



DestinationPet™

Safety Policy

Objective

At Destination Pet (DP), the safety and well-being of our employees are paramount. Each employee is responsible for conducting all work in a safe and efficient manner, in compliance with local, state, and federal safety and health regulations, programmatic standards, and specific safety protocols identified by DP for use in particular areas or with clients. Employees must also familiarize themselves with the emergency plan for their working areas to ensure preparedness for any situation.

Policy

Each DP facility will have a posted emergency plan detailing procedures for addressing various emergencies, including but not limited to:

- Fire
- Weather emergencies
- Medical emergencies
- Workplace violence

Reporting and Documentation

All employees are required to complete an accident and incident report for each safety and health incident they are involved in or witness. Prompt reporting ensures timely and appropriate responses and helps maintain a safe workplace. Failure to report such incidents may result in disciplinary action, including termination.

Safety Commitment

Every employee must sign a safety statement during new employee orientation, acknowledging their understanding and commitment to DP's safety policies. Every individual within the organization takes responsibility for personal and organizational safety.

Failure to adhere to DP's safety and health procedures or engaging in conduct that risks the safety or health of individuals or company property may be a violation of the Company Code of Conduct and result in disciplinary action, up to and including termination.

Responsibilities

The Health and Safety Committee and the District Director are tasked with developing, implementing, and overseeing the safety and health program. This includes regular reviews and updates to ensure compliance with industry standards and regulatory requirements, fostering a safer work environment for all employees.

Acknowledgment of Understanding:

By adhering to DP's Safety Policy, employees acknowledge their responsibilities to comply with safety regulations and report incidents, contributing to a safe and supportive workplace.