

SAFETY POLICY

HOD LLC

Effective Date: August 15, 2026

Last Updated: August 15, 2026

1. PURPOSE

The purpose of this Safety Policy ("Policy") is to establish minimum safety standards for all independent Service Providers ("Contractors") using the Husband On Demand Platform.

This Policy is intended to:

- protect Customers;
- protect Contractors;
- reduce workplace injuries;
- reduce property damage;
- reduce legal risk;
- promote safe working practices.

This Policy forms part of the Independent Contractor Agreement.

2. MARKETPLACE STATUS

HOD LLC ("HOD") operates solely as an online technology marketplace.

HOD:

- is not the employer of any Contractor;
- does not supervise work;
- does not direct how services are performed;
- does not inspect job sites;
- does not provide safety training;
- does not guarantee workplace safety.

Each Contractor remains solely responsible for determining whether work can be performed safely.

Nothing in this Policy creates a duty for HOD to inspect, supervise, or control any worksite.

3. CONTRACTOR RESPONSIBILITY

Each Contractor agrees to:

- evaluate every job before beginning work;
- refuse unsafe work;
- comply with all applicable laws and regulations;
- use safe work practices;

stop work immediately if conditions become dangerous;

protect Customers, third parties, and property.

The Contractor is solely responsible for all decisions regarding job-site safety.

4. COMPLIANCE WITH LAW

Contractors shall comply with all applicable:

Federal laws

Florida laws

County regulations

Municipal regulations

Building codes

Fire codes

OSHA requirements where applicable

Contractors are responsible for determining which legal requirements apply to their services.

5. PERSONAL PROTECTIVE EQUIPMENT (PPE)

Contractors shall use appropriate Personal Protective Equipment ("PPE") whenever reasonably necessary, including:

Safety glasses

Hearing protection

Work gloves

Respirators where required

Hard hats where appropriate

Steel-toe footwear

Fall-protection equipment

HOD does not supply PPE.

6. TOOLS AND EQUIPMENT

Contractors are solely responsible for:

maintaining tools in safe condition;

using tools according to manufacturer instructions;

replacing damaged equipment;

inspecting tools before each job.

Unsafe or defective equipment shall not be used.

7. LADDERS AND ELEVATED WORK

Before using a ladder, Contractors shall:

inspect the ladder;
place it on stable ground;
maintain three points of contact whenever possible;
avoid overreaching;
follow the manufacturer's weight limits.

Contractors shall not use damaged ladders.

If a task requires specialized fall protection or equipment beyond the Contractor's capability, the Contractor shall decline the work.

8. ELECTRICAL SAFETY

Contractors shall never:

work on energized electrical systems unless legally qualified and authorized;
bypass electrical safety devices;
expose Customers to electrical hazards.

Electrical work requiring a license shall only be performed by properly licensed individuals where required by law.

9. PLUMBING AND GAS

Contractors shall immediately stop work if they discover:

gas leaks;
significant water leaks;
sewer hazards;
unsafe plumbing conditions.

Emergency conditions shall be reported immediately to the Customer, and where appropriate, emergency services or the utility provider should be contacted.

10. HAZARDOUS MATERIALS

Contractors shall not disturb or remove suspected:

asbestos;
lead-based paint;
mold;
hazardous chemicals;
biohazardous materials;
unless legally qualified and authorized to do so.

Any suspected hazardous material shall be reported to the Customer before work continues.

11. WEATHER CONDITIONS

Outdoor work shall not be performed when conditions present an unreasonable safety risk, including:

lightning;
hurricanes;
tropical storms;
flooding;
high winds;
severe heat;
other dangerous weather conditions.

The Contractor has sole responsibility for deciding whether conditions are safe.

12. PROPERTY PROTECTION

Contractors shall take reasonable precautions to protect:

flooring;
furniture;
landscaping;
vehicles;
walls;
personal belongings.

Protective coverings should be used whenever appropriate.

13. CHILDREN AND PETS

Before beginning work, Contractors should request that:

children remain away from the work area;
pets are secured;
unnecessary bystanders stay clear of hazardous areas.

If conditions remain unsafe, the Contractor may suspend or decline the work.

14. VEHICLE SAFETY

Contractors operating motor vehicles shall:

possess a valid driver's license;
maintain legally required insurance;
obey all traffic laws;
safely secure tools and materials.

15. ACCIDENT REPORTING

Contractors shall promptly notify HOD if a work-related incident involving injury, significant property damage, or emergency services occurs.

Such notification does not transfer responsibility for the incident to HOD.

16. PROPERTY DAMAGE

If accidental damage occurs, the Contractor shall:

immediately notify the Customer;
document the incident with photographs where appropriate;
cooperate with any insurance process;
report the incident to HOD.

The Contractor remains solely responsible for damage resulting from the Contractor's work, subject to applicable law.

17. RIGHT TO REFUSE UNSAFE WORK

Contractors have the absolute right to refuse or stop work when they reasonably believe:

conditions are unsafe;
required permits are missing;
the requested work is illegal;
proper equipment is unavailable;
continuing work would present an unreasonable risk.

Customers shall not pressure Contractors to perform unsafe work.

18. CUSTOMER RESPONSIBILITIES

Customers are responsible for providing a reasonably safe work environment, including:

reasonable access to the property;
functioning utilities where necessary;
disclosure of known hazards;
securing aggressive animals;
maintaining safe walking surfaces.

HOD is not responsible for inspecting customer property.

19. ALCOHOL AND DRUGS

Contractors shall not perform services while impaired by:

alcohol;
illegal drugs;
misuse of prescription medication.

Violation of this provision may result in immediate suspension or permanent removal from the Platform.

20. EMERGENCY PROCEDURES

In an emergency involving serious injury, fire, gas leak, electrical hazard, or other imminent danger, Contractors should:

Stop work immediately.

Move to a safe location.

Contact emergency services (911) if necessary.

Notify the Customer.

Notify HOD after the immediate emergency has been addressed.

21. INVESTIGATIONS

HOD may review reports involving:

serious injuries;

repeated safety complaints;

fraud;

property damage;

violations of this Policy.

HOD is under no obligation to investigate every incident and retains discretion regarding Platform access.

22. LIMITATION OF LIABILITY

Nothing in this Policy shall be interpreted as creating any obligation for HOD to:

inspect worksites;

supervise Contractors;

verify OSHA compliance;

guarantee the safety of any service.

To the fullest extent permitted by law, HOD shall not be liable for injuries, property damage, or losses arising from the independent acts or omissions of Contractors or Customers, except where liability cannot legally be excluded.

23. INSURANCE

Contractors are solely responsible for obtaining and maintaining any insurance required by law or by Company policy.

Failure to maintain required insurance may result in suspension from the Platform.

24. VIOLATIONS

Violations of this Policy may result in:

written warning;

mandatory retraining;

temporary suspension;

permanent account termination;

referral to law enforcement where appropriate.

25. GOVERNING LAW

This Policy shall be governed by the laws of the State of Florida.

26. MODIFICATIONS

HOD may revise this Safety Policy at any time.

The revised version becomes effective upon publication unless otherwise stated.

27. CONTACT INFORMATION

HOD LLC

Website: www.husbandondemand.com

Support: support@husbandondemand.com

Legal: legal@husbandondemand.com

CONTRACTOR ACKNOWLEDGMENT

I acknowledge that:

I have read this Safety Policy.

I understand my responsibilities.

I am solely responsible for the safe performance of my work.

I understand that HOD LLC does not supervise or control my work and is not responsible for job-site safety.

I agree to comply with this Policy.

Contractor Name: _____

Signature: _____

Date: _____