

I. BACKGROUND AND PURPOSE

- a. To establish, implement and maintain a Cold Stress program for Warner Bros. Studio Operations (WBSO)
- b. To protect the health and safety of employees by providing them with instructions and working procedures for safely entering and working in cold environments.
- c. To assist supervisors, employees, and contractors to comply with WBSO's Cold Stress Program. This program provides guidance, and when followed, should prevent or minimize the potential for employee/contractor injury or illness resulting from work being performed in, or near, cool spaces.
- d. Applies to all employees, contractors and visitors who may be exposed to cold stress conditions (e.g., temperatures below 40 degrees Fahrenheit, wind chill or wet conditions).

II. Responsibilities

- a. Managers/Supervisors
 - i. Ensure implementation of controls, monitor conditions and enforce compliance.
- b. WBSO Safety & Environmental Affairs
 - i. Provide training, conduct risk assessments, and monitor health outcomes.
- c. Employees
 - i. Follow safety procedures, wear appropriate layered clothing, and report symptoms or unsafe conditions.

III. Hazard Identification

Cold stress can lead to a variety of different illnesses/injuries:

- a. Hypothermia - exposure to cold temperatures causes the body to lose heat faster than it can be produced. Prolonged exposure to cold will eventually use up the body's stored energy causing an abnormally low body temperature.
- b. Frostbite - is caused by the freezing of the skin and tissues. Frostbite can cause permanent damage to the body, and in severe cases can lead to amputation.
- c. Trench foot - is a non-freezing injury of the feet caused by prolonged exposure to wet and cold conditions.
- d. Chilblains (perniosis) - are painful inflammation of small blood vessels in the skin, caused by the repeated exposure of skin to temperatures just above freezing to as high as 60°F.

Risk factors include:

- e. Low temperatures
- f. Wind chill
- g. Wet clothing
- h. Prolonged exposure
- i. Inadequate clothing

IV. Prevention Measures

- a. Environmental Controls
 - i. Maintain consistent temperature and humidity levels

- ii. Ensure proper ventilation to prevent condensation
 - iii. Use anti-slip flooring and mats if necessary
 - iv. Track temperatures with thermometers and humidity sensors for monitoring
- b. Work Practice Controls
 - i. Limit time spent in cold zones through job rotation
 - ii. Schedule regular warm-up breaks in heated areas
 - iii. Use a buddy system for longer tasks
 - iv. Encourage hydration and proper nutrition
- c. Personal Protective Equipment (PPE)
 - i. Insulated gloves and footwear with anti-slip soles
 - ii. Thermal vests or jackets designed for cool indoor environments
 - iii. Head coverings and neck warmers if needed
 - iv. Moisture-wicking base layers to prevent dampness

V. Training Requirements

- a. Employees must be trained on:
 - i. Recognizing early signs of cold stress (shivering, fatigue, confusion)
 - ii. Proper use and care of PPE
 - iii. Safety movement and lifting in cold environments
 - iv. Emergency procedures and reporting protocols

VI. Emergency Procedures

- a. Provide access to heated recovery areas (warm room)
- b. Post first aid contact information outside of cold work areas
- c. Post emergency contact information near cold zones