

SMOKING POLICY



This policy aims at protecting the health, safety and wellbeing of employees, contractors, and other stakeholders. QTerminals recognizes that usage of tobacco products (cigarettes, cigars, pipes, e-cigarettes, vapes and shisha) can result in various diseases including cancer. Passive smoking is a public health hazard. Smoking can also cause potential fire at the workplace.

Under the provisions of Qatar Law No.10 of 2016 - Article 12, it is illegal to smoke in closed public places. This policy applies to all QTerminals employees, contractors, and interested parties who access our sites and facilities.

All personnel must understand and adhere to the following:

- ▶ Smoking is strictly prohibited in buildings, company vehicles and mobile equipment (cranes, forklifts, terminal tractors, etc.).
- ▶ Designated smoking areas shall be located outdoors in safe zones and marked with appropriate "Smoking Area" signs.
- ▶ It is prohibited to throw cigarette butts on the ground or in domestic waste bins. Instead, ashtrays or sand barrels shall be used.

All employees, contractors, visitors, and business partners shall explicitly demonstrate their commitment to this policy. Any infraction or noncompliance will result in appropriate disciplinary action.

Approved By:
Group CEO
Marco Neelsen

A handwritten signature in blue ink, appearing to read 'Marco Neelsen', positioned above a horizontal line.