

CALIFORNIA WORKPLACE VIOLENCE PREVENTION PLAN (“WVPP”)
FOR EMPLOYEES IN CALIFORNIA*

Name or Job Title of the persons responsible for implementing the WVPP:

- Andrea Pierson: California Regional Manager
- Kinneret Ben-David: Loss Prevention Regional Manager
- Noel Garcia: Senior Human Resource Coordinator
- Denise Wells: District Manager
- Tammy Rhinehart: District Manager
- Griselda Ruiz: District Manager

Hazard Identification and Evaluation:

Rainbow adopts an inclusive approach to engage employees and their representatives in shaping and executing the workplace violence prevention plan. This involves:

Collaborative Efforts: Management and employees jointly participate in spotting, assessing, and applying remedies to eliminate risks of workplace violence.

Safety Dialogues: Regular safety meetings facilitate open discussions about identifying violence-related risks, assessing these concerns, and strategizing corrections. This could include brainstorming, dissecting recent incidents, and refining safety protocols.

Training Development: Employees contribute to designing training sessions, offering insights that shape the curriculum, such as proposing scenarios that reflect recent incidents.

Consistent Communication: Management guarantees that all employees comprehend the workplace violence policies and procedures, with a commitment to equitable enforcement.

Collective Responsibility: Employees are expected to adhere to the plan's directives, aiding in fostering a secure work environment.

Ongoing : The plan is always active, addressing specific risks and remedial actions pertinent to different work areas.

This streamlined approach ensures active participation, clear communication, and shared responsibility in preventing workplace violence.

Reporting Workplace Violence:

Employees are encouraged to report any incidents or threats of workplace violence. Reports can be made to immediate supervisors, the Human Resources Department, or Company's Confidential Hotline (1888-572-46269), or reportloss@rainbow-mail.com

The Company ensures that all reports will be treated with the utmost seriousness and confidentiality, to the extent possible.

Investigation Procedures:

Upon receiving a report, a thorough and impartial investigation will be conducted promptly.

The Human Resources Department and Loss Prevention are responsible for overseeing the investigation process.

Response to Emergencies:

Rainbow has established protocols to quickly respond to actual or potential workplace violence emergencies, including how to alert employees, response actions, and evacuation plans if necessary.

Post-Incident Response and Investigation:

After an incident, a detailed review and investigation will be conducted to understand the cause and to prevent future occurrences.

Appropriate corrective actions, up to and including termination, will be taken based on the findings of the investigation.

Prohibition of Retaliation:

Rainbow strictly prohibits any form of retaliation against individuals who report workplace violence or participate in investigations.

Measures are in place to protect those who come forward with reports from any adverse consequences.

Responsibility and Oversight:

The Human Resources Department and Loss Prevention Department holds overall responsibility for this policy, maintaining reporting and monitoring procedures.

Employees with questions or concerns related to workplace violence are encouraged to contact the Human Resources Department.

This policy underscores our commitment to maintaining a safe and secure working environment for all employees.

Our objective is clear: to preempt, address, and mitigate workplace violence, ensuring the well-being and safety of our workforce.

Rainbow Workplace Violence Hazard Correction:

Rainbow's approach to workplace violence focuses on swift action, tailored solutions, and preventive measures to ensure employee safety.

Key aspects include:

Immediate Action: Evacuate all employees from imminent danger areas, except those with protective measures to address the hazard.

Documentation: Record all actions taken to mitigate hazards, including dates and details.

Customized Solutions: Employ environment-specific strategies such as enhanced lighting, security cameras, and personnel to deter violence.

Prevention: Implement design and security features to make workplaces less attractive to threats, establish accessible emergency communication systems, and promote employee training on handling potential violence situations. Encourage reporting and collaboration in violence prevention, maintain escape routes, create emergency plans, raise awareness about violence indicators, and integrate violence considerations into disciplinary procedures. Enforce no-weapons policies and minimize cash on hand.

Rainbow's strategy emphasizes proactive safety measures and clear communication to manage workplace violence risks effectively.

Post-Incident Response and Investigation

Following a workplace incident, the WVPP administrator or a designated representative will promptly:

Assess the Scene: Safely inspect the incident location as soon as possible.

Gather Information: Interview all relevant parties, including employees, witnesses, and law enforcement.

Review Evidence: Check security camera footage, if available.

Identify Risks: Assess workplace for any security risks linked to the incident.

Determine Causes: Figure out what led to the incident.

Implement Solutions: Apply corrective measures to prevent recurrence.

Document Everything: Keep detailed records of the incident, investigation findings, and actions taken.

Collect Reports: Acquire any law enforcement reports.