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# Hazard Communication Program

**Paramount Media Networks  
2025 Update**



# Paramount Media Networks Hazard Communication Program

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## 1. Overview, Purpose and Scope

### 1.1. Purpose

This Hazard Communication Program (the Program) has been prepared to enhance the safety and health of Paramount Media Networks employees. The Program provides information about the use, handling and storage of hazardous chemicals to employees with potential exposure. The Program has been written to comply with requirements of the Hazard Communication Standard (HCS), under both California and federal requirements.

### 1.2. Scope

The Hazard Communication program includes information about container labeling, Safety Data Sheets (SDS) (formerly Material Safety Data Sheets (MSDS)), employee training, and the personal protective equipment (PPE) necessary to handle these materials safely. It also includes procedures for implementing and maintaining the Program.

The Hazard Communication Standard (HCS) applies as follows:

- Employers must have a written hazard communication program detailing how the organization will comply with the HCS.
- Employers must ensure labels on incoming containers of hazardous chemicals are not removed or defaced.
- Employers must maintain any SDS of hazardous chemicals, and ensure they are readily accessible to employees.
- Employers must ensure employees are trained in the hazards of the chemicals in their workplace.

PMN's Hazard Communication Program must be understood and utilized whenever an employee may be exposed to hazardous chemicals. The Hazard Communication Program applies to all operations that may expose employees to hazardous chemicals as a result of normal work conditions, or as the result of a foreseeable emergency.

In 2012, federal and California OSHA's HCS was significantly revised and now includes provisions adopted from the United Nation's Globally Harmonized System for Classification and Labeling of Chemicals (the GHS System).

#### 1.2.1 Program Exclusions

The Program does not apply to:

(A) Any hazardous waste as such term is defined by the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act of 1976, as amended (42 U.S.C. 6901, *et seq.*), when subject to regulations issued under that Act by the U.S. Environmental Protection Agency.

(B) Tobacco and tobacco products intended for personal use;

(C) Wood or wood products including lumber which will not be processed, where the manufacturer or importer can establish that the only hazard they pose to employees is the potential for flammability or combustibility (non-excluded hazardous substances which are used in conjunction with wood or wood products, or are known to be present as impurities in those materials, and wood which may be subsequently sawed or cut, generating dust, are covered by this program);

(D) Articles – a manufactured item: (1) which is formed to a specific shape or design during manufacture; (2) which has end use function(s) dependent in whole or in part upon its shape or design



during end use; and (3) which does not release, or otherwise result in exposure to, a hazardous chemical under normal conditions of use or in a reasonably foreseeable emergency resulting from workplace operations.

(E) Foods, drugs, or cosmetics intended for personal consumption by employees while in the workplace.

(F) Retail food sale establishments and all other retail trade establishments, exclusive of processing and repair work areas; and

(G) Consumer products packaged for distribution to, and use by, the general public, provided that employee exposure to the product is not significantly greater than the consumer exposure occurring during the principal consumer use of the product.

## 2. References

Number	Title
Title 29, Code of Federal Regulations, 1910.1200	Hazard Communication
Title 8, California Code of Regulations, § 5194	Hazard Communication
California Health and Safety Code § 25249.5, <i>et seq.</i>	Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65)

## 3. Definitions

Further definitions can be found in the HCS state and federal regulations.

Term	Definition
CAS Number	The unique identification number assigned by Chemical Abstract Service to specific chemicals.
Chemical	Any substance or mixture of substances.
Chemical Manufacturer	An employer with a workplace where chemicals are produced for use or distribution.
Chemical Name	The scientific designation of a chemical in accordance with the nomenclature system developed by the International Union of Pure and Applied Chemistry (IUPAC) or the Chemical Abstracts Services (CAS) rules of nomenclature, or a name which will clearly identify the chemical for the purpose of conducting a hazard classification.
Classification	To identify the relevant data regarding the hazards of a chemical; review those data to ascertain the hazards associated with the chemical; and decide whether the chemical will be classified as hazardous according to the definition of hazardous chemical in this section. In addition, classification for health and physical hazards includes the determination of the degree of hazard, where appropriate, by comparing the data with the criteria for health and physical hazards.
Common Name	Any designation or identification such as code name, code number, trade name, brand name, or generic name used to identify a chemical other than by its chemical name.



Term	Definition
Container	Any bag, barrel, bottle, box, can, cylinder, drum, reaction vessel, storage tank, tank truck, or the like that contains a hazardous substance. For purposes of this section, pipes or piping systems are not considered to be containers.
Exposure	Contact with a hazardous chemical or mixture such that a dose may be delivered, including by accidental means. Exposure occurs when a hazardous chemical comes in contact with the skin, is inhaled, swallowed or injected or absorbed into the skin or eyes, or otherwise comes into contact with an employee.
Foreseeable Emergency	Any potential occurrence such as, but not limited to, equipment failure, rupture of containers, or failure of control equipment which could result if an uncontrolled release of a hazardous chemical into the workplace.
Hazard Not Otherwise Classified	An adverse physical or health effect identified through evaluation of scientific evidence during the classification process that does not meet the specified criteria for the physical and health hazard classes addressed in this section.
Hazard Classification	Assignment of one or more of the ten health hazard, sixteen physical hazards, and four other OSHA-identified hazards associated with a hazardous chemical. Most hazard classifications also have categories identifying severity or danger of the hazard.
Hazard Statement	A statement assigned to a hazard class and category that describes the nature of the hazard(s) of a chemical, including, where appropriate, the degree of hazard.
Hazardous Chemical	Any chemical which is classified as a physical hazard or a health hazard, a simple asphyxiant, combustible dust, pyrophoric gas, or hazard not otherwise classified, is included in the List of Hazardous Substances pursuant to California Labor Code Section 6382 or listed by state authorities.
Hazardous Substance	Any substance which is a physical hazard or a health hazard or is included in the List of Hazardous Substances prepared pursuant to California Labor Code section 6382, or by state authorities.
Health Hazard	A chemical for which there is statistically significant evidence based on at least one study conducted in accordance with established scientific principles that acute or chronic health effects may occur in exposed employees. The term "health hazard" includes chemicals which are classified as posing one of the following hazardous effects: acute toxicity (any route of exposure); skin corrosion or irritation; serious eye damage or eye irritation; respiratory or skin sensitization; germ cell mutagenicity; carcinogenicity; reproductive toxicity; specific target organ toxicity (single or repeated exposure); or aspiration hazard. The criteria for determining whether a chemical is classified as a health hazard are detailed in Appendix A to California and federal HCS regulations – Health Hazard Criteria.
Label	Any written, printed, or graphic material displayed on or affixed to containers of Hazardous Chemicals or Hazardous Substances that includes: (a) product identifier; (b) supplier identification; (c) signal word; (d) hazard statement; (e) pictogram; and (f) precautionary statement.
Manufacturer	A person who produces, synthesizes, extracts, or otherwise makes a hazardous substance or hazardous chemical.



Term	Definition
Material Safety Data Sheet (MSDS)	A document used for recording information regarding the properties, hazards, safe handling, and emergency procedures for a particular chemical or mixture. By December 1, 2015, MSDS were replaced by Safety Data Sheets (SDS).
Physical hazard	A chemical that is classified as posing one of the following hazardous effects: explosive; flammable (gases, aerosols, liquids, or solids); combustible liquid; oxidizer (liquid, solid or gas); self-reactive; water-reactive; pyrophoric (liquid or solid); self-heating; organic peroxide; corrosive to metal; gas under pressure; or in contact with water emits flammable gas. See Appendix B to California and federal HCS regulations – Physical Hazard Criteria.
Pictogram	A composition that may include a symbol plus other graphic elements, such as a border, background pattern, or color, that is intended to convey specific information about the hazards of a chemical. Eight pictograms are designated under this standard for application to a hazard category.
Precautionary Statement	A phrase that describes recommended measures that should be taken to minimize or prevent adverse effects resulting from exposure to a hazardous chemical, or improper storage or handling.
Responsible Party	Someone who can provide additional information on the hazardous substance and appropriate emergency procedures, if necessary.
Safety Data Sheet (SDS)	A document recording information about the properties, hazards, safety handling and emergency measures of a Hazardous Chemical, in a specified sixteen-section format.
Signal Word	A word used to indicate the relative level of severity of hazard and alert the reader to a potential hazard on the label. The signal words used in this section are “danger” and “warning.” “Danger” is used for the more severe hazards, while “warning” is used for the less severe.
Substance	Any element, chemical compound or mixture of elements and/or compounds.



#### 4. Responsibilities

Role	Responsibility
Safety Program Director or Designee	<ul style="list-style-type: none"> <li>• Responsible for implementing this program.</li> <li>• Ensure training for new hires, temporary, department personnel, and contract personnel.</li> <li>• Assure appropriate SDS are accessible in the different departments for those substances likely to be present.</li> <li>• Assure appropriate personal protective equipment is available in the department and that personnel are trained in use and care of equipment.</li> <li>• Arrange for the proper storage and disposal of hazardous waste products.</li> <li>• Maintain records and documentation generated by the program.</li> <li>• Conduct program audits as needed.</li> <li>• Supervise processing of requests for SDS and distribution of hazardous chemical information to appropriate managers/supervisors for presentation to their employees.</li> <li>• Schedule program training of supervisors and employees.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Follow the guidelines set forth in this program.</li> <li>• Attend scheduled trainings.</li> <li>• Identify potential hazards by reading SDS for chemicals used in the workplace.</li> <li>• Report any hazards to their supervisor immediately.</li> </ul>

#### 5. List of Hazardous Chemicals in the Workplace

##### 5.1. Inventory

Each production should maintain a list of the hazardous substances in the workplace. The inventory should be made available to all employees and to independent contractors' employees.

##### 5.2. Proposition 65

The Safety Program Director or designee is responsible for obtaining updates of Proposition 65 listed chemicals and providing new information to affected employees. Updated Proposition 65 information can be obtained from [http://www.oehha.ga.gov/prop65/prop65\\_list/Newlist.html](http://www.oehha.ga.gov/prop65/prop65_list/Newlist.html).

#### 6. Labeling

##### 6.1. Manufacturer Labels

Each commercial chemical container or raw material container must have a manufacturer's label that identifies, at a minimum: the hazardous chemical(s); appropriate hazard warnings (potential significant hazards, risks from exposure, and required safety equipment), and the name and address of the manufacturer.

Under the GHS System, labels have a standardized format and must include, at a minimum, the following content: a product identifier, signal word, hazard statement(s), pictogram(s), precautionary statement(s), and the name, address, and telephone number of the chemical manufacturer, importer, or other responsible party.



- Manufacturer labels may not be removed or defaced and information on manufacturer labels may not be altered.
- Information on the label must be consistent with the information on the SDS.
- Labels shall be in English and legible for information from the labels are always readily available in the work area.
- See **Appendix** for more information about label requirements.

## **6.2. Secondary container labels**

Secondary containers of chemicals or mixtures transferred from original supplier containers shall be labeled unless they are for the immediate use of the person making the transfer.

- Labels on secondary containers must have the same information as on the manufacturer's labels or information identifying the product and fully identifying its hazards.

California only: To address exposure to Proposition 65 chemicals, the Safety Program Director or designee will provide clear and reasonable warnings prior to exposure by means of posting signs conspicuously, labeling products, and training employees.

## **7. Safety Data Sheets (SDS)**

### **7.1. SDS Supply by Manufacturer/Distributor**

Each manufacturer or distributor is required to provide SDS for their products. If the manufacturer or distributor does not provide an SDS with a hazardous chemical, the employer is required to obtain an SDS from the manufacturer or distributor. Each SDS provides a detailed description of the hazards and the precautions needed to handle, use and store the material in a safe manner. See **Appendix** for further information regarding required contents and format of an SDS.

Each SDS must be in English but can be maintained in other languages in addition.

### **7.2. Access**

SDS should be readily available to employees and employees of other employers working at the worksite and will be provided upon request.

#### **7.2.1 Online**

Most manufacturers have Safety Data Sheets readily available on that company's website or through other search engines.

#### **7.2.2 Emergency**

In addition to online resources, information on SDS can be obtained 24 hours, 365 days a year by calling: (800) 451-8346.

## **8. Chemical Classifications**

Under the original HCS, manufacturers and importers were required to identify if a substance they produced or imported was hazardous and the type and degree of the hazard. Based on its health and physical hazards, each chemical or mixture was assigned to a hazard classification.

To better communicate specific information needed by workers, the revised HCS has added multiple classifications of health hazards, physical hazards, and other identified hazards. Most hazard





classifications also have lists of categories that indicate the degree of severity or danger associated with the hazard. These hazard classifications will appear on labels and SDS.

The chemical classifications are:

#### Health hazard classifications

- Acute toxicity
- Skin corrosion and irritation
- Serious eye damage or irritation
- Respiratory or skin sensitization
- Germ cell mutagenicity
- Carcinogenicity
- Reproductive toxicity
- Specific target organ toxicity from a single exposure
- Specific target organ toxicity from repeated exposure
- Aspiration hazard

#### Other OSHA hazard classifications

- Pyrophoric gases
- Simple asphyxiants
- Combustible dust
- Hazard not otherwise classified (HNOC)

#### Physical hazard classifications

- Explosives
- Flammable gases
- Flammable aerosols
- Oxidizing gases
- Gases under pressure
- Flammable liquids
- Flammable solids
- Self-reactive chemicals
- Pyrophoric liquids
- Pyrophoric solids
- Self-heating chemicals
- Chemicals, which in contact with water emit flammable gases
- Oxidizing liquids
- Oxidizing solids
- Organic peroxides
- Substances corrosive to metal

## 9. Employee Information and Training

Managers and supervisors shall provide employees with information and training on hazardous substances or chemicals in their work area at the time of their initial assignment, and whenever a new chemical hazard is introduced into their work area. Chemical-specific information must always be available through labels and SDS.

Whenever a new or revised SDS is received, such information shall be provided to employees on a timely basis not to exceed 30 days after receipt, if the new information indicates significantly increased risks to, or measures necessary to protect, employee health as compared to those stated on an SDS previously provided.

### 9.1. Mandatory Information and Training

Employees shall be informed of their right:

- To personally receive information regarding hazardous substances/chemicals to which they may be exposed.
- For their physician or collective bargaining agent to receive information regarding hazardous substances/chemicals to which the employee may be exposed.
- Against discharge or other discrimination due to the employer's exercise of rights afforded under law.



Employees also shall be trained on the following:

- The requirements of the HCS, including the employees' rights under the regulation.
- The location and availability of the written Program, including the location of the list of hazardous substances/chemicals and SDS.
- Any operation in their work area, including non-routine tasks, where hazardous substances/chemicals or Proposition 65 carcinogens/reproductive toxins are present, and exposures are likely to occur.
- Methods and observation techniques used to determine the presence or release of hazardous substances/hazardous chemicals in the work area.
- Protective practices PMN has taken or required to be used to minimize or prevent exposure to these substances, including personal protective equipment.
- How to read labels and review SDS to obtain hazard information; and
- Physical and health effects/hazards of the hazardous substances/hazardous chemicals used in the workplace.

## **9.2. Non-Routine Tasks Involving Hazardous Substances/Chemicals**

Employees may periodically perform non-routine tasks involving hazardous materials. These events include emergencies and non-routine use of equipment or materials. Affected employees must receive information about the hazardous substances/chemicals prior to starting work on such projects. This information, provided by the employee's supervisor, includes:

- Accessibility to SDS data.
- Specific hazards.
- Required protective/safety measures utilized, including the proper and safe process.
- Measures PMN has taken to reduce the hazards including respiratory protection, PPE or the presence of another employee, and emergency procedures.

## **10. Contractors**

To ensure that outside contractors work safely at PMN worksites and to protect PMN employees from chemicals used by outside contractors, the Safety Program Director or designee is responsible for giving and receiving the following information from contractors:

- Hazardous substances/hazardous chemicals (California only: including Proposition 65 chemicals), to which they may be exposed while on the job site as well as substances/chemicals they will be bringing into the workplace.
- Precautions and protective measures the other employers' employees may take to minimize the possibility of exposure.
- How to obtain an SDS.



# UPDATED HAZARD COMMUNICATION STANDARD INFORMATION FOR PARAMOUNT MEDIA NETWORKS EMPLOYEES

## LABELS AND PICTOGRAMS

The revised HCS standard requires conforming labels to contain the elements described below.

### Shipped Container Label Elements

#### Product Identifier and Supplier Identification

The product identifier on the label must be the same as found on the SDS. An emergency telephone number for the supplier is now required on labels, in addition to a name and address.

#### Signal Word

This is a new requirement under the revised HCS regulations. “Danger” and “Warning” are used on the label to indicate the relative severity of a hazard and alert the reader to the potential hazard. “Danger” is used for more severe hazards, while “Warning” is used for less severe hazards.

#### Hazard Statement

This is a new requirement under the revised HCS regulations. The hazard statement is a prescribed, standardized statement, based on the hazard classification and category for a chemical that describes the nature of the hazard(s).

For example, the hazard statement for an eye irritant may be “Causes eye irritation,” while the hazard statement for a substance with acute inhalation toxicity may be “Toxic if inhaled.”

For products that pose more than one risk, an appropriate hazard statement for each hazard will be included on the label.

#### Precautionary Statement

This is a new requirement under the revised HCS regulations. A precautionary statement is a phrase that describes recommended measures that should be taken to minimize or prevent adverse effects resulting from exposure to a hazardous chemical, or improper storage or handling.

#### Pictograms










This is a new requirement under the revised HCS regulations. Pictograms are standardized graphics that are assigned to a specific hazard classification. There are nine pictograms under the revised HCS that represent either a physical hazard, health hazard, or an environmental hazard.

There is not a unique pictogram for each individual hazard within a specific hazard classification. One pictogram may be used to represent several individual hazards.

Pictograms are red-bordered diamonds that include a black hazard symbol on a white background. The new pictograms are shown below.



## HCS PICTOGRAMS & HAZARDS

<p><b>Health Hazard</b></p>  <ul style="list-style-type: none"> <li>▪ Carcinogen</li> <li>▪ Mutagenicity</li> <li>▪ Reproductive Toxicity</li> <li>▪ Respiratory Sensitizer</li> <li>▪ Target Organ Toxicity</li> <li>▪ Aspiration Toxicity</li> </ul>	<p><b>Flame</b></p>  <ul style="list-style-type: none"> <li>▪ Flammables</li> <li>▪ Pyrophoric</li> <li>▪ Self-Heating</li> <li>▪ Emits Flammable Gas</li> <li>▪ Self-Reactive</li> <li>▪ Organic Peroxides</li> </ul>	<p><b>Exclamation Mark</b></p>  <ul style="list-style-type: none"> <li>▪ Irritant (skin and eye)</li> <li>▪ Skin Sensitizer</li> <li>▪ Acute Toxicity</li> <li>▪ Narcotic Effects</li> <li>▪ Respiratory Tract Irritant</li> <li>▪ Hazardous to Ozone Layer (Non-Mandatory)</li> </ul>
<p><b>Gas Cylinder</b></p>  <ul style="list-style-type: none"> <li>▪ Gases Under Pressure</li> </ul>	<p><b>Corrosion</b></p>  <ul style="list-style-type: none"> <li>▪ Skin Corrosion/Burns</li> <li>▪ Eye Damage</li> <li>▪ Corrosive to Metals</li> </ul>	<p><b>Exploding Bomb</b></p>  <ul style="list-style-type: none"> <li>▪ Explosives</li> <li>▪ Self-Reactive</li> <li>▪ Organic Peroxides</li> </ul>
<p><b>Flame Over Circle</b></p>  <ul style="list-style-type: none"> <li>▪ Oxidizers</li> </ul>	<p><b>Skull and Crossbones</b></p>  <ul style="list-style-type: none"> <li>▪ Acute Toxicity (fatal or toxic)</li> </ul>	<p><b>Environment</b> (Non-Mandatory)</p>  <ul style="list-style-type: none"> <li>▪ Aquatic Toxicity</li> </ul>

## **SAFETY DATA SHEET SECTIONS**

The revised HCS requires chemical manufacturers, distributors, or importers to provide a Safety Data Sheet (SDS), formerly known as a Material Safety Data Sheet (MSDS), to communicate the hazards of chemical products. Effective June 1, 2015, the revised HCS required chemical manufacturers and importers to provide distributors and employers an appropriate SDS with the initial shipment and with the first shipment after the SDS has been updated. During the phase-in period prior to June 1, 2016, both the old system of MSDSs and the new system of SDSs were allowed be present in the workplace. After June 1, 2016, only the new SDS could be used.

PMN should have an SDS for each hazardous chemical in the workplace.

The new format of an SDS requires a specific order of information and includes sixteen numbered sections, standardized headings, and associated information as follows:

### **Section 1 – Identification**

Product identifier; manufacturer or distributor name, address, and phone number; emergency phone number; recommended use; restrictions on use.

### **Section 2 – Hazard(s) identification**

All hazards regarding the chemical; required label elements.

### **Section 3 – Composition/information on ingredients**

Chemical ingredients; trade secret claims.

### **Section 4 – First aid measures**

Important symptoms and effects, including acute and delayed effects; recommended treatment.

### **Section 5 – Firefighting measures**

Suitable extinguishing techniques and equipment; chemical hazards from fire.

### **Section 6 – Accidental release measures**

Emergency procedures; protective equipment; proper methods of containment and cleanup.

### **Section 7 – Handling and storage**

Precautions for safe handling and storage, including incompatibilities.

### **Section 8 – Exposure controls/personal protection**

OSHA's Permissible Exposure Limits (PEL); Threshold Limit Values (TLV); appropriate engineering controls; personal protective equipment (PPE).

### **Section 9 – Physical and chemical properties**

The characteristics of the chemical.

### **Section 10 – Stability and reactivity**

Chemical stability and possibility of hazardous reactions.

**Section 11 – Toxicological information**

Routes of exposure; related symptoms; acute and chronic effects; numerical measures of toxicity.

**Section 12 – Ecological information**

Effect of product on plants or animals and its ultimate environmental disposition.

**Section 13 – Disposal considerations**

Safe disposal of the chemical, including safe handling practices.

**Section 14 – Transport information**

The proper shipping name, hazard classification, United Nations Identification Number, transport label required, and other information required for transporting the product.

**Section 15 – Regulatory information**

Classification of the chemical under federal regulations including the Toxic Substances Control Act, the Clean Water Act, and the Superfund Amendments and Reauthorization Act. May also include applicable state and international regulations as well as European Union classification and EU risk and safety phrases.

**Section 16 – Other information**

Includes the date of preparation or last revision.

If a section does not apply to a particular chemical, then that section will be marked N/A (not applicable), rather than being left blank.

The full Paramount Hazard Communication Program is available to all employees, at any time, from the Safety Program Director or designee.