

Policy for a Smoke-Free Workplace

M.M. S.r.l. a socio unico promotes a healthy and safe workplace to protect the well-being of all its employees. For this reason, the company has adopted a policy prohibiting the consumption of all tobacco products (i.e. cigarettes, cigars, pipes, electronic cigarettes, and chewing tobacco or snuff).

In 2002, the *International Agency for Research on Cancer* (IARC) classified smoking, both active and passive, as a human carcinogen, including it in Group 1 of carcinogenic substances. Nicotine is one of the harmful substances in smoking, which causes tolerance and dependence.

According to the World Health Organization (WHO), "*tobacco smoking control is the most important measure a country can take to improve the health of its citizens while reducing health expenditure*" and is considered a priority due to the high incidence of smoking-related pathologies.

M.M. acknowledges that smoking poses a risk to workers' health and actively promotes healthy lifestyles to improve individual and collective well-being.

M.M., a Smoke-free company

In accordance with company regulations, **smoking is strictly prohibited** at all times of the day (around the clock) **on all company premises** and during all external activities.

This ban aims to **protect the health and safety** of all those who operate in or access M.M.'s premises.

Violation of the prohibition constitutes not only **non-compliance with current legislation** (Italian Law No. 3 of 16 January 2003, Article 51: *Health Protection of Non-Smokers*), but also exposes people and business environments to health, hygiene and safety risks.

Objectives

This policy aims to **support the right to health and prevent the risks associated with smoking tobacco at work**. In particular, M.M. undertakes to pursue the following specific objectives:

- a) prevent anyone who accesses the company (employees, collaborators, visitors, suppliers, etc.) from being exposed to passive smoking;
- b) protect company areas from the risk of fires resulting from smoking products;
- c) ensure and maintain healthy air quality in all company premises;
- d) safeguard the decorum and hygiene of company buildings and outdoor areas;
- e) foster the reduction in the number of active smokers by promoting smoking cessation courses;
- f) actively involve all company staff in creating and maintaining a smoke-free working environment.

Applicability

This policy applies to:

- all **indoor company premises**, including offices, meeting rooms, corridors, production facilities, warehouses, storage areas, toilets, refreshment rooms and communal areas;
- **outdoor areas pertaining to the company** (such as transit areas, storage areas and green spaces);
- **areas used for external activities** regardless of the reason (rented spaces);
- **all company vehicles**, including rental vehicles (such as cars, vans, forklifts, self-propelled stackers, etc...).

Areas reserved for smoking

Smoking is **only permitted** in areas specifically designated as "**outdoor areas reserved for smokers**". Smoking is prohibited outside these areas, including in open spaces that are not designated for smoking. For hygiene and fire prevention reasons, as well as to avoid littering, smokers must use the **appropriate containers for cigarette ends and other residues**.

When using reserved areas, consideration must be given to colleagues, particularly in view of the risk of "**third-hand smoking**", whereby toxic substances remain on a smoker's clothes, surfaces, hair and skin (e.g. clothes impregnated with smoke).

Sensitisation activities

M.M. undertakes to support this policy with **health promotion activities** that provide information on active and passive smoking.

The company offers **support to people who want to stop smoking**, providing information on specific cessation pathways in collaboration with local health services.

Monitoring, Communication and Continuous Improvement

With the support of the Health, Safety and Environment Manager, the Senior Management team ensures the **monitoring of the effectiveness of the policy** and promotes continuous improvement.

All **available company channels** (website, social media, notices in strategic places) are used to communicate with the aim of raising awareness and encouraging active participation.

M.M. encourages ongoing communication with all company employees to foster a shared culture of health and safety, and respect for the environment.

Udine, 29/05/2025

Signed by the Legal Representative

Emanuel Morandini