



Dangerous Weapons Policy

1. **Purpose.** This Dangerous Weapons Policy (“**Policy**”) is to ensure that Destination Pet, LLC (“**Company**” or “**Destination Pet**”) maintains a workplace that is safe and free of violence for all employees. In accordance with the Company’s safety and security standard operating procedures implemented by the Company’s Chief Operating Officer, the Company prohibits the possession or use of Dangerous Weapons on Company Property or while performing services on the Company’s behalf.

2. **Effective Date.** May 2022.

3. **Audience and Applicability.** All Company personnel when acting in their capacity as an employee or contractor of Company are subject to this Policy, including contract workers and temporary employees, as well as visitors and customers while on Company Property.

4. **Definitions.**

4.1 **“Company Property”** is defined as all Company-owned or leased buildings and surrounding areas, such as, common areas, sidewalks, walkways, driveways, and parking lots under the Company’s ownership, control, or use. This Policy applies to all Company-owned or leased vehicles and all vehicles that come onto Company Property. Company Property does not include the personal vehicle of any employee, contractor, or other personnel, even when parked in a Company parking lot.

4.2 **“Dangerous Weapon(s)”** include firearms, explosives, knives, brass or keychain knuckles, batons, stun guns, chains, whips, baseball bats, keychain kubotans, and other weapons or self-defense items that could be considered dangerous or that could cause harm to humans or animals. Dangerous Weapons **do not** include pepper spray, whistles, or personal alarms.

5. **Policy.** As stated above, The Company prohibits the possession or use of Dangerous Weapons on Company Property or while performing services on the Company’s behalf. A license to own, possess, or carry a Dangerous Weapon does not supersede this Policy. Any employee in violation of this policy will be subject to disciplinary action, up to and including termination.

5.1 **Responsibility to Seek Guidance.** Employees are individually responsible for understanding whether any items in their possession constitute a Dangerous Weapon, including seeking any necessary guidance in accordance with Section 9, before bringing questionable items on Company Property.

5.2 **Searches of Personal Property.** Company reserves the right at any time and at its sole discretion to permit authorized personnel to search all company-owned or leased vehicles and all packages, containers, backpacks, briefcases, purses, lockers, desks, enclosures, and persons entering Company Property, for the purpose of determining whether any Dangerous Weapon is being, or has been, brought onto Company Property in violation of this Policy. Any employee who fails or refuses to promptly submit to a search under this Policy is subject to discipline, up to and including termination.

5.3 **Permitted Activities.**

5.3.1 **Personal Vehicle on Company Property.** As noted above in Section 4.1 Definitions of this Policy, Company Property does not include the personal vehicle of any employee, contractor, or other personnel, even when parked in a Company parking lot. This means that

employees lawfully possessing Dangerous Weapons may leave those Dangerous Weapons in their personal vehicle on Company Property, provided that; (a) the vehicle remains locked at all times any Dangerous Weapon is located in the vehicle on Company Property while not occupied, and (b) any Dangerous Weapon is stored in the locked trunk of a personal vehicle or otherwise fully and securely hidden from plain view from the outside of the vehicle. No Dangerous Weapons are permitted in any Company-owned vehicle at any time. Unless stored in the locked trunk of a personal vehicle or otherwise fully and securely hidden from plain view from the outside of the vehicle, no Dangerous Weapon is permitted in any personal vehicle when being used to conduct Company business on or off Company Property.

5.3.2 **Pepper Spray and Alarms.** Employees and other personnel are free to carry pepper spray, whistles, or personal alarms or other sound devices which emit noise for the purpose of conveying the need for assistance at reasonable decibel levels that do not harm the hearing of people or animals.

5.3.3 **Business Use Exception.** An item that could qualify as a Dangerous Weapon is permitted on Company property when there is a genuine business need for it unrelated to its ability to cause harm. Examples include chains used to lock play areas at night and scalpels at veterinary clinics.

6. **Mandatory Signage.** Each General Manager shall ensure that a sign or signs provided by the Company are posted in conspicuous, outward-facing, and visible locations to provide employees, contractors, customers, visitors, and other individuals on Company Property notice that Dangerous Weapons are prohibited regardless of any personally held license, no matter where issued, to own, possess or carry a Dangerous Weapon.

7. **Reporting Violations.** You must immediately report suspected violations of this Policy to your supervisor. This Policy is expressly subject to the Company's Whistleblower Policy. If you do not feel comfortable reporting a suspected violation of this Policy to your supervisor, you should report in accordance with the Company's Whistleblowing Policy.

IF YOU FEEL THREATENED WITH IMMINENT HARM AS A RESULT FROM SOMEONE BEING IN POSSESSION OF A DANGEROUS WEAPON ON COMPANY PROPERTY, YOU SHOULD CONTACT LAW ENFORCEMENT IMMEDIATELY.

8. **No Restriction on Employees' Legal Rights or Obligations.** Nothing in this Policy or any contract between an employee and Destination Pet prohibits any employee from exercising his or her legal rights related to Dangerous Weapons. Lawful ownership, possession, or carrying of Dangerous Weapons outside of work and off Company Property shall not alone be automatic grounds for discipline or termination of employment, provided there is no other violation of Company policies

9. **Resources.** Destination Pet has resources and people available to answer questions and guide employees. For questions about this Policy or guidance on reporting or making a whistleblower complaint, employees should contact Compliance@destpet.com or by reporting anonymously to ThinkHR at the following URL: <https://tellus.thinkhr.com/report/destinationpet>.

ACKNOWLEDGMENT

I hereby acknowledge I have received and reviewed Destination Pet's Dangerous Weapons Policy ("**Policy**") dated May 2022.

I acknowledge any questions I had regarding the Policy have been answered. I certify I fully understand the Policy and I agree to be bound by and shall continue to comply with, the Policy.

I understand failure to comply with the Policy may subject me to immediate adverse action, which may include suspension or termination of employment.

Signature: _____

Print Name: _____

Date Signed: _____