

Smoking Policy of Svarog LLP

The Company completely recognizes that smoking has a serious detrimental effect on the health of smokers and non-smokers, and is one of the most dangerous reasons of fire, thus the objective of the Company's policy to decrease possible risks from smoking at all objects of the Company to maximum level.

The Company recognizes that it is not possible to eradicate this habit of employees completely and considers to separate smoking areas and limit them. The Company shall respect the interests of smokers and non-smokers, but prioritize interests of the latter ones.

The Company implements the program of regulation of smoking in places with dangerous materials and prohibition of smoking in the places where combination of harmful factors caused by smoking and professional activity increase risk for employees' health and risk of fire.

Smoking areas:

- Smoking is allowed in dedicated places only, clearly marked as a smoking area.

No smoking areas:

- Offices, computers room, food preparation and serving areas, lobbies, halls, receptions, stairs, toilets, shower rooms, workshops and other places marked as «No smoking».

The Company's management undertakes obligation for implementation of the policy. Disciplinary measures shall be taken against those violating the policy. Furthermore the Company is obliged to remind the employees about danger from smoking for health continuously.

Director

11.12.2017



S.N. Duginov