

 DEE CRAMER HEATING / COOLING / SHEET METAL <i>Dedicated People. Delivering Quality.</i>	Dee Cramer, Inc. Safety Management System	Doc No:	HEAT&COLD
		Initial Issue Date:	1/1/2017
		Revision Date:	6/23/2026
HEAT & COLD STRESS POLICY		Revision No.	1.0
		Next Review Date:	6/23/2029
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Purpose

The purpose of this program is to establish a heat and cold stress policy.

Scope

This policy applies to all employees at Dee Cramer, Inc.

Definitions

Acclimatization – The process by which the body gradually adapts to working in hot environments typically taking 7-14 days

Cold Acclimatization – The process of physiological adaptation to cold environments, improving tolerance over time.

Cold Stress – A condition where the body loses heat faster than it can produce it, leading to hypothermia or frostbite.

Frostbite – Freezing of the skin and underlying tissues, typically affecting fingers, toes, ears, and nose. Severe cases can lead to permanent tissue damage.

Heat Exhaustion – A moderate heat-related illness caused by excessive loss of water and salt through sweating. Symptoms include weakness, dizziness, nausea, and heavy sweating.

Heat Stress – A condition where the body absorbs more heat than it can dissipate, leading to increased core temperature and potential health risks

Heat Stroke – A severe, life-threatening condition where the body's temperature regulation fails, causing core temperature to rise above 104°F (40°C). Symptoms include confusion, seizures, and loss of consciousness.

Hypothermia – A dangerous drop in core body temperature below 95°F (35°C), causing shivering, confusion, and possible unconsciousness.

Wind Chill – The perceived decrease in air temperature felt by the body due to wind speed, which accelerates heat loss.

Responsibilities

Supervisors/Managers

- Enforcing the Heat and Cold Stress Policy
- Schedule work/rest cycles based on environmental conditions
- Inform employees of forecasted extreme weather conditions
- Ensure hydration and warming and cooling areas are accessible
- Understand the emergency procedures for heat and cold related illnesses

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Safety Department

- Create and maintain Heat and Cold Stress Policy
- Provide training for recognizing symptoms of heat and cold stress
- Investigate heat or cold related incidents

Employees

- Follow work rest/hydration schedules
- Wear appropriate PPE and clothing for weather conditions
- Report any signs or symptoms experience or witnessed to supervisors

Preventing Heat-Related Illnesses (Heat Stress)

When the body heats up faster than it can cool itself, mild to severe illnesses may develop. It's important to recognize the symptoms of heat-related illnesses and understand how to prevent, control, and respond to their effects.

Factors that increase the risk of developing heat-related illnesses:

- Air temperature
- Humidity
- Clothing
- Sex
- Weight
- Physical fitness
- Nutrition
- Alcohol or drug use
- Pre-existing conditions (i.e. diabetes)

Different Types of Heat-Related Illnesses

Any signs of heat-related illness shall be reported immediately.

Someone with a mild reaction to heat may have a rash called "prickly heat" or painful muscle spasm, called heat cramps, during or after activity.

Symptoms of a mild reaction:

- Fatigue or dizziness
- Change in physical or mental performance and an increase in accidents
- Excessive sweating, cold, moist, pale or flushed skin
- Thirst
- Extreme weakness or fatigue
- Headache, nausea, lack of appetite
- Rapid weak pulse,
- Giddiness

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Anyone with mild or moderate symptoms should be moved to a cool, shaded place with circulating air. They should lie down and, if conscious, be given small sips of cool water at frequent intervals. If symptoms continue, a doctor should be called.

In severe cases of heat illness, heat stroke may result.

Symptoms of heat stroke:

- The victim's face is flushed red
- Their skin is hot and dry with no sweating
- They develop severe headaches with deep, rapid breathing
- They have a very high fever and may become delirious.
- They may become unconscious, have convulsions, or lapse into a coma.

This condition is fatal unless emergency medical treatment is obtained. Immediately call for medical help. In the meantime, get them out of the hot environment. Loosen clothing and pour water over the entire body. Get air circulating around the body.

How to Prevent Heat-Related Illnesses

Recognizing the warning signs and symptoms of heat-related illnesses and using preventive and control measures can reduce the frequency and severity of heat illness while increasing worker productivity.

Measures of prevention:

- Drink water
 - Drink small amounts of water frequently, about a cup every 15- 20 minutes.
- Limit exposure time and/or temperature
 - Try to schedule hot jobs for cooler times of the day or cooler seasons of the year. Take rest breaks in cool areas. Add more workers to reduce workload or reduce the workday.
- Acclimatization
- Engineering controls
 - Mechanize heavy jobs or increase air movement with fans or coolers.
- Wearing loose, lightweight clothing
 - Clothing can affect heat buildup.
- Salt tablets should not be used
 - Taking salt tablets can raise blood pressure, cause stomach ulcers, and seriously affect workers with heart disease. .

Different Types of Cold Stress

Any signs of cold-related illnesses shall be reported immediately.

Hypothermia is the most common type of cold stress. Hypothermia occurs when your body temperature drops from prolonged exposure in a cold environment. Your body stores energy and

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that keeps you warm at first but as you stay in the cold your body burns that energy and cannot replace it as quickly.

Symptoms of Hypothermia:

- Slowed heartbeat and irregular breathing
- Drowsy or feel extremely exhausted
- Memory lapse and difficulty speaking

If you suspect a person is suffering from hypothermia, call for medical attention immediately. While waiting for help you should keep the person in a warm room. Remove any wet clothing and wrap them in a blanket. Give them a warm drink such as hot tea. This will help raise their body temperature.

The second most common form of cold stress is Frostbite. Frostbite is caused by the body beginning to freeze and usually starts in the toes or fingers which lose heat the fastest. In severe frostbite cases the tissue is permanently damaged and must be amputated to stop the spread of dead tissue.

Symptoms of frostbite:

- Numbness of the area
- Tingling or aching feelings
- A blueish waxy skin.

If someone is showing symptoms of frost bite call for medical help as soon as possible. Try not to use the area of body that is suffering frostbite it is your hands try not to touch or pick up things. If your feet are frostbitten do not continue to walk on them, it could cause more damage. Use luke-warm (NOT HOT) water to help restart circulation; never rub the area it could cause the frostbite to spread. Never use a fireplace, stove, or other heat source to warm up. Since the skin is numb you could get to close and cause burns.

How to Prevent Cold Stress

There are simple and easy ways to prevent cold stress in the workplace. It is really all about working safely and wearing the right protective gear. This is the best way to prevent cold stress in the workplace.

- Wear insulated work boots and wool socks.
- Never wear tight clothing. You must allow room for air to circulate.
- Keep a change of socks and other clothing to switch into if anything you are wearing gets wet.
- Wear gloves and a hat always.
- Keep warm by drinking hot liquids such as tea, coffee, and hot chocolate. You can also eat soup at lunch to help warm up your core temperature.

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- If possible, take your breaks in a warm area. If there is no building available, you can sit in your truck with the heat on.

Preventing cold stress in the workplace is very important. Many people are unaware that the cold can seriously injury or in extreme cases be fatal if the proper safety precautions are not followed.

Training

All employees are trained in the awareness and response of heat and cold stress via toolbox talk. Refresher training shall be implemented when this procedure changes.

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Management of Change		
Date	Description of Change	Name
6/23/2026	General process flow updates. Added training section.	Madelyn Nichols