

Phos PPE Program Changes – Mandatory Gloves Town Hall Question and Answer

1. **Q:** Will all Employees, Visitor's and Contractor's be required to wear gloves when entering or exiting the facility? i.e. Walking into plant at Turnstiles badging in but not actively engaged in any work?

A: Yes, upon walking through a turnstile into the plant, into a PPE required area, gloves will be required. Gloves are now part of the minimum required PPE including: hard hat, safety glasses, approved safety shoes/boots, high visibility clothing or break-away vest, gloves, and hearing protection in designated areas.

2. **Q:** Why are gloves necessary when I'm just walking around?

A: For protection against inadvertent contact with common hazards in the industrial environment, such as uneven metal surfaces on handrails or breaking a fall on an abrasive surface.

3. **Q:** Are gloves required while driving a vehicle? Are gloves required while being a passenger in a moving vehicle? Please cover truck, cart, ATV, skid steer, frontend loader, forklift, locomotive, and shuttle wagon.

A: The program states "Gloves may be removed in the following situations without a documented risk assessment: When operating inside of or riding as a passenger inside enclosed mobile equipment."

- Employees are not required to wear gloves in the following circumstances:
 - When operating or riding in the cab of a pick-up truck, service truck, semi-tractor, automobile or equivalent vehicle.
 - When operating or riding in the fully enclosed cab of a tractor (crawler or rubber-tired), dragline, front end loader or locomotive.
- Employees operating mobile equipment without fully enclosed cabs, i.e. bobcats, forklifts, golf carts, mobile cranes, or other similar equipment without fully enclosed cabs must wear gloves.

4. **Q:** Does the Program state that gloves used by employees must be approved and provided by Mosaic?

A: In reference to gloves required for walking in PPE required areas the Program states "When simply walking and being present in PPE required areas, performing no manual tasks, gloves are required, but type of glove is at the employee's discretion, provided that their chosen gloves are an approved style, provided by the company, and provide adequate protection against inadvertent contact with common hazards in the industrial environment, such as uneven metal surfaces on handrails."

5. **Q:** What about contractors, regarding gloves being approved/company provided?

A: Mosaic does not approve contractor equipment. Contractors are required to follow the Mosaic Phos PPE Program and glove specifications, not specific part numbers, should align with Mosaic's glove selection guidance.

6. **Q:** Will a specific glove type for walking in PPE required areas be specified?
A: No, the glove selection guidance does not specify a glove type for walking in PPE required areas. A recommendation is a MaxiFlex or Hyflex type nitrile coated knit work glove that provides light cut protection and abrasion resistance.
7. **Q:** Is there any appetite from the Procurement/MRO team to add gloves and PPE back to the warehouses? Vending machines haven't been a large success for us.
A: Procurement is working through any vending machine concerns
8. **Q:** Will I be able to order my own gloves? I am a petite female, and I don't think I have ever gotten gloves from site that actually fit properly.
A: Procurement has received the feedback on stocking smaller sized gloves including women's specific glove options. Procurement is open to receiving any specific glove type suggestions for small size gloves.
9. **Q:** When I was in production not too long ago, we had a lot of issues with operations/maintenance using Maxiflex gloves for every job/task, and we actually stopped stocking those Maxiflex gloves. Are we potentially introducing a previous unknown hazard again?
A: Employees are required to follow the Phos PPE Program and Glove Selection Appendix E when selecting gloves for specific work types and scenarios.
10. **Q:** Also, when it comes to talking with our frontline crews, data usually helps with explaining the why. Is any data available to share?
A: There is no data as a comparison between the hand injury rate in Potash, where gloves are required, and the injury rate in Phosphates that supports a reduction in injury rate. However there is no data that tracks how many incidents or injuries have been prevented due to gloves being worn. There is information to support that other indirectly related risks may be reduced by glove use such as holding onto handrails while wearing gloves versus minimal contact with the handrail when not wearing gloves.
11. **Q:** Given the move to mobile device usage it will be helpful if the gloves provided have a touch screen compatibility.
A: Procurement is looking into glove options with touch screen compatibility. The program allows the removal of gloves when using authorized electronic devices, such as cameras, phone, tablet or surveying equipment.
12. **Q:** Questions around specific fine detail work such as installing ethernet cables, would a task such as this be covered under the program language in section 4.8.7 "Handling of small/fine parts which pose no hazards, such as tiny screws."
A: If through a hazard assessment no associated hazard can be found, such as the statement from the program, gloves are not required.
13. **Q:** Will jobs where particular style gloves (nitrile) are already used to prevent contamination (I.e.- collection of environmental samples) be assessed/added to exempt list?
A: Nitrile gloves should continue to be used for tasks that involve handling chemicals or taking samples but not used for walking through PPE required areas.

14. **Q:** Will the NOC for this Program go out as part of the Quarter 1 NOC or as a stand alone change?

A: The direction from operational leadership is that this NOC be sent prior to the end of January 2024 and will go out as a stand-alone NOC.