



## Sun Safety Policy

### ***Fred Terry & Son Farm***

***Rationale:*** Skin cancer is the most common cancer in the United States. Exposure to ultraviolet (UV) radiation in sunlight causes nearly all skin cancer cases. Fred Terry & Son Farm is committed to the health and safety of its workers, including protecting our employees from the adverse effects associated with prolonged exposure to outdoor UV radiation. Encouraging and providing sun safety behaviors in outdoor workers helps create a healthy and safe workforce.

#### **Policy:**

Fred Terry & Son Farm will support sun safety for their outdoor employees by:

- Supporting basic personal strategies to prevent skin cancer including:
  - Applying SPF 15+, broad spectrum sunscreen before outdoor work, and reapplying every two hours.
  - Wearing a wide-brimmed hat, UV sunglasses, and long-sleeved clothing (weather permitting) when working outdoors.
  - Working under shaded areas as job tasks allow, and taking breaks under shaded areas, especially between the hours of 10am to 4pm.
- Making sunscreen (SPF 15+, broad-spectrum) available to all outdoor employees free of charge for use during outdoor work hours, dependent on donations as available.
- Providing outdoor employees with personal sun protective equipment such as a wide-brimmed hat, UV protective sunglasses, and other equipment as needed and dependent on donations as available. Employees will be provided with these items seasonally and upon hire.
- Ensuring that shaded break areas are available to all employees.
- Scheduling non-farming job tasks to occur in shaded areas, as feasible.
- Providing sun safety employee training to all outdoor employees annually and upon hire.
- Making skin cancer prevention information and resources available to all employees seasonally and upon request.
- Encouraging sun safety during outdoor work through verbal, written, or online communication methods.
- Ensuring sun safety information and communications are available in English and Spanish languages.
- Re-evaluating sun safety policy on an annual basis or as needed to review its effectiveness.

***Policy Monitoring and Review:*** Fred Terry & Son Farm will evaluate and revise this policy on an annual basis.

***Contact Regarding Policy:*** Contact Ethel Terry with questions or concerns about the policy.

***Date Policy Adopted:*** April 24th, 2023

***Date Policy Updated:*** N/A