



WORKING IN HOT CONDITIONS POLICY

Intent

Toro recognises the risks associated with working in hot conditions. At Toro the health & safety of our employees is a primary concern therefore this policy has been established to minimise the risks associated with working in hot conditions at Toro sites.

Policy

Toro has adopted the policy of reducing the risk of injury when working in hot conditions through the implementation of administrative controls and personal protective clothing.

The objectives of this policy are that Toro management will ensure:

- The employees' welfare is the main consideration when enacting the requirements of this policy
- Employees have a safe work environment in which to work, which will include an ambient temperature conducive to safe and efficient work in which they are required to perform
- A reduction to the risk of personal injury through exposure to hot working conditions

Responsibilities

Working in Hot Conditions

Toro recognises the risks associated with working in hot conditions which includes heat stroke and heat exhaustion. These conditions are preventable through active management of the working environment and conditions.

To reduce the risks associated with working in hot conditions, on days where the ambient air temperature will or does exceed 35 degrees, Toro management will:

- Ensure employees take a five minute break every hour
- Organise for the most strenuous, physically demanding work to be performed in the cooler parts of the day
- Give consideration to the alteration of work hours to suit the cooler periods of the day
- Provide cool fresh drinking water
- Allow rest breaks to be taken in a cool air-conditioned environment if possible
- Rotate employees through tasks of differing levels of physical activity
- Allow employees to regulate their work speed
- Attempt to provide air circulation throughout the hot environment

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Document Number: S.006.00.B
Date Implemented: 2000

Date Reviewed: 18 May 2020
Date of Next Review: May 2025

Printed August 7, 2020

WORKING IN HOT CONDITIONS

The table below shows the level of risk from the lowest on the left to the highest on the right.

	Lower risk  Higher risk									
Workload	Light			Moderate				Heavy		
Humidity	Dry			Normal				Wet		
Radiant heat	Low							High		
Clothing PPE	Light summer			Overalls		Winter uniform			Special PPE	
Air temperature	30	32	34	36	38	40	42	44	46	48 50
Air movement	Good			Low				Nil		
Acclimatisation	Acclimatised							Not acclimatised		
Employee health	Healthy							Unhealthy		

Working in the Sun

Toro acknowledge that skin cancer is a major public health problem. Toro also acknowledge that skin cancer is a preventable disease and will actively seek to promote, encourage and support sun protection, at all exposed workplaces in accordance with this policy.

To reduce the risks associated with working in direct sunlight Toro management will:

- Make sun screen available to all employees required to work in direct or reflected sunlight for periods over 30 minutes at any one time
- Ensure employees apply sun screen prior to working outside for periods exceeding 30 minutes and that they re-apply sun screen every two hours
- Provide headwear in the form of a wide-brimmed hat to employees required to work in direct sunlight for periods exceeding 30 minutes at any one time
- Encourage the wearing of light appropriate clothing that will block the majority of the suns harmful UV rays. Under no circumstances are singlets or tank tops to be worn without a shirt covering it.

Working in shipping containers

Toro recognises that unloading shipping containers during days of high temperatures coupled with lack of ventilation or air circulation places significant thermal stress on workers.

- Take in to consideration the employees risk factors
 - such as age, weight, whether the person is on medication
 - whether the employee has a high degree of heat acclimatisation
 - weight, size & duration of cartons being unloaded
- Give consideration to the alteration of work hours to suit the cooler periods of the day if urgent start the day earlier
- Rotate employees through tasks of differing levels of physical activity
- Within reason allow employees to regulate their work speed
- Ensure employees take a five minute break every hour
- Ensure active and frequent monitoring of employees

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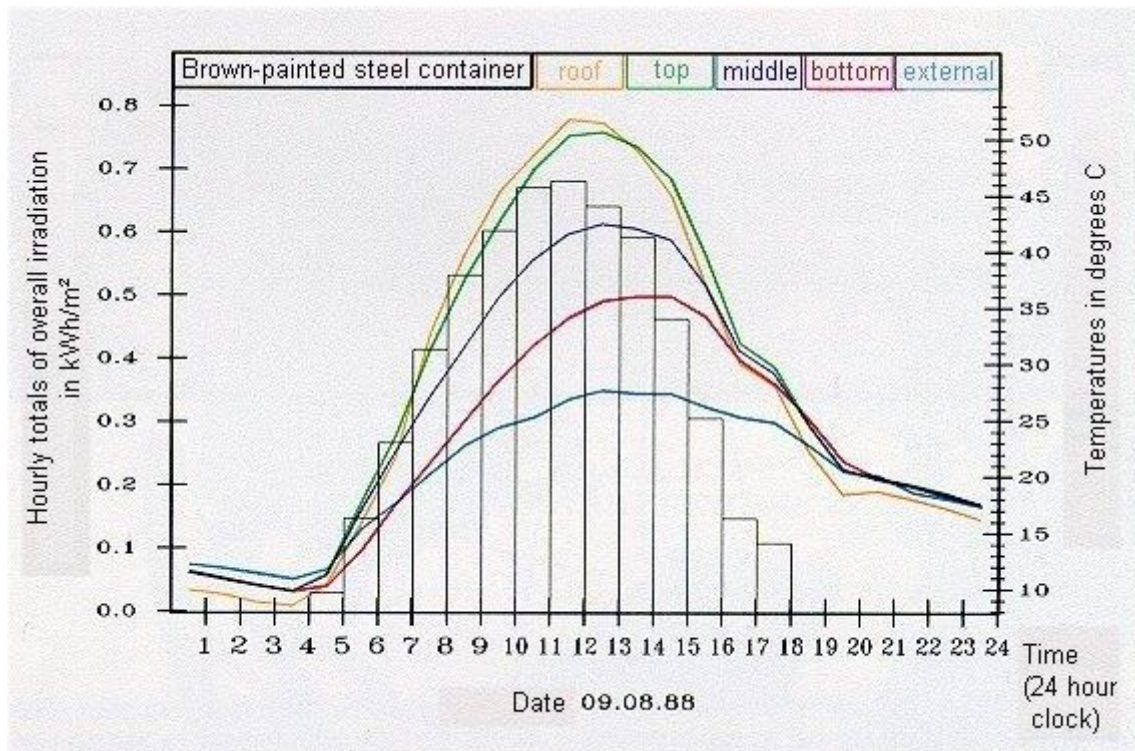
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The following data below illustrates the variations in temperature at various locations within a shipping container over a one day period. The data shows that, at an external outside temperature of approx. 25°C, the air temperature inside a brown-painted shipping container rises to approx. 50°C.



The above data was supplied by the Hamburg maritime weather office of DWD, the German meteorological service.