



## **Return to Work Program Policy**

### **Introduction**

At Destination Pet (DP), we prioritize our employees as our most valuable asset. We are committed to fostering a safe and healthy workplace, with a strong emphasis on the prevention of work-related injuries and illnesses.

### **Immediate Response to Work-Related Injuries or Illnesses**

In the unfortunate event of a work-related injury or illness, DP ensures prompt provision of necessary materials and support for medical attention. Our comprehensive Return to Work Program (RTW) is designed to facilitate the early and safe return of our employees to the workplace.

### **Objectives of the Return-to-Work Program**

1. **Swift and Effective Rehabilitation:** Our RTW program aims to support the complete rehabilitation of employees swiftly and effectively.
2. **Safe and Productive Roles:** We ensure employees are placed in safe and productive roles as soon as they are medically able to return.
3. **Transitional Work Assignments:** If an employee is unable to perform their regular duties, we will make every effort to provide modified or transitional work assignments that accommodate their medical restrictions.

### **Return to Original Job**

Our ultimate goal is to reintegrate the injured employee into their original job. If this is not immediately possible, we will work collaboratively with the employee and their healthcare provider to develop a plan that facilitates a gradual and safe return to their regular duties.

### **Management and Employee Support**

The success of our RTW program relies on the active support and participation of both management and employees. Management is responsible for providing the necessary resources and creating an environment that encourages recovery and return to work. Employees are encouraged to communicate openly about their progress and any challenges they may face during their rehabilitation.

### **Legal Compliance**

Our RTW program complies with all relevant federal, state, and local regulations, including the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and workers' compensation laws. We are committed to protecting the rights of our employees and ensuring a fair and equitable process for all while meeting the Company's needs, and those of our pets and pet parents.

### **Acknowledgment of Participation:**

By participating in DP's RTW program, all employees acknowledge their commitment to comply with the outlined policies and work collaboratively towards a successful return to work.