

 Explorer Marine SBOSS ApS	SMOKING POLICY	Rev.0
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SMOKING POLICY

EXPLORER MARINE SBOSS acknowledges the right of your employees to work in a smoke-free environment and is committed to providing a safe and healthy workplace for all its employees, workers employed by an agency, by a partner or other organisation and even visitors given that second-hand smoke is a known health hazard. Therefore, this policy aims to eliminate the harmful effects of smoking, described by the picture below, by preventing smoking and in general the use of tobacco products.



Smoking or e-cigarettes (vaping) are not permitted anywhere on or in the premises, workplaces or vehicles operated by EMS; in particular this applies while on board, along the quayside, on deck and as well as in the accommodation.

Managers will be responsible for the promotion and maintenance of the policy by their staff and receive training and guidance regarding their responsibilities in relation to the policy and enforcement of it.

Staff who smoke will be encouraged to quit and will be addressed to the most important national and international standards issued by Ministries of Health.

Nevertheless, workers who wish to smoke may smoke only in the designated areas where it is allowed, if and when specified by the site's owner.

Disposal of cigarette butts must be into dedicated metal boxes only so to comply with the waste separation system adopted in the work site.

Employees should inform the appropriate manager of anyone who fails to comply with the policy.

Disregard or violate this Policy by employees at any level may be considered cause for disciplinary action in accordance with the company's policies and occupational health laws.

Birkerød 03th March 2020

Carmelo Zappalà
Director, Explorer Marine SBOSS ApS

