



SMOKE-FREE WORKPLACE POLICY

Hargy Oil Palms Ltd is committed to a safe and healthy work place environment for all of its employees, visitors and clients. A smoke-free working environment is part of our commitment.

The World Health Organization has documented the detrimental effects of smoking and of passive smoking.

1	<i>Employees must not smoke on the workplace or within 5 meters of the entrance of Group buildings. Smoking is not permitted in the toilet areas, hallways or any other part of the buildings.</i>
2	<i>Smoking is prohibited in company vehicles.</i>
3	<i>Signs are to be posted to inform employees and other stakeholders of the implementation of this policy.</i>
4	<i>The company will make smoking areas available, if and when possible. Smoking areas will be well ventilated and clearly identified.</i>
5	<i>Employees found in breach of this policy will be subject to disciplinary action.</i>
6	<i>This Policy applies to all departments under the Management of Hargy Oil Palms Ltd.</i>

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Ian Winstanley
Chief Executive Officer