

## Ohio

### Criminal Legal Proceedings Leave Policy

Innovative Petcare provides unpaid leave for Employees required to attend criminal legal proceedings, including grand jury or juvenile proceedings, either as a witness, a crime victim, or a close family member or representative of a crime victim. This leave also applies if you have been requested by the prosecutor to assist in preparing a criminal case against the suspect. Notify your Manager or Supervisor as soon as possible to arrange your leave.

The Company may request proof of your need to attend the proceedings, as authorized by law. Leave under this policy will be unpaid unless otherwise required by applicable law. You may choose to use available PTO or vacation time instead of unpaid leave.

Innovative Petcare will keep any information related to your leave confidential to the extent possible.

This policy does not apply to Employees seeking leave for offenses committed against the Company or offenses involving them during the course of their employment.

### Precinct Election Officials Leave Policy

Innovative Petcare provides unpaid leave for Employees serving as precinct election officials on registration days and/or Election Day to perform their duties. Please provide as much notice as possible of your need for leave.

### Volunteer Firefighter and Emergency Medical Services Leave Policy

Innovative Petcare will not discharge, discriminate, or take disciplinary action against Employees who are volunteer firefighters or emergency medical service providers for being late or absent from work due to responding to an emergency. Time missed for such emergency responses will be unpaid.

If you are a current volunteer firefighter or emergency medical service provider, notify the Company of your status, including any termination of that status. If you intend to become a volunteer firefighter or emergency medical service provider, provide written notification within 30 days of receiving your certification. This notification must be signed by either the chief of the volunteer fire department or the medical director/chief administrator of the emergency medical organization with which you serve.

If you will be late or absent due to responding to an emergency, make every effort to notify the Company as soon as possible. If you are unable to provide advance notice due to extreme emergency circumstances, submit a written statement from the applicable director or chief explaining why prior notice was not given. The Company may also request a written statement verifying the date and time you responded to the emergency.

