



**PETIQ, INC.**  
**ENVIRONMENTAL, HEALTH and SAFETY POLICY**

Effective Date: March 24, 2022

**Purpose of Policy**

PetIQ, Inc. (“PetIQ” or “Company”) is committed to excellence in Environmental, Health and Safety performance (“EHS”). PetIQ will manage its operations in accordance with our EHS principles and beliefs, in a manner that helps to both control occupational safety and health risks, and protect the environment, while fully complying with applicable laws and regulations.

**Scope of Policy**

This policy applies to all employees and all individuals who provide services directly or indirectly to, or on behalf of the Company including, but not limited to, ancillary workers, agency workers, contractors and vendors. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment, revocation of site access and/or discontinuance of service. Employee safety, health and environmental stewardship is the individual responsibility of every employee who works for PetIQ and is therefore, an integral part of their job requirements.

**Statement of Policy**

PetIQ strives to develop products that are safe, effective and environmentally friendly. PetIQ is committed to managing its safety, health, and environmental protection programs to reduce workplace risk, minimize employee hazards, product losses, and community exposure to hazardous substances. PetIQ uses internal and external resources to achieve these objectives including extensive, ongoing training and feedback as well as crisis and emergency preparedness. To ensure superior performance, PetIQ will provide necessary resources for effective EHS management. The PetIQ standard includes being recognized by our employees, customers, regulators, and by members of the public as a Company with superior EHS performance. We will continuously improve our EHS performance through the application of our EHS management systems. We will set and review EHS objectives and targets and strive to meet them.

PetIQ will consider the safety, health, and environmental protection standards and performance of its prospective corporate partners and expects its corporate partners to demonstrate similar commitments to protection of our environment, and employee health and safety. An open dialogue with PetIQ employees, contractors, customers, partners, regulators and facility neighbors is essential to the success of these programs.

The company strives to:

1. Integrate applicable environmental, health and safety considerations into business processes, planning and decision making;
2. Proactively reduce occupational injury and illness risks by implementing engineering and/or administrative controls;
3. Protect the environment, health and safety of our employees, contractors, customers, and the public by conducting our business in a safe, secure and environmentally responsible manner;
4. Implement developmental-based programs to increase employee involvement thereby increasing our environmental, health and safety culture; and
5. Determinedly pursue energy conservation and pollution prevention in our operations to ensure the long-term sustainability of our company and the global environment.

Included is the requirement for all employees to report to their Manager any and all workplace injuries and/or conditions which they believe may or could affect the health and safety of our employees, the protection of the environment or our compliance with applicable regulations including this Policy. Environmental, health and safety is a part of every leader's routine responsibilities.