



WELLNESS POLICY: OUR COMMITMENT TO EMPLOYEE AND CUSTOMER HEALTH

Purpose

This policy outlines Stance's commitment to fostering a culture of health, safety, and well-being for both our employees and our customers. We recognize that mental health, ergonomic practices, and proactive health care are essential to overall wellness, productivity, and positive experiences in the workplace, as well as while interacting with our staff and using our products.

Scope

This policy applies to all employees, contractors, and customers interacting with our organization, whether on-site, remote, or through our products.

Guiding Principles

- Promote a holistic approach to health, including mental, physical, and emotional well-being
- Create safe, inclusive, and supportive environments and products
- Encourage prevention and early intervention through education and design

1. Mental Health and Well-being

For Employees

- Provide access to confidential mental health resources including our Employee & Family Assistance Program (EFAP)
- Promote work-life balance through flexible scheduling where possible
- Encourage open dialogue and reduce stigmas around mental health

For Customers

- Ensure respectful, empathetic, and inclusive interactions
- Provide clear communication to reduce unnecessary stress in our service delivery
- Offer products designed specifically to reduce anxiety and promote comfort

2. Ergonomics and Physical Environment

For Employees

- Provide ergonomically appropriate workstations (chairs, desks, workstations, equipment)
- Offer ergonomic assessments and training for safe work practices
- Encourage regular breaks and movement during work hours

For Customers

- Incorporate ergonomic design principles into our products where possible
- Regularly assess industry standards to ensure ongoing product safety

3. Proactive Health Care

For Employees

- Encourage preventive care by offering extensive health benefits
- Share educational resources on disease prevention, health maintenance, and positive lifestyle choices in areas such as nutrition, physical activity, and adequate sleep, as made available through our EFAP

For Customers

- Provide transparent, health-conscious product information
- Promote safe usage and informed decision-making
- Where applicable, integrate health-promoting features into our products
- Encourage feedback to continuously improve health and safety standards

Our Commitment

We are dedicated to creating an environment where employees thrive and customer interactions are always safe and respectful. Wellness is a shared responsibility and a core value of our organization.