



## Workers' Compensation Policy

### Purpose

At Destination Pet (DP), we are committed to providing comprehensive workers' compensation insurance benefits to all employees who experience an injury or illness arising out of and in the course of employment. Our workers' compensation insurance offers six fundamental benefits:

1. **Medical Care:** Coverage for necessary medical treatment related to the work injury or illness.
2. **Temporary Disability Benefits:** Compensation for wage loss during the recovery period.
3. **Permanent Disability Benefits:** Compensation for permanent impairments resulting from the injury or illness.
4. **Supplemental Job Displacement Benefits or Vocational Rehabilitation:** Support for retraining or skill enhancement if the employee cannot return to their previous position.
5. **Death Benefits:** Financial assistance to dependents in the event of a work-related death.

Entitlement to workers' compensation benefits is governed by applicable law. As outlined in DP's Work-Related Accident and Injury Policy, employees must immediately report all work-related accidents, injuries, and illnesses and this policy is subject to all applicable laws—including but not limited to the Americans with Disabilities Act, the Family and Medical Leave Act, and any state laws.

### Eligibility

This policy applies to all DP employees who experience an injury or illness arising out of and in the course of employment.

### Procedures

#### 1. Reporting

As specified in DP's Work-Related Accidents and Injuries Policy, all work-related accidents, injuries, or illnesses, regardless of severity, must be reported immediately to the employee's supervisor or Human Resources. Prompt reporting ensures timely and appropriate medical care and compliance with legal and company requirements.

#### 2. Documentation and Cooperation

Employees who experience a work-related accident, illness, or injury must complete the necessary forms and cooperate fully with DP in fulfilling our recording, reporting, and investigation obligations. This cooperation is essential for the proper administration of workers' compensation benefits.

#### 3. Leave of Absence

In the event of a work-related injury or illness resulting in a leave of absence, the company's leave policies will apply. Destination Pet (DP) is committed to facilitating the return to work as soon as possible. Employees on leave should keep the company updated with their recovery progress and expected return date unless the leave is subject to the Family and Medical Leave Act (FMLA) or state equivalents, in which case the provisions of these laws will govern the communication requirements.

#### 4. Disability Accommodation

In accordance with DP's Disability Accommodation Policy, the company will provide reasonable accommodations for any known physical or mental disability of a qualified individual, as long as the accommodation does not impose an undue hardship on the company or pose a direct threat to the health or safety of others. DP will engage in an interactive process with the employee to identify reasonable accommodations to enable the employee to perform the essential functions of their job.

**Acknowledgment of Understanding:**

By adhering to DP's Workers' Compensation Policy, employees acknowledge their responsibilities to report incidents promptly and cooperate with the company's procedures, contributing to a safe and supportive work environment.