



## Marine Arctic Geological Expedition

### SMOKING POLICY

#### Objectives:

The objective of this Policy is to create safe working conditions for employees, protect their life and health, promote healthy lifestyle, and minimize harmful effects of passive smoking.

#### Requirements:

- Employees shall not smoke tobacco or tobacco products (including vaping devices and other heated tobacco products) at any Company sites, including manufacturing sites, workplaces, residential premises (hostels, ships, shift camps, field camps, etc.). Smoking of tobacco and tobacco products is allowed only in specially designated and appropriately equipped areas.
- Tobacco and tobacco product smoking in Company vehicles is prohibited.
- Employees visiting organizations with smoking regulations that are less restrictive have the right to ask host representatives to refrain from smoking and to meet in any non-smoking area.
- Visitors who do not comply with the Policy requirements will be asked to leave the premises of JSC MAGE.
- Employees who do not comply with the Policy will be subject to disciplinary actions.
- Employees who desire to give up smoking will be supported by the Company's management team.

HR department shall communicate the requirements of this Policy to any job applicant of JSC MAGE prior to signing an employment contract.

24.02.2021

Director General,  
JSC MAGE



A.G. Kazanin