

Document Name: Heat Illness Prevention Plan	Control Number:	 A CRH COMPANY	 A CRH COMPANY	 A CRH COMPANY
Revision Date: 08/10/26	Revision Number: 1			
Revised By: Ligia Pascual	Owner: Safety			

Heat Illness Prevention Plan

1. Purpose

Employees working at locations where environmental risk factors for heat illness are present are at greater risk for heat injury and illness if they do not take the necessary steps to protect themselves. The objective of this program is to enhance employee awareness regarding heat injury and illness, the different types of heat illness, prevention measures, and related first aid.

Employees who work outdoors and warm environments and all individuals who supervise these employees must comply with the procedures in this program.

2. Scope

This program applies to all personnel who work outdoors and in warm environments, and their supervisors, when environmental risk factors for heat injury and illness are present.

3. Responsibilities

- **Supervisors/Manager**
 - Has overall responsibility for overseeing and implementing the Heat Injury & Illness Prevention Plan.
- **Program Administrator**
 - Prepare and maintain a written program which complies with any applicable state/local requirements
 - Provide training to potentially impacted employees and their supervisors on the risk factors of heat illness and ways to prevent it, including how to recognize symptoms and take appropriate response measures
- **Employees**

Comply with the provisions of the Heat Illness Prevention Program. Attend and adhere to information/guidelines that were covered and/or documented as part of the Heat Illness Training.

 - Consume drinking water frequently when risk factors for heat illness are present.
 - Utilize cool shaded areas to rest and recover after working in the heat.
 - Report any heat related illness symptoms to their supervisor.
 - Be alert for the signs and symptoms of heat illness.
 - Maintain two-way communication with Site contact if working off-site or alone.
 - Inform your supervisor of any health issue that might affect your ability to work safely in the heat.
 - Inform your supervisor if water or shade is not readily available.
 - Look out for fellow co-workers.

Document Name: Heat Illness Prevention Plan	Control Number:			
Revision Date: 08/10/26	Revision Number: 1			
Revised By: Ligia Pascual	Owner: Safety			

4. Procedure

1. Access to Water

- i. Supervisors must provide employees with access to fresh, pure, and suitably cool water and encourage consumption of small amounts frequently throughout the workday.
- ii. All workers, whether working alone or in groups, will have access to drinking water.
- iii. If plumbed potable water is not readily accessible, portable water containers or bottled water must be made available before work can commence.
- iv. Water storage containers, drinking vessels and support utensils must be kept in a condition that is both clean and sanitary.
- v. Water must be placed as close as possible to the workers to encourage frequent water consumption.
- vi. When the work environment is such that water cannot be placed close to the workers, bottled water or personal water containers must be provided.
- vii. Storage containers must be refilled with fresh cool water when levels drop below 50%.
- viii. When the mandates cannot be met, work must cease, and the workers must be moved into a controlled environment.
- ix. During employee training, the importance of frequent water intake will be stressed.

2. Access to Shade

- i. Access to open shade structures is required when temperatures equal or exceed 80 F.
- ii. Supervisors must provide access to shade promptly at temperatures less than 80 F when requested by an employee.
- iii. Employees in need of a recovery period from the heat must be provided with access to shade that is either open to the air or provided with ventilation or mechanical cooling.
- iv. Alternative cooling methods may be used if they prove to be at least as effective as an appropriate shaded area.
- v. When access to open shade structures is required, the shade structures must be as close to the workers and work site as practical.
- vi. During employee training, the importance of taking frequent breaks in cool shade will be stressed.

3. High Heat Procedures

High Heat Procedures are the additional preventive measures that this company will use when the temperature equals or exceeds 95°F.

- i. To reduce the risk of heat-related illness during times of high heat, the following steps will be taken:
 - a. The designated person(s) will ensure that effective communication by voice, observation, or electronic means is maintained so that employees at the worksite can contact a supervisor when necessary. If the designated person(s) is unable to be near the workers to observe them or communicate with them, then an electronic device (such as a cell phone or text messaging device) may be used for this purpose only if reception in the area is reliable.
 - b. The designated person will observe employees for alertness and signs and symptoms of heat illness.
 - c. The designated person will remind employees throughout the work shift to drink plenty of water.

Document Name: Heat Illness Prevention Plan	Control Number:			
Revision Date: 08/10/26	Revision Number: 1			
Revised By: Ligia Pascual	Owner: Safety			

- d. The designated person will closely supervise all new employees, or a “buddy” or more experienced co-worker will do so, for the first 14 days of employment, unless the new employee indicates at the time of hire that he or she has been doing similar outdoor work for at least 10 of the past 30 days for four or more hours per day.

4. Worker Acclimatization

- i. Supervisors of new employees and employees not accustomed to working in the heat must lessen the workload and intensity for the first two weeks. Acclimatization must be gradual and deliberate.
- ii. Acclimatization process must be appropriate and tailored to the individual employee.
- iii. Supervisors will remind employees before and during the work shift to pace themselves, take frequent breaks in cool shade, and to drink plenty of water.

5. Heat-Related Illness Response

- i. When an employee displays signs or symptoms of heat illness, move the victim to shade, provide cool water to drink, remove excess layers of clothing, place ice packs in the armpits and groin and fan the victim. Do not leave the victim unattended at any time.
- ii. When an employee suffering from heat illness does not improve after consuming water and resting, initiate medical emergency procedures.
- iii. When an employee displays signs or symptoms of severe heat illness (loss of consciousness, incoherent speech, convulsions, red and hot face), initiate medical emergency procedures.
- iv. When any of the above occurs at a location in which a hospital is greater than 20 minutes away, initiate medical emergency procedures

5. Training

When environmental risk factors for heat illness are present in a job site or work location, heat illness training must be provided for employees assigned to work in those areas. Supervisors of those employees must also attend or complete subject-appropriate training. Refresher training must be conducted annually. All training must be documented.

7. Employees

All employees working on job tasks where environmental risk factors for heat illness are likely shall receive instruction before being assigned to work tasks. Training topics shall include the following:

- i. The environmental and personal risk factors related to heat illness.
- ii. The procedures for identifying, evaluating, and controlling exposure to the risk factors.
- iii. The importance of:
 - a. Acclimatization
 - b. Water, rest, and shade
- iv. The different types, signs and symptoms of heat illness.
- v. The importance of promptly reporting any symptoms of heat illness to their supervisor.
- vi. How to respond to symptoms of heat illness, including how to request emergency medical services should they become necessary.

Document Name: Heat Illness Prevention Plan	Control Number:			
Revision Date: 08/10/26	Revision Number: 1			
Revised By: Ligia Pascual	Owner: Safety			

8. Supervisors and Affected Employees

Supervisors or their designees shall receive training from EH&S or an accredited outside source on the following topics prior to being assigned to supervise outdoor employees:

- i. Information as detailed above in the employee training requirements.
- ii. How to effectively implement the provisions of this program.
- iii. How to respond effectively when an employee exhibits or reports symptoms consistent with possible heat illness, to include requesting emergency medical services