

Factory : Plot No. 6-F, 4<sup>th</sup> Phase  
Malur Industrial Area, Lakkur,  
Malur Taluk, Kolar District, Karnataka 563 130

Email : pradeepkumar@kandan.in  
vijaykumar@kandan.in  
purchase@kandan.in

**Corporate Office : No. 101/1, 2<sup>nd</sup> Floor, 2<sup>nd</sup> Main, 8<sup>th</sup> Cross Chamarajpet, Bengaluru - 560 018**

**MANUFACTURERS OF LEAD ALLOYS, SCRAP BATTERY RECYCLERS & E-WASTE RECYCLERS  
CERTIFIED UNIT FROM POLLUTION CONTROL BOARD**

## **PERSONAL PROTECTIVE EQUIPMENT (PPE) & PROTECTIVE CLOTHING POLICY**

### **PURPOSE**

Kandan Alloys is committed to providing a safe and healthy workplace for all employees, contractors, and visitors. As part of our commitment to safety, appropriate Personal Protective Equipment (PPE) shall be provided and used wherever workplace hazards cannot be eliminated through engineering or administrative controls.

### **POLICY**

Kandan Alloys shall:

- Conduct hazard and risk assessments to determine PPE requirements.
- Provide suitable PPE at no cost to employees.
- Ensure all PPE complies with applicable statutory and safety standards.
- Provide training on the proper use, care, maintenance, and storage of PPE.
- Replace damaged, worn, or defective PPE promptly.
- Display mandatory PPE signage in designated work areas.
- Regularly review the effectiveness of the PPE program.

### **RESPONSIBILITIES**

#### **Management & Supervisors**

- Identify workplace hazards and specify the required PPE.
- Ensure employees are trained and wear the prescribed PPE.
- Conduct regular inspections and enforce PPE compliance.
- Maintain adequate stocks of approved PPE.

#### **Employees**

- Wear the required PPE at all times in designated work areas.
- Inspect PPE before use and report any defects immediately.
- Keep PPE clean, properly maintained, and stored after use.
- Follow all safety instructions and never misuse or modify PPE.

### **MANDATORY PPE**

**Depending on the work activity, employees shall wear the appropriate PPE, including:**

Safety Helmet · Safety Shoes · Safety Goggles / Face Shield · Hand Gloves · Respiratory Protection (Dust Mask/Respirator) · Hearing Protection · High-Visibility Vest · Protective Clothing / Apron

Additional PPE shall be worn for welding, grinding, chemical handling, battery recycling, lead handling, furnace operations, and other hazardous tasks.

**The use of prescribed PPE is mandatory for all personnel. Failure to comply with this policy may result in disciplinary action.**

**Safety Starts with You — Always Wear the Right PPE.**

**Committed to a Greener Future Through Responsible Recycling**

