

VITAL FARMS, INC.

HEALTH AND WORKPLACE SAFETY POLICY

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, crew members are expected to comply with the following health and safety rules:

- Obey all posted or verbal safety rules and instructions when on Vital Farms premises or operating Vital Farms' equipment.
- Immediately report any potentially unsafe conditions to their supervisor or, if unavailable, another management representative.
- Immediately report any injury to the supervisor of the injured crew member and/or the witnessing crew member or, if unavailable, another management representative.
- Exercise appropriate care in carrying out their assignments.
- Adhere to all applicable state and local public health guidelines regarding attending work following illness.
- Do not work under the influence of drugs or alcohol, including improper use of medication.
- In any emergency, follow alarms or other alerts, whether to evacuate the building, shelter in place, or assemble in any other designated area.

Effective: December 1, 2021