



SMOKING POLICY

Sonamet acknowledge 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.

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.

A handwritten signature in blue ink, appearing to read "Domingos Augusto", written over a horizontal line.

Domingos Augusto, General Manager
July 2019

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