



SMOKING POLICY

Sonamet acknowledges the fact that smoking constitutes a fire risk and is a hazard to the health of individuals, both smokers and non-smokers. It is the duty of Sonamet to protect all employees from unnecessary exposure to hazards, therefore this policy must be adhered to at all times by employees, contractors and visitors.

SMOKING POLICY RULES

Sonamet requires its personnel to ensure that the following rules are respected:

- Smoking is strictly prohibited on hazardous work sites where there is a risk of explosion or fire. Prevention of accidental ignition due to smoking includes the designation of clearly marked No Smoking areas. In such places, No Smoking signs must be clearly posted.
- Smoking is also prohibited in places allocated to collective usage (ie: conference/meeting rooms, dining rooms and shared offices unless otherwise agreed between all occupants of such offices) as well as in collective means of transport, subject to no smoking restrictions set out by local legislation or specific regulations

Sonamet encourages its personnel not to smoke and will keep them informed about the negative impact of smoking on health.

José Barroso, General Manager
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