

SMOKING POLICY

As part of our ongoing commitment to reviewing health and safety matters, the company has carefully considered current evidence regarding the health risks of passive smoking and the discomfort experienced by non-smokers exposed to tobacco smoke.

This smoking policy is designed to protect the right of non-smokers to enjoy a smoke-free working environment while also taking into account the needs of employees who smoke. The policy's focus is not on whether individuals choose to smoke but on where smoking is permitted within our premises.

This policy has been developed per the Republic of Cyprus Health Protection (Control of Smoking) Laws of 2002 to 2009, as amended.

STATEMENT

Scope

This Policy outlines the principles that guide our daily operations and establishes our expectations for management, employees, service providers, clients, visitors, and company representatives to act in accordance with the law and applicable Company policies, procedures, and guidelines.

This Policy does not discriminate at any level and applies *equally* to *all* company associates.

The principal objectives of this Policy are:

- Employees may smoke outside in designated areas during their breaks. We do not facilitate additional breaks for smoking
- The use of electronic cigarettes is prohibited wherever smoking is prohibited.
- Do not leave cigarette butts or other traces of litter or tobacco on the ground or anywhere else.
- Smoking is only permitted outside, in safe, designated areas.
- "No Smoking" signs shall be posted as deemed necessary.
- Designated smoking areas are assigned at the discretion of the company and the Master on board.
- There is **strictly no** smoking on deck if the vessel is working within the 500 meters safety zone of an installation and wherever there is any other recognised risk of fire, explosion or any other form of combustion.

Responsibility

Company management and Masters are responsible for ensuring that the standards set forth by this Policy and documented guidelines and procedures are communicated to all employees and that their conduct sets a good example.

Violations

Adherence is mandatory, and any violation of this Policy and associated documented procedures may lead to disciplinary action or legal consequences.

Any service providers, clients, or visitors failing to cooperate with the company in this regard may be removed from company premises and denied future entry.

Continuous Improvement

Senior management reviews this Policy annually and revises it as necessary to reflect changing operational conditions, new technology, government policies and legislation.