Policy Name: CORPORATE ILLNESS AND INJURY POLICY

Policy Applies to: All Associates, contractors, temporary associates, and vendors

Prepared by	**Effective Date**
Risk Management Department	August 24th, 2026

Overview

PODS Injury and Illness Prevention Program (IIPP) is a subsection of PODS Comprehensive Workplace Safety and Wellness program. The Safety Department has the responsibility for implementing the provisions of this program for PODS Enterprises, LLC. All managers, supervisors and lead personnel are responsible for implementing and maintaining the IIPP in their respective work areas and for answering worker questions regarding the program. A copy of this IIPP and all associated policies and procedure are available on the intranet at www.wearepods.pods.com.

This document includes:

- Management commitment/assignment of responsibilities
- Safety communications system with associates
- System for assuring employee compliance with safe work practices
- Scheduled inspections/evaluation system
- Accident investigation
- Procedures for correcting unsafe/ unhealthy conditions
- Safety and health training and instruction
- Recordkeeping and documentation

Scope:

This Policy applies to all PODS associates, contractors, temporary associates, and vendors at all PODS facilities and covers specific practices or requirements and aligns with the PODS policies and procedures.

Written Individual Program:

PODS will maintain written individual policies/**P**rocedures for the types of hazards/issues that our Associates could potentially be exposed and are available at www.wearepods.com. Each policy/procedure will be reviewed/revised on an annual basis or as required by the respective governing OSHA Standard. Each written policy or procedure will be communicated to all personnel that are affected by it and will encompass the total workplace, regardless of number of associates employed or the number of work shifts. They will be designed to establish clear goals and objectives.

Management Commitment/Assignment of Responsibilities

PODS commitment to safety and health is coordinated and controlled through the activities of the Corporate Safety Program. Our Safety Manager works in conjunction with PODS management team's full support to ensure our objectives are met. This support is articulated through our Associate Handbook, Safety Policies, Comprehensive Training Program and Standard Operating Procedures. These policies and programs include elements that ensure control of potential workplace hazards and recognize and correct hazardous conditions and practices. Our program is integrated throughout our organization and includes disciplinary action in the event of noncompliance and rewards and recognition for promoting and complying with safety practices.

Senior Management. The Senior Management of PODS recognizes the importance of safety and has committed to creating a place of employment which is free from recognized hazards. The Senior Management is ultimately responsible for the safety of all Associates of PODS. Senior Management will ensure that all levels of management in the company are delegated the necessary authority to cultivate a safe environment and to take the appropriate actions to correct any deviations or deficiencies relating to safety on the job. The Senior Management will also be responsible for making available the funds necessary to ensure Associates are provided with effective safety equipment to perform their work.

Safety Department. The company safety department will be responsible for the day to day management of the company safety program. The department will assist the company in remaining in compliance with all

applicable health and safety regulations. The department will identify and coordinate training sessions with the human resources department to ensure that all Associates are equipped with the needed safety skills and knowledge. The department may perform inspections of jobsites and facilities and take the appropriate actions to correct any deviations or deficiencies relating to safety on the job.

Locations' Market Manager, Territory Manager, Production Manager, Manager, or another authorized associate (Managers). Managers are responsible for the daily enforcement of the policies and procedures in the PODS safety program. They will be responsible for all aspects of associate safety in their respective markets. They will conduct periodic safety meetings for their associates. Managers will monitor the safety of Associates daily and take the appropriate actions to correct any deviations or deficiencies relating to safety on the job. Managers will be attentive to associate safety concerns and report them to the safety department. They will keep in communication with the safety department to ensure all associates receive training, refresher training, or retraining as needed.

Associate. Associates are the first lines of defense as it pertains to safety at PODS Corporate Offices, Storage Centers, HUB facilities or any other worksite. Associates are expected to abide by all of the safety policies and procedures in the company safety program. They will be held responsible for their own safety and are expected to report unsafe conditions to their Manager immediately. If the Manager is unavailable, they will report safety violations or concerns to the next level of management within the business unit or the safety department. Associates, if feasible, are also expected to correct safety violations within their immediate areas. They will ensure they report to work in a state of readiness, with the appropriate clothing, and with all issued personal protective equipment. Associates will only operate equipment on which they have been trained and authorized to use. They will report accidents, injuries, and near misses immediately to their Manager.

General Safety Rules for all Associates

The following safety rules are established by this company as general safety rules for all associates.

- Never operate any machine or equipment unless you are authorized and trained to do so
- Do not operate defective equipment or use broken hand tools. Report them to your manager immediately
- Never start on any hazardous job without being completely familiar with the safety techniques which apply to it (check with your manager if in doubt)
- Make sure all safety attachments are in place and properly adjusted before operating any machine
- Do not operate any machine or equipment at unsafe speeds. Shut off equipment which is not in use
- Wear all protective PPE including garments and equipment necessary to be safe on the job. Wear proper shoes. Sandals or other open-toed or thin-soled shoes should not be worn outside of the corporate facilities
- Do not wear loose, flowing clothing or long hair while operating moving machinery
- Never repair or adjust any machine or equipment unless you are specifically authorized to do so by your manager
- Never oil, clean, repair, or adjust any machine while it is in motion
- Never repair or adjust any electrically driven machine without opening and properly tagging (See PODS Lock-out/Tag-out policy) the main switch
- Put tools and equipment in the proper storage area after each use
- Do not lift items which are too bulky or too heavy to be handled by one person; ask for assistance
- Keep all aisles, stairways, and exits clear of skids, boxes, air hoses, equipment, and spillage
- Do not place equipment and materials to block emergency exit routes, fire boxes, sprinkler shutoffs, machine or electrical control panels, or fire extinguishers
- Stack all materials neatly and make sure piles are stable
- Keep your work area, machinery, and all company facilities which you use clean and neat
- Do not participate in horseplay, or tease or otherwise distract fellow workers
- Forklift operators must always safeguard other workers; workers must show courtesy to forklift operators
- Floor mounted extension cords should be placed so that they are always flush to the ground

- Frayed or damaged electrical cords should be replaced
- Never take chances. If you're unsure, you're unsafe!

Compliance:

Management is responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all associates. Local Managers, Supervisors and Lead Personnel are expected to enforce the policy fairly and consistently.

All associates are responsible for using safe work practices, for following all directives, policies, and procedures and for assisting in maintaining a safe work environment. The following is our system of ensuring that all associates comply with the rules and maintain a safe work environment:

- Informing associates of the provisions of our IIPP
- Evaluating the safety performance of all workers
- Providing training or re-training to associates whose safety performance is unsatisfactory
- Disciplining associates for failure to comply with safe and healthful work practices. The following outlines our progressive disciplinary course of action. The process starts with a verbal warning and if need be, escalates to termination
- Other means that PODS uses to ensure employee compliance with safe and healthful work practices include the following:
    - Mandatory online training through Cornerstone
    - Monthly DOT and/or OSHA topics discussed at all storage locations

Safety Communications:

Our program includes several systems for communicating with associates - in a form readily understandable by all affected associates - on matters relating to occupational safety and health, including provisions designed to encourage associates to inform the employer of hazards at the worksite without fear of reprisal. Our Safety communications meetings occur monthly and all management is required to participate. It accomplishes the following:

1. Provides updates on organizational and location safety and metrics related to compliance
2. Provides updates to regulations and policies affecting safety
3. Provides regular agenda for location safety meetings conducted by location managers
4. Elevates issues and concerns related to safety
5. Clarifies safety related questions.

PODS associates, management and customers all have specific avenues to report occupational accidents, the causes of which are fully investigated via an incident reporting process. The Safety function conducts its own investigations when warranted.

Our training program and policies address process in a manner that is readily understandable by all affected associates.

Safety Scorecard:

A safety scorecard is produced monthly highlighting compliance with various safety elements of our program including incidents. This scorecard is shared with management in our Safety meetings and used to ensure focus on the program.

Location Safety Meetings:

Monthly safety meetings will be conducted at all locations. From this call, Local Management is accountable for conducting their monthly safety meeting with each member of their team. This also incorporates recognition for compliance with safety policies.

Safety Incentives

PODS safety incentive program is administered by the human resources department and is tied to safety goals at the driver and management level.

Hours of Service
All policies comply with State/Federal regulations and are providing in detail in PODS policy and procedures.

Whistleblower program
Our Whistleblower program is provided via an online form and phone number (both of which are anonymous) and the ability to use these programs is an integral part of the Commercial Motor Vehicle:

Internal Audit Hazard Assessment & Control
Our safety program includes functions conducted by Internal Audit (IA). This includes inspections of facilities, equipment, policies, and brand. These audits are conducted randomly on an ongoing basis.

Our safety program includes random drug testing for drivers in accordance with State/Federal regulations.

Periodic inspections and procedures for correction and control provide a method of identifying existing or potential hazards in the workplace and eliminating or controlling them. Our inspection processes through IA, at the local level and on a periodic bases as part of our Safety function ensure that effective controls are in place, training results in effective practices, prevention of hazards is maximized and continuous workplace safety is achieved. Inspection reports are reviewed by the Safety function.

Periodic inspections to identify and evaluate workplace hazards will be performed by the local Managers according to the following schedule:

- At least a monthly safety self-audit prior to the beginning of work shift
- When any new substance, process, procedure, or equipment that present potential new hazards are introduced into our workplace
- When any new or previously unidentified hazard is recognized
- When occupational injuries or illnesses occur
- When we hire new and/or re-assign permanent or intermittent associates to process, operations, or tasks for which a hazard evaluation has not been previously conducted
- Whenever workplace conditions warrant an inspection

Accident/Incident Investigation
Investigation of workplace accidents, hazardous substance exposures and near miss accidents will be conducted by local Manager with assistance and guidance from safety department and/or Internal Audit departments. An Accident Report form will be completed by the associate involved and will include the following:

- Visiting the scene as soon as possible
- Interviewing affected associates and witnesses
- Examining the workplace for factors associated with the accident/exposure/near miss accident
- Determining the root cause(s) of the accident/exposure/near miss accident
- Taking corrective action to prevent the accident/exposure/near miss accident from reoccurring
- Recording the findings and corrective actions taken on the attached OSHA Form 301

Hazard Correction
Unsafe or unhealthy work conditions, practices or procedures at our work facilities shall be corrected in a timely manner based on the severity of the hazard(s) and according to the following procedures:

- When observed or discovered
- When an imminent hazard exists, which cannot be immediately abated without endangering employee(s) and/or property, we will remove all exposed associates from the area except those necessary to correct existing condition
- Associates necessary to correct the hazardous condition will be provided with the necessary protective equipment
- All actions taken and dates said actions are completed will be documented on the attached Hazard Correction Record

Safety and Health Training, Assessment and evaluation of equipment, machinery, and products.
PODS safety training consists of requirements for safety protective equipment, elements of the new driver orientation training program and completion of the following (minimum) online training:

1. Commercial Motor Vehicle: Driver Qualification
2. Commercial Motor Vehicle: Driver Wellness
3. Commercial Motor Vehicle: Hours of Service and Whistleblower Protection
4. Daily Driver Combined Checklist
5. Defensive Driving for Commercial Motor Vehicle Operators
6. Driver Daily Inspection Training
7. Personal Protective equipment: Foot Protection
8. Personal Protective Equipment: Hand & Arm Protection
9. PODZILLA Safe Lift Operations
10. Seven Step Delivery Process

Associate Training:
Each associate shall receive training on the Fire Prevention policy and procedures. All associates will receive initial and supplementary training as needed to fully understand their responsibilities under this policy.

Oversight and Monitoring:
Requirements and performance under this procedure are closely monitored by the Human Resources Department, Business Unit Leaders, Safety Manager or Risk Management. Additionally, policy compliance audits will be performed by the Internal Audit Department.

Questions/ Comments:
Any questions or comments surrounding this policy should be forwarded to the Director of Risk Management.