

(a) General. In support of its zero accident initiative, B&W Y-12 has established a policy that Seller employees working on site should wear safe and appropriate footwear for work activities and site conditions. This policy applies in all Y-12 National Security Complex areas including: production areas, offices, general use areas, and parking areas. The policy does not supersede requirements for safety shoes in Company procedures incorporated into this Agreement, the specification or statement of work, area signs, or job hazard analyses.

(b) Appropriate Footwear.

Footwear **shall** meet the following requirements:

- Heel height three inches or less, as measured at back of the heel.
- Heel width (side to side) one-half inch or more as measured at the tread surface.
- Heel closed or supported (strap) except with a medical restriction.
- Open toe shoes are allowed.
- Footwear upper covering (i.e., parts of a shoe that are above the sole) shall sufficiently secure the footwear.
- Flip flops, beach shoes, or similar footwear are not allowed, no medical exceptions allowed.
- Use of platform shoes over one inch are not allowed, except with a medical restriction.

(c) Inappropriate Footwear. Examples of inappropriate footwear include:

- Flip flops/beach shoes
- Open-backed shoes
- Slides/mules (backless shoes)
- Sandals
- Footwear with heels greater than 3"
- Shoes with spiked heels
- Platform shoes (soles greater than 1")
- Molded/plastic "gummy" shoes

(d) The Seller shall include this clause in subcontracts involving work done on site at the Y-12 National Security Complex.

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