



## 1. PURPOSE

The purpose of this policy is to ensure the safety of all car carrier drivers by establishing mandatory Personal Protective Equipment (PPE) requirements during loading, offloading, yard movement, roadside stops, inspections, and emergency situations.

This policy aims to:

- Reduce risk of injury
- Ensure compliance with Occupational Health & Safety legislation
- Promote a strong safety culture
- Maintain audit readiness and regulatory compliance

## 2. SCOPE

This policy applies to:

- All permanent car carrier drivers
- Contract and relief drivers
- Subcontracted transport operators
- Yard assistants assisting with loading/offloading

## 3. LEGAL COMPLIANCE

Drivers must comply with:

- Occupational Health and Safety legislation
- Road Traffic regulations
- Client site safety requirements
- Depot and terminal PPE rules

Where client site PPE requirements exceed company standards, the stricter requirement shall apply.



## **4. MANDATORY PPE REQUIREMENTS**

The following PPE is mandatory when performing operational duties:

### **4.1 High-Visibility Clothing**

- Reflective vest or reflective jacket (Class 2 or equivalent)
- Must be worn during:
  - Loading and offloading
  - Yard operations
  - Roadside stops
  - Night-time operations

### **4.2 Safety Footwear**

- Steel-toe or composite-toe safety boots
- Slip-resistant sole
- Must be worn at all times during duty

### **4.3 Protective Gloves**

- Cut-resistant or heavy-duty gloves
- Required when:
  - Securing vehicles with straps/chains
  - Handling ramps or hydraulic systems
  - Performing inspections

### **4.4 Hard Hat (Where Required)**

- Mandatory at:
  - Ports
  - Industrial yards
  - Construction-linked loading zones

### **4.5 Eye Protection**

- Safety glasses required when:
  - Working near hydraulic systems
  - Handling straps under tension
  - Performing maintenance

### **4.6 Fall Protection (Where Applicable)**

- Safety harness if required by client site policy
- Required when working at elevated positions on multi-level carriers



## **5. OPTIONAL / CONDITIONAL PPE**

Depending on operational risk:

- Hearing protection (at high-noise sites)
- Rain protective gear
- Dust masks (dry yard conditions)
- Headlamps (night loading)

## **6. DRIVER RESPONSIBILITIES**

Drivers must:

1. Wear required PPE at all times during operational tasks.
2. Inspect PPE before use.
3. Replace damaged PPE immediately.
4. Not modify PPE.
5. Report shortages or defective equipment.

Failure to wear PPE is considered a serious safety violation.

## **7. COMPANY RESPONSIBILITIES**

The company will:

- Provide required PPE at no cost to employees.
- Replace worn or damaged PPE.
- Provide training on proper use.
- Enforce compliance through audits and inspections.
- Maintain PPE issue records.



## 8. LOADING & ELEVATED WORK SAFETY

When working on upper decks of car carriers:

- Non-slip safety footwear is mandatory.
- Gloves must be worn when securing straps.
- Drivers must maintain three-point contact.
- Climbing on vehicle roofs is prohibited unless approved and safe.

## 9. ROAD-SIDE BREAKDOWN SAFETY

In the event of a breakdown:

Drivers must:

- Wear high-visibility jacket immediately.
- Place reflective triangles at legal distances.
- Avoid standing between vehicles.
- Remain clear of traffic flow.

## 10. VISITOR & CLIENT SITE COMPLIANCE

Drivers must comply with:

- Port PPE standards
- Client-specific PPE rules
- Depot safety signage

Non-compliance may result in removal from site and disciplinary action.



## 11. DISCIPLINARY ACTION

Failure to comply with PPE requirements may result in:

- Verbal warning
- Written warning
- Suspension
- Removal from driving duties
- Termination (for repeated or serious violations)

## 12. TRAINING

All drivers will receive:

- PPE induction training
- Annual refresher training
- Site-specific safety briefings
- Incident-based retraining if required

## 13. MONITORING & AUDITS

Management reserves the right to:

- Conduct random PPE inspections
- Include PPE compliance in driver audits
- Use CCTV/yard monitoring for safety enforcement