

NON - SMOKING POLICY

Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd), in recognition of health, safety and environmental concerns, is committed to providing and maintaining a safe and healthy working environment for all its employees, visitors and contractors.

In line with this commitment, Lalan Group has adopted a NON-Smoking Policy in the Company premises. Objective of this policy is to provide a smoke-free environment in all the Company premises, in order to achieve a healthier and pleasant work place, safeguard non-smokers from the risks to health of passive smoke and protect the Company sites from increased risk of fire, and product contamination.

Lalan Group remarks the harmful effects to health of tobacco smoke, mainly due to increased risk of contracting lung cancer and heart disease, and encourages those people who wish to quit smoking.

All employees, contractors and visitors are requested to abide with this policy when performing activities in the Lalan sites.

- Smoking is not allowed in any part of the Company premises.
- No restricted smoking area can be designated inside work places, operating areas (hazardous and non-hazardous) or places that must be crossed to reach smoke free areas.
- In any place inside the factory, except in outside smoking area(s), right of no-smokers to breathe clean air prevails over the right of the smokers to smoke.
- Smokers are invited not to smoke immediately outside the entrances to Company premises.
- A formal review of this policy will be conducted on a periodical basis.
- Employees will be consulted over the results of this policy monitoring and review.

Head of Human Resources of Lalan Group and the site HR executive have the overall responsibility for the implementation of this policy. This policy shall be reviewed annually.

Signature (CEO): .....

Date: 20.06.2020