

Personal Protective Equipment Procedure

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Approved: 9 May 2023

Review due: May 2026

1. Objective

This Procedure gives effect to our Safety and Wellbeing Policy.

The purpose of Personal Protective Equipment (PPE) Procedure is to outline the requirements of selecting, use, maintenance and management of PPE to adequately manage and to minimise the risk of injury or harm to workers and contractors.

2. Scope

The Personal Protective Equipment (PPE) Procedure applies to all GMW workers and contractors when undertaking work on behalf of GMW. PPE must be used by GMW workers when hazards in the workplace cannot be eliminated or reduced by other risk controls.

3. Procedure

PPE is the least preferred control method to reduce the risk of exposure to a hazard.

PPE shall be used when no other risk control methods are available or practicable, where required by legislation or to increase protection in conjunction with other risk controls.

The PPE requirements are to be selected after reviewing the hazards and risks for each site and activity. PPE selected must comply with Australian Standards.

Where PPE is required, signage in the work area will outline the PPE requirements and will be reinforced by the site Supervisors and/or Project Manager. **Minimum Standard**

- PPE must be used, maintained/serviced and stored in accordance with the manufacturer's instructions and/or relevant Australian and New Zealand Standards.
- GMW will regularly review the approved list of available PPE items to ensure that new innovations and designs are considered and to ensure that the list is appropriate for all GMW activities,
- PPE must only be used in the manner for which it is intended and must not be modified in any way.
- PPE must be visually inspected before each use and any damaged PPE must not be used.
- PPE is to be replaced on a "fair wear and tear" basis. This includes the replacement of dirty or faded high visibility clothing.
- PPE needing repair must be removed from use and appropriately tagged as unserviceable until it is suitably repaired or replaced.
- Reusable PPE must be cleaned in accordance with the manufacturer's instructions to maintain a high level of hygiene.
- Workers requiring PPE shall be trained in its correct use, maintenance, fault detection, disposal and storage requirements at the time of issue.



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- PPE shall be stored in a dedicated, readily accessible area free from contaminants.
- Sites must document and monitor any necessary PPE maintenance or replacement schedules.
- Workers and contractors undertaking work on behalf of GMW at a non-GMW controlled site shall provide GMW a summary of their minimum PPE requirements prior to commencing work.
- All workers on standby when responding to a callout, must comply with the minimum PPE requirements.
- PPE must only be selected from GMW Store or from a GMW approved PPE provider.
- PPE supplied by GMW remains the property of GMW.
- This procedure will not reduce the conditions or entitlements as outlined in Goulburn-Murray Rural Water Corporation Enterprise Agreement.

Note: GMW will reasonably assist all workers to comply with the PPE procedure. Anyone who is unable to comply with the PPE procedure for medical reasons must discuss this with their HR Business Partner and provide a medical certificate.

The GMW minimum PPE clothing standard can be found in Attachment 1.

Head Protection

- All hard hats used on GMW sites must comply with *AS/NZS 1800:1998 – Occupational Protective Helmets – Selection, Care and Use*. Hard hats are required for all GMW workers, contractors and visitors in designated “Safety Helmet Areas” and during overhead works. GMW workers are to wear a GMW branded hardhat.
- Chin straps are to be supplied and fitted to each hard hat. The chin strap is to be used at all times when working at height or when a risk of the hard hat falling off is identified
- Hard hat brims 8cm+ (neck flap optional) which fit over hard hats are to be used, as required during the warmer months or by risk assessment.
- Hard hats must be replaced every 2 years from issue date.
- Baseball caps, caps, beanies and other non-religious apparel must not be worn under hard hats.
- Hard Hat liners can be worn under hard hats when required but must be designed for the specific purposes of being worn under and recommended by the hard hat supplier
- Where hard hats are not required, beanies can be worn in the cooler months when required or when the UV index is low
- Sun Protection: Enclosed crown Broad-brim hat with a brim of 7.5cm+, or an enclosed crown bucket hat with a brim of 6cm+ must be worn when working outdoors in warm weather where there is a UV Index of 3 or above (Ref. Sun Smart).



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- Baseball caps, beanies and other non-religious apparel are not considered suitable sun protection and must not be worn outdoors while working for GMW.

Eye Protection

Safety Glasses (eye protection) must be worn by all GMW employees or their contractors at all times during work hours while working in workshops.. Eye protection is also to be worn in outdoor settings, warehouses, depots, storage yards and compounds where either a task or the environmental conditions may result in eye injuries or foreign objects entering a workers eyes.

Safety glasses are not required to be worn in crib huts, lunchrooms, administration buildings, break out areas or when walking from the carpark to the office.

- All eye protection must comply with *Australian Standard AS/NZS1336:1997 AMDT 1 – Recommended Practices for Occupational Eye Protection*.
- Lenses impact resistance rating as per *AS/NZS 1337.1:2010* and *2:2018* must be determined via risk assessment or highest impact resistance rating must be used.
- Safety spectacles with side shields must be used in areas where the risk of eye damage from flying particles exists.
- Goggles must be used when extra eye protection is required.
- Face shields are considered additional protection for high temperatures, high density / impact particles or against chemical splashes and are not an alternative to goggles.
- Eye protector side frames or over-glasses will be provided by GMW and must be worn and comply with *AS/NZS 1337:2010* and *2:2018*.
- GMW will reimburse prescription safety glasses where over-glasses are not appropriate up to a limit of \$500 every 2 years or when there is a change in the prescription. Additional expenditure may be approved by the HR BP. Please discuss with your HR BP before purchasing if over \$500.
- Contact lenses must not been worn during welding or near welding activities, or whilst handling or working near dry or wet chemicals.
- Eye protection worn at night must be clear (non-tinted).
- Tinted safety glasses that offer UV protection are recommended when working outside during daylight hours.

Hearing Protection

- All hearing protection must comply with *Australian Standard AS/NZS1269:2005 – Occupational Noise Management - Acoustics*.
- Selection of hearing protection must be on the basis of attenuation of the different frequency component of the offending noise.
- All GMW workers must conduct a personal fit check of the hearing protection device before each use to ensure it is appropriately fitted.
- Hearing protectors must be worn throughout the period of exposure to noise above 85 dB(A).

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Excellence



Honesty



Accountability

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Courage



Caring

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- Employees must participate in the GMW hearing conservation program where risk assessments or position descriptions identify a risk.

Hand Protection

- All hand protection must comply with *AS/NZS 2161.1:2016 – Occupational Protective Gloves – Selection, Use and Maintenance*.
- Gloves must be carried on all construction sites and worn during all manual handling tasks where the risk of hand injuries have been identified
- Gloves are available in many different materials depending on the protection required (e.g. cotton, rubber, PVC, stainless steel mesh, Kevlar, leather etc.). Selection must be based on the protection required for the particular hazards involved. They may be of wrist or elbow length. The type of glove to be used shall be identified in the risk assessment.

Foot Protection

- Foot protection must comply with the *Australian Standard AS/NZS 2210 Series* including *AS/NZS 2210.1:2000 – Occupational Protective Footwear, Guide to Selection, Care and Use*.
- Safety Footwear – GMW approved laced ankle high boots are compulsory at all work site locations except where:
 1. The risk of foot injury has been assessed as being low (e.g. in an office environment). Boots must be worn in the manner instructed by the manufacturer.
 2. In wet or muddy conditions gumboots with hard toe cap protection can be worn
- Elastic sided / slip on safety footwear (other than gum boots) are not to be worn while on a GMW controlled site. All contractors engaged to conduct work on behalf of GMW must comply with GMW's minimum footwear requirements.
- Official visitors or industry groups are permitted to attend a GMW worksite wearing rigid soled, fully enclosed non safety footwear provided a risk assessment has been completed for the activity, approval from an ELT member has been given, and are under direct supervision of a GMW sponsor.
- Footwear must be inspected on a regular basis and replaced when necessary (tread has been worn down or there are tears or holes in the upper).

Respiratory Protection

- All respiratory protection must comply with *Australian Standards: AS/NZS1716:2012 - Respiratory Protection Devices; and AS/NZS1715:2009 – Selection, Use and Maintenance of Respiratory Protective Devices*. The risk assessment of the respiratory hazard must be made to ensure the correct degree of protection is provided (e.g. full face, half face, correct filters etc.).
- All asbestos and lead removal/abatement tasks must document in the requirement for Respiratory Protective Equipment in the SWMS..



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- All works that may generate respirable silica dust must have requirements for respiratory protective equipment identified in the SWMS. The selection of respiratory protection must align with the scale of the exposure to silica dust.
- All GMW workers and contractors required to wear respiratory protection must perform a facial fit test to identify the appropriate make and size of respirator for their face shape. Fit testing of GMW workers is to be conducted by a competent person. Fit checks ensure the respirator is sealed over the bridge of the nose and mouth and that there is no gap between the respirator and the face
- All GMW workers must conduct a personal fit check of the respiratory device before each use to ensure it is appropriately fitted. GMW workers must be trained in the method of conducting a personal fit check prior to the use of respiratory devices.
- GMW workers and contractors are to be cleanly shaven when wearing half-face or full-face respirator. It is essential that an adequate face seal is achieved to prevent harmful particulates from being inhaled as outlined in *AS/NZS1716* and *AS/NZS1715*.

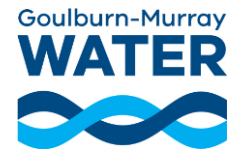
Protective Clothing

- GMW workers are to wear PPE as required and supplied.
- GMW workers undertaking activities in the field during Spring/Summer months (1 September to 1 March) where vegetation is above boot height are required to wear snake-gaiters.
- All GMW workers, visitors and contractors are to ensure that they wear cuffed long shirts and long trousers to provide 50+ SPF sun protection. Cotton-only uniforms must be worn when performing welding or flame cutting tasks or in work areas where there is a risk of fire.
- A high-visibility protective shirt *AS 4602.1:2011* (Orange) or vest must be worn at all times whilst on site where there is a high risk of interaction between personnel and vehicles or mobile plant and equipment or when working within or near any rail corridor. In addition retro-reflective protective clothing must be worn at night, and or in conditions where visibility is poor (such as at dawn and dusk or poor weather).
- Retro-reflective material on garments *AS/NZ 1906.4: 2010* increase the wearer's visibility to others, especially in the dark or in low light conditions.
- Workers who are required to work in these conditions must be supplied with and wear clothing with retro-reflective materials.
- Workers undertaking welding tasks must wear task-specific eyewear, gloves aprons and other PPE as identified by risk assessment.
- Workers involved in laboratory work are required to wear task-specific PPE, including lab coats, high protection safety glasses, enclosed footwear, gloves and dust masks as identified by risk assessment.



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- Chemical protective clothing may be required when handling chemicals (refer to Safety Data Sheet for chemical being used) and should be identified in the risk assessment prior to handling hazardous chemicals.
- Workers involved in tasks where contamination of clothing will result are to be issued with protective outerwear that is either single use/disposable or is reusable in which case, collection and laundering services must also be provided.
- Where a risk assessment has not identified a need to wear hi visibility clothing, non hi visibility PPE garments can be worn as per the PPE Clothing Request Form (A2281663).

Disposable PPE

- Disposable PPE is to be provided for all workers where there is a risk of potential transmission of communicable, infectious and parasitic diseases as well as in circumstances where the PPE will be single use due to contamination caused by work activities.

The following is an example of disposable PPE which may be worn:

- P2 disposable masks
- Disposable coveralls
- Disposable boot covers
- Disposable protective gloves
- Face shields where splashing may occur.

For all workers involved in asbestos removal, appropriate disposable PPE must be identified and will be provided on site. An inspection by the person in charge of the removal of asbestos must ensure all PPE is worn as recommended by the manufacturer and current asbestos removal guidelines.

Facilities to dispose of all PPE that has been utilised for Asbestos removal, repair or remediation works must also be provided and all collected items are to be disposed of in accordance with regulatory requirements.

For all workers involved in lead abatement/removal, appropriate disposable PPE must be identified and will be provided on site. An inspection by the person in charge of the lead abatement/removal must ensure all PPE is worn as recommended by the manufacturer and current lead removal guidelines.

Facilities to dispose of all PPE that has been utilised for lead abatement/removal works must also be provided and all collected items are to be disposed of in accordance with regulatory requirements.



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Specialised PPE

Personal Floatation Device (PFD's)

- A risk management approach will be used to determine when GMW workers will use personal floatation devices (PFD's).
- PFD's must comply with Australian Standard AS 4758 with buoyancy classifications of level as outlined below:
 - Level 150 - which is similar to inflatable PFD Type 1 and suitable for offshore use
 - Level 100 - which is similar to PFD Type 1 and the minimum requirement for offshore use
 - Level 50 - which is similar to PFD Type 2
 - Level 50S - Special Purpose - has replaced PFD Type 3.
- Only GMW approved and supplied PFD's are to be used
- For any activity that is conducted on a GMW vessel, all personnel, contractors and visitors must wear a minimum of an auto inflating PFD that meets current AMSA requirements for commercial vessels.
- Any persons operating a Powered Vessel or Human Powered Vessel (such as a Canoe, Kayak or punt) shall at all times be wearing appropriate personal floatation device (PFD)
- Lifejackets or PFD's must comply with Australian Standard AS 4758 with buoyancy
- All Inflatable Lifejackets or PFD's used in recreational boating require annual servicing in accordance with manufacturer's directions.
- PFD's stored on board a vessel must be quick and easy access. The PFD's storage area must have a sign saying 'Lifejackets' (red lettering on a white background).
- GMW workers working on/in/near or over waterways must identify appropriate PPE or lifesaving devices relevant to the works & risks being undertaken.

Arc Flash/Cal Rated protective garments for electrical work

GMW workers who conduct electrical work, operate electrical equipment, or work in the vicinity of an electrical installation shall be appropriately trained for the task to be performed including the use of correctly selected and rated PPE. PPE that is to be used in environments where electrical Arc Flash risks are present is subject to a specialized rating system to determine the level of protection the item offers from discharges of electrical energy. The rating system is tiered from one through four with level PPE1 category offering the least protection and PPE4 offering the most.



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Hazard Risk Category	Required Minimum Arc Rating for PPE		Clothing Description
	Cal/cm2	J/cm2	
0	n/a	n/a	Untreated Cotton
1	≥4	16.74	Arc Rated Flame retardant (FR) shirt, FR trousers or FR coverall
2	≥8	33.47	Arc Rated Flame retardant (FR) shirt, FR trousers or FR coverall
3	≥25	104.6	Arc Rated Flame retardant (FR) shirt, FR trousers or FR coverall, and arc flash suit selected so that the system arc rating complies with the required minimum
4	≥40	167.36	Arc Rated Flame retardant (FR) shirt, FR trousers or FR coverall, and arc flash suit selected so that the system arc rating complies with the required minimum

- GMW workers who conduct activities in an environment where there is an electrical safety risk must wear appropriately rated clothing for the area and the task being performed. The clothing must be fire resistant, arc rated and have a PPE classification rating fit for the task. Clothing shall consist of an orange long sleeve shirt, full length trousers both fitted with retro reflective tape. PPE is also to include safety glasses, hearing protection with inserts, Switching hood, Gloves, Switching jacket, hard hat, Rain wear, and leather boots. The PPE category must be selected based on the arc rating of the equipment being worked on.
- GMW workers conducting activities in an environment where there is risk of ARC Flash must wear appropriately rated clothing for the area and task being performed. The clothing must be fire resistant, Arc rated and have a PPE classification rating fit for the task. Clothing shall consist of an orange, long sleeve shirt, full length trousers, both fitted with retro reflective tape. Other PPE will include safety glasses, hearing protection with inserts, Switching hood, Gloves, Switching jacket, hard hat, Rain wear, and leather boots. The PPE category must be selected based on the arc rating of the equipment being worked on.
- If no arc rating is known for the equipment then PPE4 category must be used.

4. Responsibilities

Responsibility	Who
Approval	General Manager, People Culture and Safety
Ownership and implementation	All Leaders

Outlined below are the possibilities specific to operational management requirements at all GMW controlled worksites.

EXECUTIVE AND SENIOR LEADERSHIP

The Executive and Senior Management Teams are responsible for overseeing and ensuring the implementation of the requirements of this and related procedures within their areas. This includes:



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- Ensuring PPE requirements are understood
- Ensuring appropriate management practices are implemented to make sure that PPE is:
 - a) Available, used and maintained and
 - b) Regularly monitored and reviewed to ensure effectiveness.

MANAGERS

All managers and supervisors in all operational areas and GMW worksites are responsible for ensuring the implementation of this procedure. This includes:

- Ensuring that workers are aware of and comply with this procedure
- Ensuring personnel are trained in the selection, use and maintenance of PPE for all work environments
- Ensuring sufficient PPE is available for all work environments and is correctly used and maintained
- Documenting and retaining records of inspections.

EMPLOYEES

All employees must ensure that they:

- Understand and the requirements detailed in this procedure and associated documents
- Wear PPE in the manner instructed, and do not interfere with or alter any GMW PPE
- Report any PPE defects/damage immediately to their supervisor and complete a GMW Incident Report in accordance with IRIS incident reporting procedures.

CONTRACTORS

At all times when performing work on a GMW site or for/on behalf of GMW, contractors must meet the requirements of this procedure:

- Providing adequate PPE that is specific to the task requirements to ensure implementation of the requirements of this procedure in a timely and effective manner in all areas where work is undertaken.
- Complying with this procedure and all relevant legislation, codes of practice, standards and licensing requirements that apply to their respective scope of work.

HSE TEAM

The HSE Team will work with the business to ensure:



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- The establishment, review and continual improvement of management systems, arrangements and related procedures relating to the management and use of PPE.
- The provision of advice to assist in the active management and resolution of hazards and risks that require PPE and to ensure these are managed in accordance with GMW SMS and relevant legislative requirements.

5. Definitions

Arc Flash The explosive, inadvertent release of electrical energy

Arc Flash Rated PPE Specific garments and items that are rated to protect the wearer from incidents of Arc Flash

Attenuation The reduction of a noise level from a source by shielding, distance or ground effects.

Explosive atmosphere an area where flammable or combustible materials are handled. These areas pose a danger of an explosion or fire occurring.

GMW Goulburn-Murray Water.

Hazardous area an area in which an explosive atmosphere is present, or may be expected to be present that requires special precautions to be taken to eliminate potential ignition sources. The explosive atmosphere may be caused by a) the presence of a flammable liquid, gas or vapour; b) the presence of combustible dust in suspension or in layers; or c) a combination of explosive gas and dust atmospheres.

HSR Health and Safety Representative.

Manager the Manager who has direct responsibility for the activity being performed or the area the activity is occurring in.

Personal Protective Equipment anything used or worn by a person to minimise risk to the person's health and safety, including air supplied respiratory equipment.

PPE personal protective equipment.

SMS Safety Management System.

SPF sun protection factor.

Supervisor term used for any GMW worker who acts or is appointed as a Supervisor, Coordinator or Team Leader within GMW

Worker includes employees, contractors, subcontractors, outworkers, apprentices and trainees, work experience students, volunteers and others if they perform work for the business.

6. Document history

Doc #	Date approved	Approved by	Approval #
A3964800	9 July 2021	Glenda Smith GM People, Culture & Safety	A4065914



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A3964800	9 May 2023	Glenda Smith GM People, Culture & Safety	A4065914

7. Associated documents

Document name	#
Safety and Wellbeing Policy	A3928597

Referenced documents

Reference name	#
Victorian OHS Act	
Victorian OHS Regulation	
AS/NZS 1800:1998 – Occupational Protective Helmets - Selection, Care and Use	
AS/NZS1336:1997 – Recommended Practice for Occupational Eye Protection AS/NZS 1337:2010 – Personal eye protection – Eye and Face Protectors for Occupational Applications;	
AS/NZS1269:2005 – Occupational Noise Management-Acoustics (series including AS/NZS 1269.3)	
AS/NZS 2161.1:2000 – Occupational Protective Gloves – Selection, Use and Maintenance	
AS/NZS 2210 series including AS/NZS 2210.1:2010 – Occupational Protective Footwear – Guide to Selection, Care and Use	
AS/NZS1716:2012 - Respiratory Protection Devices	
AS/NZS1715:2009 – Selection, Use and Maintenance of Respiratory Protective Devices	
AS/NZS 2604:2012 - Sunscreen Products Evaluation and classification	
AS/NZS 4602.1-2011 - High visibility safety garments, Part 1: Garments for high risk applications	
AS/NZ 1906.4: 2010 <i>Retroreflective materials and devices for road traffic control purposes - High visibility materials for safety garments.</i> (plus Amendment 1; 2014)	
AS/NZS 4453.3:1997 - Protective clothing for users of hand-held chainsaws, Part 3: Protective legwear	
AS/NZS 4501.1:2008 - Occupational protective clothing, Part 1: Guidelines on the selection, use, care and maintenance of protective clothing	



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Attachment 1:

GMW Minimum PPE Requirements

Construction Sites

- Long Sleeve High Visibility Shirt, Orange (UPF rated 50+) or GMW supplied blue long sleeve, blue cotton shirt with Hi Vis Orange vest
- Long trousers, Navy Blue (UPF rated 50+)
- Hard Hat, White, chin strap and wide hard hat brim 8cm+ (neck flap optional), Orange
- Protective footwear - Safety Capped Ankle Boots (lace up / zip up, not slip-on / elastic sided)
- Protective eyewear - Safety Glasses (UV rated tinted or UV rated clear)
- Gloves (*to be carried at all times*)
- Sun protection - Sunscreen (SPF50+) (*in warmer months when required*)
- High-visibility retro-reflective vest or Long Sleeve Shirt for night work
- Snake-gators (*during Spring / Summer – 1 September – 1 March*)
- Additional PPE items will be based on a risk management approach as per the task and work being undertaken.

General & Storage Field Work – Water sampling / Maintenance / Water Bailiffs / Weed sprayers, Storage Operators etc.

- Long Sleeve High Visibility Shirt, Orange (UPF rated 50+) or GMW supplied blue long sleeve, blue cotton shirt with Hi Vis Orange vest
- Long trousers, Navy Blue (UPF rated 50+)
- Wide brim hat 8cm+ (enclosed crown) - Blue
- Protective footwear - Safety Capped Ankle Boots (lace up / zip up, not slip-on / elastic sided)
- Protective eyewear (where required by task or environmental conditions) - Safety Glasses (UV rated tinted or UV rated clear)
- Gloves (*to be carried at all times*)
- Sun protection - Sunscreen (SPF50+) (*in warmer months when required*)
- High-visibility retro-reflective vest or Long Sleeve Shirt for night work
- Snake-gators (*during Spring / Summer – 1 September – 1 March*)
- Additional PPE items will be based on a risk management approach as per the task and work being undertaken.

Depots / Warehouses / Workshops / Water storage facility yards

- Long Sleeve High Visibility Shirt, Orange (UPF rated 50+) or GMW supplied blue long sleeve, blue cotton shirt with Hi Vis Orange vest
- Long trousers, Navy Blue (UPF rated 50+)
- Wide brim hat 8cm+ (enclosed crown) - Blue



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- Protective Footwear - Safety Capped Ankle Boots (lace up / zip up, not slip-on / elastic sided)
- Protective Eyewear - Safety Glasses (UV rated tinted or UV rated clear)
- Sun protection - Sunscreen (SPF50+) (*in warmer months when required*)
- Additional PPE items will be based on a risk management approach as per the task and work being undertaken.
- Where a risk assessment has not identified a need to wear hi visibility clothing, non hi visibility PPE garments can be worn as per the PPE clothing request form A2281663

Depots / warehouses / Water storage offices – Administration staff

- Long Sleeve Shirt and High Visibility Vest (Orange) or GMW supplied blue long sleeve, blue cotton shirt with Hi Vis Orange vest
- Protective Footwear - Safety Capped Boots (lace up / zip up, not slip-on / elastic sided) or rigid soled enclosed footwear
- Sun protection - Sunscreen (SPF50+) (*in warmer months when required*)
- Additional PPE items will be based on a risk management approach as per the task and work being undertaken

Note: Administration staff / office workers who attend a GMW outdoor worksite, and spend longer than 15 minutes exposed to UV, must wear long sleeved shirts, broad brimmed hat and trousers as per this procedure.

Other than the requirements listed above. The following is the minimum PPE requirements when working outdoors:

When working outdoors, GMW workers must wear:

- Wide brim hat
- Long sleeve shirts and High Visibility Vest (Orange)
- Long trousers
- Enclosed footwear
- Sun protection - Sunscreen (SPF50+) (*in warmer months when required*)
- Tinted safety glasses or equivalent or personally supplied sun glasses as appropriate to the activity.
- Additional PPE items will be based on a risk management approach as per the task and work being undertaken

Electricians only

Electricians, where required must wear appropriately rated clothing including:

- Fire Resistant classic long sleeved shirt (Orange)
- Fire Resistant cargo trousers with protective tape
- Switching hood (Orange)
- Arc Flash switching jacket (Orange)
- Arc Flash switching gloves.

Please note: The specifications of PPE such as impact resistant rating of lenses, safety toe caps, and type of glove etc. must be outlined in the site risk assessment.

