



CONTRACTOR'S GENERAL CONDUCT REQUIREMENTS

1. Contractor shall wear professional, appropriate industry-standard clothing and footwear, and proper identification (contractor's company name and/or logo may be used as identification) is to be clearly visible at all times. Contractor's appearance should be neat and clean and shall not wear clothing with offensive messages or graphics.
2. Contractor is responsible for maintaining a safe work environment and shall at all times be mindful of the safety of customers, team members and all other persons. Contractor's designated work areas shall be kept clean and free of debris throughout the work shift. Contractor shall secure or remove all materials required to perform the Services from work areas on a daily basis as needed. Designated work areas must be appropriately identified and protected from customer contact and/or access.
3. Smoking and use of any type of tobacco product will be permitted only in the designated outside smoking shelters. This applies to smoking tobacco products or other herbaceous material, the use of e-cigarettes or similar devices, and chewing tobacco or snuff on Facility property, including on the roof of any Facility.
4. Contractor may use the Facility café or designated seating area (not team member break rooms) for breaks and lunches to consume food and beverages purchased or brought into the Facility for consumption by Contractor.
5. Under no circumstances shall Contractor park in the fire lanes or immediately adjacent to the main Facility entryways. Contractor must refrain from parking in customer preferred parking areas but, park on the General Merchandise side of the Facility at the farthest point available from the main entryways. Any Contractor who fails to observe these parking guidelines may be required to move his or her vehicle, or the vehicle may be towed from the Facility at the expense of Contractor.
6. Contractor shall not use language which may be considered inappropriate and/or offensive to others.
7. Meijer policy prohibits sexual harassment. Documented reports of sexual harassment by any Contractor will result in the immediate dismissal of such person(s) from Facility.
8. Contractor must PAY FIRST and retain the receipts for any Meijer merchandise purchased at the Facility for personal use and/or consumption or that may be required for the Services. Any person involved in or having knowledge of a theft or the unauthorized possession of Meijer property will be directed to leave the Facility immediately, become subject to criminal prosecution, and Contractor and/or the person's employer will be notified.
9. The use of Meijer shopping carts, storage carts, lifts, hi-los, powered pallet jacks, or any other Facility equipment by Contractor is prohibited without prior authorization from Meijer's Facility Management.
10. Use of alcohol or other drugs, on Meijer property is strictly prohibited. Contractors who consume alcohol or use illicit drugs away from the Facility during breaks or lunch, who are under the influence or suspected to be under the influence of alcohol or drugs are prohibited from returning to work at any Facility.
11. Contractor shall not engage in or threaten to engage in any physical contact or confrontation that could in any way result in physical injury or property damage.
12. Contractor's use of Meijer construction back-stock material, including but not limited to floor tile, paint, adhesives, or HDPE, is prohibited without prior approval by Meijer Facilities or Construction.



13. OSHA guidelines and standard practices WILL be followed for the specific Services, including but not limited to, lock-out/tag-out power procedures, confined spaces, and hard hat usage as required.
14. For Services involving welding, grinding, or any work producing an open flame and/or sparks will require Contractor to request from the Facility Store Director a "Hot Work Permit" at the beginning of each shift.
15. Facility equipment/property displaced subsequent to a Service WILL be turned over to the owner if proper disposition has not been identified prior.
16. Work causing disruption to an existing Fire Protection system will require an impairment procedure/ticket to be issued and followed accordingly. This can be received by the Facility Store Director.

Violation of Contractor's obligations under the Master Services Agreement ("MSA") between the parties, including any of the provisions in this "Contractor's General Conduct Requirements" may result in the immediate dismissal of such person(s) from the Facility and potential termination of Contractor's Services under the aforementioned MSA.

12/18/2014