

# INTERNAL CIRCULAR Kochi Metro Rail Limited (KMRL) - Department of Safety & Compliance

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Version: 1.0

Issuance Date: 25-Sep-2025

Effective Date: 01-Nov-2025

Subject: Mandatory Update to Personal Protective Equipment (PPE) Standards for Track Maintenance & Inspection Personnel

## 1.0. Purpose

This circular is to inform all relevant personnel of a mandatory update to the Personal Protective Equipment (PPE) policy. The purpose of this update is to enhance worker safety by aligning our standards with the latest national railway safety regulations and incorporating international best practices for high-visibility clothing and protective gear.

## 2.0. Scope

This policy update is applicable to all KMRL employees and contracted staff whose duties require them to be on or near the metro tracks, including but not limited to personnel from the Track Maintenance, Signalling, and Inspection departments.

## 3.0. Policy Amendment

This update supersedes and replaces Section 7, Paragraph 3 of the KMRL Operations & Maintenance Safety Manual (Doc ID: KMRL-OM-SAF-MAN-v2.1, dated 12-Apr-2022).

The comparison of the old and new policy is detailed below:

Policy Section	Previous Policy (Superseded)	New Policy (Effective 01-Nov-2025)
7.3 PPE Requirements	"All personnel working on or near the trackway must wear a standard high-visibility vest, a safety helmet, and safety shoes at all times."	"All personnel working on or near the trackway must wear the following certified equipment: a) High-Visibility Clothing: Full-body overalls or

		a two-piece jacket and trouser set rated EN ISO 20471 Class 3. Standard vests are no longer compliant. b) Safety Footwear: Steel-toed safety boots with ankle support and anti-penetration soles, certified EN ISO 20345. c) Head Protection: Standard issue safety helmet. d) Hearing Protection: Mandatory use of company-issued ear defenders or plugs in designated high-noise zones (areas exceeding 85 dB), such as near tamping machines or rail grinders."
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#### 4.0. Reason for Change

The revision was prompted by the findings of the annual safety audit conducted in July 2025, which recommended upgrading PPE to reduce near-miss incidents and align with updated national standards for railway worker protection.

#### 5.0. Action Required

- **Procurement Department:** Ensure all new stock orders for PPE comply with the new certifications specified above.
- **Department Heads (Operations & Maintenance):** Ensure all relevant personnel are briefed on this policy update by 15-Oct-2025.
- **Supervisors:** Conduct a phased replacement of all old PPE. All track-side staff must be equipped with the new-specification gear before the effective date of **01-Nov-2025**.
- **All Affected Employees:** Must attend a mandatory safety briefing and acknowledge receipt of this circular via the employee HRMS portal by 25-Oct-2025.

#### 6.0. Distribution

- Director, Operations & Maintenance
- Head of Safety
- All Maintenance Department Staff

- All Contracted Maintenance Partners

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**Approved By:**

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