

July 16, 2025

To Whom it May Concern:

Subject: Type 2 with Chin Strap Hard Hat Requirement Change for Subcontractors & Visitors – Effective January 1, 2026

EllisDon is committed to providing a safe and secure environment for all employees, subcontractors, and visitors in our work locations that we control or operate in, while striving for continual improvement to prevent workplace injuries and illnesses.

To support this commitment, EllisDon is making a change to our hard hat requirement:

Effective January 1, 2026, all personnel, including subcontractors and visitors to EllisDon sites, must wear a CSA and/or ANSI Type 2 hard hat with manufacturer-approved integrated (four-point) chin strap, worn according to the specifications, properly adjusted and fastened. The hard hat Class must be appropriate for the hazards and compliant with local legislation.

An integrated chin strap is one that is manufacturer-approved for a specific hard hat model, either attached at the time of manufacture or as an accessory designed to work specifically with that hard hat model. An integrated chin strap is designed and tested as part of the hard hat's overall safety system and contributes to meeting specific safety standards.

This implementation is crucial as the construction industry has the highest number of traumatic brain injuries across all sectors, with traumatic brain injuries accounting for approximately 25% of construction-related fatalities. Falls account for 68% of traumatic brain injuries, followed by falling objects and struck-by incidents. Research shows that Type 2 hard hats, particularly those with integrated retention systems, provide significantly greater protection and help reduce the risk of serious or fatal head injuries in the following ways:

- **Enhanced Protection:** Type 2 hard hats provide top, front, side and rear impact protection—making them essential for dynamic construction environments.
- **Secure Fit:** Integrated chin straps ensure the hard hat stays in place during slips, falls, high winds, or while working in awkward positions—providing reliable protection when it's needed most.
- **Dropped Object Prevention:** Properly secured hard hats reduce the risk of becoming a falling object hazard.

In the coming months, our team will be rolling out an external announcement to support this change on our work sites.

EllisDon, its partners, subcontractors, and all subcontractor personnel have a shared responsibility to ensure a safe working and operating environment. We thank you in advance for your commitment towards ensuring and enforcing a safe work environment.

Should you have any questions, please contact your EllisDon representative.

Thank you,



Stephen J. Chaplin
Senior Vice President, Health, Safety & Environment
EllisDon Corporation