

## **SAFETY SHOE POLICY**

In an effort to better protect our employees and create a safer working environment for everyone, Formosa has instituted a company-wide slip-resistant safety shoe policy. We have made every effort to design this policy to be flexible with the ability to meet our employees' needs both on and off the job.

### **Requirements:**

1. All employees working in Formosa will be required to wear slip-resistant safety shoes that are in good condition. These shoes may be purchased at the following approved suppliers (list below). The list of suppliers was chosen based on tests in our restaurants. Each has proven to be effective in helping prevent slip and fall accidents. The shoes on the approved list also meet specific testing standards that we require to show each shoe's slip- resistance on wet and dry surfaces. We have provided style choices that are suitable for both on and off the job.
  - a. Shoes for Crews – available online
  - b. TredSafe – available at most Wal-Mart locations
  - c. TX Traction – available at Famous Footwear locations or online
  - d. Skechers Work – available at most shoe stores or online. Must be "Work" type.
  - e. Safe-T-Step – available at Payless Shoe stores
2. All employees must be wearing slip-resistant shoes or overshoes at all times when working. Failure to wear slip-resistant shoes or overshoes will disqualify an employee from working.