

TOOLBOX TALK

Foot Protection PPE

1. Description:

OSHA requires workers to use protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, or when the use of protective footwear will protect the affected employee from an electrical hazard, such as a static-discharge or electric-shock hazard. Additionally, protective footwear may be required to protect against other hazards, e.g., wet conditions and exposure to chemicals.

2. Foot Hazards:

- Falling objects
- Rolling objects
- Sharp object piercing the sole
- Electric shock
- Chemicals
- Water
- Extreme heat and cold temperatures

3. Examples of Typical Protective Footwear (Not all footwear protects against all hazards):

- Safety shoes (containing a steel or composite protective toe)
- Safety shoes with metatarsal guard (adds additional protection of the foot instep)
- Conductive safety shoes (for work in explosive/hazardous conditions) NOT FOR ELECTRICAL WORKERS
- Electrical Hazard Non-conductive safety shoes (for electrical workers)
- Safety shoes with puncture resistant soles (protects the sole against sharp objects)
- Water/chemical resistant overshoes/boots
- Insulated safety shoes

4. Employer Footwear Program Requirements Overview:

- Perform and document a hazard assessment and identify required specific types of foot protection.
- Provide task/job specific foot protection for employees in accordance with identified hazards.
- Train employees on the proper selection and use of foot protection.

5. Employee Responsibilities Overview:

- Wear job appropriate foot protection in accordance with the employer's requirements and training.
- Inspect foot protection to ensure it is in good condition. Discard/replace damaged foot protection.
- Follow the manufacturer's instructions for care, maintenance and storage.

Effective August 25, 2025, all World Stone Group employees working in the shop or in the field are required to wear steel toe footwear at all times during work hours.

Key Points of the Policy:

- Steel toe boots or shoes must be worn at all times in designated work areas (shop floor and all installation sites).
- Employees without proper safety footwear will not be permitted to work and may be sent home without pay.

Examples of retail location to obtain this footwear include Amazon.com, Dick's Sporting Goods, DSW, Kohls, Red Wing Shoes, and Deluth Trading Company.