expose persons to falls greater than 4 feet or onto dangerous equipment/materials.</p>	<p><b>Fall protection equipment.</b> Refer to the EXE Working at Height Standard.</p>	<p>Consult local HSER department for guidance on appropriate fall arrest system or fall restraint system selection and usage.</p>
<p><b>Respiratory Hazards:</b> any activity that potentially exposes a person to respirable dusts, fumes, vapors or gases.</p>	<p><b>Approved Protective Respirators (APR).</b> Refer to the EXE Respiratory Protection Standard and consult local HSER for guidance.</p> <p><b>Gas monitors.</b> Personal 4-gas monitors.</p>	<p>Activities that potentially expose a person to IDLH atmospheres will require additional protective measures. Consult local HSER and your supervisor.</p>



# PERSONAL PROTECTIVE EQUIPMENT STANDARD

Document Number: HSER-SAF-EXE-STD-025  
Version Number: 1.0

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<p><b>Chemical Hazards:</b> any activity where a worker could be exposed to hazardous chemicals</p>	<p>Refer to Safety Data Sheets for PPE requirements.</p>	<p>Consult local HSER and your supervisor for additional considerations.</p>
<p><b>Burn Injury Hazards:</b> any activity or location containing hydrocarbon, flash fire or arc burn hazards.</p>	<p><b>Flame Resistant Clothing (FRC).</b></p> <p><b>Gas monitors.</b> Personal 4-gas monitors.</p>	<p>See section 5.5 in EXE PPE Standard for details.</p>
<p><b>Foot Injury Hazards:</b> stepping on, impact from dropped objects</p>	<p><b>Safety footwear,</b> including hardened soles and protective toes.</p>	<p>Also available when needed is safety footwear with thermal and electrical insulating properties; traction devices for slip prevention.</p>
<p><b>Electrical Hazards:</b> Any activity where there is a risk of worker exposure to energized electrical conductors.</p>	<p>Electrical Hazard (EH) rated footwear, EH rated gloves. Refer to EXE Electrical Safety Standard. EXE employees must be authorized to work on electrical equipment operating at 50 volts or more.</p>	