# PURPOSE

Wilbert Funeral Services, Inc. employees have the right to discontinue work for any condition that he/she perceives as unsafe. This document provides a list of potentially hazardous circumstances by which a Wilbert CSR might determine that a cemetery service set up should be halted for safety reasons.

# SCOPE

This policy applies to any Employee Partner of XXXXXXX. involved in the setup of graveside services at a cemetery.

# METHODOLOGY

1. Conditions that require halting set-up services will be made by the representative of XXXXXXX completing the set-up. This representative must consult with their supervisor/manager before making a final decision to postpone a set-up.
2. If a determination is made that it is unsafe for employees to complete a set-up due to circumstances such as those listed below, the set-up will be ceased until it is safe to resume.
3. A XXXXXXX area manager or his/her superior will notify the customer promptly after making the decision to halt set-up and communicate the present hazard resulting in set-up to be postponed.
4. In the event that a halted service cannot be resumed the same day within a short period of time, it will be rescheduled at the sole discretion of XXXXXXX.

# HAZARDOUS CONDITIONS

1. XXXXXXX employees have the right to discontinue work for any condition that he/she perceives as unsafe. Such conditions may include, *but are not limited to*:
	1. Failing ground surface, including:
		1. Unstable soil due to saturation
		2. Icy ground conditions
		3. Ground with insufficient support for materials
	2. Severe Weather
	3. Sustained high winds:
		1. Winds exceeding 30 miles per hour for tent set up
		2. Winds exceeding 40 miles per hour for all other work
		3. Wind that could cause an employee or equipment-handling material to lose control of the material
		4. Wind that could expose an employee or other individual to hazard, injury or harm
		5. Wind that could expose equipment or property to damages
	4. Tornados/Hurricanes
	5. Unsafe road conditions
		1. Impassable due to flooding, washout, erosion
		2. Excessively muddy or unstable
		3. Snow or ice covered
	6. Unsafe behavior or actions from other persons
		1. Verbal or physical threats
		2. Possession of weapons
	7. Inadequate set up materials/equipment
		1. Deteriorated boards/planks

# AUTHORIZATION

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| **Position** **Signature** **Date** |
| **Chief Safety Officer** |  |  |
| **Senior Vice President** |  |  |
| **Chief People Officer** |  |  |
| **Senior Vice President & General Counsel** |  |  |
| **Chief Executive Officer** |  |  |