

No Smoking Policy

Renaissance is dedicated to maintaining a healthy work environment throughout its operations. The Company prohibits smoking in its workplaces, vehicles, offices, accommodation buildings, workshops, recreation facilities, common areas, etc and any other areas marked 'No Smoking Zones', which have been listed as per the ban imposed by the Government.

The company shall:

- Educate and encourage employees, customers and guests to refrain from smoking through safety meetings, video presentations, and discussions.
- Offer support to employees who want to quit smoking.
- Prominently display "No Smoking" signboards in (Arabic and English) in appropriate places throughout its operations.
- Where practical, provide a designated place that will permit individuals to smoke without affecting others. All smoking materials must be disposed of in the appropriate receptacles.
- Conform to the smoking policies of its clients when working on their premises.

Employees are also reminded that people caught smoking in public places and in "No-Smoking" zones falling under the jurisdiction of the Muscat Municipality, will be fined according to relevant rules and regulations.

It is the responsibility of all Renaissance employees to conduct themselves in compliance with this policy. Failure to comply will result in severe disciplinary action being taken by the company.



Stephen R Thomas
CEO

Description	Revision Number	Date Issued
Issue 1	2	July 2023