

# Non-Smoking Policy Statement



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 work place, safeguard non-smokers from the risks to health of passive smoke and protect the Company sites from increased risk of fire.

## Implementation

- ❖ All Sirius-ES workplaces are smoke free!
- ❖ 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 with this policy when performing activities in 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 no-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 in ensuring that all those who enter the premises are made aware of the policy.
- ❖ **Management** are responsible for:
  - Making sure all employees and visitors are made aware of this policy
  - Encouraging a workplace culture that supports employees who want to quit smoking
  - 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:  
2<sup>nd</sup> January 2020

Mr. Alexander Buchner, Managing Director