



Safety Plan for Research & Development

Curaleaf will build emergency preparedness into our culture through extensive training upon hire. All new employees will receive training on safety which includes training on emergency exits, emergency equipment that is available at the facility (which includes eyewash stations, emergency showers, and AED and first aid kits) alarms, fire extinguishers, fire suppression/sprinklers, noise and hearing damage, hazardous materials, chemicals, hazard labeling, SDS sheets, PPE equipment, Lock out tag out equipment procedures, confined spaces, machine guards, electrical safety and incident reporting.

Regular semi-annual evacuation drills will be performed by the EHS manager. Curaleaf has created a safety committee at each facility. Monthly safety meetings are completed which include a safety checklist of the facility, a topic of the month and discussion of safety hazards in the facility. Based on job titles certain employees are required to complete an OSHA10 certification course or a ServSafe certification course. All staff will understand overall evacuation, shelter, and accountability procedures; the location and use of common emergency equipment; and emergency shutdown procedures that ensure personal safety.

Curaleaf has an Emergency Response Guide that is reviewed with each associate. The purpose of an Emergency Response Guide is to prepare employees for quick and appropriate responses in the event of an emergency or disaster. This Emergency Response Guide describes the responsibilities and actions to be taken to protect Curaleaf employees and property until municipal responders take over (when applicable). Each section of this plan gives general guidance. No set of procedures and instructions can cover all the requirements for coping with every emergency. The application of good judgment, ability to remain calm, and sound management decisions are necessary to implement all procedures. With this in mind, Curaleaf management shall apply the elements of the guide and make appropriate decisions specific to particular circumstances and environment. Specific responses may be dependent on location, size, and the type of event.

Management must prepare staff by discussing each type of event and creating an internal plan that works in conjunction with the guide. Employees must listen for announcements and information from management. If an event is obvious or communication is not possible, employees are trained to take the appropriate action based on your plan and our guide.

Because many different types of emergencies could occur at Curaleaf, planning before an emergency allows us to respond effectively and in ways that minimize employee injuries and property damage. The CCC will be notified within 24 hours of a reportable incident. Outlined below are summary descriptions of procedures for a few primary response scenarios. In all scenarios, internal staff response resources will be augmented and directed by our on-site security.

Personal Protective Equipment

Personal Protective Equipment is specialized clothing or equipment worn for protection against hazards. APPE assessment was completed by our EHS manager for each job description in our facilities. Based on job descriptions some forms of PPE may include eye protection, hand protection, hearing protection, non-slip shoes and respirators. Employees that are required to wear respiratory protection must pass a medical evaluation prior to receiving the respirator, pass a fit test and have specific training for the type of respirator they use.

Fire Emergency

Good housekeeping in the production facility is a must. This is especially applicable to the shop area. All employees are instructed to keep walkways and storage areas clean. Storage of all flammable material will be in the designated areas. Any spill will be cleaned as soon as possible to prevent a slip/fall or fire hazard.

Curaleaf facilities are equipped with fire alarm systems that include smoke detectors and pull-down emergency alarms. It is important that staff be familiar with the location of fire extinguishers and fire alarms. The system notifies the fire department. If staff members hear the fire alarm, they are trained to evacuate the facility immediately. Evacuation maps are placed strategically throughout the Marijuana Research Facility. Employees may be able to identify the location of the fire by the smoke. Smoke from a fire may contain toxic materials. They are instructed that if they must escape through a smoky area, to stay close to the floor.

When a fire emergency is observed or discovered by an employee, that employee will notify the nearest manager. The manager will determine if evacuation is required and will activate the fire alarm if necessary. If the fire is obviously severe, employees will pull the fire alarm immediately.

Area fires often start as small events and can grow very quickly. An immediate response is necessary. Employees are trained to GET HELP. Call, or have someone call the fire department.

Employees trained to use portable fire extinguishers may be expected to fight fires in the initial stages. If the fire is still small, they may use a fire extinguisher to try to suppress it. If the fire is so large that it cannot be contained or extinguished with one fire extinguisher, employees are trained to pull the fire alarm, notify people around them to evacuate, and get out as soon as possible.

Fire alarms must be taken seriously. Employees are trained to close all doors in the area and proceed to the nearest exit that is not affected by the event. Curaleaf management will work quickly to determine the cause of the problem and restore the facility to operating status. Staff and members will be notified when it is safe to re-enter. When the evacuation is signaled, employees, members, and contractors will proceed to the nearest facility exit by taking the primary escape route. If the primary escape route is blocked or inaccessible, the secondary escape route will be taken.

In the production facilities, if the situation allows, any equipment operators will ensure that their equipment has been turned off and will then proceed to evacuate the facility.

Chemical Emergencies

Curaleaf has a Hazardous Communication Program that is reviewed with each associate. The management of Curaleaf is committed to preventing accidents and ensuring the safety and health of our employees. We will comply with all applicable federal and state health and safety rules. Under this program employees are informed of the contents of the OSHA Hazard Communications Standard, the hazardous properties of chemicals with which they work, safe handling procedures and measures to take to protect themselves from these chemicals. These chemicals may be physical or health related. This written hazard communication plan is available at the for review by all employees in the electronic document management system (SharePoint).

Curaleaf will train employees on biological, chemical, or physical hazards. If an employee notices multiple people becoming ill for unexplained reasons, they are instructed not to rush to the area to aid them. The victims may be contaminated and cause them to become ill as well. Assess the danger before giving aid.

If it is determined that the contamination is coming from inside the facility:

- Management will evacuate staff, members, and contractors to fresh air moving away from areas that appear to be affected
- Once outside, move away from the facility and stay up hill and up wind of the affected area

If it is determined that the contamination is coming from outside of the facility:

- Management will guide staff, members, and contractors to a room that can be sealed
- Use whatever means are available to seal gaps in doors and ventilation ducts
- If possible, the manager will call the police or a person outside of the facility and tell them your location
- Seek instructions from radio and internet reports
- Stay sheltered until help arrives; wait for their instructions before leaving shelter

If any associate believes that they have been contaminated, they are instructed to stay clear of other people and seek help from responding authorities. They may need to go through a decontamination procedure before receiving medical assistance.

Hazardous Material Spill Response and Cleanup

Spills and leaks of hazardous materials should be reported immediately to the Facilities Manager, who will make the initial spill assessment and determine the appropriate response.

Any staff engaged in cleaning up spilled material must don the appropriate personal protective equipment (PPE).

Cleanup of spills or leaks involving particularly hazardous materials will be reserved for a waste cleanup contractor.

Spilled material that has been cleaned up may be regulated as waste under federal and state rules. Prior to disposing of the material, management will determine whether waste management rules apply.

Any spill of hazardous matter in any quantity occurring at the facility must be immediately reported to the Mass DEP at 1-888-304-1133.