

10.3.22

TOBACCO POLICY

(DON'T) CHEW ON THIS.

The Company encourages a smoke and tobacco-free workplace. Employee-owners will try to minimize any use of tobacco products (including, but not limited to: cigarettes, e-cigarettes, vaping devices, pipes cigars, snuff, or chewing tobacco) while operating Company equipment and vehicles. Usage of tobacco products is allowed in designated areas only and no traces of litter or tobacco products should be left behind. In some cases, a project or client's policy may prohibit any tobacco use on site.

**WE GO WITHOUT
TOBACCO**