

APPENDIX – PERSONAL PROTECTIVE EQUIPMENT (PPE) REQUIREMENTS FOR EXTERNAL CARRIERS

This appendix establishes the minimum Personal Protective Equipment (PPE) requirements applicable to carriers and drivers operating on Cascades sites. It forms part of the contractual requirements applicable to transportation service providers.

1. Purpose

These requirements support a safe working environment and establish clear expectations for transportation partners operating on Cascades property.

2. General Requirements

All carriers and drivers must comply with the PPE requirements outlined in this appendix whenever they are present on a Cascades site. The requirements have been adapted to align with recognized transportation industry practices while maintaining Cascades' commitment to health and safety excellence.

3. Minimum Requirements When Exiting the Vehicle

Whenever a driver exits a truck on a Cascades site, the driver must wear closed-toe footwear and a high-visibility vest. Drivers may wear shorts or bermudas while remaining within authorized logistics areas, provided no additional site-specific PPE requirements apply.

4. Access to Manufacturing or Operational Areas

If a driver must enter a manufacturing facility, warehouse, production area, or other operational area, the driver must comply with all applicable Cascades PPE requirements, including at minimum: a safety hard hat or bump cap, safety glasses with side protection, cut-resistant gloves, hearing protection, and full-length pants.

5. Access Control Measures

Sites may make the required PPE available at driver entrances or implement measures that allow drivers to remain outside operational areas, including designated pedestrian routes, protected enclosures, processes to keep drivers into their cab, or equivalent controls.

6. Winter Conditions

From December 15th to March 1st, at applicable Canadian sites and northern U.S. locations, drivers must wear either approved ice cleats or footwear providing certified traction on cold and melting ice conditions. Approved footwear must achieve a minimum MAA score of 11/15 as established by the KITE Research Institute (<https://www.kite-uhn.com/rmt/fr/ratings>).

7. Compliance Monitoring

Failure to comply with these requirements may be documented by Cascades and communicated to the transportation company through the corporate compliance monitoring process.

Important Note: Cascades drivers remain subject to the full Cascades “gate-to-gate” PPE requirements currently in force.