



POLICY ON THE SMOKING PROHIBITION AT EUROGATE LOGISTICS SP. Z O.O.

The purpose of this Policy on The Smoking Prohibition at Eurogate Logistics Sp. z o.o. is to create workplaces free from tobacco smoke and free from vapor from electronic cigarettes and substances released by innovative tobacco products, in which both employees and Guests will not be exposed to so-called passive smoking.

In accordance with Article 5 paragraph 1 of the Act of 9 November 1995 on the protection of health against the effects of using tobacco and tobacco products (consolidated text: Journal of Laws of 2024, item 1162), **smoking tobacco products, including innovative tobacco products and smoking electronic cigarettes, is prohibited on the Company's premises.**

Rationale of health:

- Protecting the right of non-smokers to live in an environment free from tobacco smoke, vapor from electronic cigarettes and substances released by innovative tobacco products.
- Promoting health by promoting a lifestyle free from the addiction of smoking cigarettes, using other tobacco products and smoking electronic cigarettes.
- As for health effects: On average, almost 35% of all cancer deaths can be attributed to smoking. Smokers are 30 times more likely to die from lung cancer than nonsmokers. Passive smoking increases the risk of lung cancer by a quarter, and even being in a room filled with the smell of second-hand smoke is harmful. Second-hand smoke contains more than 7,000 chemicals. At least 250 of these substances are harmful, and 70 are carcinogenic (source: National Cancer Registry).

Rationale of fire safety:

- Minimizing the risk of fire.
- Minimizing risks related to the safety and health of employees and Guests,
- Minimizing the risk of financial losses, property damage, and interruptions in the Company's business operations.

To achieve this goal, we are introducing completely non-smoking in all offices of Eurogate Logistics Sp. z o.o. and in the Warehouse together with the adjoining territory, excluding designated and clearly marked areas. The smoking prohibition policy is known to all employees and publicly available. We ask that this ban be respected by all staff and our Guests.

Approved by: **ADAM NAGY**

President of the Management Board