

NO SMOKING POLICY

Marsol Worldwide Limited, 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 Marsol Worldwide Limited has adopted a [Non-Smoking Policy](#) in all the premises under the management of the Company. Objective of this policy is to provide a smoke-free environment in all such 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 premises from increased risk of fire.

ALL MARSOL WORLDWIDE LIMITED PREMISES ARE DESIGNATED SMOKE-FREE

Where it is feasible, restricted smoking areas may be designated by the Company, although Marsol Worldwide Limited 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 Marsol Worldwide Limited controlled premises 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.

IMPLEMENTATION

Smoking is not allowed in any part of the Company controlled premises, except in any restricted smoking area(s) designated by the Company.

No restricted smoking area can be designated in work places, operating areas (hazardous and non-hazardous) or places that must be crossed to reach smoke free areas.

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.

Smokers are invited not to smoke immediately outside the entrances to Company controlled premises.

Employees will be consulted over the results of this policy monitoring and review.

COMPLAINT PROCEDURE

Persons observing a violation of this policy should bring it to the attention of their supervisor. All complaints received will be investigated as confidentially as possible. All personnel are expected to cooperate fully with any such investigation.

Violations of this policy may result in disciplinary action.

In addition, civil fines may be imposed for smoking in violation of the law (UAE Labor Law 08)

ANTI-RETALIATION POLICY

Retaliation against individuals for reporting violations of this policy or for exercising their rights under the law will not be tolerated. If you believe you are being retaliated against, immediately report it to [QHSE Manager or DPA/CSO](#)

This policy is subject to review during annual management review meetings.

Amer Abuobead
CEO

