

## VITAL FARMS, INC.

### HEALTH AND WORKPLACE SAFETY POLICY

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Vital Farms' crew members are its most valuable asset. To ensure the safety of all our crew members, we make every reasonable effort to provide a safe, healthy and accident-free environment. Accordingly, as a condition of employment, each crew member must:

1. obey all posted or verbal safety rules, policies and instructions when on Vital Farms premises, operating Vital Farms' equipment, or conducting Vital Farms' work;
2. immediately report any potentially unsafe conditions to their supervisor or, if unavailable, another management representative. Retaliation against any crew member for reporting a safety concern or violation in good faith is strictly prohibited;
3. immediately report any injury to the supervisor of the injured crew member and/or the witnessing crew member or, if unavailable, another management representative;
4. exercise appropriate care in carrying out their assignments;
5. adhere to all applicable state and local public health guidelines regarding attending work following illness;
6. not work under the influence of drugs or alcohol, including the improper use of medication, as discussed in more detail in Vital Farms' Substance Abuse Policy;
7. not engage in "horseplay," including but not limited to physical pranks, mock fighting or wrestling, throwing items, and racing or other unsanctioned games or contests involving running or other physical conduct deviating from work standards that present a reasonable risk of bodily injury, death, or property damage; and
8. in any emergency, follow alarms or other alerts, whether to evacuate the building, shelter in place, or assemble in any other designated area.

**Updated: April 2024**