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Reinforcing Safe Behaviors Policy

Safe behavior

Applicable to all employees without exception

Approach and SST value

Promote and protect the health and safety of FTE Drilling employees by providing a safe workplace and promoting better working methods and values. Employees, at all levels, must integrate these in their way of thinking, in their decisions and in their actions at all times. This policy reflects the commitment of the management and the expectations it has for its employees, and aims to ensure a healthy work environment. It solicits and encourages active employee participation in health and safety at work.

- Each employee must participate in order to make the business a healthy place, productive and enjoyable. Be proactive, comply with regulations and report to your supervisor any method or dangerous conditions.
- If you witness unsafe practices, you need to intervene. Health and safety is everyone's concern.
- You can always refer to the document Prevention program you signed when you were hired.

Dress code and / or use of safety equipment

- Safety glasses must be worn in and around the garage. The following locations are excluded from this policy unless special conditions represent risk injury to the eyes:
 - Cafeteria and locker room
- Safety glasses must be imperatively worn even though the employee wears contact lens.
- Wearing safety shoes is mandatory throughout the garage and when indicated.
- Wearing a full-face visor is mandatory when handling chemicals and when using a rectifier.
- Wearing gloves is mandatory for any employee working in a situation that causes risk of injury to the hands.

Examples:

- in the machine shop (welding or other);
- when handling the metal plate (bending and shear);

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- when handling chemicals;
- any other situation that can cause risk of injury to the hands.
- Employees who needs to operate a lift must hold their competency certificate
- It is the responsibility of the employee who used a forklift to ensure it works properly, its fire extinguisher is in place and in good working condition.
- It is strictly forbidden to wear necklaces, earrings, bracelets, watches without safety pin, rings in the garage except for offices. Note that it is still not recommended to wear a watch with safety pin for employees working near moving machinery.
- All clothing must fit properly (no loose parts). Wearing short pants (shorts) and/or topless is forbidden.
- When an employee uses personal protective equipment made available to all employees, he must, after use, clean the equipment, ensure its good condition and put it back in the right place.
- Any employee working more than 3 meters in height must use a safety harness, including the lifting platform (Plafolift).
- The use of protective shield is required when welding equipment use.

Behaviours

- Any employee required to perform work on equipment or machine must comply with the lockout procedure of the garage.
- Any employee working with chemicals must comply with the stipulated working procedure within WHMIS.
- Ladders and stepladders are to be used safely.
- It is strictly forbidden to walk in the store except for employees of the shipping department, when taking inventory and transportation equipment.
- All vehicles, forklifts, etc. must be operated safely, prudently and diligently to prevent all risks of accidents, personal injury or property damage.
- It is strictly forbidden to use the forks of the forklift as a scaffold except with the cage provided for that purpose.
- Speeding, sudden departures and noise with the vehicles of the Company, whether inside or outside the garage, are prohibited.
- Traffic routes and safety equipment storage areas must be kept free at all times.
- It is strictly forbidden to own a butane lighter in the workplace.

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- Cleaning or washing his clothes using compressed air is strictly forbidden.
- It is also strictly forbidden to smoke inside our garage. It is allowed to smoke only outside the garage near the door to the loading dock or near the main door only during periods of scheduled breaks. For further information, please refer to the document Tobacco policy that you signed.
- The employee must submit to a medical examination if reasonable doubt is raised on his health.
- An employee who suffers body injury, however small it may be, must declare in an accident report immediately thereafter unless the severity of the injury prevents him from doing so. In this case, they must complete an accident report as soon as possible.
- An employee who witnesses an incident that potentially could cause bodily injury must fill out an incident report immediately afterwards.
- An employee who witnesses a dangerous situation must complete a hazard statement report and report it to a member of the health and safety committee.
- Workplaces must be kept clean and safe.

Visitors

- Any external visitors (e.g. suppliers) must meet all regulations.
- All family visitors (e.g. spouse or child) must comply with all regulations or must remain at home if not inclined to do so.

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Reinforcing Safe Behaviors Policy

PREAMBLE

Having a core value respect for all of our employees and the communities where we operate, no work is important enough that we tolerate the presence of dangerous situations. In this sense, as a business, if we want to be consistent with this value, each of us should have safe behavior within the rules and standards of health safety. We firmly believe that all injuries are preventable.

GOAL

FTE Drilling shall build a strong Occupational Health and Safety (OSH) culture while demonstrating its clear and unconditional commitment to prevention of unsafe behaviors. To do so, we will:

- Reinforce safe behaviors on health safety.
- Applying the principle of zero tolerance.
- Ensure consistent treatment, uniform fair and equitable to all persons employed by the group.
- Implementing rules and appropriate disciplinary measures in case a corrective action is deemed necessary.

APPLICATION

This policy applies to all staff, regardless of their position (senior staff and hourly employees). The observance and strict implementation of OSH management system are a condition of employment.

DEFINITIONS

"Failure minor" means a behavior or action of an individual who breaks a known directive that results in, or could result in a minor consequence to their health and/or physical integrity or to others' health and physical integrity. Here's a list (not exhaustive) of examples of minor violations:

- failing to wear personal protective equipment (PPE);

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- use compressed air on the skin or clothing (to remove dust);
- walking on a free rolling conveyor;
- customize the application procedure or deviate from the original procedure established;
- etc.

"Serious breach" means a behavior or action of an individual who breaks a known directive that results in, or could result in a catastrophic consequence for the health and/or physical integrity or others' health or physical integrity. Here are some examples of serious breaches (not exhaustive):

- lockout:
 - willfully neglect to padlock;
 - omit the evidence;
 - remove the lock of another employee;
 - do not follow the instructions of the lockout card;
 - etc.
- Confined space entry:
 - enter without a permit confined space;
 - as a supervisor, to leave his post when there are incoming in the confined space;
 - not to sample all contaminants specified on the plug of the enclosed space;
 - etc.
- Hot work:
 - performing hot working without a license when the latter is required;
 - performing a hot working in a special area unattended;
 - etc.
- Other rules of Health and Safety:
 - Edit or remove a protective mechanism;
 - Perform any abusive or inappropriate maneuver mobile equipment and/or lifting apparatus;
 - Failure to report an accident;

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- Neglecting voluntarily to practice a working procedure, which would entail a serious breach as defined above.

"Catastrophic consequence" means an event whose consequence could result in death or impact with these characteristics:

- Be life threatening;
- Cause unconsciousness;
- Result in a substantial loss of blood;
- Cause the fracture of a limb (arm, leg);
- Lead to amputation of a body part (leg, foot, toe, arm, hand, finger);
- Cause burns over a large part of the body;
- Result in the loss of an eye.

BUILDING PROCESS

As our primary objective is to build together a strong OSH culture, this policy aims to reinforce safe behaviors.

Therefore, it is required that each discipline in this area is preceded by a process of investigation and analysis to determine the causes that led to an OSH system failure.

The role of supervisors and stakeholders involved in the investigation and the analysis is to gather the facts and information and present the results. In light of the findings, they make recommendations to the management. These recommendations may include, for example, changes to the existing procedure, provide adequate training, etc.

Should it prove necessary to impose discipline, the principle of gradation graduation following will be applied rigorously.

DESCRIPTION AND GRADATION OF DISCIPLINARY MEASURES

Failure minors:

When an employee violates a component of the OHS management system and the consequence that results is a "minor breach", he will be subject to the following procedure:

The gradation is done when there is recurrence of the same offense.

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- 1st breach: preventive meeting and discussion to review and explain the causes, consequences and fixes the breach.
- 2nd violation: Written warning.
- 3rd offense: Suspension without pay 3 days.

Note: After 3 "minor breaches" for the same offense, the following will be treated as "grave breaches".

Serious breaches:

When an employee violates a component of the OHS management system and the consequence that results is a "serious breach", it will be subject to the following procedure:

- 1st breach: minimum of 1 week suspension without pay.
- 2nd breach: minimum 4 week suspension without pay.
- 3rd breach: dismissal.

EXCEPTIONS

In the event of a major offense resulting from a flagrant violation of the accumulation of several offenses in connection with one or more events or other exceptional events considered, FTE Drilling reserves the right not to follow the above procedure and apply disciplinary action in relation to the seriousness of the offense.

ROLES AND RESPONSIBILITIES OF STAKEHOLDERS

Worker

- Take knowledge of safe behavior building policy
- Commit to the strengthening links policy of safe behavior

Supervisors

- Commit to the safe behavior building policy
- Apply safe behaviors that will result in strengthening the policy consistent, fair and equitable for all employees;

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- Demonstrate exemplary behavior;
- Provide the worker the necessary resources (equipment, training, etc.) to be able to perform his job safely;
- Respect the principle of gradation in the application of disciplinary measures, while imposing measures proportional to the content of the failure;
- Act promptly before a fault, a breach or a default.

Production director

- Commit to the strengthening of safe behavior policy.
- Demonstrate exemplary behavior.
- Act promptly before a fault, a breach or a default.
- Providing the necessary support to the supervision team in the implementation of this policy.
- Ensure the implementation of this policy.

In witness whereof, I have read, signed and accepted the information in this document

Name, First Name (block letters)

Signature of employee

Date signed

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Procedure in case of accident or incident at work

- 01 Report the accident as soon as possible to your supervisor.
- 02 Get first aid if necessary.
- 03 Fill the F1 form and return it to your supervisor
- 04 F3 Return the form to your employer to let him do it fill it out.
- 05 See a doctor.
- 06 Have the form F2 during your meetings to the doctor, and give it to the doctor.
- 07 Check with ESS company official and complete the complaint form CSST worker.
- 08 After each visit, put all the medical documents and Form F2 immediately to the OHS corporate responsible.
- 09 Follow all recommendations of your doctor (treatment, prescription, disability, etc.).
- 10 In case of work stoppage, keep in touch with SST responsible of your company to discuss the evolution of your injury



SECURITY FORM

PRESS BRAKE



RISKS

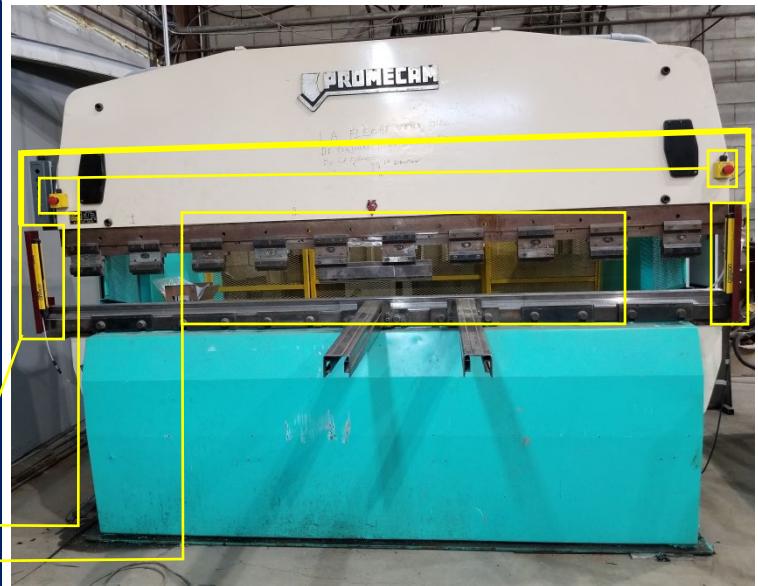
- Access to the hazardous area from the front (die)
- unexpected start during maintenance or repairs
- accidental descent of the apron
- involuntary action on the pedal or the control rod
- Access to the mobile elements of the folding machine
- badly trimmed sheets handling
- Handling of heavy parts or large
- Fall plates
- Access to the danger zone from the sides and rear
- Or whipping movement of the workpiece during the bending
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- cameras security system (light curtain)
- Emergency stop buttons
- fixed guard preventing access to the rear of the



SAFETY INSTRUCTIONS

- Permanently maintain the protections in place during machining
- Never perform maintenance on the equipment if the energies are not controlled by the lockout
- Seek help from another worker to handle the pieces if they're heavy or bulky
- Wear cut resistant gloves for handling the sheets
- Minimize the opening between the dies according to the workpiece to be bent

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

GRINDER



RISKS

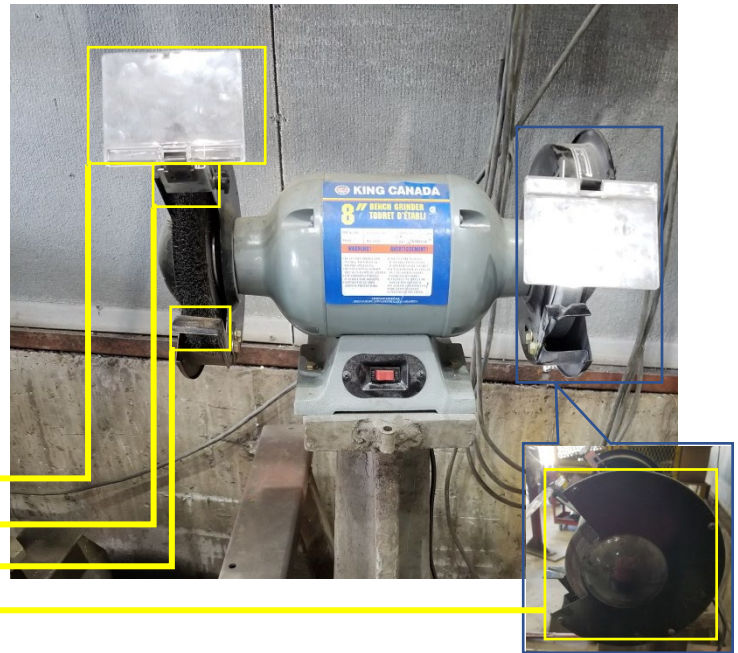
- Eye injuries (projection)
- Hand injuries through contact with the wheel
- Injury by bursting of the wheel or projection of the part
- Fall, Slipping
- Falling objects
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- transparent protective screen
- Spark arrestor
- Rest room
- protective guard (housing)



SAFETY INSTRUCTIONS

- Wear cut resistant gloves and clothing adjusted and keep long hair tied
- Make sure there are no flammable materials close to the grinder
- Check the condition of the grinding wheel before use
- Adjust the spark arrester to a maximum of 5 mm wheel
- Adjust the workpiece support to a maximum of 3 mm Wheel
- The shield must be adjusted to avoid the projection of particles during grinding
- Never perform maintenance on the equipment if the energies are not controlled by the lockout

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

BIG TOUR CONVENTIONAL



RISKS

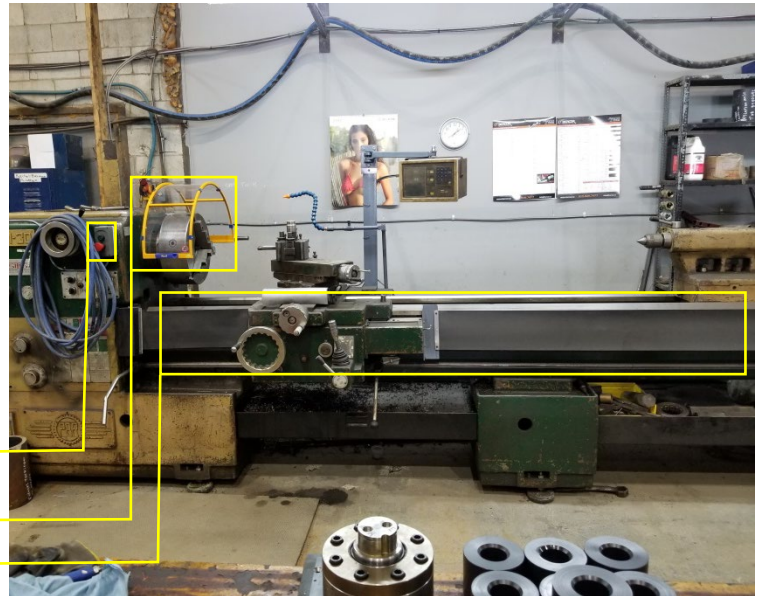
- Contact with the workpiece or the rotating mandrel
- accidental starting of the tower during maintenance or repairs
- Contact motion transmission mechanisms
- Contact with sharp edges of the play off
- Falling supplies
- Fall, Slipping
- Screening of various elements (pieces of parts, cutting fluid, etc.)
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- Emergency stop button
- security guard on the chuck of the lathe
- Security guard in front of the lead screw



SAFETY INSTRUCTIONS

- Do not wear loose clothing, scarves, ties, jewelry, and keep long hair tied
- Permanently maintain the protections in place during machining
- Do not remove the residues or shavings during machining through the hand under the hood
- If you need to remove residues, use the right tool for this purpose
- Never perform maintenance on the equipment if the energies are not controlled by the lockout

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

DRILL PRESS



RISKS

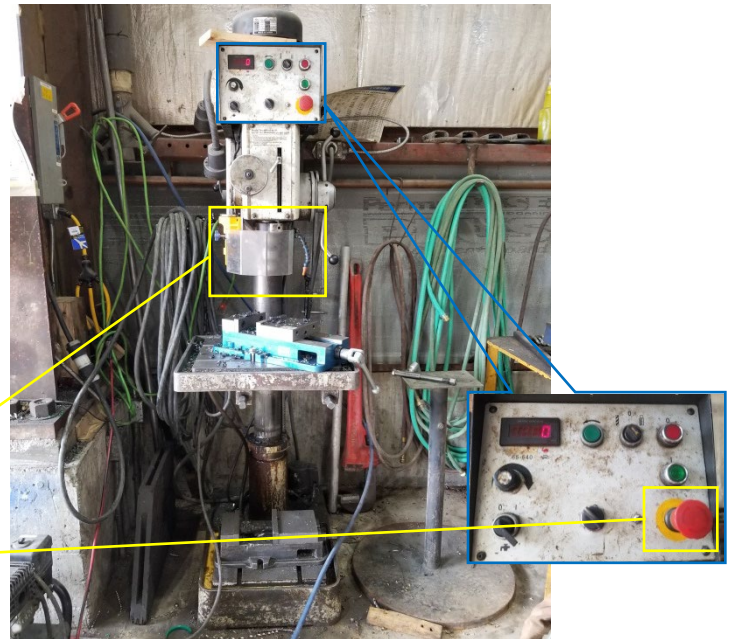
- Contact with the workpiece or the rotating mandrel
- accidentally starting the drill during maintenance or repairs
- Contact with the pulleys and belts
- Contact with sharp edges of the play off
- Falling supplies
- Fall, Slipping
- Screening of various elements (pieces of parts, cutting fluid, etc.)
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- security guard on the drill chuck
- fixed guard around pulleys and belts
- Emergency stop button
- solid anchoring of the drill floor



SAFETY INSTRUCTIONS

- Do not wear loose clothing, scarves, ties, jewelry, and keep long hair tied
- properly adjust the vise and the workpiece in order to avoid movement
- Permanently maintain the protections in place during machining
- Do not remove the residues or chips while machining with your hands, use the appropriate tool for this purpose

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

SHEAR



RISKS

- Access to the danger zone (blade and retaining pistons)
- accidental descent of the blade during maintenance or repairs
- accidental descent of the blade when starting
- Access to the danger zone from the rear of the shears
- involuntary action on the pedal or the control rod
- Access to the moving parts of the drive system
- badly trimmed sheets handling
- Handling of heavy parts and large
- Fall plates
- Projected particles or chips
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- Emergency stop button
- fixed protective guard
- fixed guard preventing access to the rear of the cutter



SAFETY INSTRUCTIONS

- Permanently maintain the protections in place during machining
- Never perform maintenance on the equipment if the energies are not controlled by the lockout
- Seek help from another worker to handle if the pieces are heavy or bulky
- Wear Cut resistant gloves for the handling of sheets

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

BAND SAW HORIZONTAL



RISKS

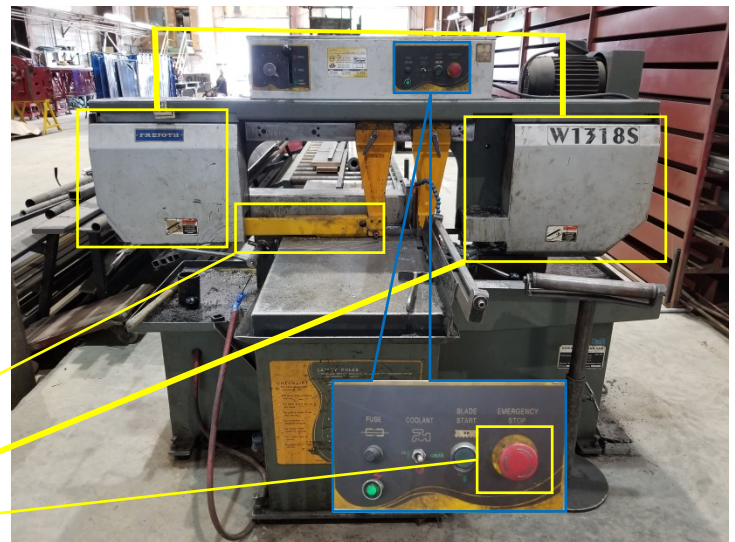
- Access to the moving blade near the point of operation
- Access to moving parts (wheels, unused portion of the blade, drive belts, etc.)
- Access to mechanized uncontrolled movement by the operator (in advance of the blade material, Part brigade, material supply, collection and disposal of chips)
- accidental starting of the saw blade during the change, maintenance or repairs
- Access to the sharp edges of a room or of the saw blade at standstill
- Projection sawdust
- fragments projection due to rupture of the blade
- Fall, sliding
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- Security guard on the discovery knife
- fixed guard around the movable elements
- Emergency stop button



SAFETY INSTRUCTIONS

- Wear fitted clothing
- Adjust the protective door of the blade according to the workpiece
- Do not remove the residues or chips while machining with your hands, use the appropriate tool for this purpose
- Wear cut-resistant gloves when handling the blade. Never wear gloves while cutting

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

REEL GRINDING TO BITS



RISKS

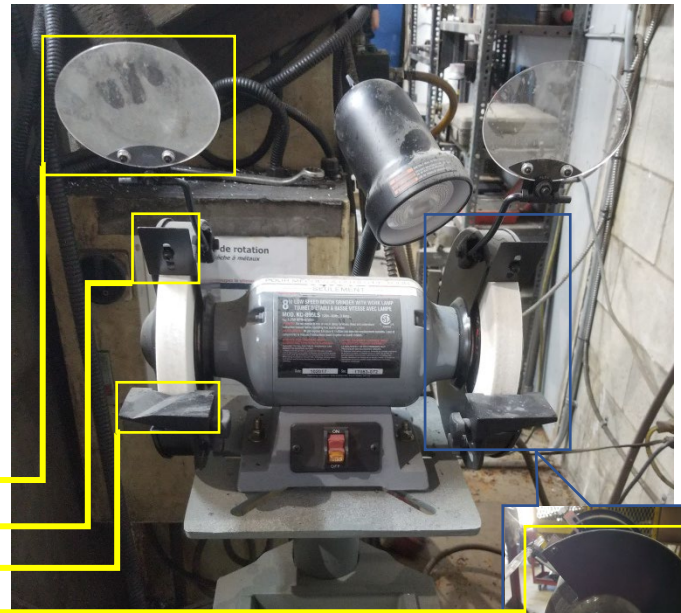
- Eye injuries (projection)
- Hand injuries through contact with the wheel
- Injury by bursting of the wheel or projection of the part
- Fall, Slipping
- Falling objects
- Contact with parts normally or accidentally energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- transparent protective screen
- Spark arrestor
- Rest room
- protective guard (housing)



SAFETY INSTRUCTIONS

- Wear cut resistant gloves and clothing adjusted and keep long hair tied
- Make sure there are no flammable materials close to the grinder
- Check the condition of the grinding wheel before use
- Adjust the spark arrester to a maximum of 5 mm wheel
- Adjust the workpiece support to a maximum of 3 mm Wheel
- The shield must be adjusted so as to avoid the projection of particles during grinding
- Never perform maintenance on the equipment if the energies are not controlled by the lockout

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

CONVENTIONAL MILLING



RISKS

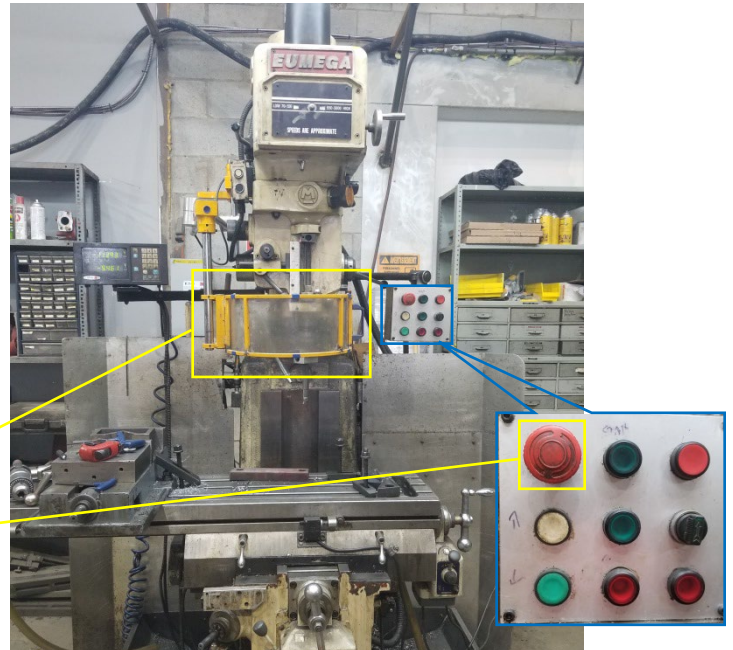
- Contact with the tool or spindle in rotation
- accidentally starting the drill during maintenance or repairs
- Access to dangerous areas created by the movement of the table
- Contact by the movement transmission mechanisms
- Contact with sharp edges of the play off
- Falling supplies
- Fall, Slipping
- Screening of various elements (pieces of parts, cutting fluid, etc.)
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- security guard on the spindle of the milling machine
- fixed guard around pulleys and belts
- Emergency stop button
- solid anchoring of the mill floor



SAFETY INSTRUCTIONS

- Do not wear loose clothing, scarves, ties, jewelry, and keep long hair tied
- Ensure a minimum clearance of 24 inches between the table to its maximum stroke and other obstacles
- Permanently maintain the protections in place during machining
- Do not remove the residues or chips while machining with your hands, use the appropriate tool for this purpose

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure

SECURITY FORM

SMALL TOUR CONVENTIONAL



RISKS

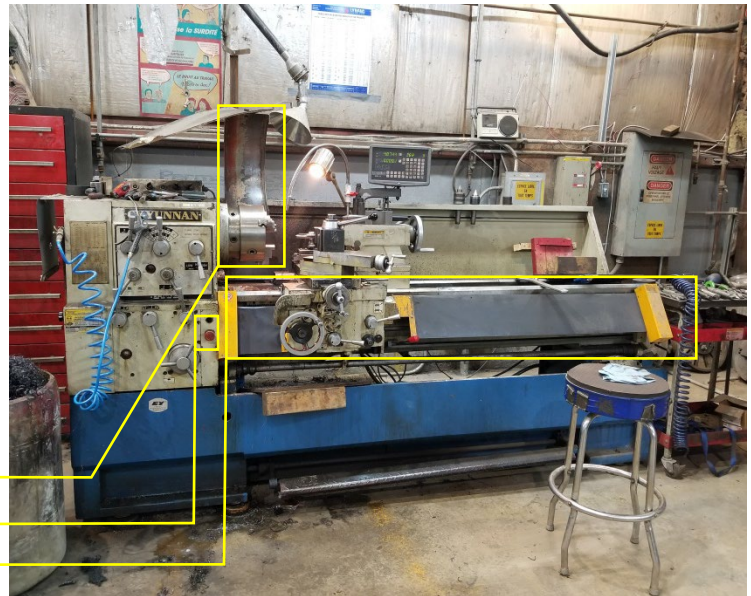
- Contact with the workpiece or the rotating mandrel
- accidental starting of the tower during maintenance or repairs
- Contact motion transmission mechanisms
- Contact with sharp edges of the play off
- Falling supplies
- Fall, Slipping
- Screening of various elements (pieces of parts, cutting fluid, etc.)
- Contact With Parts Normally Or Accidentally Energized

MANDATORY PERSONAL PROTECTIVE EQUIPMENT



COLLECTIVE PROTECTIVE EQUIPMENT

- security guard on the chuck of the lathe
- Emergency stop button
- Security guard in front of the lead screw



SAFETY INSTRUCTIONS

- Do not wear loose clothing, scarves, ties, jewelry, and keep long hair tied
- Permanently maintain the protections in place during machining
- Do not remove the residues or shavings during machining through the hand under the hood
- If you need to remove residues, use the right tool for this purpose
- Never perform maintenance on the equipment if the energies are not controlled by the lockout

PROCEDURE IN CASE OF ACCIDENT

- Stop the machine with the emergency stop button
- Prevent plant manager and the rescue workers on site
- Provide appropriate care, and if necessary, contact the emergency services
- Follow the accident reporting procedure