



NO SMOKING POLICY

Delattre Bezons Nigeria Limited (DBN), in recognition of Health, Safety and Environment concerns, is committed to providing a safe and healthy workplace for all workers engaged in its activities and to protecting the environment in which they work.

In line with this commitment DBN has adopted a No-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 healthy and pleasant workplace, safeguard non-smokers from the risks to health of passive smoke and protect the Company sites from increased risk of fire.

Smoking is not allowed in any part of the Company premises, except in any restricted smoking area(s) designated by the Company, although DBN 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 on DBN sites as well as to comply with the NON-smoking policy in force in any other place where they may be called to perform activities for the Company.

Smoking is prohibited at all times in company buses and operational vehicles.

This policy applies to all company employees, visitors and contractors on company owned or controlled premises. Any violations of the Company's no smoking policy may be subject to the appropriate disciplinary action.

A handwritten signature in blue ink, consisting of a large, stylized 'K' followed by a horizontal line and a vertical stroke.

Karim BELKAID
Managing Director
January, 2024