

Sirius-ES, in recognition of Health, Safety and Environment concerns, is committed to providing and maintaining a safe and healthy working environment for all its employees, visitors and contractors.

In line with this commitment Sirius-ES has adopted a **Non-Smoking Policy** in the Company premises.

OBJECTIVE

- is to provide a smoke-free environment in all the Company premises, in order to achieve a healthier and pleasant workplace, safeguard non-smokers from the risks to health of passive smoke and protect the Company sites from increased risk of fire.

IMPLEMENTATION

- Smoking is prohibited at all Sirius-ES workplaces, including in company vehicles.
- Where it is feasible, restricted smoking areas may be designated by the Company, although Sirius-ES remarks the harmful effects to health of tobacco smoke, mainly due to increased risk of contracting lung cancer and heart disease and encourages those people who wish to quit smoking.
- All employees, contractors and visitors are requested to abide by this policy when performing activities on the Sirius-ES sites as well as to comply with the non-smoking policy in force in any other place where they may be called to perform activities for the Company.
- In any place, except in restricted smoking area(s), right of non-smokers to breathe clean air prevails over the right of the smokers to smoke.
- A formal review of this policy will be conducted on a periodical basis.

RESPONSIBILITIES

- **All staff** have a personal responsibility in ensuring their personal compliance and for ensuring that all those who enter the premises are made aware of the policy.
- **Management** is responsible for:
 - o Making sure all employees and visitors are made aware of this policy
 - o Encouraging a workplace culture that supports employees who want to quit smoking
 - o Managing the implementation and review of this policy

NON-COMPLIANCE

- Disciplinary procedures will be followed if employees do not comply with this policy.

Reviewed and approved:
01st August 2026

Alexander Buchner
CEO