

Occupational Health and Safety Policy

Effective November 4, 2024

Purpose

In every community where we do business, we provide a safe and healthy environment for our customers, donors to our nonprofit partners, and team members. This policy established our standards for occupational health and safety, emphasizing worker participation, a systematic approach to identifying training needs, and the use as a key metric to measure our performance.

Scope

This Policy applies to all **Savers Value Village** team members and contractors, covering all aspects of our operations, including but not limited to workplace safety, health and wellness program, emergency preparedness, hazard identification and control, compliance with applicable laws and regulations.

Commitment to Safety

Savers is committed to providing a safe environment for our community by:

- Providing a safe and healthy work environment for all employees.
- Preventing workplace injuries and illnesses.
- Complying with all applicable occupational health and safety laws and regulations.
- Continuously improving our safety performance.

Worker Participation and Empowerment:

- We believe that worker participation and empowerment are essential for a successful occupational health and safety program and have taken the following steps: Establish a Health and Safety Committee that includes representatives from all levels of the organization.
- Provide the Health and Safety Committee with resources and authority necessary to effectively carry out its duties.
- Encourage employees to report any unsafe conditions or practices to their supervisor or the Health and Safety Committee.
- Consider input from the Health and Safety Committee when making decisions about safety policies and procedures.
- Open Door and anonymous reporting hotlines.
- Recognize and reward employees for their contributions to safety and health.

Systematic Approach to Identify Training Needs

We take a systematic approach to identifying and addressing training needs, including:

- **Hazard identification and control:** We conduct regular inspections of our facilities to identify potential hazards and take appropriate corrective actions.
- **Safety training:** All employees receive comprehensive safety training, including emergency procedures and specific job-related hazards.
- **Incident investigation:** We investigate all workplace injuries and illnesses to identify root causes and prevent recurrence.
- **Health and wellness programs:** We will offer health and wellness programs to promote employee well-being and reduce the risk of work-related health issues.

- **Emergency preparedness:** We will develop and maintain emergency response plans and conduct regular drills to ensure that employees are prepared to respond to emergencies.

Accountability

Savers Value Village holds all employees accountable for complying with these policies. Failure to comply with safety rules and procedures may result in disciplinary action. Accountability is written into each policy and will be/is written into the Leadership Commitment Statement for 2025.

Review and Updates

This policy will be reviewed annually and updated as necessary to reflect changes in laws, regulations, or our safety performance.

By adopting this Occupational Health and Safety Policy, Savers Value Village reaffirms its commitment to providing a safe and healthy workplace for all employees.

Risk

Savers Value Village uses latest approved site surveillance – AI supported technology.

We utilize the universally accepted Crime Prevention Through Environmental Design (CPTED) to help mitigate loss and/or claims.

To ensure compliance with regulatory requirements, we adhere to the country with the most stringent rule.

We have developed a comprehensive Do Not Sell program, which lists groups of items that are not allowed to be sold in our stores. Numerous safety and loss preventions internal audits are performed throughout the year. Audits are in depth, scored and reviewed with management. Corrective actions and follow-up are required.