



Global Health & Safety Policy

At Central Garden & Pet (“Central”), we are committed to safety as safety is fundamental to the success of our business. We grow colleagues to live their life to the fullest everyday by nurturing safety at work and home.

We believe that:

- We value safety above all else.
- Nothing we do is worth getting hurt.
- Our goal is zero incidents.
- EVERY incident is preventable, at work and at home.
- We are all empowered to act on safety.
- We celebrate our safety successes.

Central is committed to:

- Identify, evaluate and manage all applicable safety and health hazards and risks.
- Continuously improving the safety of our work environments by investing in our people and facilities, including meeting or exceeding the requirements of all applicable laws and regulations.
- Routinely monitoring our operations for accountability to all safety and health policies, including this policy; and
- Creating and maintaining a world class safety culture to achieve an incident free workplace and environment

We expect all Central employees and contractors to participate and act in accordance with this policy and report and health and safety opportunities to management.