Policy Name: Environmental, Health & Safety, and Accident Prevention

Policy Applies to: All PODS Associates

Prepared by	**Effective Date**
Corp Ops Safety	08/24/2026

Environmental, Health & Safety, and Accident Prevention

The company is committed to the protection of the environment and to the health and safety of its associates, customers, local communities, and others who may be affected by its operations. To be effective, all associates must know about Environments, Health & Safety and about the Accident Prevention Plan, where to find it and how to use it.

To the fullest extent possible, the company will:

- Conduct operations in a manner that protects the health and safety of its associates and the public, avoid adverse impact on the environment, and mitigate unavoidable impact of its operations on the environment.
- Train and advise associates of environmental, health and safety requirements and hold them accountable for compliance with this policy.
- Comply with all applicable environmental, health and safety laws and regulations.
- Provide technical and legal support to associates responsible for compliance with this policy.
- Encourage timely communication between you and your supervisors regarding environmental, health and safety issues.
- Encourage you to communicate your concerns to management about any unresolved environmental, health or safety issues you might identify in the company's operations.
- Conduct safety and environmental reviews of company operations to evaluate compliance with this policy.

Safety is a vital concern of PODS. The ultimate responsibility for safety lies with you. We need your help in promoting safety and prevention of accidents by observing the following:

- Learn your job and how to be safe and work safe in the workplace.
- Learn the location of the fire alarm boxes, extinguishers, and your duties in the event of a fire or other emergency.
- Promptly report all unsafe or potentially hazardous conditions to your supervisor.
- Do not operate electrical equipment with wet hands.
- Immediately report all incidents and accidents to your supervisor, no exceptions.
- Immediately report all near misses to your supervisor, no exceptions
- Use proper lifting procedures and get help when needed.
- Wear safety glasses and protective clothing when needed. Handle hazardous chemicals with care.
- Do not use any chemical without first reading the Safety Data Sheets (MSDS) located on the Intranet https://podsnet.pods.com/CorpOps/Pages/Safety/MSDS/
- Familiarize yourself with PODS Written Hazard Communication program located in the intranet https://podsnet.pods.com/CorpOps/Pages/Safety.aspx

Chemical Safety and Personal Protective Equipment (PPE)

You are required to work safely with hazardous chemicals by following all precautionary instructions, by storing chemicals safely, by using only labeled containers and by complying with this policy. There are hazardous chemicals used within the Company and it is your "Right to Know."

Safety Data Sheets (SDS) for all chemicals are available online on PODS Intranet. When using any chemical, and for emergency situations, the SDS manual should be consulted before action is taken. If you would like a copy of any SDS sheets, access is located on PODS Intranet site at https://podsnet.pods.com/CorpOps/Pages/Safety/MSDS/

Personal protective equipment, commonly referred to as "PPE", is equipment worn to minimize exposure to serious workplace injuries and illnesses. These injuries and illnesses may result from contact with chemical, radiological, physical, electrical, mechanical, or other workplace hazards. Personal protective equipment may include items such as gloves, safety glasses and shoes.

According to OHSA, Section 28 (1), associates must use or wear the protective equipment, protective devices and clothing specified by the management of the company. Please refer to the Chemical Safety and Personal Protective Equipment Policy for more details including the Guidelines for PPE.

Associate Health and Safety Orientation

Each department must ensure that all new PODS employee, including those that are part-time, temporary, or contracted associates, undergo the Health and Safety Orientation.

The Health and Safety Orientation must cover the following topics:

- Information on how to utilize the Accident Prevention Plan and any supplemental department-specific health and safety policies
- Building evacuation procedures during an emergency
- Location of fire alarms and fire extinguishers
- Location of the First-Aid Kits
- Procedure for claim reporting for all incidents and accidents to their immediate supervisor, benefits and completing an Incident report in RBMS, if warranted
- Procedures for reporting unsafe conditions or acts to a supervisor and when possible, take action to address the unsafe condition
- Information about chemical or hazardous material used in an employee's work environment, including how to identify them and where to locate the Safety Data Sheets (SDS) on the intranet for hazard information
- Identification and explanation of any warning signs and labels used in their work area
- Use and care of any required personal protective equipment (PPE)
- Introduction to Cornerstone to complete any work-related safety training course(s) the associate is required to complete

REPORTING ACCIDENTS, INCIDENTS, INJURIES and CONCERNS

All injuries and illnesses occurring in the workplace must be reported to the associate's immediate supervisor and to Benefits at Benefits@pods.com as soon as possible. Employees are also encouraged to report near misses and unsafe conditions. Near misses are valuable opportunities to correct any hazards or unsafe situations which could result in serious injury.

SAFETY ISSUES: REPORTING AND RESOLVING

Employees are encouraged to report safety concerns and hazards to their supervisors. If an employee does not feel comfortable communicating a concern or hazard to their immediate supervisor or an employee has expressed a concern that was not adequately resolved, the associate has the option to discuss with directly with their HRBP, Corporate Operations, Safety Department or a member from Risk Management.

RECOGNIZED SAFETY HAZARDS

Measures to prevent injury from a recognized set of potential occupational hazards affecting PODS employees, temporary and contracted employees are addressed below.

Departments with workplace hazards that extend beyond those covered in this document are required to maintain separate or supplemental documentation that addresses how employees are protected from those hazards. This documentation can be maintained separately from the Accident Prevention Plan or added as an addendum.

SLIPS, TRIPS AND FALLS

On-the-job slips, trips and falls occur frequently and can be avoided by applying these simple safety measures:

- Remove clutter, electrical cords or anything else that might cause someone to trip
- Arrange or remove furniture so walkways are not blocked or obstructed
- Wipe up spills immediately
- Use handrails when walking on stairs
- Do not carry items on stairs that can impair visibility or handrail use
- Wear shoes that are appropriate for the work environment and weather conditions
- Avoid using mobile devices while walking

All associates should report a slip or trip hazard to their immediate supervisor, the Safety Department or to Risk Management.