

# WORKPLACE HEALTH AND SAFETY

Ensuring the health and safety of all employees is a top priority at GrocerDel. By fostering a safe work environment, GrocerDel not only complies with legal standards but also promotes a culture of wellbeing. This section provides a concise overview of GrocerDel's core workplace health and safety initiatives, focusing on compliance with Occupational Safety and Health Administration (OSHA) standards, the company's safety training programs, and incident response and prevention protocols.

## OSHA Compliance and Safety Standards



GrocerDel is committed to maintaining a workplace that meets or exceeds OSHA standards, ensuring all work environments are safe and health-conscious.

- **Safety Inspections and Hazard Identification:** Routine inspections are conducted to identify and mitigate hazards in workspaces, including warehouses, storage sites, and offices. Common issues such as fire hazards, electrical safety, and ergonomics are addressed promptly.
- **Personal Protective Equipment (PPE):** Employees are provided with necessary PPE based on their roles, including gloves, masks, and eye protection for those handling food products or working in logistics.
- **Ergonomic Standards:** GrocerDel prioritizes ergonomics to reduce strain-related injuries, especially for employees in repetitive or physically demanding roles. Workstations, lifting techniques, and posture guidelines are provided and monitored.

## Employee Safety Training and Awareness



GrocerDel offers structured training programs to ensure that all employees are knowledgeable about safety protocols and empowered to promote a safe work environment.

- **Initial Safety Orientation:** New employees undergo a comprehensive safety orientation covering OSHA requirements, emergency procedures, and GrocerDel's specific safety policies.
- **Ongoing Training Programs:** Periodic safety training is conducted for all employees, with specialized sessions for those in logistics, warehouse operations, and delivery roles. These trainings focus on safe equipment usage, handling of hazardous materials, and emergency response.
- **Safety Awareness Campaigns:** Monthly safety bulletins, digital resources, and in-office signage are used to reinforce best practices and promote a proactive approach to health and safety across the company.

## Incident Response and Prevention Protocols



A well-defined incident response and prevention protocol helps GrocerDel minimize workplace accidents and effectively respond to any safety incidents that do occur.

- **Emergency Preparedness and Drills:** Regular fire, evacuation, and safety drills are conducted, ensuring all employees know emergency exits, assembly points, and response actions.
- **Incident Reporting and Root Cause Analysis:** GrocerDel has an accessible, anonymous reporting system for employees to report any incidents or near-misses. Each incident is followed by a root cause analysis to identify preventive measures.
- **Continuous Improvement through Feedback:** Employee feedback on workplace safety is actively sought to identify any overlooked hazards or opportunities to improve safety protocols, creating a responsive and adaptive safety environment.

GrocerDel's dedication to workplace health and safety reflects its commitment to employee wellbeing and legal compliance. Through rigorous adherence to OSHA standards, comprehensive safety training, and proactive incident management, GrocerDel provides a secure environment that minimizes risks and fosters a culture of responsibility and care.