

Document Health and Safety	Published 07/01/2016	Valid for Escanaba Mill – PS&D
-------------------------------	-------------------------	-----------------------------------

Document: Hi-Visibility Policy

Purpose

The purpose of the policy is to detail Hi-Visibility requirements in PS&D and to ensure team member safety.

Extent

This policy applies to all Escanaba Paper Company team members, visitors and contractors who enter PS&D.

Execution

Any team member who enters and/or works in PS&D will be required to wear Hi-Visibility vest or clothing at all times. This includes all contractors and visitors who will be working in or visiting the area, team members who will be Core Cutting, Office personnel, Switchmen personnel, and those in the Fork Truck Shop. Hi-Visibility vests will be made available at each entrance to PS&D.

Exceptions to the Policy

Exceptions to the Policy are outlined below. Vests will not be required when working in the following areas or during the following times:

During Shift Changes

- Traveling to and from your work area to begin or end a shift

Truck Shop Garage

- When performing work inside the Garage area

Reprocessing Winder

- Area between the discharge chain (rewind bin) and infeed chain from Reprocessing to the wrapper
- While operating the winder equipment (this includes starting and dropping a set)

Office areas and Break rooms

- While performing work in office areas
- While in break rooms

Mechanics and E/I Personnel

- While performing Hot Work
- Entering MCC areas

Paper Machine Personnel

Document Health and Safety	Published 07/01/2016	Valid for Escanaba Mill – PS&D
-------------------------------	-------------------------	-----------------------------------

Document: Hi-Visibility Policy

- During evacuation drills and actual evacuations (must stay on the correct evacuation route as laid out by the evacuation plan)

ERT/MFR Response

- During the event of any emergency situation or response to any event

Hi-Visibility Vests/Clothing WILL BE REQUIRED while out checking salvage rolls, traveling to and from meetings and office areas, and any other time that you are to be out on the floor in PS&D.