



North America Business Program – Environmental, Health and Safety (EHS) Department

Barricading Program

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1 PURPOSE

The purpose of this program is to provide a common approach and set of common requirements for the erection, management, access to, and removal of barricades, to ensure the health and safety of all workers and the protection of the environment.

2 SCOPE

This program applies to all employees, contractors, and subcontractors working at Potash and Phosphate operating facilities in North America.

 **Reference:** Requirements for hazard protection using hard barricades for openings in walking surfaces, floors, and walls are addressed in the Walking Working Surfaces Standard and the Phosphate Walking Working Surface Program.

3 APPENDICES

There are no appendices associated with this program.

4 REQUIREMENTS

4.1 Situations requiring a barricade

4.1.1 The following list provides the type of situations that require a physical barricade to separate workers from a minor or major hazard that exists or has been / will be created (list is not all inclusive):

- Work areas where falling objects could occur
- Work areas where overhead work is taking place
- Areas where a chemical spill has occurred
- Areas where excavation work is taking place
- Areas where there is a need to separate pedestrian traffic from operating Mobile Equipment

4.2 Barricade Colors

4.2.1 **YELLOW** – Shall be used as a **CAUTION** indicator for minor hazard situations where a non-immediate or potential hazard or unsafe practice presents a lesser threat of employee injury.

4.2.2 **RED** – Shall be used as a **DANGER** indicator in major hazard situations where an immediate hazard presents a threat of death or serious injury to employees.

4.2.3 **WHITE** – Shall be used only for Asbestos removal in Canada.

 **Note:** For U.S. Sites, white or red may be used with an appropriate Tag for asbestos hazards.

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4.3 Erecting a barricade

- 4.3.1 Barricades shall be erected such that they completely surround all temporary hazards associated with the work being conducted.
- 4.3.2 Barricades shall be erected in such a manner, while completely surrounding all hazards, that they prevent a person from becoming confused as to whether they are on the safe or hazardous side of the barricade.
- 4.3.3 Barricades shall be erected so they are easily seen and identifiable as a barricade.
- 4.3.4 All barricades shall have the required Barricade Tag. See Section 4.7 for Tag requirements.
- 4.3.5 All barricades shall be erected at a height between an average person's waist and chest (approximately 3-5 feet or 1-1.5 meters).
- 4.3.6 Soft barricades can be erected using red or yellow colored barrier tape/chain/rope designed as barrier material.
- 4.3.7 Only a single color barrier shall be used to identify the hazards in the same area.
- 4.3.8 Multiple Barricade Tags are required on the same barricade only if there are separate work projects occurring within the same barricaded areas.

4.4 Barricade Ownership


- 4.4.1 Yellow and red barricaded areas are owned by the individual/group doing the work in the area. Barricade owners shall:
 - Maintain the barricade footprint for the duration of the work
 - Fill out and maintain all associated documentation during active work (i.e. hazard assessments, barricade tags, etc.)
 - Grant permission to other employees who have valid reasons to enter the barricaded area
 - Remove the barricade upon completion of work

4.5 Access to a Barricaded Area

- 4.5.1 Any employee wanting to obtain entry to a barricaded area shall follow the guidelines listed below:
 - **Yellow** – Employee shall read the tag and understand the hazard before entering the area. Permission does not need to be granted by the barricade owner to enter the area.

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- **Red** – Two things are required to access a red barricaded area: 1) Permission is required from the barricade owner prior to access, and 2) the worker wanting access must sign the work group's hazard assessment OR the worker must complete or add, red barricade area access, to their own hazard assessment. The following shall be adhered to:
 - If there are multiple tags on the same barricade, due to multiple work groups in the area, permission is required from all groups with red tags on the barricade.
 - When the work group working in the area is present, employees shall read and sign the hazard assessment belonging to the workgroup in the barricaded area or, after understanding the hazards, add them to their own hazard assessment.
 - If no work group is present or the owner cannot be readily located, employees shall call the number listed on the tag.
 - If the individual cannot be reached, the area Superintendent (or equivalent) shall be contacted to make the decision.

 **WARNING:** *DO NOT ENTER a red barricaded area until permission has been granted and a hazard assessment has been read, understood, and signed at the point of entry.*

4.6 Removal of Barricades

4.6.1 **Yellow** – The individual or group that erected the barricade shall be expected to remove the barricade when the hazard is no longer present.

- In the event that the hazard is no longer present, but the yellow barricade has not been removed, the barricade owner will be contacted to return and remove the barricade.
- If this individual is unavailable, a Mosaic Supervisor can grant permission to remove the barricade.

4.6.2 **Red** - The individual or group that erected the barricade shall be expected to maintain the barricade footprint during active work and remove the barricade when the hazard is no longer present.

- In the event that the hazard is no longer present, but the red barricade has not been removed, the barricade owner will be contacted to return and remove the barricade.
- If this individual is unavailable, a Mosaic Superintendent can grant permission to remove the barricade.

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5 TRAINING

- 5.1 The Business Unit is responsible for providing initial training to ensure employees have the required knowledge of the Barricading Program. Details of the Barricading Program shall be communicated to new employees and contractors through the general orientation and subsequent refresher training.

| Audience | Training Elements / Topics | Frequency | Method |
|-----------------------|---|------------------|------------|
| All exposed employees | • When barricades are needed | Initial | ILT or CBT |
| | • Barricade types | And | ILT or CBT |
| | • Erecting/managing/removal • Access to barricaded areas • Reading and understanding Tags | Annual refresher | |

6 SELF-ASSESSMENTS

- 6.1 Site self-assessment shall be conducted in accordance with the MMS requirements.

 **Note:** Recommend any changes to the Program EHS Project Management Office (PMO) via the PMO Change Request form.

7 PROGRAM REVIEW

- 7.1 The EHS team will review this program every seven (7) years or as needed to update and keep the requirements current and relevant.

8 RECORD RETENTION

- 8.1 Refer to the **Mosaic Document and Record Control** policy for record retention requirements.

9 REFERENCES

| References |
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| OSHA 29 CFR 1910 |
| North America Field Level Hazard Assessment (FLHA) Program |
| Mosaic Global Standard - Life Saving Rules |
| Mosaic Document and Record Control Policy |

10 REVISION LOG

| Rev. No. | Rev. Date | Revised By | Reason for Revision |
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| 00 | 15 May 2025 | N/A | Initial release |