



## SISGEN S.r.l.

SEDE LEGALE E AMMINISTRATIVA:

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Member of CISQ Federation



CERTIFIED MANAGEMENT SYSTEM

ISO 9001 - ISO 14001

CQOP SOA  
COSTRUTTORI QUALIFICATI OPERE PUBBLICHE

## SMOKING POLICY

Sisgen is committed to achieving and maintaining a safe, healthy and productive work environment for all its employees and contractors.

It is now proven that secondhand smoke-(breathing other people's tobacco smoke)-can cause lung cancer and heart disease in non-smokers, as well as many other minor diseases and conditions.

This smoking policy does not aim to deny the personal right to smoke, but seeks to guarantee nonsmokers the right to work breathing cigarette smoke-free air, while also taking into account the needs of those who smoke.

In all Sisgen premises there is a ban on smoking

Smoking, while on duty will be allowed only during official break periods, outside the buildings or in outdoor areas so that smoke cannot enter the buildings.

Smoking is not allowed in any enclosed work area.

This applies to all offices, work areas and company vehicles, whether occupied by one person or shared by two or more people.

This policy was designed in full consultation with all those employees concerned with health and safety in this workplace, and is supported by the appropriate representatives.

The employer will provide all staff members with a copy of this policy upon their request, and visitors and temporary staff will be informed of and abide by the terms of this policy.

**Violations of this policy will be subject to disciplinary procedures.**

The appropriate physician and employee safety representatives will be consulted in a timely manner on any proposed changes.

La Direzione:  
Ing. Ivan Caronti

Como, 15 settembre 2023

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