

Smoking Policy

The logo for MMH, consisting of the letters 'MMH' in a bold, white, sans-serif font, enclosed within a white rectangular border with rounded corners.

Purpose & Scope

MMH is committed to protecting the Health, Safety and Welfare of its employees. All MMH workplaces are smoke-free and all employees and visitors have a right to a smoke-free environment. This document applies to all MMH sites, vehicles and work areas. All employees, contractors and visitors to such sites are to adhere to this policy. Verbal and/or written warnings to offenders who do not comply with this policy will be issued in line with MMH's disciplinary procedure.

Responsibility

The MMH CEO has the overall responsibility for this policy and the HR Function Head is responsible for the overseeing and implementation of this policy. All persons in a managerial and/or supervisory position have a specific responsibility to support the implementation of the policy and ensure that all personnel under their charge comply with the policy rules. All project based personnel are obliged to adhere to the policy as communicated to them during the induction process.

Applicability

Smoking is banned in all enclosed and substantially enclosed premises, public and office space, recreation area and any other working area such as warehouses, sheds, workshops, store rooms, company vehicles etc. The ban applies to anything that can be smoked, which includes cigarettes, pipes (including water pipes such as shisha and hookah pipes), cigars and herbal cigarettes. Appropriate 'NO SMOKING' signs are clearly displayed at the entrances to and within all enclosed and substantially enclosed premises on site. Hence, persons may only smoke in the designated smoking areas. All premises including company vehicles are designated smoke-free.

Designated smoking locations

Signs indicating designated smoking areas are posted in strategic locations throughout the site. Smoking may be suspended if it interferes with normal safety requirements. Suitable receptacles are provided for extinguishing discarded cigarette butts.

MMH encourages smokers to reduce their dependency on tobacco by providing literature on the effects of smoking and poor health.

Angelique Abela

Executive Chairperson

