

B&W PANTEX FOOTWEAR POLICY

Proper footwear is a significant aspect of the B&W Pantex Dress Code and is vital in meeting our internal safety goals. Employees should be aware of the role their footwear plays in minimizing injuries and promoting safety at work.

Pantex is an industrial worksite with great variation in quality of walking surfaces. All employees, regardless of the nature of their work, may encounter smooth surfaces, gravel surfaces, and/or uneven surfaces during the course of their work each day.

All employees must wear appropriate footwear, as prescribed by safety requirements. This may include safety shoes and other personal protective equipment as required for employees working in operating areas, such as bays, cells, craft shops, labs and warehouses.

Employees working in areas where safety shoes are not required should remember that Pantex is an industrial site and wear adequate footwear. Adequate footwear, as defined in this policy, shall meet the following minimum criteria:

1. The entire foot shall be enclosed.
2. Shoe uppers shall be of leather or a comparable material.
3. The material shall be of sufficient strength and firmness to minimize potential for injury from a falling object.
4. Soles shall be of sufficient thickness to prevent penetration of metal particles, and shall be of leather or oil resistant material, i.e., rubber or neoprene.
5. Height of the heel shall not exceed two inches.
6. Diameter of the heel shall be at least one inch at the tread surface.

Footwear such as sandals, open heels, open toes, spiked heels and platform soles are considered unsafe and shall not be worn.

As a reminder, B&W Pantex furnishes safety shoes for employees who enter areas where safety shoes are required. Please refer to WI 02.01.01.03.11, *How to Obtain and Use Foot Protection*, for more information.