



TEAM MEMBER GUIDE

311 SAFETY FOOTWEAR

In order to ensure the safety of all Team Members and comply with legislative regulations, all Team Members (regardless of the work they perform or the number of hours they work) are required to wear safety footwear at all times while at work. The only Team Members who are not required to wear safety footwear are those who work in the administration section of Head Office.

See page 2 for further details.



SAFETY SHOES/BOOTS POLICY

Objective

Ensure the safety of employees working in high-risk environments by requiring the mandatory wearing of safety footwear appropriate to their duties.

Scope

Wearing a safety shoe/boot is mandatory for all employees working in a Benson store, distribution center, or shop.

Safety Footwear Purchase Program

- Each eligible employee can obtain **one pair of safety shoes/boots per calendar year** through the Benson Safety Shoe Purchase Program.
- Requests for vouchers are to be placed, by email, through the Human Resources department at hr@bensonorg.com. **Only the Human Resources department will be able to create, sign, and issue vouchers beginning June 1, 2026.**
- The purchase must be made directly at a Mark's store, presenting the official voucher provided by the Human Resources Department.
- If the amount of the shoes/boots chosen exceeds the amount allocated, the employee will have to assume, at their own expense, the difference.

Frequency and Amount Allocated

Job Category	Safety Shoes
All auto parts stores employees	1 pair/year - \$150 + taxes
All shops employees	1 pair/year - \$150 + taxes
All distribution centers employees	1 pair/year - \$150 + taxes

Clause on deductions in case of departure

- If the employee leaves the company within 90 days of the purchase, Benson will deduct the full cost of the safety shoes/boots from their final paycheck.
- If the employee leaves between the 91st and 180th days, a deduction of 50% of the cost of the shoes/boots will be applied to their last paycheck.
- After 180 days, the employee keeps the shoes/boots without any obligation to reimburse.

Conclusion

The safety of every employee is at the heart of our priorities. Compliance with this policy protects the health of our employees while ensuring a safe work environment for all. We count on your cooperation and your commitment to wear and ensure the wearing of the appropriate safety shoes/boots at all times in the workplace.

If you have any questions about this policy or for assistance with the purchase of safety shoes/boots, please do not hesitate to contact the Human Resources Department.

Safety Shoes/Boots policy	#1	Health & Safety
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