

Safety and Hazard Orientation

General Safety Expectations

Associate safety is of paramount importance to Advantage Sales & Marketing LLC dba Advantage Solutions and its direct and indirect subsidiaries, affiliated entities and divisions (collectively, the "Company"). In keeping with its commitment to safety in the workplace, the Company expects each Associate to take affirmative steps to promote safety in the workplace and to avoid actions which could potentially create unsafe working conditions for themselves or others. Every associate is responsible for safety. Therefore, to assist you in better understanding and achieving our common safety goals, we have set forth below some of the key expectations of the Company associates in the performance of their job duties and when engaged in work-related activities in general. Please note that this document is not intended to provide an exhaustive list of safety-related expectations. Additional requirements and procedures may be communicated to you at other times or places during your employment verbally and/or in writing. In addition, the expectations discussed here are intended to apply to most circumstances. However, if you encounter a situation where you believe an otherwise reasonable expectation may not apply, you are expected to use good judgment in evaluating relevant conditions and determining a safe course of action for yourself and others; and, if time allows, contact your supervisor to discuss appropriate alternatives.

If you have any questions regarding a potential hazard or safety concerns, you are expected to contact your supervisor. If your supervisor is not available and you believe there is a risk to your own health or safety or that of another employee, contact another supervisor in your office or on your team; your Human Resources representative; or, in the event of a true emergency, 911.

In furtherance of its commitment to the safety of its associates, the Company has also established a Company Illness and Injury Protection Plan which can be found on the Company's intranet site.

Safe Work Performance Expectation – Employee Responsibilities

- Report all work-related injuries and safety incidents immediately
- Wear appropriate safety equipment
- Participate in safety meetings and offer suggestions for improvements
- Report unsafe work practices and/or unsafe conditions to your supervisor immediately
- Do not operate equipment for which you have not been trained or authorized; if you do not have the training to operate equipment necessary for your position, contact your supervisor
- Request assistance in lifting bulky, awkward, or heavy items
- If you believe a task is unsafe or unhealthy or if it causes discomfort for you, stop performing the task and contact your supervisor
- Be alert and focused while at work and pay attention to safety signs/warnings
- Avoid horseplay