

CHICO'S FAS INC

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Health and Safety Policy

Chico's FAS is committed to providing a safe and healthy workplace for all its employees.

It is the intent of Chico's FAS to comply with all applicable laws and regulations, including the federal Occupational Health and Safety Act, regulations and standards issued by the Occupational Health and Safety Administration and state and local laws. Beyond complying with the law, Chico's FAS has implemented a Company-wide Health and Safety Program designed to help minimize workplace injuries and illnesses.

The Chico's FAS Health and Safety Program includes the following elements:

- Conducting health and safety audits to identify and remediate unsafe working conditions or practices, to control health hazards, and to comply fully with all applicable laws and regulations relating to health and safety standards;
- Training employees in good health and safety practices;
- Encouraging employees to get involved in improving workplace safety;
- Providing any necessary personal protective equipment and instructions for its use and care;
- Developing and enforcing health and safety rules and requiring employees to comply with these rules as a condition of employment;
- Investigating every significant incident to determine its cause and remediate any material deficiencies.

The Company's Risk Management Department oversees the Health and Safety Program and is responsible for maintaining the Program's effectiveness and compliance with applicable law, and for providing the safeguards required to help ensure safe working conditions.

Management is responsible for modeling and prioritizing health and safety education to help ensure the areas and teams they supervise maintain ongoing compliance with the Health and Safety Program, including developing a culture where day-to-day operations are performed taking into account the health and safety of all personnel involved.

All Associates are required to contribute to a safe work environment by adhering to safe work practices and notifying management when any health or safety issues are present. All Associates are encouraged to partner with management to ensure the safety for all.

Associates who fail to comply with Company's health and safety procedures are subject to disciplinary action, up to and including termination of employment.

If an Associate is injured on the job, they may be entitled to workers' compensation benefits. The Company carries workers' compensation insurance and will assist Associates in obtaining all benefits to which they are legally entitled. If an Associate's work-related injury requires a leave of absence, the circumstances may qualify the Associate to use a portion of their annual Family and Medical Leave. Communication is important and we urge Associates out on leave to keep an open line of communication with their supervisor regarding their leave status and expected return date.

The Chico's FAS Health and Safety Policy and commitment applies to all locations and supply chain vendors that do business with Chico's FAS, regardless of geographic location.

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