



Global EHS Standard

Uniform Safety Requirements

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Purpose:

The purpose of this standard is to provide the minimum safety requirements for the uniform items that Mosaic requires employees to wear.

Scope:

These uniform requirements are applicable to the uniform shirts, pants, coveralls, and outerwear procured for use by Mosaic employees.

Out of Scope:

The basic Personal Protective Equipment (PPE) requirements for head, eye, hearing and foot protection are not included in this standard. Refer to each Business Unit's Program for regional PPE requirements.

General Requirements:

1. Mosaic uniforms shall meet, at minimum:
 - 1.1. Each country's, state's, provincial, and local regulations for safety requirements, and
 - 1.2. Applicable industry standards (example ANSI/NFPA/CSA).
2. Uniform shirts shall:
 - 2.1. Provide hi-visibility to easily identify the employee from the background.
 - 2.2. Have silver reflective striping on the trunk and arms.
 - 2.3. Have a minimum of one pocket on the shirt front, large enough to fit an average size mobile phone / hand.
 - 2.4. Be available in a broad range of sizes to fit individuals from size small to multiple XL in order to provide proper fit, comfort and safety coverage.
 - 2.5. Be available in men's and women's styles or cuts.

- 2.6. Be available in maternity style/sizes.
 - 2.7. Be available in non-melting and Arc Flash material.
 - 2.8. Be available in chemical resistant material.
 - 2.9. Have Mosaic branding present on the front or sleeve.
 - 2.10. Be constructed from materials that comply with applicable standards.
 - 2.11. Optionally, include a blank label for employee identification on top center back.
3. Uniform pants shall:
- 3.1. Have silver reflective striping with high-vis background on the pant legs.
 - 3.2. Have a minimum of two front pockets and two rear pockets, large enough to fit an average size mobile phone / hand, and cargo expandable style side pockets on both legs.
 - 3.3. Be available in a broad range of sizes to fit individuals from size small to multiple XL in order to provide proper fit, comfort and safety coverage.
 - 3.4. Be available in men's and women's styles or cuts.
 - 3.5. Be available in maternity style/sizes.
 - 3.6. Be available in non-melting and Arc Flash material.
 - 3.7. Be available in chemical resistant material.
 - 3.8. Be constructed from materials that comply with applicable standards.
 - 3.9. Optionally, include a blank label for employee identification on waistband.
4. Coveralls shall:
- 4.1. Provide hi-visibility to easily identify the employee from the background.
 - 4.2. Have silver reflective striping on the trunk, arms, and legs of the coverall.
 - 4.3. Have a minimum of two chest pockets, two front pant access slots, two front pant pockets and two rear pant pockets, large enough to fit an average size mobile phone / hand, and cargo expandable style side pockets on both legs.
 - 4.4. Have a non-separating two-way zipper.
 - 4.5. Be available in a broad range of sizes to fit individuals from size small to multiple XL in order to provide proper fit, comfort and safety coverage.
 - 4.6. Be available in men's and women's styles or cuts.
 - 4.7. Be available in non-melting and Arc Flash material.
 - 4.8. Be available in chemical resistant material.
 - 4.9. Have Mosaic branding present on the front or sleeve.
 - 4.10. Be constructed from materials that comply with applicable standards.
 - 4.11. Optionally, include a blank label for employee identification on top center back.
5. Outerwear shall:
- 5.1. Provide hi-visibility to easily identify the employee from the background.
 - 5.2. Have silver reflective striping on the trunk and arms.

- 5.3. Have a front zip.
- 5.4. If designed with a hood, have a removable hood.
- 5.5. Have a minimum of two front pockets, large enough to fit an average size mobile phone / hand.
- 5.6. Be available in non-melting and Arc Flash material.
- 5.7. Be constructed from materials that comply with applicable standards.
- 5.8. Be available in weights suitable for environmental and climate conditions.

References:

Reference Standards
<ul style="list-style-type: none"> • ANSI/ISEA 107-2020 American National Standard for High-Visibility Safety Apparel • CSA Z96:22 High-visibility Safety Apparel • NFPA 70E Standard for Electrical Safety in the Workplace • CSA Z462 Workplace Electrical Safety • ISO 16602:2007 Protective clothing for protection against chemicals • American Society for Testing and Materials (ASTM) Standard F1506

Specifications

1. The tables on the following pages provide examples of each uniform item’s minimum safety specifications. All listed items as well as any other items such as outerwear (eg. parkas, rain gear) , bib coveralls, etc. shall meet the minimum requirements listed in Sections 1 – 5.

GLOBAL EHS STANDARD

Uniform Safety Requirements

SHIRTS							
Style	Pocket	Material	Color	Striping	Class / Type	Standard/Specification	Picture for Example Only
HI-VIS SHORT SLEEVE T-SHIRT	Minimum one chest pocket	Non-melting (eg. 100% cotton)	Yellow	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 2 CSA - CLASS 2 / LEVEL 2	ANSI 107 CSA Z96	
HI-VIS SHORT SLEEVE BUTTON DOWN SHIRT	Two chest pockets	Non-melting (eg. 100% cotton)	Yellow	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 2 CSA - CLASS 2 / LEVEL 2	ANSI 107 CSA Z96	
HI-VIS LONG SLEEVE T-SHIRT	Minimum one chest pocket	Non-melting (eg. 100% cotton) Also available in chemical resistant	Yellow	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 3 CSA - CLASS 2 / LEVEL 2	ANSI 107 CSA Z96 ISO 16602	
HI-VIS LONG SLEEVE BUTTON DOWN SHIRT	Two chest pockets	Non-melting (eg. 100% cotton) Also available in chemical resistant	Yellow	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 3 CSA - CLASS 2 / LEVEL 2	ANSI 107 CSA Z96 ISO 16602	
ARC FLASH - HI-VIS LONG SLEEVE T-SHIRT	Minimum one chest pocket	FR blend Fabric and components must meet performance standard for FR rating Minimum APTV - 8 calories/cm ²	Yellow Grey (Brazil)	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 3 CSA - CLASS 2 / LEVEL 2 Min APTV 8 cal/cm ²	ANSI 107 CSA Z96 For FR performance - ASTM F1506, NFPA70E, CSAZ462	
ARC FLASH - HI-VIS LONG SLEEVE BUTTON DOWN SHIRT	Two chest pockets	FR blend Fabric and components must meet performance standard for FR rating Minimum APTV - 8 calories/cm ²	Yellow Grey (Brazil)	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 3 CSA - CLASS 2 / LEVEL 2 Min APTV 8 cal/cm ²	ANSI 107 CSA Z96 For FR performance - ASTM F1506, NFPA70E, CSAZ462	

GLOBAL EHS STANDARD

Uniform Safety Requirements

PANTS							
Style	Pocket	Material	Color	Striping	Class / Type	Standard/Specification	Picture for Example Only
KHAKI / CHINO / CARGO STYLE	Two front and two back pockets and side pockets on legs	Non-melting (eg. 100% cotton) Also available in chemical resistant	Dark blue	Solid / 50mm (2"); 360 degree visibility; Located between the knee and hem at least 2" from bottom of hem Include at least 25mm (1") wide stripes/bands of fluorescent background material evenly on both sides of the stripes	Combined with shirt: ANSI - TYPE R / CLASS 3 CSA - CLASS 3 / LEVEL 2	ANSI 107 CSA Z96 ISO 16602	
ARC FLASH - KHAKI / CHINO / CARGO STYLE	Two front and two back pockets and side pockets on legs	FR blend Fabric and components must meet performance standard for FR rating Minimum APTV - 8 calories/cm ²	Dark blue Grey (Brazil)	Solid / 50mm (2"); 360 degree visibility; Located between the knee and hem at least 2" from bottom of hem Include at least 25mm (1") wide stripes/bands of fluorescent background material evenly on both sides of the stripes	Combined with shirt: ANSI - TYPE R / CLASS 3 CSA - CLASS 3 / LEVEL 2 Min APTV 8 cal/cm ²	For FR performance - ASTM F1506, NFPA70E, CSAZ462	
JEANS	Two front and two back pockets and side pockets on legs	Denim / non-melting	Dark blue	Solid / 50mm (2"); 360 degree visibility; Located between the knee and hem at least 2" from bottom of hem Include at least 25mm (1") wide stripes/bands of fluorescent background material evenly on both sides of the stripes	Combined with shirt: ANSI - TYPE R / CLASS 3 CSA - CLASS 3 / LEVEL 2	ANSI 107 CSA Z96	

COVERALLS							
Style	Pocket	Material	Color	Striping	Class / Type	Standard/Specification	Picture for Example Only
HI-VIS COVERALL	Two chest pockets, two front pants access slots, two front and rear (each) pants pockets, and side pockets on legs	Non-melting (eg. 100% cotton) Also available in chemical resistant	Yellow	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms and both legs	ANSI - TYPE R / CLASS 3 CSA - CLASS 3 / LEVEL 2	ANSI 107 CSA Z96 ISO 16602	
ARC FLASH - HI-VIS COVERALL	Two chest pockets, two front pants access slots, two front and rear (each) pants pockets, and side pockets on legs	FR blend Fabric and components must meet performance standard for FR rating Minimum APTV - 8 calories/cm ²	Yellow Grey (Brazil)	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms and both legs	ANSI - TYPE R / CLASS 3 CSA - CLASS 3 / LEVEL 2 Min APTV 8 cal/cm ²	ANSI 107 CSA Z96 For FR performance - ASTM F1506, NFPA70E, CSAZ462	

GLOBAL EHS STANDARD

Uniform Safety Requirements

OUTERWEAR							
Style	Pocket	Material	Color	Striping	Class / Type	Standard/Specification	Picture for Example Only
HI-VIS HOODED SWEATER - ZIPPER FRONT - REMOVABLE HOOD	Two front pockets	Non-melting (eg. 100% cotton) Also available in chemical resistant	Yellow	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	REMOVABLE HOOD ANSI - TYPE R / CLASS 2 CSA - CLASS 2 / LEVEL 2	ANSI 107 CSA Z96 ISO 16602	
ARC FLASH - HI-VIS HOODED SWEATER - ZIPPER FRONT - REMOVABLE HOOD	Two front pockets	FR blend Fabric and components must meet performance standard for FR rating Minimum APTV - 8 calories/cm ²	Yellow Grey (Brazil)	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	REMOVABLE HOOD ANSI - TYPE R / CLASS 2 CSA - CLASS 2 / LEVEL 2 Min APTV 8 cal/cm2	ANSI 107 CSA Z96 For FR performance - ASTM F1506, NFPA70E, CSAZ462	
ARC FLASH - UNLINED BOMBER JACKET	Two front pockets	FR blend Fabric and components must meet performance standard for FR rating Minimum APTV - 8 calories/cm ²	Yellow Grey (Brazil)	Solid / 50mm (2"); 360 degree visibility; Include full waist level horizontal / 2 vertical on the front from waist stripe over the shoulders, symmetric X on back from shoulders to the waist stripe, stripes around both arms	ANSI - TYPE R / CLASS 2 CSA - CLASS 2 / LEVEL 2 Min APTV 8 cal/cm2	ANSI 107 CSA Z96 For FR performance - ASTM F1506, NFPA70E, CSAZ462	