



TEMPO
FLEXIBLE PACKAGING

Safety Equipment Supplement Program

Safety Footwear

All shop floor employees must wear steel toe footwear. Employees may submit their first receipt for an allowance of \$125.00 once they surpass their three-month probation.

Tempo will provide access to safety footwear approximately every other month by having a safety shoe company on the premises to fit employees for shoes. Shoes can be purchased elsewhere, and a receipt must be handed to payroll for a refund.

Tempo allows a subsequent pair of footwear up to \$100.00 for every 960 hrs worked. All additional costs for shoes billed to Tempo Flexible Packaging from the Safety Shoe Truck Company over the \$100.00 will be deducted from the employees' paycheck with the next payroll.



Tempo allows an employee to be reimbursed for the purchase of an insert, once per year, and will pay the cost of the insert up to \$20.00.

Prescription Safety Eyewear

Safety glasses are required to be worn by any employee who is performing duties or tasks requiring the employee to be working with or dispensing chemicals or solvents or where there is a likely risk of flying objects, particles, liquids sprays or other matter entering into the eyes.



TEMPO

FLEXIBLE PACKAGING



If personnel wear prescription glasses to perform their duties and, if those duties include a mandate for use of safety glasses as a form of PPE, then Tempo Flexible Packaging will provide up to \$250.00 every 2 years for the purchase of prescription eyewear.

Eyewear must be CSA standard safety eyewear with frames of metal or plastic non-conductive material and must have side shields. Prescription will be from an eye exam dated, by an optometrist, within the last 2 years. All submissions for payment, enrollment of reimbursement require the employee's name and

employee # as well as the full receipt from any eyewear provider in order to be reimbursed through the payroll system.

Hearing Protection

It is required that hearing protection is worn by employees who are working in the production area.

Employees employed at Tempo Flexible Packaging who have completed their 3-month probation will be covered for 1 new pair of hearing protection per employee every 3 years.

Tempo will provide an onsite hearing protection fitting and assessment. Onsite visits will be arranged 2 times annually.



Lee-Anne Giglio
Chief Operations Officer

May 09, 2022