



In scope / out of scope

These PPE requirements cover COPA employees and contractors.

	In scope	Out of scope
	<ul style="list-style-type: none"> • Flame Resistant Clothing (FRC) • Eye/face protection • Disposable PPE garments • High Visibility Clothing • Cold weather/arctic gear • Traction Devices • Hand/arm protection • Head Protection 	<ul style="list-style-type: none"> • Foot Protection • Respiratory Protection • Electrical Protection • Fall Protection • Hearing Protection • Personal floatation devices

FRC

FRC must be your outermost layer and meet NFPA 2112 and NFPA 70E HRC Cat 2 and be labeled as such.

FRC Requirements	Work areas	<ul style="list-style-type: none"> • Process areas • Well head areas (within 10 feet of the wellhouse) • Specified areas on drilling and workover rig • 10 feet from any pipeline vent, drain, or flange • Work on/at flare systems
	Work Activities	<ul style="list-style-type: none"> • Work on energized electrical circuits or components of 50 volts or greater with possible arc flash • The transfer of flammable or combustible liquids • Maintenance activities on process lines/equipment containing hydrocarbon or with potential for flash fires • Work in classified areas or involving a potential fire hazard • Specific tasks assigned by your Supervisor

FRC fasteners must be fully closed and shirts tucked in.

Fabric head covers (hardhat liners, balaclavas and/or hoodies) must meet FRC requirements.

Eye/face protection

Appropriate eye/face protection must be worn when performing tasks with a suspected or identified eye/face hazard. Workers not performing the job task but required to be in the immediate work area must also wear appropriate PPE.

Disposable PPE garments

Disposable PPE garments must be worn

- to protect the body from hazardous chemicals and,
- to prevent contamination of clean areas with hazardous materials.

PPE for visitors

Escorted Visitors and Tour Groups must wear PPE required by the area/facility and ambient conditions unless exempted by Facility Management.



High Visibility Clothing

All upper body layers must meet ANSI 107-2020 Class II (Type R). **Effective January 1, 2026, high visibility vests cannot be worn as the outer layer.**

In scope	Out of scope
<ul style="list-style-type: none"> Working outdoors 	<ul style="list-style-type: none"> Working inside Boarding the plane and bus Boarding the bus to facilities and camp Escorted visitors and tour groups



NOTE: Existing emergency use only cold weather/arctic gear does not need to meet high visibility standards, but all new replacements must comply with ANSI 107-2020 Class II (Type R). High visibility requirements still apply to such gear for regular daily use.

Traction devices

Requirements, exemptions and prohibitions of traction devices are:

Requirements	Prohibited
<ul style="list-style-type: none"> Worn on snow/ice covered surfaces COPA approved – COPA Approved Traction Devices List Properly sized & firmly secured to boot In good condition & appropriate for surface conditions 	<ul style="list-style-type: none"> Inside camps On tile On vinyl floors
Exemptions:	
<ul style="list-style-type: none"> Boarding the plane and bus Boarding the bus to facilities and camp 	

Hand & arm protection

Different types of hand and arm protection must be selected for specific job tasks. Contact your local Safety Specialist for further assistance.

Chemical hazard	Physical hazard	Special use
<ul style="list-style-type: none"> Type used is based on manufacturer's data. Refer to SDS. 	<ul style="list-style-type: none"> General duty gloves and arm protection provide some protection from abrasion, minor impact, burns and small cuts. 	<ul style="list-style-type: none"> Anti-vibration Extreme temperature Impact gloves Sharp object protection



Head protection

Head protection requirements cover hard hats and bump caps.

Must be	<ul style="list-style-type: none"> • Inspected daily for damage to the outer shell or suspension • Removed from service if: <ul style="list-style-type: none"> ○ any damage or deterioration is found ○ it has been subject to impact ○ at end of manufacturer's specified service life
Must never be	<ul style="list-style-type: none"> • Altered in any way, e.g., drilling holes, painting, cutting, carving • Stored in direct sunlight and / or heat
May be	<ul style="list-style-type: none"> • Worn backwards, follow manufacturer's instructions

Bump caps require prior approval by the applicable COPA HSE representative.

Training

Training requirements for PPE are:

Workers	Supervisors
<ul style="list-style-type: none"> • Select PPE • Use PPE • Understand limitations of PPE • Maintain PPE 	<ul style="list-style-type: none"> • Inform workers regarding procurement of required PPE • Confirm workers are trained in the selection, use, limitations, and maintenance of PPE

PPE Site Certification

Safety Specialists must complete a [PPE Site Assessment Certification](#) every 3 years.

PPE approval request

Person/group submits a [PPE or Tool Approval Request](#) to COPA Safety.