

Stefanutti Stocks (Pty) Ltd

Smoking in the Workplace **Policy Statement**

Stefanutti Stocks (Pty) Ltd has a sincere interest in the health of its employees and the maintenance of a safe and legally compliant working environment.

It is therefore recognised that:

- Smoking in the workplace and public areas is prohibited by legislation;
- Smoking may be detrimental to employees' health;

In line with legislation, all buildings of the Group (including site offices and workshops) are declared smoke free zones.

Group entities and sites are required to create designated smoking areas to accommodate employees who smoke.

Employees and / or visitors may only smoke in the designated smoking areas provided.

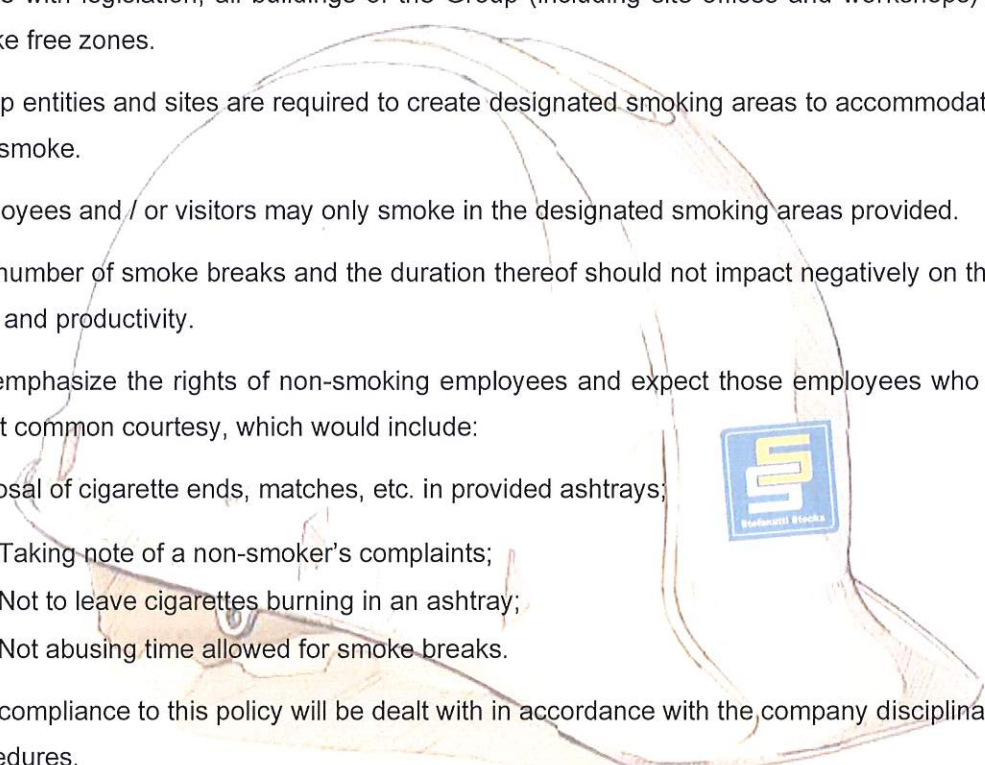
The number of smoke breaks and the duration thereof should not impact negatively on the employees work and productivity.

We emphasize the rights of non-smoking employees and expect those employees who do smoke to adopt common courtesy, which would include:

Disposal of cigarette ends, matches, etc. in provided ashtrays;

- Taking note of a non-smoker's complaints;
- Not to leave cigarettes burning in an ashtray;
- Not abusing time allowed for smoke breaks.

Non-compliance to this policy will be dealt with in accordance with the company disciplinary procedures.




Russell Crawford
Group Chief Executive Officer
Revised: 01 February 2022

